



**Australian Government**  
**Attorney-General's Department**

# **Trends in Federal Enterprise Bargaining Report**

**June quarter 2020**



**Australian Government**

**Attorney-General's Department**

## **Trends in Federal Enterprise Bargaining Report Initial Tables**

**Table 1:**

**Average Annualised Wage Increases for agreements approved in the June quarter 2020 which contained quantifiable wage increases (613 agreements)**

<b>Enterprise agreements approved in the quarter</b>	<b>March Quarter 2020 (%)</b>	<b>June Quarter 2020 (%)</b>	<b>Change (% Points)</b>
<b>All sectors</b>	2.6	2.8	+0.2
<b>Private sector</b>	2.9	3.0	+0.1
<b>Public sector</b>	2.3	2.2	-0.1

**Table 2:**

**Average Annualised Wage Increases for agreements current on 30 June 2020 which contained quantifiable wage increases (7,880 agreements)**

<b>All current enterprise agreements</b>	<b>March Quarter 2020 (%)</b>	<b>June Quarter 2020 (%)</b>	<b>Change (% Points)</b>
<b>All sectors</b>	2.6	2.6	0.0
<b>Private sector</b>	2.6	2.7	+0.1
<b>Public sector</b>	2.6	2.5	-0.1

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## Further Information

[Trends in Federal Enterprise Bargaining](#) is available online at:

<https://www.ag.gov.au/industrial-relations/enterprise-agreements-data/Pages/trends-in-federal-enterprise-bargaining.aspx>. The Department recommends that Trends in Federal Enterprise Bargaining data be read in conjunction with the Technical Notes (appended to this document), which describe the calculation methodology for the calculation of the data and provide a guide to interpreting data tables.

For other queries, please contact [ebtrends@ag.gov.au](mailto:ebtrends@ag.gov.au)

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# Trends in Federal Enterprise Bargaining Report Summary

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## **1. Wages growth under federal enterprise agreements June quarter 2020 - *Tables 1 and 2 in Trends report***

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the June quarter 2020 was 2.8 per cent, up from 2.6 in the March quarter 2020, and up from 2.7 per cent in the June quarter 2019.<sup>1</sup>

The 2.8 per cent AAWI result is based on the 80.4 per cent of agreements approved in the June quarter 2020, covering 46.4 per cent of employees, which contained quantifiable wage increases.<sup>2</sup>

For the 7,880 enterprise agreements current as at 30 June 2020 (that is, agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 2.6 per cent, equal to the March quarter 2020 and down from 2.7 per cent in the June quarter 2019.

The June quarter 2020 enterprise agreement results are likely to have been impacted by the COVID-19 pandemic given that agreements approved in the quarter were lodged during the early stages of the virus' spread in Australia and during periods of industry lockdown.

## **2. Federal enterprise agreements – Proportion of Australian employees covered**

In total, enterprise agreements (including federal and state) covered 37.9 per cent (rounded) of all Australian employees in May 2018.

Federal enterprise agreements covered 30.4 per cent of all Australian employees as at May 2018<sup>1</sup>.

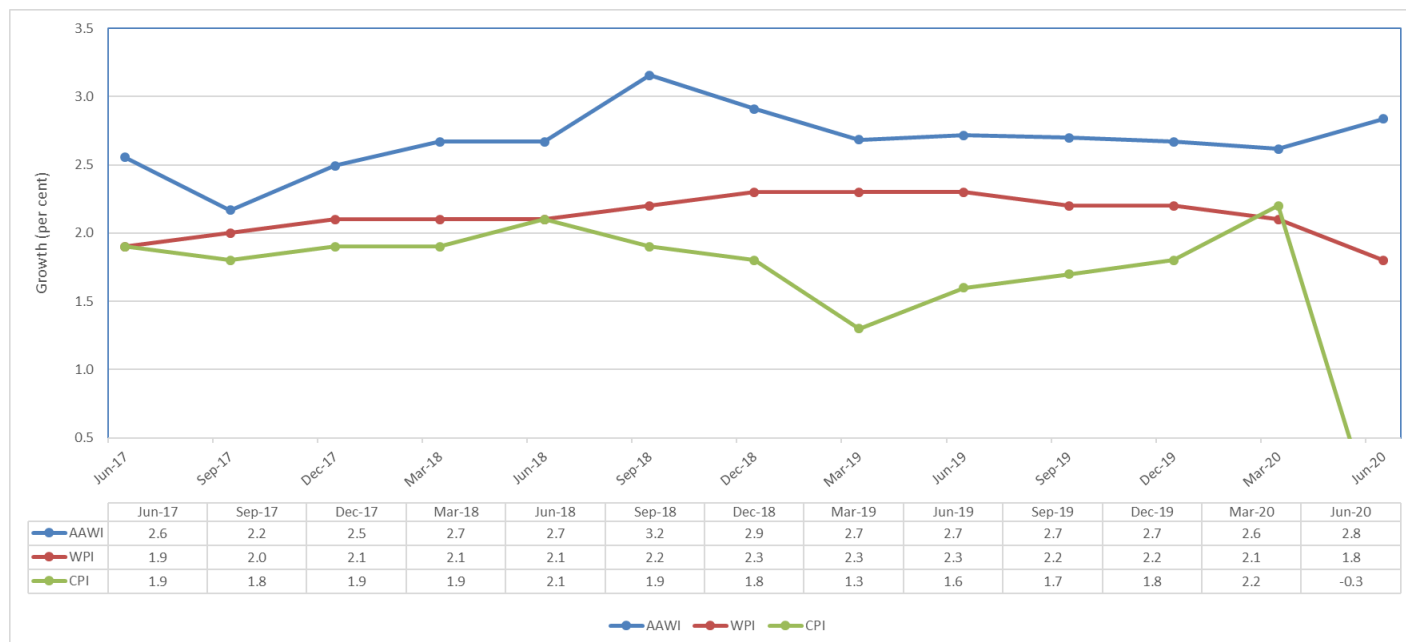
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<sup>1</sup> - See Note 1 at the end of this summary for more details

<sup>2</sup> - See Note 2 (Non-quantifiable agreements) at the end of this summary for more details.

### 3. Comparison of AAWI, ABS Wage Price Index (WPI) and ABS Consumer Price Index (CPI)

**Chart 1 - AAWI in approved agreements, ABS Wage Price Index (WPI) and ABS Consumer Price Index (CPI) – June quarter 2017 to June quarter 2020**



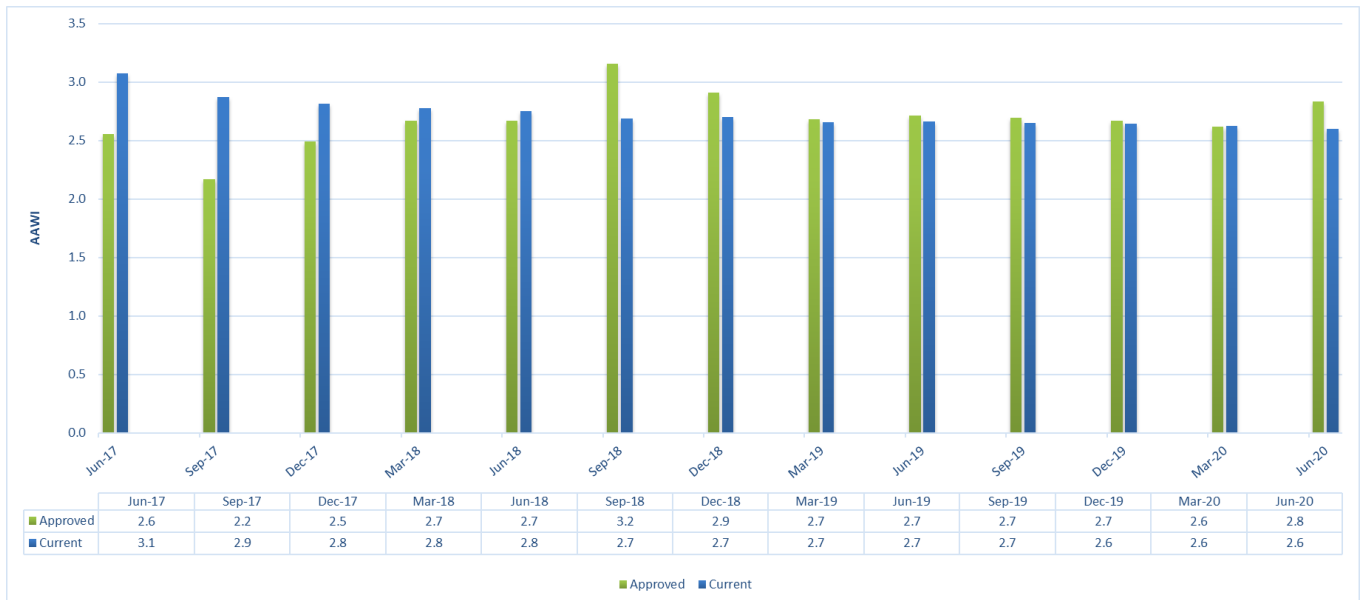
**Source:** Attorney-General’s Department, Workplace Agreements Database; Australian Bureau of Statistics, Wage Price Index, Australia, Cat. No. 6345.0 – June 2020; Australian Bureau of Statistics, Consumer Price Index, Australia, Cat. No. 6401.0 – June 2020.

The ABS Wage Price Index (WPI) measures the price of wages in the Australian economy and is a key macroeconomic indicator. The stability of the WPI makes it the preferred indicator of wage trends for the ABS and the Reserve Bank of Australia (RBA).

The Consumer Price Index (CPI) is used as a measure of inflation, or the cost of living. It measures changes in the price of a 'basket' of goods and services which account for a high proportion of expenditure by metropolitan households.

#### 4. AAWI - agreements approved in the June quarter 2020 and agreements current as at 30 June 2020 - Tables 3 and 4 in Trends report

Chart 2 - Approved and current agreements AAWI by quarter – June quarter 2017 to June quarter 2020



Source: Attorney-General’s Department, Workplace Agreements Database.

Chart 2 (above) shows quarterly AAWI results for agreements approved in each quarter since the June quarter 2017, and the AAWI for all agreements current at the end of each quarter.

##### Approved agreements

There were 762 agreements approved in the June quarter 2020, of which 613 contained wage increases that could be quantified.

The AAWI for agreements approved in the June quarter 2020 was 2.8 per cent, up from 2.6 per cent the March quarter 2020 and up from 2.7 per cent in the June quarter 2019.

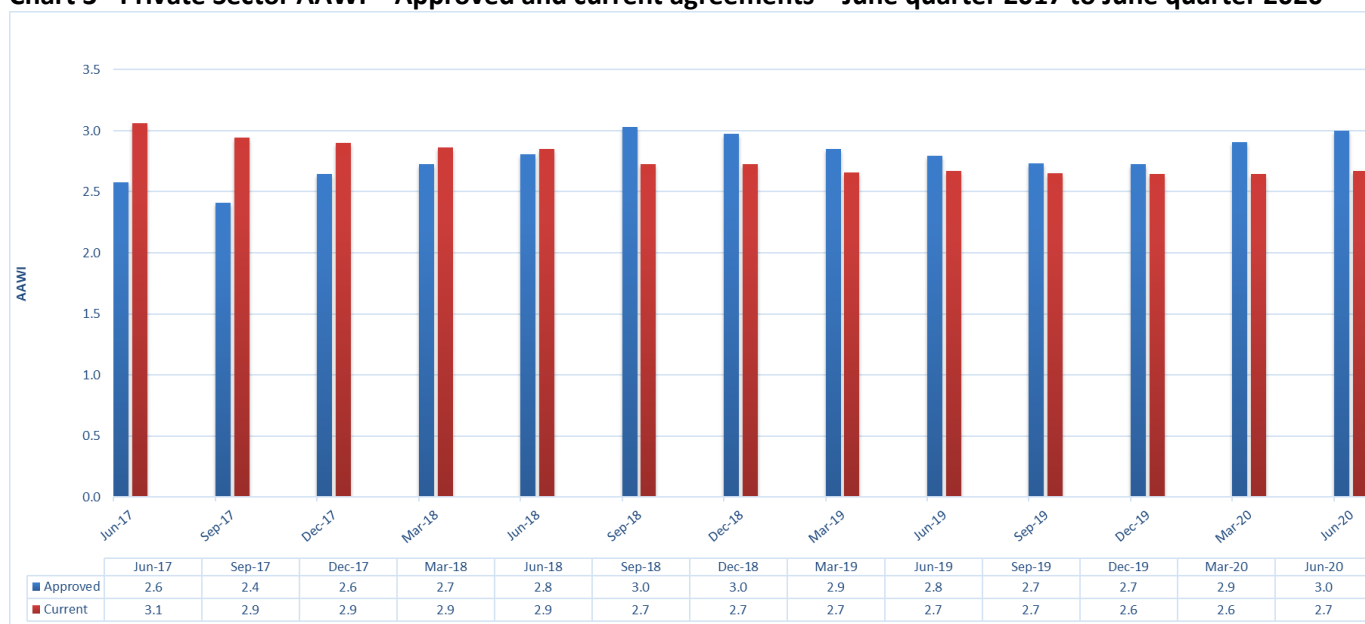
##### Current Agreements

There were 10,701 agreements current as at 30 June 2020, of which 7,880 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 30 June 2020 was 2.6 per cent, equal to the March quarter 2020 and down from 2.7 per cent in the June quarter 2019.

## 5. Private sector wages growth – June quarter 2020 - Table 3 and 7 in Trends report

Chart 3 - Private Sector AAWI – Approved and current agreements – June quarter 2017 to June quarter 2020



**Source:** Attorney-General’s Department, Workplace Agreements Database.

**Chart 3 (above)** shows the quarterly AAWI for private sector agreements approved in each quarter since the June quarter 2017, and the AAWI for private sector agreements current as at the end of each quarter.

The AAWI for private sector enterprise agreements approved in the June quarter 2020 was 3.0 per cent, up from 2.9 per cent in the March quarter 2020, and up from 2.8 per cent in the June quarter 2019.

The industries with the highest AAWIs were Construction (4.6 per cent), Electricity, Gas, Water and Waste Services (3.7 per cent) and Accommodation and Food Services (3.5 per cent)

The industries with the lowest AAWIs were Retail Trade (2.0 per cent), Public Administration and Safety (2.1 per cent) and Mining (2.2 per cent)

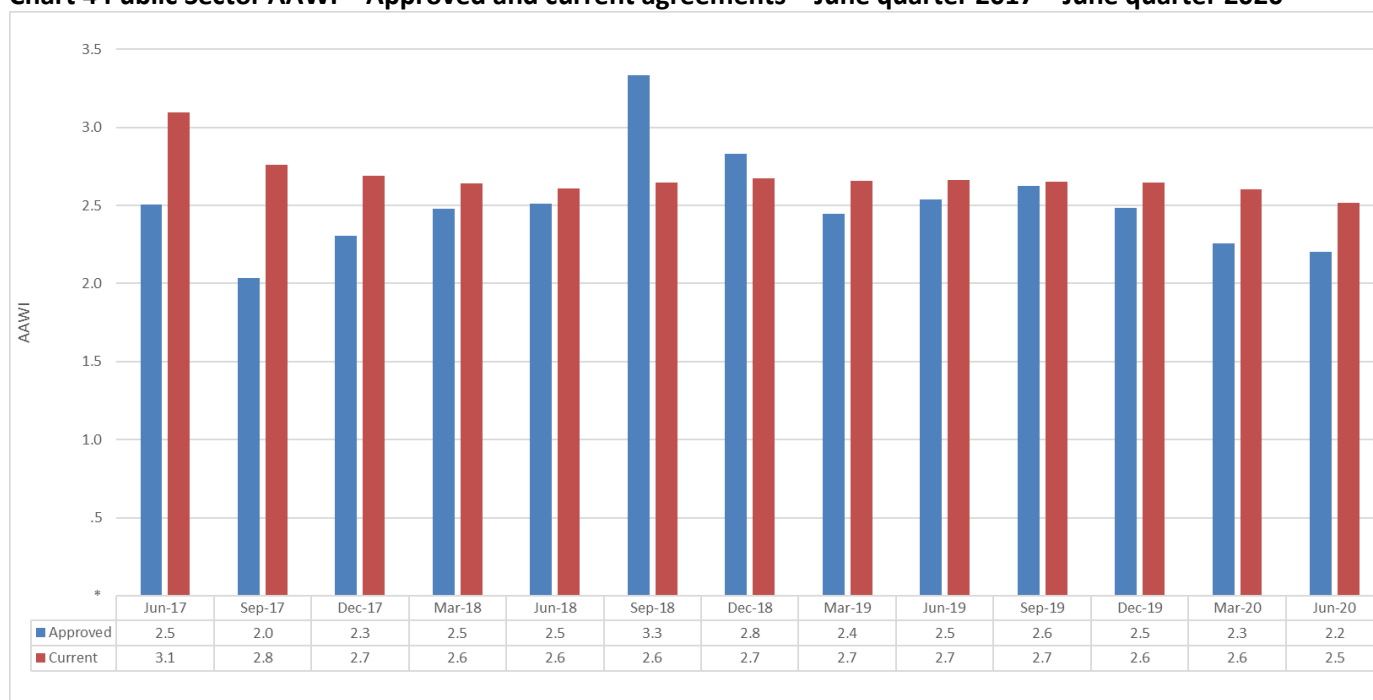
Large quantifiable private sector agreements approved in the June quarter 2020 include:

- *Crown Melbourne Limited Enterprise Agreement 2019 (5,279 employees)*
  - o AAWI of 3.0 per cent.
- *Metro Trains Melbourne Pty Ltd Rail Operations Enterprise Agreement 2019 (3,286 employees)*
  - o AAWI of 3.5 per cent.
- *Bendigo and Adelaide Bank Enterprise Agreement 2018-2021 (2,802 employees)*
  - o AAWI of 2.9 per cent



## 6. Public sector wages growth – June quarter 2020 - Table 3 in Trends report

Chart 4 Public Sector AAWI – Approved and current agreements – June quarter 2017 – June quarter 2020



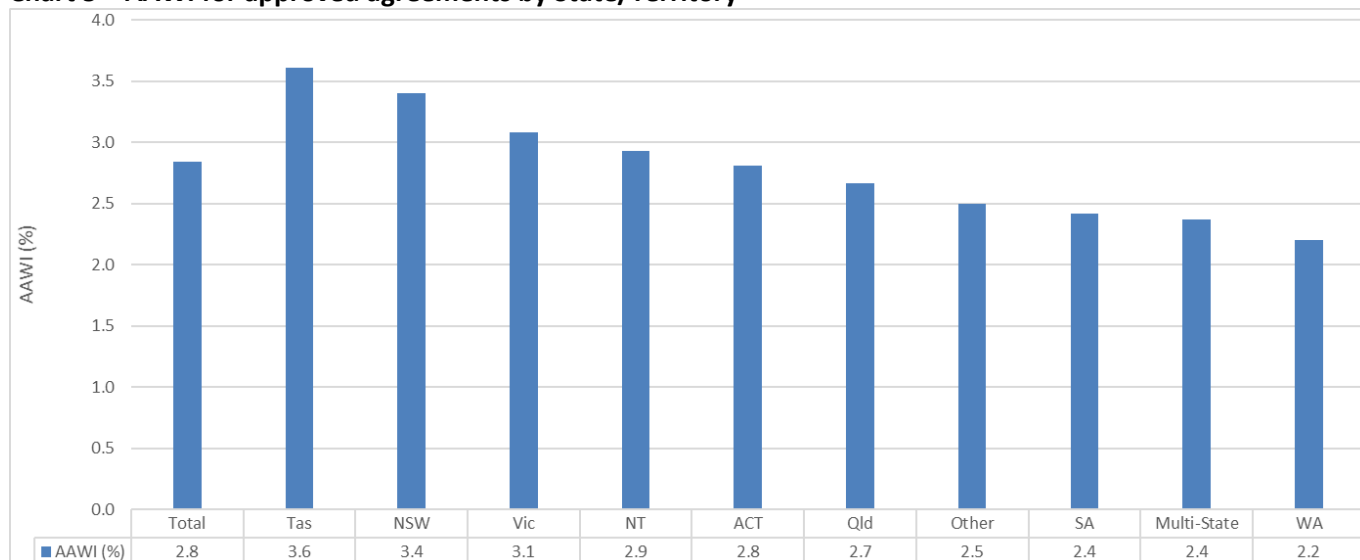
Source: Attorney-General’s Department, Workplace Agreements Database.

Chart 4 (above) shows the AAWI for public sector agreements approved in the June quarter 2020 was 2.2 per cent, down from 2.3 per cent in the March quarter 2020 and down from 2.5 percent in the June quarter 2019. Large quantifiable public sector agreements approved in the June quarter 2020 include:

- *National Disability Insurance Agency Enterprise Agreement 2020 - 2023 (4,368 employees)*
  - o AAWI of 2.0 per cent.
- *Australian Nuclear Science and Technology Organisation Enterprise Agreement 2020-2023 (1,341 employees)*
  - o AAWI of 2.0 per cent.
- *Kingston City Council Enterprise Agreement No 9 2019 - 2022 (1,306 employees)*
  - o AAWI of 2.3 per cent.

## 7. State/Territory wages growth – June quarter 2020 - Table 10 in Trends report

Chart 5 – AAWI for approved agreements by State/Territory



Source: Attorney-General's Department, Workplace Agreements Database.

Chart 5 (above) shows the AAWI results for each state and territory

AAWIs for agreements approved in the June quarter 2020 were highest in Tasmania at 3.6 per cent.

Agreements in Western Australia had the lowest AAWIs at 2.2 per cent.

## 8. Wages growth for agreements that cover union/s and agreements with no union/s covered – June quarter 2020 <sup>3</sup> - Table 13 in Trends report

Agreements approved in the June quarter 2020 that formally covered unions had a combined AAWI of 2.8 per cent, up from 2.6 per cent in the March quarter 2020, whereas agreements with no unions formally covered had a combined AAWI of 2.6 per cent, down from 2.7 per cent in the March quarter 2020.

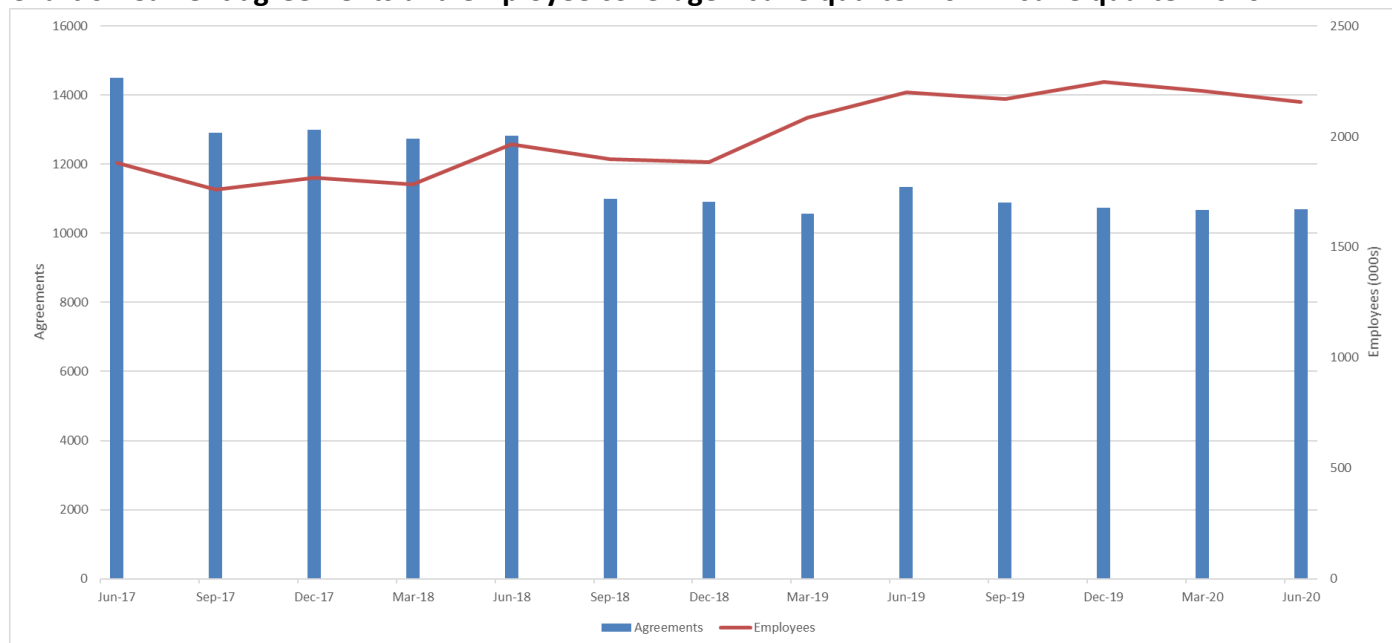
<sup>3</sup> See note 4 for more details.

## 9. Level of agreement making, as at 30 June 2020 - Table 4 in Trends report

### Approved agreements

There were 762 (142,550 employees) agreements approved in the June quarter 2020, down from 958 (145,626 employees) agreements in the March quarter 2020 and down from 1,580 (195,324 employees) in the June quarter 2019.

**Chart 6 - Current agreements and employee coverage – June quarter 2017 – June quarter 2020**



**Source:** Attorney-General's Department, Workplace Agreements Database.

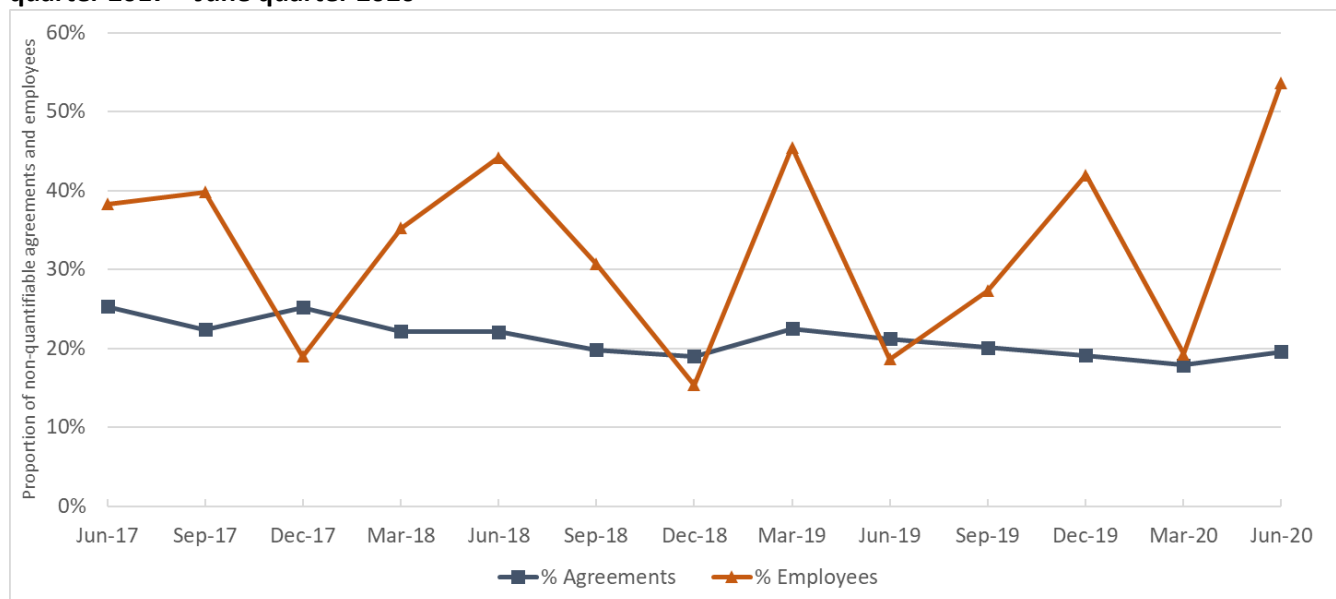
**Chart 6 (above)** shows there were 10,701 current (not expired or terminated) agreements as at 31 March 2020, covering 2.16 million employees.

This is higher than the 10,675 agreements current as at 31 March 2020 and is lower than the 11,337 agreements current at 30 June 2019.

The June quarter 2020 employee coverage of 2.16 million is lower than the 2.21 million employees covered at 31 March 2020 and is lower than the 2.20 million employees at 30 June 2019.

## 10. Non-quantifiable agreements<sup>4</sup> – June quarter 2020 - *Table 12 in Trends report*

**Chart 7 - Non-quantifiable agreements, proportion of approved agreements and employees covered, June quarter 2017 – June quarter 2020**



**Source:** Attorney-General’s Department, Workplace Agreements Database.

**Chart 7 (above)** shows the proportion of employees covered by non-quantifiable agreements is more volatile than the proportion of agreements that are non-quantifiable. This volatility is due to larger agreements (in terms of employee coverage) with non-quantifiable wage increases being approved in some quarters but not others.

19.6 per cent of agreements approved in the June quarter 2020, covering 53.6 per cent of employees, do not contain quantifiable wage increases, and thus are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered or wage adjustments are linked to other sources, such as the Fair Work Commission’s Annual Wage Review or CPI or WPI movements.

In the June quarter 2020, 3 agreements were approved that cover more than 2,000 employees each and did not have quantifiable wage increases including:

- *KFC National Enterprise Agreement 2020 (36,849 employees)*
  - o Wage increases are linked to future outcomes of the Fair Work Commission’s annual wage review.
- *Telstra Enterprise Agreement 2019-2021 (20,447 employees)*
  - o Wages increases are linked to future outcomes of the Fair Work Commission’s annual wage review.
- *Prouds Retail Employees Enterprise Agreement 2019 (2,904 employees)*
  - o Wage increases are linked to future outcomes of the Fair Work Commission’s annual wage review.

<sup>4</sup> See Trends Technical notes for more information on why an agreement is Non-Quantifiable.

## NOTES

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series. AAWI data includes only increases to the base rate of pay and do not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the June quarter 2020, the calculated AAWI of 2.8 per cent is based on 613 agreements, covering 66,094 employees (that is, 80.4 per cent of the 762 agreements approved in the quarter, and covering 46.4 per cent of the 142,550 employees) with quantifiable wage increases.
  - A total of 149 agreements, covering 76,456 employees (that is, 19.6 per cent of the 762 agreements approved in the quarter, covering 53.6 per cent of the total of 142,550 employees), have across-the-board wage increases that could not be quantified because, for example, different increases were given to different classifications, increases were based on individual performance or business unit performance. Refer to Table 12 in the Trends report for related data.
3. Context for the on wages growth in federally registered enterprise agreements:
  - 37.9 per cent of all employees in Australia (as measured by the ABS 2018 Employee Earnings and Hours (EEH) survey) had their pay set by an enterprise agreement.

**Notes table: Instrument providing rate of pay for all employees, 2010-2018**

Instrument providing rate of pay	2010 (%)	2012(%)	2014(%)	2016(%)	2018(%)
Award	15.2	16.1	18.8	20.6	21.0
Collective Agreement (Federally Registered)	31.5	32.0	32.6	38.5 (across all collective agreements)*	30.4
Collective Agreement (State Registered)	11.9	9.8	8.6		7.4
Collective Agreement (Unregistered)	0.1	0.2	0.2		0.0
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	37.3	38.7	36.4	37.3	37.3
Owner/managers of incorporated enterprises	4.1	3.3	3.4	3.6	3.8

**Source:** Australian Bureau of Statistics Employee Earnings and Hours, Cat. No. 6306.0 (May 2010, May 2012, May 2014, May 2016, May 2018), unpublished data, including revised data for the 2016 Award and all Collective Agreement categories released at the time of the 2018 data – all employees.

\* Note: For 2016, a comparable breakdown of the Collective Agreement category is not available. In 2018, the ABS undertook a methodology change in how they consider pay setting mechanisms. The ABS provided indicative comparable estimates for 2016 (calculated using the 2018 methodology) at the higher level for the different methods of setting pay, however, more detailed breakdowns are not available.

Also note: This table is not intended to be analysed as a time series. Figures are extracted from published and unpublished Employee Earnings and Hours. Disaggregation of revised 2016 data is not available.

This table includes managerial-level employees. This accounts for all differences between this table and tables published in previous Trends reports. ABS classifies employees in the individual arrangement category if they have their pay set by an individual common law contract or arrangement, whether or not written, including where employees receive over-award payments.

An agreement is identified as being “union” where the decision approving the agreement notes in accordance with s201(2) of the *Fair Work Act 2009* that the agreement covers the union(s) which has/have given notice under s183(1) that it/they want the agreement to cover them. It is recognised that this is a proxy measure as the data measure coverage rather than bargaining presence

## Trends in Federal Enterprise Bargaining Report Main Tables

**Table 3 - Agreements approved in the quarter by sector (June quarter 2017 – June quarter 2020)**

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20
<b>Public sector agreements</b>	48	40	49	36	55	31	44	77	61	60	47	38	27
<b>Public sector AAWI (%)</b>	2.5	2.0	2.3	2.5	2.5	3.3	2.8	2.4	2.5	2.6	2.5	2.3	2.2
<b>Public sector duration (yrs.)</b>	3.3	3.3	3.2	3.3	3.2	3.9	3.9	3.1	3.1	3.0	2.9	3.4	3.2
<b>Public sector employees ('000)</b>	41.6	167.9	66.4	35.6	77.6	39.0	51.6	84.2	49.9	41.5	28.7	52.4	14.4
<b>Private sector agreements</b>	798	639	999	921	1056	842	879	1254	1519	1188	1079	920	735
<b>Private sector AAWI (%)</b>	2.6	2.4	2.6	2.7	2.8	3.0	3.0	2.9	2.8	2.7	2.7	2.9	3.0
<b>Private sector duration (yrs.)</b>	2.9	3.0	2.8	2.8	2.4	2.3	2.8	3.2	2.8	2.9	3.1	3.1	3.2
<b>Private sector employees ('000)</b>	72.6	68.3	83.5	90.7	193.4	93.8	86.8	283.5	145.4	127.1	173.1	93.3	128.1
<b>All sector agreements</b>	846	679	1048	957	1111	873	923	1331	1580	1248	1126	958	762
<b>All sectors AAWI (%)</b>	2.6	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.7	2.7	2.7	2.6	2.8
<b>All sectors duration (yrs.)</b>	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.2
<b>All sectors employees ('000)</b>	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.5	201.8	145.6	142.6

Source: Attorney-General's Department, Workplace Agreements Database.

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. \* Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**How to read:** 27 public sector agreements were approved in the June quarter 2020, covering 14,400 employees. Their average AAWI was 2.2 per cent and their average duration was 3.2 years.

**Table 4 - Agreements current on the last day of the quarter, by sector (June quarter 2017 – June quarter 2020)**

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20
<b>Public sector agreements</b>	560	479	508	509	541	502	513	544	582	567	568	562	562
<b>Public sector AAWI(%)</b>	3.1	2.8	2.7	2.6	2.6	2.6	2.7	2.7	2.7	2.7	2.6	2.6	2.5
<b>Public sector duration</b>	3.5	3.5	3.5	3.5	3.5	3.5	3.6	3.5	3.5	3.5	3.5	3.5	3.4
<b>Public sector employees ('000)</b>	523.9	572.1	618.1	618.2	673.6	699.8	730.0	780.5	817.4	827.2	819.5	790.7	760.5
<b>Private sector agreements</b>	13929	12430	12475	12222	12290	10493	10389	10030	10755	10311	10168	10113	10139
<b>Private sector AAWI(%)</b>	3.1	2.9	2.9	2.9	2.9	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.7
<b>Private sector duration</b>	3.0	3.1	3.1	3.1	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.1	3.2
<b>Private sector employees ('000)</b>	1357.6	1189.2	1195.4	1166.7	1289.4	1198.5	1153.6	1306.0	1382.4	1343.4	1425.5	1416.3	1396.1
<b>All sector agreements</b>	14489	12909	12983	12731	12831	10995	10902	10574	11337	10878	10736	10675	10701
<b>All sectors AAWI(%)</b>	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6
<b>All sectors duration</b>	3.2	3.3	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
<b>All sectors employees ('000)</b>	1881.5	1761.2	1813.5	1784.9	1962.9	1898.3	1883.5	2086.5	2199.8	2170.6	2245.0	2207.0	2156.6

Source: Attorney-General's Department, Workplace Agreements Database.

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. \* Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**How to read:** 562 public sector agreements were current as at 30 June 2020, covering 760,500 employees. Their average AAWI was 2.5 per cent and their average duration was 3.4 years.



**Table 5 - Agreements approved in the quarter by agreement type (June quarter 2017 – June quarter 2020)**

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20
Multi-enterprise greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise greenfields AAWI(%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi-enterprise greenfields duration	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-greenfields agreements	5	4	3	7	3	5	6	1	14	5	4	3	2
Multi-enterprise non-greenfields AAWI(%)	2.5	2.7	2.2	2.1	*	2.2	4.8	3.2	4.3	3.8	2.7	2.5	3.3
Multi-enterprise non-greenfields duration	3.1	3.1	3.5	2.4	2.3	2.8	3.2	2.1	3.0	3.7	2.8	2.9	3.8
Multi-enterprise non-greenfields employees ('000)	3.3	1.4	0.5	1.9	2.8	4.7	13.7	27.4	5.3	0.5	2.2	5.6	1.5
Single-enterprise greenfields agreements	18	28	26	21	42	43	32	54	76	79	60	52	51
Single-enterprise greenfields AAWI(%)	1.8	2.5	2.5	2.6	3.5	3.4	3.8	2.7	3.7	3.7	2.6	3.7	3.7
Single-enterprise greenfields duration	3.3	3.3	2.2	3.3	3.2	2.8	1.8	2.8	1.8	2.5	2.6	2.8	3.0
Single-enterprise greenfields employees ('000)	2.1	1.4	2.4	1.7	2.3	2.2	0.7	3.2	3.5	2.0	3.1	1.9	1.4
Single-enterprise non-greenfields agreements	823	647	1019	929	1066	825	885	1276	1490	1164	1062	903	709
Single-enterprise non-greenfields AAWI(%)	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.6	2.6	2.7	2.7	2.6	2.8
Single-enterprise non-greenfields duration	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.3	2.9	2.9	3.1	3.2	3.2
Single-enterprise non-greenfields employees ('000)	108.7	233.4	147.1	122.7	265.9	126.0	123.9	337.1	186.5	166.0	196.5	138.1	139.7
<b>All agreements</b>	<b>846</b>	<b>679</b>	<b>1048</b>	<b>957</b>	<b>1111</b>	<b>873</b>	<b>923</b>	<b>1331</b>	<b>1580</b>	<b>1248</b>	<b>1126</b>	<b>958</b>	<b>762</b>
<b>All AAWI(%)</b>	<b>2.6</b>	<b>2.2</b>	<b>2.5</b>	<b>2.7</b>	<b>2.7</b>	<b>3.2</b>	<b>2.9</b>	<b>2.7</b>	<b>2.7</b>	<b>2.7</b>	<b>2.7</b>	<b>2.6</b>	<b>2.8</b>
<b>All duration</b>	<b>3.0</b>	<b>3.2</b>	<b>3.0</b>	<b>2.9</b>	<b>2.7</b>	<b>2.8</b>	<b>3.2</b>	<b>3.2</b>	<b>2.8</b>	<b>2.9</b>	<b>3.0</b>	<b>3.2</b>	<b>3.2</b>
<b>All employees ('000)</b>	<b>114.2</b>	<b>236.2</b>	<b>149.9</b>	<b>126.3</b>	<b>271.0</b>	<b>132.8</b>	<b>138.4</b>	<b>367.7</b>	<b>195.3</b>	<b>168.5</b>	<b>201.8</b>	<b>145.6</b>	<b>142.6</b>

Source: Attorney-General's Department, Workplace Agreements Database.

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. \* Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. All estimates are rounded and are subject to revision. Revisions have been made to historical series.
5. Agreement types – see “Types of Enterprise Agreements” section in Technical Notes at the end of this report.

**How to read:** 2 multi-enterprise non-greenfields agreements were approved in the June quarter 2020, covering an estimated 1,500 employees. Their average AAWI was 3.3 per cent and their average duration was 3.8 years.

**Table 6 - Agreements current on the last day of the quarter, by agreement type (June quarter 2017 – June quarter 2020)**

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20
Multi-enterprise greenfields agreements	1	1	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise greenfields AAWI (%)	1.6	1.6	*	*	*	*	*	*	*	*	*	*	*
Multi-enterprise greenfields duration (yrs.)	2.1	2.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0	0
Multi-enterprise non-greenfields agreements	62	57	58	58	60	57	59	56	67	69	69	60	59
Multi-enterprise non-greenfields AAWI (%)	2.6	2.7	2.6	2.6	2.6	2.5	2.9	3.0	3.1	3.1	3.1	3.1	3.1
Multi-enterprise non-greenfields duration (yrs.)	3.3	3.4	3.4	3.5	3.4	3.4	3.3	2.9	2.9	2.9	2.9	2.9	2.9
Multi-enterprise non-greenfields employees ('000)	54.6	50.4	49.9	47.4	48.6	49.2	62.7	89.6	94.6	89.5	87.9	88.1	89.2
Single-enterprise greenfields agreements	980	792	710	621	543	455	413	330	359	337	383	387	397
Single-enterprise greenfields AAWI (%)	3.4	3.2	3.0	2.9	2.9	2.9	2.9	2.7	2.8	2.8	2.7	2.7	2.8
Single-enterprise greenfields duration (yrs.)	3.5	3.5	3.4	3.3	3.3	3.3	3.2	3.4	3.2	3.2	3.1	3.3	3.2
Single-enterprise greenfields employees ('000)	40.1	33.9	33.5	29.8	27.9	25.4	24.3	22.0	24.6	23.6	26.0	25.3	24.3
Single-enterprise non-greenfields agreements	13446	12059	12215	12052	12228	10483	10430	10188	10911	10472	10284	10228	10245
Single-enterprise non-greenfields AAWI (%)	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6
Single-enterprise non-greenfields duration (yrs.)	3.1	3.2	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
Single-enterprise non-greenfields employees ('000)	1786.8	1676.8	1730.1	1707.7	1886.5	1823.7	1796.5	1974.9	2080.7	2057.5	2131.1	2093.6	2043.1
All agreements	14489	12909	12983	12731	12831	10995	10902	10574	11337	10878	10736	10675	10701
All AAWI (%)	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6
All duration (yrs.)	3.2	3.3	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
All employees ('000)	1881.5	1761.2	1813.5	1784.9	1962.9	1898.3	1883.5	2086.5	2199.8	2170.6	2245.0	2207.0	2156.6

Source: Attorney-General's Department, Workplace Agreements Database.

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. \* Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. All estimates are rounded and are subject to revision. Revisions have been made to historical series.
5. Agreement types – see “Types of Enterprise Agreements” section in Technical Notes at the end of this report.

**How to read:** 59 multi-enterprise non-greenfields agreements were current as at 30 June 2020, covering an estimated 89,200 employees. Their average AAWI was 3.1 per cent and their average duration was 2.9 years.

**Table 7 - Agreements approved in the quarter, by ANZSIC Division (June quarter 2017 – June quarter 2020)**

<b>FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER</b>	<b>Jun-17</b>	<b>Sep-17</b>	<b>Dec-17</b>	<b>Mar-18</b>	<b>Jun-18</b>	<b>Sep-18</b>	<b>Dec-18</b>	<b>Mar-19</b>	<b>Jun-19</b>	<b>Sep-19</b>	<b>Dec-19</b>	<b>Mar-20</b>	<b>Jun-20</b>
<b>Agriculture, Forestry and Fishing agreements</b>	14	4	12	11	19	7	12	46	21	13	20	5	8
<b>Agriculture, Forestry and Fishing AAWI (%)</b>	2.7	2.5	2.7	2.1	2.6	3.0	2.4	2.2	2.7	2.4	2.6	2.4	3.4
<b>Agriculture, Forestry and Fishing duration (yrs.)</b>	3.1	3.4	3.3	3.5	3.0	3.4	3.6	3.9	3.5	3.3	3.5	3.8	2.4
<b>Agriculture, Forestry and Fishing employees ('000)</b>	1.6	0.9	0.7	0.7	1.1	0.7	1.2	2.4	1.4	1.5	2.7	0.2	0.7
<b>Mining agreements</b>	29	18	33	24	39	20	26	58	46	38	25	33	17
<b>Mining AAWI (%)</b>	2.5	1.9	1.8	2.0	2.2	2.2	2.7	2.3	2.6	2.3	2.3	2.5	2.2
<b>Mining duration (yrs.)</b>	3.4	3.5	3.1	2.8	2.7	3.6	2.8	3.4	3.0	3.3	3.3	3.2	3.9
<b>Mining employees ('000)</b>	3.6	1.5	3.6	2.3	7.1	2.6	2.1	6.1	8.3	5.1	4.5	4.2	2.0
<b>Manufacturing agreements</b>	162	112	205	152	139	145	148	240	314	192	209	180	112
<b>Manufacturing AAWI (%)</b>	2.4	2.4	2.5	2.5	2.6	2.7	2.8	2.6	2.6	2.6	2.5	2.5	2.4
<b>Manufacturing duration (yrs.)</b>	2.8	2.7	2.9	2.9	2.6	2.7	2.9	2.6	2.9	2.7	2.7	2.8	2.7
<b>Manufacturing employees ('000)</b>	8.5	7.7	15.3	8.6	12.0	10.3	12.6	17.8	22.6	11.5	18.2	14.1	8.0
<b>Non-metal manufacturing agreements</b>	113	79	130	96	89	93	94	152	199	129	142	134	83
<b>Non-metal manufacturing AAWI (%)</b>	2.4	2.4	2.7	2.5	2.5	2.4	2.9	2.6	2.5	2.5	2.5	2.5	2.4
<b>Non-metal manufacturing duration (yrs.)</b>	2.8	2.7	2.9	2.8	2.7	2.8	2.8	2.8	3.0	2.9	2.8	2.9	2.8
<b>Non-metal manufacturing employees ('000)</b>	5.9	4.4	8.8	5.6	8.4	5.6	8.6	12.5	14.9	8.2	11.0	11.1	5.3
<b>Metal manufacturing agreements</b>	49	33	75	56	50	52	54	88	115	63	67	46	29
<b>Metal manufacturing AAWI (%)</b>	2.4	2.5	2.3	2.4	2.9	3.0	2.6	2.6	2.9	2.7	2.6	2.5	2.4
<b>Metal manufacturing duration (yrs.)</b>	2.9	2.7	2.9	3.1	2.4	2.7	3.1	2.3	2.9	2.3	2.5	2.6	2.5
<b>Metal manufacturing employees ('000)</b>	2.6	3.2	6.5	3.0	3.6	4.7	4.0	5.3	7.8	3.2	7.2	3.0	2.7
<b>Electricity, Gas, Water and Waste Services agreements</b>	24	24	38	24	38	34	33	58	40	38	35	30	16
<b>Electricity, Gas, Water and Waste Services AAWI (%)</b>	3.2	2.3	2.9	3.1	2.5	3.2	2.8	2.5	2.6	3.0	3.2	3.0	3.7
<b>Electricity, Gas, Water and Waste Services duration (yrs.)</b>	3.0	3.1	2.9	2.6	2.9	3.3	2.8	2.7	3.3	3.1	3.4	2.2	3.7
<b>Electricity, Gas, Water and Waste Services Employees ('000)</b>	3.4	3.7	10.4	2.2	12.7	4.9	3.8	5.2	1.9	1.5	3.4	1.8	2.2
<b>Construction agreements</b>	212	202	319	279	358	328	323	329	520	430	400	371	322
<b>Construction AAWI (%)</b>	3.6	3.1	4.7	5.3	5.9	5.9	5.8	3.7	3.3	3.9	4.2	4.6	4.6
<b>Construction duration (yrs.)</b>	3.0	3.0	2.8	2.6	2.5	2.4	2.3	2.5	2.8	2.5	2.3	2.7	3.0
<b>Construction employees ('000)</b>	3.2	4.5	9.4	7.8	6.8	7.3	6.6	8.4	13.3	9.3	10.8	10.8	8.2
<b>Wholesale Trade agreements</b>	33	24	61	35	39	43	32	67	18	18	25	20	19
<b>Wholesale Trade AAWI (%)</b>	2.4	2.8	2.6	2.8	2.7	2.0	2.4	2.4	2.8	2.7	3.0	2.4	2.9
<b>Wholesale Trade duration (yrs.)</b>	2.9	2.6	2.3	2.8	2.9	2.8	3.3	2.8	2.7	3.3	3.7	3.0	2.4
<b>Wholesale Trade employees ('000)</b>	2.1	1.4	3.5	2.4	1.8	2.3	2.3	2.9	0.9	0.9	8.3	1.3	1.4

<b>FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER</b>	<b>Jun-17</b>	<b>Sep-17</b>	<b>Dec-17</b>	<b>Mar-18</b>	<b>Jun-18</b>	<b>Sep-18</b>	<b>Dec-18</b>	<b>Mar-19</b>	<b>Jun-19</b>	<b>Sep-19</b>	<b>Dec-19</b>	<b>Mar-20</b>	<b>Jun-20</b>
<b>Retail Trade agreements</b>	11	10	19	6	7	8	14	30	21	18	12	13	11
<b>Retail Trade AAWI (%)</b>	2.4	1.1	2.3	3.0	2.9	3.2	3.4	3.1	2.3	2.8	2.4	4.2	2.0
<b>Retail Trade duration (yrs.)</b>	2.6	3.6	2.2	2.7	2.0	4.1	3.4	3.9	1.7	2.9	3.5	3.9	3.5
<b>Retail Trade employees ('000)</b>	1.3	2.6	3.5	3.1	82.8	1.2	6.2	122.5	7.9	30.4	60.9	15.6	7.9
<b>Accommodation and Food Services agreements</b>	15	16	4	4	15	3	14	9	9	12	11	8	6
<b>Accommodation and Food Services AAWI (%)</b>	2.4	2.9	2.1	3.2	2.2	3.0	2.7	3.2	2.9	2.5	3.2	1.8	3.5
<b>Accommodation and Food Services duration (yrs.)</b>	3.7	3.7	2.7	2.6	3.5	4.0	3.6	2.6	2.9	2.7	3.6	3.2	4.0
<b>Accommodation and Food Services Employees ('000)</b>	0.9	2.5	0.6	1.8	1.5	0.1	1.3	0.5	1.4	2.3	0.8	0.3	37.2
<b>Transport, Postal and Warehousing agreements</b>	71	52	86	73	111	89	55	117	191	144	104	86	69
<b>Transport, Postal and Warehousing AAWI (%)</b>	2.1	2.0	2.3	2.2	2.7	2.6	2.7	2.8	3.1	2.7	2.8	2.7	3.1
<b>Transport, Postal and Warehousing duration (yrs.)</b>	3.4	3.2	2.5	2.9	2.8	2.7	3.1	3.0	3.0	3.0	2.9	3.4	3.7
<b>Transport, Postal and Warehousing employees ('000)</b>	5.4	35.7	14.6	6.3	27.1	12.9	7.6	10.8	17.2	11.1	15.2	7.8	11.3
<b>Information Media and Telecommunications agreements</b>	1	4	4	3	8	7	7	11	10	9	7	7	2
<b>Information Media and Telecommunications AAWI (%)</b>	2.6	1.9	2.1	2.2	1.6	1.6	2.1	1.9	2.2	2.1	1.9	2.1	3.2
<b>Information Media and Telecommunications duration (yrs.)</b>	2.3	3.5	1.7	2.8	3.0	2.6	3.1	2.8	2.4	2.4	2.2	2.9	1.3
<b>Information Media and Telecommunications employees ('000)</b>	0.4	0.4	0.9	0.4	1.1	0.6	0.8	2.4	5.6	1.0	1.7	1.2	20.5
<b>Financial and Insurance Services agreements</b>	5	4	14	7	12	6	9	10	8	5	9	8	5
<b>Financial and Insurance Services AAWI (%)</b>	3.2	2.6	2.6	2.8	2.3	3.1	2.6	2.7	2.8	2.8	3.1	2.6	2.8
<b>Financial and Insurance Services duration (yrs.)</b>	3.0	3.8	2.9	3.2	2.6	1.9	2.9	2.9	3.0	2.9	2.5	3.0	3.7
<b>Financial and Insurance Services employees ('000)</b>	7.8	0.9	3.1	1.3	1.1	0.5	4.2	31.4	2.1	0.9	3.5	1.7	4.4
<b>Rental, Hiring and Real Estate Services agreements</b>	8	7	10	7	17	9	18	9	3	6	5	3	4
<b>Rental, Hiring and Real Estate Services AAWI (%)</b>	1.8	2.0	3.2	2.7	3.6	7.9	6.5	3.3	2.1	3.5	5.1	2.5	2.2
<b>Rental, Hiring and Real Estate Services duration (yrs.)</b>	2.1	3.8	3.0	2.8	2.9	1.8	1.9	2.6	2.2	3.1	2.9	3.5	2.4
<b>Rental, Hiring and Real Estate Services employees ('000)</b>	0.9	1.8	0.3	0.2	0.4	0.2	0.3	0.3	0.0	0.3	0.3	0.1	0.1
<b>Professional, Scientific and Technical Services agreements</b>	23	27	30	23	25	15	16	30	18	10	12	14	10
<b>Professional, Scientific and Technical Services AAWI (%)</b>	3.4	2.2	3.0	2.7	2.7	2.3	2.3	2.3	2.4	2.5	2.0	2.5	3.2
<b>Professional, Scientific and Technical Services duration (yrs.)</b>	3.0	3.3	2.6	3.3	3.5	2.7	2.9	2.6	3.0	2.6	3.4	3.1	3.4
<b>Professional, Scientific and Technical Services employees ('000)</b>	2.3	7.4	1.0	2.2	2.4	4.8	1.6	3.0	1.5	0.9	0.6	0.8	1.1
<b>Administrative and Support Services agreements</b>	26	13	21	20	20	25	17	26	32	26	36	17	14
<b>Administrative and Support Services AAWI (%)</b>	2.1	3.0	2.4	3.8	4.2	4.5	2.9	3.3	2.5	2.2	3.0	3.2	3.4
<b>Administrative and Support Services duration (yrs.)</b>	3.0	2.6	2.7	2.9	2.5	2.8	2.1	2.9	3.5	3.4	3.0	3.8	3.9
<b>Administrative and Support Services employees ('000)</b>	2.7	0.5	1.4	1.2	5.4	0.6	3.7	2.1	2.3	5.3	3.5	2.0	2.3

FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20
<b>Public Administration and Safety agreements</b>	50	25	43	42	49	26	35	53	55	53	51	36	20
<b>Public Administration and Safety AAWI (%)</b>	2.6	2.0	2.0	2.5	2.4	2.1	2.3	2.4	2.4	2.5	2.2	2.1	2.1
<b>Public Administration and Safety duration (yrs.)</b>	3.0	3.0	3.0	3.0	3.3	3.5	2.9	3.1	3.0	3.3	2.9	3.5	3.1
<b>Public Administration and Safety employees ('000)</b>	12.8	51.3	40.9	10.9	32.4	10.0	6.4	38.7	26.8	18.8	17.7	30.9	12.5
<b>Education and Training agreements</b>	40	27	41	67	75	38	50	76	87	50	53	47	33
<b>Education and Training AAWI (%)</b>	2.2	2.6	2.6	2.5	2.5	2.1	2.8	2.8	2.5	2.7	2.7	2.5	2.6
<b>Education and Training duration (yrs.)</b>	3.6	3.6	3.4	3.2	3.3	1.9	3.4	2.6	3.1	2.8	2.9	3.4	3.6
<b>Education and Training employees ('000)</b>	14.1	85.1	12.2	33.2	27.4	41.4	45.1	69.6	32.1	25.7	15.8	24.1	5.0
<b>Health Care and Social Assistance agreements</b>	76	88	79	147	107	48	85	116	143	137	77	52	62
<b>Health Care and Social Assistance AAWI (%)</b>	2.7	2.5	2.7	2.3	2.5	3.9	2.9	2.7	3.0	2.7	2.4	2.6	2.5
<b>Health Care and Social Assistance duration (yrs.)</b>	2.9	2.4	3.4	2.8	2.8	3.6	3.7	3.0	2.6	2.9	2.5	2.7	2.9
<b>Health Care and Social Assistance employees ('000)</b>	38.6	23.5	23.9	36.0	45.4	29.7	28.1	35.6	42.7	33.9	29.2	21.7	10.0
<b>Arts and Recreation Services agreements</b>	8	9	9	6	7	8	9	9	13	23	9	14	9
<b>Arts and Recreation Services AAWI (%)</b>	2.4	2.2	2.2	2.9	2.8	2.7	2.2	2.7	3.1	2.7	3.3	2.7	2.9
<b>Arts and Recreation Services duration (yrs.)</b>	3.0	3.1	3.4	2.9	2.7	3.1	3.1	3.1	3.1	2.8	2.7	3.1	3.2
<b>Arts and Recreation Services employees ('000)</b>	1.5	3.6	2.1	1.5	1.5	1.5	1.3	3.3	2.2	4.7	1.2	6.1	6.6
<b>Other Services agreements</b>	38	13	20	27	26	14	20	37	31	26	26	14	23
<b>Other Services AAWI (%)</b>	2.4	2.6	2.8	2.4	2.8	2.3	2.6	3.1	2.1	2.6	2.6	2.1	2.6
<b>Other Services duration (yrs.)</b>	2.4	2.0	2.7	2.9	2.9	3.0	2.5	2.9	3.0	2.8	3.1	3.0	3.1
<b>Other Services employees ('000)</b>	3.1	1.2	2.6	4.0	1.0	1.3	3.1	4.8	5.1	3.4	3.7	1.1	1.3
<b>All sector agreements</b>	846	679	1048	957	1111	873	923	1331	1580	1248	1126	958	762
<b>All sectors AAWI (%)</b>	2.6	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.7	2.7	2.7	2.6	2.8
<b>All sectors duration (yrs.)</b>	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.2
<b>All sectors employees ('000)</b>	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.5	201.8	145.6	142.6

Source: Attorney-General's Department, Workplace Agreements Database.

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. The manufacturing category has been disaggregated into metals and non-metals industries.
4. \* Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
5. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**How to read:** 8 Agriculture, Forestry and Fishing agreements were approved in the June quarter 2020, covering 700 employees. Their average AAWI was 3.4 per cent and their average duration was 2.4 years.

**Table 8 - Agreements current on the last day of the quarter, by ANZSIC Division (June quarter 2017 – June quarter 2020)**

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20
<b>Agriculture, Forestry and Fishing agreements</b>	154	135	140	141	149	137	138	169	181	165	183	178	175
<b>Agriculture, Forestry and Fishing AAWI (%)</b>	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.5	2.5	2.5
<b>Agriculture, Forestry and Fishing duration (yrs.)</b>	3.3	3.4	3.5	3.5	3.5	3.5	3.5	3.6	3.6	3.7	3.7	3.7	3.6
<b>Agriculture, Forestry and Fishing employees ('000)</b>	12.8	12.1	12.3	12.6	12.9	12.5	12.3	14.4	15.3	13.2	15.8	15.7	15.9
<b>Mining agreements</b>	391	363	362	362	358	326	310	338	359	375	376	395	389
<b>Mining AAWI (%)</b>	2.3	2.2	2.0	2.0	2.0	2.0	2.1	2.1	2.3	2.3	2.3	2.3	2.3
<b>Mining duration (yrs.)</b>	3.4	3.5	3.5	3.4	3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.3	3.3
<b>Mining employees ('000)</b>	40.8	38.1	38.8	38.8	40.3	37.5	35.6	39.1	39.0	45.2	48.2	51.0	51.1
<b>Manufacturing agreements</b>	2288	2013	2033	2001	1972	1718	1697	1732	1880	1816	1853	1919	1899
<b>Manufacturing AAWI (%)</b>	2.8	2.7	2.7	2.7	2.7	2.5	2.6	2.5	2.5	2.5	2.5	2.5	2.5
<b>Manufacturing duration (yrs.)</b>	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.0	3.0
<b>Manufacturing employees ('000)</b>	145.1	129.6	132.3	126.8	126.3	109.8	110.1	117.7	128.9	125.1	135.0	140.1	139.4
<b>Non-metal manufacturing agreements</b>	1456	1310	1316	1293	1273	1124	1118	1139	1225	1174	1207	1262	1249
<b>Non-metal manufacturing AAWI (%)</b>	2.7	2.7	2.7	2.6	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
<b>Non-metal manufacturing duration (yrs.)</b>	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	3.0	3.0
<b>Non-metal manufacturing employees ('000)</b>	98.2	87.3	86.2	83.4	83.1	74.1	74.5	80.8	86.6	84.0	91.0	95.0	92.9
<b>Metal manufacturing agreements</b>	832	703	717	708	699	594	579	593	655	642	646	657	650
<b>Metal manufacturing AAWI (%)</b>	2.8	2.8	2.8	2.7	2.7	2.6	2.6	2.5	2.6	2.6	2.6	2.6	2.6
<b>Metal manufacturing duration (yrs.)</b>	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	2.9
<b>Metal manufacturing employees ('000)</b>	46.9	42.3	46.0	43.4	43.2	35.7	35.5	36.9	42.3	41.1	44.0	45.1	46.5
<b>Electricity, Gas, Water and Waste Services agreements</b>	406	356	366	347	357	322	333	349	361	366	378	391	387
<b>Electricity, Gas, Water and Waste Services AAWI (%)</b>	3.0	3.0	2.9	2.9	2.9	2.9	2.9	2.8	2.8	2.8	2.8	2.8	2.9
<b>Electricity, Gas, Water and Waste Services duration (yrs.)</b>	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	3.0	3.0	3.0	3.0	3.1
<b>Electricity, Gas, Water and Waste Services Employees ('000)</b>	46.7	38.8	47.3	39.8	45.6	48.2	51.0	53.5	54.0	51.6	52.1	51.8	52.7
<b>Construction agreements</b>	4549	4194	4255	4280	4271	3375	3325	2918	3151	3034	2748	2732	2803
<b>Construction AAWI (%)</b>	4.4	4.3	4.3	4.5	4.7	4.2	4.3	3.3	3.3	3.2	3.2	3.2	3.3
<b>Construction duration (yrs.)</b>	3.1	3.1	3.1	3.1	3.0	3.1	3.0	3.3	3.2	3.2	3.2	3.3	3.3
<b>Construction employees ('000)</b>	112.7	95.4	99.9	94.9	94.5	76.3	74.7	64.4	72.0	70.4	69.5	70.9	75.9
<b>Wholesale Trade agreements</b>	496	443	466	453	455	412	424	455	443	368	355	344	337
<b>Wholesale Trade AAWI (%)</b>	2.8	2.7	2.7	2.7	2.7	2.6	2.5	2.5	2.5	2.5	2.6	2.5	2.6
<b>Wholesale Trade duration (yrs.)</b>	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0	3.1	3.3	3.3	3.3
<b>Wholesale Trade employees ('000)</b>	32.7	27.4	29.5	26.5	26.6	25.6	27.2	27.4	27.4	20.0	26.1	26.2	26.0

<b>FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER</b>	<b>Jun-17</b>	<b>Sep-17</b>	<b>Dec-17</b>	<b>Mar-18</b>	<b>Jun-18</b>	<b>Sep-18</b>	<b>Dec-18</b>	<b>Mar-19</b>	<b>Jun-19</b>	<b>Sep-19</b>	<b>Dec-19</b>	<b>Mar-20</b>	<b>Jun-20</b>
<b>Retail Trade agreements</b>	233	206	213	200	179	150	152	160	163	162	170	165	167
<b>Retail Trade AAWI (%)</b>	2.9	2.8	2.8	2.5	2.5	2.3	2.4	2.7	2.7	2.7	2.6	2.7	2.7
<b>Retail Trade duration (yrs.)</b>	3.3	3.4	3.3	3.2	2.4	2.3	2.4	3.2	3.1	3.1	3.2	3.2	3.6
<b>Retail Trade employees ('000)</b>	56.8	51.6	52.7	43.7	121.0	104.7	109.9	231.1	236.6	264.5	325.0	337.0	262.4
<b>Accommodation and Food Services agreements</b>	387	351	326	295	294	246	234	224	213	202	191	173	162
<b>Accommodation and Food Services AAWI (%)</b>	2.8	2.7	2.6	2.7	2.7	2.6	2.6	2.7	2.7	2.7	2.7	2.7	2.7
<b>Accommodation and Food Services duration (yrs.)</b>	3.4	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.4	3.3	3.4	3.8
<b>Accommodation and Food Services Employees ('000)</b>	37.6	31.4	24.0	23.5	23.8	20.8	19.9	18.5	18.5	20.3	17.9	17.3	53.9
<b>Transport, Postal and Warehousing agreements</b>	1139	1027	1034	1024	1018	950	921	928	1057	1053	1115	1139	1144
<b>Transport, Postal and Warehousing AAWI (%)</b>	3.1	2.7	2.6	2.6	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.6
<b>Transport, Postal and Warehousing duration (yrs.)</b>	3.2	3.2	3.2	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.1
<b>Transport, Postal and Warehousing employees ('000)</b>	147.9	154.5	153.6	149.4	165.4	160.6	163.5	160.4	173.9	167.2	178.0	179.3	185.9
<b>Information Media and Telecommunications agreements</b>	94	82	74	69	69	60	60	63	71	72	74	74	71
<b>Information Media and Telecommunications AAWI (%)</b>	2.8	2.8	2.8	2.8	2.8	2.9	2.1	2.2	2.1	2.1	2.0	2.0	2.0
<b>Information Media and Telecommunications duration (yrs.)</b>	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.9	2.7	2.7	2.6	2.8	1.9
<b>Information Media and Telecommunications employees ('000)</b>	45.8	44.9	45.2	42.6	43.2	40.3	7.6	7.8	14.0	14.7	14.7	13.8	33.9
<b>Financial and Insurance Services agreements</b>	132	106	110	113	119	103	102	105	110	90	93	100	96
<b>Financial and Insurance Services AAWI (%)</b>	2.9	2.9	2.8	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.7
<b>Financial and Insurance Services duration (yrs.)</b>	2.7	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.0
<b>Financial and Insurance Services employees ('000)</b>	170.0	138.8	140.8	141.6	140.5	137.8	103.1	103.8	105.6	96.5	67.2	69.6	54.3
<b>Rental, Hiring and Real Estate Services agreements</b>	285	257	242	227	224	181	172	146	140	107	97	85	76
<b>Rental, Hiring and Real Estate Services AAWI (%)</b>	3.4	2.8	2.7	2.7	2.7	2.6	2.6	2.4	2.4	2.2	2.3	2.3	2.4
<b>Rental, Hiring and Real Estate Services duration (yrs.)</b>	3.4	3.4	3.3	3.3	3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.3	3.5
<b>Rental, Hiring and Real Estate Services employees ('000)</b>	7.2	8.5	8.4	8.2	8.2	7.2	6.8	6.2	5.8	5.2	5.4	5.2	4.0
<b>Professional, Scientific and Technical Services agreements</b>	394	358	369	354	353	307	298	296	290	258	241	230	221
<b>Professional, Scientific and Technical Services AAWI (%)</b>	3.0	2.7	2.7	2.7	2.7	2.6	2.5	2.4	2.4	2.4	2.4	2.4	2.4
<b>Professional, Scientific and Technical Services duration (yrs.)</b>	3.2	3.3	3.3	3.3	3.3	3.3	3.2	3.1	3.1	3.2	3.1	3.1	3.2
<b>Professional, Scientific and Technical Services employees ('000)</b>	29.2	30.6	29.2	27.4	28.6	30.4	30.2	30.0	30.1	28.8	27.7	27.0	27.3
<b>Administrative and Support Services agreements</b>	564	475	466	452	438	361	342	321	323	280	274	260	251
<b>Administrative and Support Services AAWI (%)</b>	3.0	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.8	2.7	2.7	2.6	2.6
<b>Administrative and Support Services duration (yrs.)</b>	3.2	3.4	3.4	3.4	3.3	3.3	3.1	3.1	3.1	3.2	3.2	3.2	3.2
<b>Administrative and Support Services employees ('000)</b>	44.8	36.2	35.6	33.6	37.2	29.5	30.7	29.7	29.9	31.1	32.5	30.6	29.3
<b>Public Administration and Safety agreements</b>	599	510	522	533	558	505	495	487	510	491	497	487	478
<b>Public Administration and Safety AAWI (%)</b>	2.8	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.3	2.2	2.2
<b>Public Administration and Safety duration (yrs.)</b>	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.2	3.2	3.2
<b>Public Administration and Safety employees ('000)</b>	254.6	251.1	284.9	289.0	314.9	316.8	302.5	308.6	325.2	316.2	299.6	260.1	283.3

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20
<b>Education and Training agreements</b>	595	564	573	435	497	496	520	499	583	588	620	586	602
<b>Education and Training AAWI (%)</b>	3.2	2.8	2.8	2.7	2.6	2.5	2.6	2.6	2.6	2.6	2.6	2.6	2.6
<b>Education and Training duration (yrs.)</b>	3.2	3.4	3.4	3.5	3.5	3.3	3.3	3.2	3.2	3.1	3.1	3.3	3.3
<b>Education and Training employees ('000)</b>	225.4	248.6	257.4	251.3	267.9	300.3	340.8	403.4	436.1	421.8	434.6	405.4	409.7
<b>Health Care and Social Assistance agreements</b>	1243	986	960	982	1052	935	960	988	1093	1077	1100	1062	1077
<b>Health Care and Social Assistance AAWI (%)</b>	3.2	3.1	3.0	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	2.9
<b>Health Care and Social Assistance duration (yrs.)</b>	3.4	3.5	3.5	3.5	3.4	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.2
<b>Health Care and Social Assistance employees ('000)</b>	393.1	350.2	349.2	364.0	395.5	386.2	400.2	411.5	424.5	425.4	441.8	449.0	388.7
<b>Arts and Recreation Services agreements</b>	143	140	142	136	136	114	119	104	110	108	114	106	111
<b>Arts and Recreation Services AAWI (%)</b>	3.0	2.9	2.9	2.9	2.9	2.8	2.8	2.8	2.9	2.7	2.8	2.8	2.8
<b>Arts and Recreation Services duration (yrs.)</b>	3.1	3.1	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.3	3.2	3.2
<b>Arts and Recreation Services employees ('000)</b>	38.3	38.7	40.0	39.8	39.6	33.3	34.4	35.4	36.3	27.7	25.8	29.3	34.6
<b>Other Services agreements</b>	397	343	330	327	332	297	300	292	299	266	257	249	255
<b>Other Services AAWI (%)</b>	2.9	2.9	2.8	2.8	2.7	2.6	2.6	2.7	2.6	2.6	2.6	2.5	2.5
<b>Other Services duration (yrs.)</b>	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0
<b>Other Services employees ('000)</b>	40.1	34.6	32.6	31.5	31.1	20.5	23.0	23.6	26.8	25.6	28.1	27.8	28.2
<b>All sector agreements</b>	14489	12909	12983	12731	12831	10995	10902	10574	11337	10878	10736	10675	10701
<b>All sectors AAWI (%)</b>	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6
<b>All sectors duration (yrs.)</b>	3.2	3.3	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
<b>All sectors employees ('000)</b>	1881.5	1761.2	1813.5	1784.9	1962.9	1898.3	1883.5	2086.5	2199.8	2170.6	2245.0	2207.0	2156.6

Source: Attorney-General's Department, Workplace Agreements Database.

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. \* Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**How to read:** 175 Agriculture, Forestry and Fishing agreements current as at 30 June 2020, covering 15,900 employees. Their average AAWI was 2.5 per cent and their average duration was 3.6 years.



**Table 9 - Agreements, by ANZSIC Division, expiring by quarter (June quarter 2020 – June quarter 2023)**

FOR ALL CURRENT AGREEMENTS	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
<b>Agriculture, Forestry and Fishing agreements</b>	20	6	14	4	13	18	11	5	14	12	7	30	17
<b>Agriculture, Forestry and Fishing AAWI (%)</b>	2.7	2.8	2.5	2.5	3.1	2.5	2.8	2.6	2.5	2.5	2.8	2.3	2.5
<b>Agriculture, Forestry and Fishing employees ('000)</b>	1.5	1.1	2.0	0.6	0.5	1.2	0.7	0.2	1.4	2.2	0.6	0.8	2.5
<b>Mining agreements</b>	25	31	33	28	40	21	23	29	34	18	15	34	25
<b>Mining AAWI (%)</b>	2.8	2.2	1.8	2.1	2.3	2.3	2.7	2.4	2.8	2.5	2.3	1.9	2.6
<b>Mining employees ('000)</b>	2.1	3.4	3.2	1.9	6.8	2.7	1.8	2.7	4.6	1.9	3.2	4.8	5.4
<b>Manufacturing agreements</b>	264	160	165	113	229	154	123	109	213	118	93	70	81
<b>Manufacturing AAWI (%)</b>	2.6	2.4	2.6	2.5	2.6	2.5	2.4	2.5	2.7	2.6	2.4	2.6	2.5
<b>Manufacturing employees ('000)</b>	21.0	10.5	11.6	7.2	16.6	8.7	9.3	6.8	17.5	10.5	7.3	4.8	6.3
<b>Non-metal manufacturing agreements</b>	159	106	114	70	159	100	80	71	154	82	57	45	56
<b>Non-metal manufacturing AAWI (%)</b>	2.6	2.4	2.6	2.5	2.5	2.5	2.5	2.4	2.6	2.5	2.3	2.5	2.5
<b>Non-metal manufacturing employees ('000)</b>	13.5	7.0	8.6	4.7	10.1	5.5	6.0	4.9	11.9	7.4	5.0	3.9	4.4
<b>Metal manufacturing agreements</b>	105	54	51	43	70	54	43	38	59	36	36	25	25
<b>Metal manufacturing AAWI (%)</b>	2.5	2.3	2.5	2.5	2.8	2.4	2.3	2.9	2.9	2.7	2.6	3.1	2.4
<b>Metal manufacturing employees ('000)</b>	7.5	3.5	3.0	2.5	6.6	3.2	3.3	1.8	5.6	3.1	2.3	0.9	2.0
<b>Electricity, Gas, Water and Waste Services agreements</b>	45	25	40	26	51	30	28	32	18	28	13	15	22
<b>Electricity, Gas, Water and Waste Services AAWI (%)</b>	2.1	3.1	3.1	2.9	2.8	2.7	3.0	2.8	2.4	2.8	2.4	3.2	3.1
<b>Electricity, Gas, Water and Waste Services Employees ('000)</b>	5.8	5.5	7.6	14.1	7.4	1.4	1.0	2.0	1.0	1.8	0.8	0.7	1.3
<b>Construction agreements</b>	312	174	150	325	144	156	182	133	188	145	355	107	207
<b>Construction AAWI (%)</b>	3.4	3.7	3.2	3.4	3.5	2.8	3.0	2.6	3.1	2.7	4.9	2.4	3.0
<b>Construction employees ('000)</b>	6.4	4.5	3.0	8.4	3.7	4.4	4.2	4.8	6.1	4.4	9.8	3.0	5.7
<b>Wholesale Trade agreements</b>	49	37	36	36	45	22	22	15	25	26	12	17	8
<b>Wholesale Trade AAWI (%)</b>	2.5	2.5	2.7	2.4	2.8	2.3	2.4	2.0	2.6	2.0	2.3	2.1	2.9
<b>Wholesale Trade employees ('000)</b>	2.1	2.0	2.2	1.3	2.5	1.0	1.3	0.4	1.4	2.6	1.4	0.9	0.9
<b>Retail Trade agreements</b>	23	7	11	11	19	12	11	9	18	11	9	9	10
<b>Retail Trade AAWI (%)</b>	2.4	2.3	2.4	2.3	3.3	2.3	2.3	2.9	2.9	4.9	3.3	2.1	2.7
<b>Retail Trade employees ('000)</b>	92.2	0.2	1.7	4.0	7.1	5.3	2.0	7.5	21.0	4.3	4.1	142.5	11.1
<b>Accommodation and Food Services agreements</b>	27	23	23	12	18	8	6	5	14	6	9	3	6
<b>Accommodation and Food Services AAWI (%)</b>	2.9	2.9	2.4	1.7	2.8	3.0	2.8	1.6	2.8	2.2	1.8	1.8	2.6
<b>Accommodation and Food Services Employees ('000)</b>	1.2	3.9	2.8	0.5	2.3	2.0	0.7	0.1	1.0	0.5	0.6	0.2	0.4

FOR ALL CURRENT AGREEMENTS	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
<b>Transport, Postal and Warehousing agreements</b>	174	76	91	66	168	76	84	64	116	70	46	37	69
<b>Transport, Postal and Warehousing AAWI (%)</b>	2.4	2.2	2.7	2.6	2.8	3.0	2.9	2.4	2.7	2.6	2.5	2.5	3.2
<b>Transport, Postal and Warehousing employees ('000)</b>	37.8	36.6	9.5	5.6	29.5	6.4	10.5	3.8	9.2	5.3	10.3	4.1	11.8
<b>Information Media and Telecommunications agreements</b>	15	4	7	3	14	3	2	2	14	3	2	3	0
<b>Information Media and Telecommunications AAWI (%)</b>	2.3	1.5	1.7	2.4	2.7	2.1	2.0	2.0	1.8	2.1	2.1	2.0	*
<b>Information Media and Telecommunications employees ('000)</b>	1.5	1.0	0.8	0.1	1.2	20.5	0.4	0.9	5.9	0.5	0.2	1.1	0.0
<b>Financial and Insurance Services agreements</b>	21	8	9	2	17	7	8	3	12	1	5	4	3
<b>Financial and Insurance Services AAWI (%)</b>	2.8	3.1	2.8	2.2	2.3	2.7	1.3	3.7	2.5	2.2	2.8	2.5	3.1
<b>Financial and Insurance Services employees ('000)</b>	19.0	3.2	3.5	0.0	4.1	2.0	31.3	0.3	2.5	0.3	3.1	0.4	1.3
<b>Rental, Hiring and Real Estate Services agreements</b>	17	12	1	10	5	6	6	3	7	6	3	1	1
<b>Rental, Hiring and Real Estate Services AAWI (%)</b>	2.4	2.1	2.4	2.6	2.6	2.0	2.1	2.4	4.4	3.7	2.6	*	*
<b>Rental, Hiring and Real Estate Services ('000)</b>	0.8	0.6	0.0	0.3	0.1	1.4	0.3	0.1	0.2	0.3	0.1	0.1	0.0
<b>Professional, Scientific and Technical Services agreements</b>	45	14	29	24	30	13	10	11	17	8	6	8	4
<b>Professional, Scientific and Technical Services AAWI (%)</b>	2.4	2.2	2.3	2.6	3.3	2.5	2.4	1.8	2.5	2.3	3.2	2.8	3.0
<b>Professional, Scientific and Technical Services employees ('000)</b>	2.4	4.8	8.5	1.7	2.2	2.3	0.4	0.9	1.4	0.8	0.7	0.4	0.2
<b>Administrative and Support Services agreements</b>	36	24	22	18	22	12	20	6	15	10	17	13	25
<b>Administrative and Support Services AAWI (%)</b>	2.4	3.3	2.8	3.3	2.8	2.4	2.6	2.5	2.4	2.8	2.2	2.5	2.1
<b>Administrative and Support Services employees ('000)</b>	3.5	1.9	4.7	3.8	2.0	1.3	1.5	0.4	1.0	0.3	2.2	1.3	3.7
<b>Public Administration and Safety agreements</b>	96	38	39	21	57	29	42	31	61	21	12	8	26
<b>Public Administration and Safety AAWI (%)</b>	2.1	2.0	2.1	1.9	2.3	2.3	2.6	2.1	2.1	2.7	2.0	2.0	2.1
<b>Public Administration and Safety employees ('000)</b>	23.9	51.6	38.3	3.2	23.2	27.2	24.7	20.1	26.3	10.4	9.2	2.2	9.9
<b>Education and Training agreements</b>	35	25	138	46	70	21	105	23	40	15	36	15	14
<b>Education and Training AAWI (%)</b>	2.7	3.1	2.7	2.5	2.6	2.1	2.4	3.1	2.6	2.6	4.4	2.7	2.1
<b>Education and Training employees ('000)</b>	3.6	7.4	13.5	28.4	219.6	16.1	54.0	5.5	34.9	9.4	10.1	2.1	2.0
<b>Health Care and Social Assistance agreements</b>	311	66	62	34	183	69	70	45	85	48	29	40	25
<b>Health Care and Social Assistance AAWI (%)</b>	2.4	3.4	2.6	2.9	2.7	2.7	3.8	2.9	3.0	3.0	2.6	2.7	2.4
<b>Health Care and Social Assistance employees ('000)</b>	101.1	51.6	28.4	13.8	58.6	22.2	39.9	10.7	31.3	13.3	9.8	10.1	3.3
<b>Arts and Recreation Services agreements</b>	21	11	8	4	11	3	10	3	11	5	7	5	3
<b>Arts and Recreation Services AAWI (%)</b>	2.6	2.7	2.3	2.8	3.1	1.3	3.1	3.4	2.9	2.5	3.2	2.5	3.1
<b>Arts and Recreation Services employees ('000)</b>	5.7	1.2	0.7	2.1	4.4	0.5	2.9	1.0	9.5	4.0	1.0	0.4	1.1

FOR ALL CURRENT AGREEMENTS	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
<b>Other Services agreements</b>	34	18	21	23	30	11	28	16	26	14	6	6	17
<b>Other Services AAWI (%)</b>	2.1	3.0	2.5	2.5	2.2	3.3	2.7	3.1	2.7	2.2	2.3	1.5	2.5
<b>Other Services employees ('000)</b>	4.4	1.4	1.3	0.7	7.5	3.1	1.4	1.5	3.3	0.6	0.5	0.6	0.9
<b>All sector agreements</b>	1570	759	899	806	1166	671	791	544	928	565	682	425	563
<b>All sectors AAWI (%)</b>	2.4	2.6	2.4	2.7	2.6	2.4	2.8	2.5	2.6	2.7	3.2	2.5	2.6
<b>All sectors employees ('000)</b>	335.9	192.2	143.2	97.9	399.5	129.8	188.5	69.7	179.6	73.4	75.1	180.4	68.0

Source: Attorney-General's Department, Workplace Agreements Database.

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. The manufacturing category has been disaggregated into metals and non-metals industries.
4. \* Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
5. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**How to read:** 17 Agriculture, Forestry and Fishing agreements, covering 2,500 employees, have an expiry date in the June quarter 2023. The average AAWI is 2.5 per cent.

**Table 10 - Agreements approved in the quarter, by state (June quarter 2017 – June quarter 2020)**

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20
<b>ACT agreements</b>	6	16	10	11	18	5	9	14	22	23	8	12	10
<b>ACT AAWI (%)</b>	2.6	2.5	2.3	2.1	1.9	2.4	3.2	2.6	2.7	2.9	2.7	2.8	2.8
<b>ACT duration (yrs.)</b>	3.0	2.5	3.3	2.7	3.2	3.4	2.4	4.0	3.0	4.0	3.4	3.7	3.6
<b>ACT employees ('000)</b>	1.1	1.6	1.0	1.7	1.8	0.2	0.9	10.0	10.7	9.2	0.4	0.4	1.2
<b>NSW agreements</b>	165	150	264	287	263	197	176	243	314	204	184	196	196
<b>NSW AAWI (%)</b>	2.5	2.3	3.4	2.9	2.8	2.9	2.5	2.7	2.9	2.7	2.5	3.2	3.4
<b>NSW duration (yrs.)</b>	2.9	2.6	2.7	2.5	2.9	2.8	2.8	2.8	2.6	2.8	2.4	2.9	3.4
<b>NSW employees ('000)</b>	21.0	19.3	15.2	31.3	67.2	9.9	27.8	26.3	29.2	19.2	30.4	17.3	13.9
<b>NT agreements</b>	11	9	10	6	22	9	7	15	14	14	16	14	5
<b>NT AAWI (%)</b>	3.7	2.5	1.3	2.3	2.5	2.4	3.0	2.6	2.9	2.0	2.8	2.4	2.9
<b>NT duration (yrs.)</b>	3.3	3.1	3.5	3.3	3.9	3.9	2.5	3.7	2.9	3.1	3.4	3.3	3.0
<b>NT employees ('000)</b>	0.6	0.5	1.5	0.4	12.3	3.6	0.7	4.5	3.1	1.2	2.2	0.7	0.4
<b>Qld agreements</b>	111	91	137	113	133	95	95	216	230	197	165	121	107
<b>Qld AAWI (%)</b>	2.6	2.5	2.6	2.3	2.4	2.5	2.5	2.5	2.5	2.7	2.6	2.4	2.7
<b>Qld duration (yrs.)</b>	2.7	2.8	3.0	3.1	2.9	3.4	3.0	2.8	2.8	3.0	2.9	2.9	3.2
<b>Qld employees ('000)</b>	13.3	12.1	13.2	14.9	13.2	7.9	18.6	34.2	21.6	20.6	20.2	9.5	8.2
<b>SA agreements</b>	53	34	59	68	60	40	49	85	129	64	77	39	35
<b>SA AAWI (%)</b>	2.2	2.3	2.7	2.3	2.1	3.0	2.8	2.9	2.9	2.7	2.7	2.6	2.4
<b>SA duration (yrs.)</b>	3.0	2.9	3.2	2.9	2.6	3.3	3.4	3.1	2.8	2.8	3.0	3.0	2.7
<b>SA employees ('000)</b>	2.8	10.0	6.6	12.0	5.7	5.7	3.8	5.4	10.1	4.3	4.3	2.0	3.9
<b>Tas agreements</b>	14	11	22	28	43	30	26	35	47	44	29	36	19
<b>Tas AAWI (%)</b>	2.7	1.5	2.9	2.8	4.0	3.1	2.8	2.9	3.1	3.1	3.1	2.8	3.6
<b>Tas duration (yrs.)</b>	3.1	2.5	3.0	2.3	2.3	2.6	3.2	2.9	2.7	2.7	3.0	3.1	3.4
<b>Tas employees ('000)</b>	1.5	0.6	1.0	2.4	3.9	3.6	2.5	2.0	4.7	5.7	2.5	1.4	2.3
<b>Vic agreements</b>	274	206	318	250	340	280	326	389	396	361	378	324	207
<b>Vic AAWI (%)</b>	2.9	3.1	2.9	2.9	3.2	4.1	3.5	2.9	3.0	2.9	3.2	2.6	3.1
<b>Vic duration (yrs.)</b>	3.3	3.6	3.2	3.1	3.0	3.6	3.7	2.7	2.9	3.1	2.8	3.2	3.2
<b>Vic employees ('000)</b>	43.7	88.4	30.6	26.0	35.3	35.8	46.7	83.4	41.2	33.4	33.1	45.4	23.1
<b>WA agreements</b>	73	59	92	84	87	75	55	112	155	124	91	80	43
<b>WA AAWI (%)</b>	2.0	2.1	1.8	2.1	1.8	1.8	2.1	1.8	1.8	1.9	2.1	2.1	2.2
<b>WA duration (yrs.)</b>	2.8	3.2	3.2	3.0	3.0	2.5	3.2	2.9	2.9	2.6	3.0	2.8	2.7
<b>WA employees ('000)</b>	5.1	9.1	15.5	11.3	19.6	5.8	4.4	11.1	11.4	15.6	13.3	13.0	3.6
<b>Multi-state agreements</b>	137	103	136	110	144	142	180	222	272	216	178	136	139
<b>Multi-state AAWI (%)</b>	2.2	2.0	2.2	2.6	2.5	2.6	2.9	2.5	2.6	2.8	2.5	2.6	2.4
<b>Multi-state duration (yrs.)</b>	2.9	3.1	2.8	3.1	2.2	2.1	3.0	3.5	3.0	2.8	3.4	3.5	3.1
<b>Multi-state employees ('000)</b>	25.1	94.5	65.4	26.2	111.9	60.4	33.0	190.7	63.3	59.1	95.3	55.9	85.7

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20
<b>Other agreements</b>	2	0	0	0	1	0	0	0	1	1	0	0	1
<b>Other AAWI (%)</b>	1.8	*	*	*	2.5	*	*	*	*	1.0	*	*	2.5
<b>Other duration (yrs.)</b>	4.2	0.0	0.0	0.0	2.0	0.0	0.0	0.0	4.0	2.0	0.0	0.0	3.0
<b>Other employees ('000)</b>	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.2
<b>All States agreements</b>	846	679	1048	957	1111	873	923	1331	1580	1248	1126	958	762
<b>All states AAWI (%)</b>	2.6	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.7	2.7	2.7	2.6	2.8
<b>All states duration (yrs.)</b>	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.2
<b>All states employees ('000)</b>	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.5	201.8	145.6	142.6

Source: Attorney-General's Department, Workplace Agreements Database.

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal enterprise agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. \* Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. Figures for State and Territory agreements are based on intra-State agreements only.
5. Multiple State agreements are those covering more than one State and include Australia-wide agreements.
6. Other includes agreements operating in Australian external territories and agreements where the State/Territory status has not been identified.
7. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**How to read:** 10 agreements approved in the June quarter 2020 operate solely in the ACT. These agreements cover 1,200 employees, their average AAWI is 2.8 per cent, and their average duration is 3.6 years.

**Table 11 - Agreements current on the last day of the quarter, by state (June quarter 2017 – June quarter 2020)**

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20
<b>ACT agreements</b>	189	134	133	127	142	134	133	134	141	149	146	144	147
<b>ACT AAWI (%)</b>	2.8	2.7	2.7	2.6	2.6	2.5	2.3	2.3	2.6	2.7	2.7	2.6	2.6
<b>ACT duration (yrs.)</b>	3.0	3.1	3.1	3.1	3.2	3.3	3.0	3.1	3.3	3.5	3.5	3.7	3.7
<b>ACT employees ('000)</b>	38.5	16.0	16.6	17.7	16.4	16.5	12.5	11.7	28.4	38.7	38.7	33.7	34.5
<b>NSW agreements</b>	2591	2069	2129	2194	2293	2238	2263	1972	2113	2037	2071	2100	2165
<b>NSW AAWI (%)</b>	2.9	2.7	2.7	2.7	2.7	2.7	2.7	2.5	2.6	2.6	2.6	2.6	2.6
<b>NSW duration (yrs.)</b>	2.9	3.0	3.0	2.9	2.9	2.9	2.9	3.0	3.0	3.0	2.9	2.9	3.0
<b>NSW employees ('000)</b>	261.8	217.1	205.3	212.3	263.3	252.1	266.9	268.5	281.3	275.1	299.2	287.3	290.2
<b>NT agreements</b>	279	254	230	209	211	192	154	142	138	141	149	150	150
<b>NT AAWI (%)</b>	3.4	3.3	3.0	2.8	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
<b>NT duration (yrs.)</b>	3.1	3.2	3.3	3.3	3.7	3.8	3.8	3.8	3.7	3.7	3.7	3.7	3.7
<b>NT employees ('000)</b>	21.2	16.2	12.2	10.7	22.0	23.9	23.1	26.6	28.0	29.4	31.1	31.3	31.2
<b>Qld agreements</b>	2078	1913	1883	1744	1747	1611	1565	1546	1688	1688	1630	1596	1613
<b>Qld AAWI (%)</b>	2.9	2.8	2.8	2.7	2.7	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5
<b>Qld duration (yrs.)</b>	3.1	3.2	3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.1	3.1	3.1	3.1
<b>Qld employees ('000)</b>	209.3	192.0	196.0	190.8	193.5	163.2	170.3	180.5	195.0	165.6	177.8	176.3	180.2
<b>SA agreements</b>	803	709	705	701	710	601	593	607	689	661	696	688	691
<b>SA AAWI (%)</b>	2.9	2.9	2.9	2.8	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.7	2.7
<b>SA duration (yrs.)</b>	3.0	3.1	3.2	3.1	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1
<b>SA employees ('000)</b>	58.1	56.2	58.7	66.5	64.0	61.3	62.1	63.0	69.4	67.1	69.2	67.9	70.1
<b>Tas agreements</b>	326	273	278	268	299	270	277	271	304	301	314	327	330
<b>Tas AAWI (%)</b>	2.7	2.7	2.7	2.6	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.1
<b>Tas duration (yrs.)</b>	2.9	3.0	3.0	3.0	2.8	2.8	2.9	2.9	2.9	3.0	3.0	3.0	3.0
<b>Tas employees ('000)</b>	29.0	22.0	21.7	21.4	23.6	21.3	22.5	22.3	26.0	27.3	28.9	26.9	28.2
<b>Vic agreements</b>	3984	3658	3765	3768	3880	2670	2742	2854	3027	2853	2736	2711	2686
<b>Vic AAWI (%)</b>	3.5	3.4	3.4	3.4	3.3	3.2	3.2	3.2	3.2	3.1	3.1	3.1	3.0
<b>Vic duration (yrs.)</b>	3.5	3.6	3.6	3.6	3.6	3.7	3.7	3.6	3.6	3.6	3.6	3.6	3.4
<b>Vic employees ('000)</b>	517.7	524.1	532.1	527.5	544.0	522.3	554.9	616.6	640.2	621.2	615.2	586.8	560.6
<b>WA agreements</b>	1855	1589	1521	1406	1344	1175	1077	1037	1089	1056	1082	1084	1037
<b>WA AAWI (%)</b>	3.0	2.7	2.6	2.4	2.2	2.1	2.1	2.0	2.0	1.9	1.9	1.9	1.9
<b>WA duration (yrs.)</b>	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1
<b>WA employees ('000)</b>	140.4	122.6	128.0	122.8	128.3	116.8	109.8	111.6	117.8	113.7	117.7	125.2	121.4

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20
<b>Multi-state agreements</b>	2381	2307	2336	2311	2201	2100	2094	2008	2144	1987	1907	1870	1878
<b>Multi-state AAWI (%)</b>	2.8	2.5	2.4	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3
<b>Multi-state duration (yrs.)</b>	3.0	3.2	3.1	3.1	3.0	2.9	2.9	3.0	3.0	3.0	3.1	3.1	3.3
<b>Multi-state employees ('000)</b>	605.3	594.9	642.8	615.1	707.5	720.6	661.1	785.5	813.4	832.2	866.9	871.3	840.1
<b>Other agreements</b>	3	3	3	3	4	4	4	3	4	5	5	5	4
<b>Other AAWI (%)</b>	2.0	2.0	2.0	2.0	2.3	2.3	2.3	2.4	2.4	2.1	2.1	2.1	2.1
<b>Other duration (yrs.)</b>	3.1	3.1	3.1	3.1	2.5	2.5	2.5	2.3	2.3	2.3	2.3	2.3	2.9
<b>Other employees ('000)</b>	0.2	0.2	0.2	0.2	0.3	0.3	0.3	0.2	0.2	0.3	0.3	0.3	0.3
<b>All sector agreements</b>	14489	12909	12983	12731	12831	10995	10902	10574	11337	10878	10736	10675	10701
<b>All sectors AAWI (%)</b>	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6
<b>All sectors duration (yrs.)</b>	3.2	3.3	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
<b>All sectors employees ('000)</b>	1881.5	1761.2	1813.5	1784.9	1962.9	1898.3	1883.5	2086.5	2199.8	2170.6	2245.0	2207.0	2156.6

Source: Attorney-General's Department, Workplace Agreements Database.

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal enterprise agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. \* Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. Figures for State and Territory agreements are based on intra-State agreements only.
5. Multiple State agreements are those covering more than one State and include Australia-wide agreements.
6. Other includes agreements operating in Australian external territories and agreements where the State/Territory status has not been identified.
7. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**How to read:** 147 agreements current as at 30 June 2020 operate solely in the ACT. These agreements cover 34,500 employees, their AAWI is 2.6 per cent, and their average duration is 3.7 years.

**Table 12 - Agreements approved in the quarter – non-quantifiable wage increases, by reason (September quarter 2019 – June quarter 2020)**

**Linked to minimum wage**

Agreement Type	Sep-19	Dec-19	Mar-20	Jun-20
Single-enterprise non-greenfields agreements	69	54	40	30
Single-enterprise non-greenfields employees ('000)	31.0	29.6	2.6	5.6
Single-enterprise greenfields agreements	1	1	0	0
Single-enterprise greenfields employees ('000)	0.1	0.1	0.0	0.0
Multi-enterprise non-greenfields agreements	0	0	1	1
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	4.3	0.1
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Sub-total agreements</b>	<b>70</b>	<b>55</b>	<b>41</b>	<b>31</b>
<b>Sub-total employees ('000)</b>	<b>31.1</b>	<b>29.7</b>	<b>6.9</b>	<b>5.8</b>

**Linked to CPI**

Agreement Type	Sep-19	Dec-19	Mar-20	Jun-20
Single-enterprise non-greenfields agreements	35	15	24	15
Single-enterprise non-greenfields employees ('000)	2.0	0.9	2.5	0.9
Single-enterprise greenfields agreements	1	0	2	0
Single-enterprise greenfields employees ('000)	0.1	0.0	0.1	0.0
Multi-enterprise non-greenfields agreements	0	0	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Sub-total agreements</b>	<b>36</b>	<b>15</b>	<b>26</b>	<b>15</b>
<b>Sub-total employees ('000)</b>	<b>2.0</b>	<b>0.9</b>	<b>2.7</b>	<b>0.9</b>

**Inconsistent Increase**

Agreement Type	Sep-19	Dec-19	Mar-20	Jun-20
Single-enterprise non-greenfields agreements	43	48	41	42
Single-enterprise non-greenfields employees ('000)	3.4	9.0	12.3	2.5
Single-enterprise greenfields agreements	3	4	4	2
Single-enterprise greenfields employees ('000)	0.0	0.1	0.1	0.0
Multi-enterprise non-greenfields agreements	0	0	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Sub-total agreements</b>	<b>46</b>	<b>52</b>	<b>45</b>	<b>44</b>
<b>Sub-total employees ('000)</b>	<b>3.4</b>	<b>9.1</b>	<b>12.4</b>	<b>2.5</b>



## Performance Linked

Agreement Type	Sep-19	Dec-19	Mar-20	Jun-20
Single-enterprise non-greenfields agreements	2	9	2	0
Single-enterprise non-greenfields employees ('000)	0.1	0.5	0.9	0.0
Single-enterprise greenfields agreements	0	0	0	0
Single-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise non-greenfields agreements	0	0	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Sub-total agreements</b>	<b>2</b>	<b>9</b>	<b>2</b>	<b>0</b>
<b>Sub-total employees ('000)</b>	<b>0.1</b>	<b>0.5</b>	<b>0.9</b>	<b>0.0</b>

## Other Reason

Agreement Type	Sep-19	Dec-19	Mar-20	Jun-20
Single-enterprise non-greenfields agreements	97	78	55	59
Single-enterprise non-greenfields employees ('000)	9.4	42.5	5.4	67.0
Single-enterprise greenfields agreements	0	5	3	1
Single-enterprise greenfields employees ('000)	0.0	0.2	0.2	0.2
Multi-enterprise non-greenfields agreements	0	1	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	1.8	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Sub-total agreements</b>	<b>97</b>	<b>84</b>	<b>58</b>	<b>60</b>
<b>Sub-total employees ('000)</b>	<b>9.4</b>	<b>44.6</b>	<b>5.6</b>	<b>67.2</b>

## Totals

Agreement Type	Sep-19	Dec-19	Mar-20	Jun-20
<b>Total non-quantifiable agreements</b>	<b>251</b>	<b>215</b>	<b>172</b>	<b>150</b>
<b>Total employees covered by non-quantifiable agreements</b>	<b>46.0</b>	<b>84.7</b>	<b>28.5</b>	<b>76.5</b>

## Quantifiable agreements

Agreement Type	Sep-19	Dec-19	Mar-20	Jun-20
Single-enterprise non-greenfields agreements	918	858	741	563
Single-enterprise non-greenfields employees ('000)	120.2	114.0	114.3	63.6
Single-enterprise greenfields agreements	74	50	43	48
Single-enterprise greenfields employees ('000)	1.8	2.8	1.4	1.2
Multi-enterprise non-greenfields agreements	5	3	2	1
Multi-enterprise non-greenfields employees ('000)	0.5	0.3	1.3	1.4
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Total quantifiable agreements</b>	<b>997</b>	<b>911</b>	<b>786</b>	<b>612</b>
<b>Total employees covered by quantifiable agreements ('000)</b>	<b>122.5</b>	<b>117.1</b>	<b>117.1</b>	<b>66.1</b>

Source: Attorney-General's Department, Workplace Agreements Database

### Notes:

1. Non-quantifiable wage agreements are those which do not provide a consistent wage increase for all employees or link wage increases to other methods. Refer to the technical notes for further explanation.
2. Revisions have been made to historical series.

**How to read:** 30 single enterprise non-greenfields agreements approved in the June quarter 2020 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 5,600 employees.

**Table 13 - Agreements approved in the quarter, by union coverage (June quarter 2017 – June quarter 2020)**

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20
<b>Agreements (union covered)</b>	595	497	789	737	852	684	726	1034	1107	866	838	743	599
<b>AAWI (%) (union covered)</b>	2.6	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.7	2.7	2.7	2.6	2.8
<b>Duration (yrs.) (yrs.) (union covered)</b>	3.0	3.2	3.0	2.9	2.7	2.7	3.2	3.2	2.8	2.9	3.0	3.2	3.1
<b>Employees ('000) (union covered)</b>	106.7	227.4	141.3	120.0	263.9	127.2	131.8	357.4	178.3	156.9	192.3	138.8	135.9
<b>Agreements (no union covered)</b>	251	182	259	220	259	189	197	297	473	382	288	215	163
<b>AAWI (%) (no union covered)</b>	2.5	2.5	2.4	2.3	2.4	2.2	2.4	2.4	2.6	2.6	2.5	2.7	2.6
<b>Duration (yrs.) (yrs.) (no union covered)</b>	3.3	3.6	3.2	3.4	3.3	3.2	3.4	3.4	3.4	3.2	3.3	3.4	3.7
<b>Employees ('000) (no union covered)</b>	7.5	8.8	8.6	6.3	7.1	5.6	6.5	10.3	17.0	11.7	9.5	6.8	6.7
<b>All agreements</b>	846	679	1048	957	1111	873	923	1331	1580	1248	1126	958	762
<b>Overall AAWI (%)</b>	2.6	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.7	2.7	2.7	2.6	2.8
<b>Overall duration (yrs.) (yrs.)</b>	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.2
<b>All employees ('000)</b>	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.5	201.8	145.6	142.6

Source: Attorney-General's Department, Workplace Agreements Database.

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. \* Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**How to read:** 599 agreements approved in the June quarter 2020, covering 135,900 employees, formally covered a union. Their average AAWI was 2.8 per cent and their average duration was 3.1 years.

**Table 14 - Agreements current on the last day of the quarter, by union coverage (June quarter 2017 – June quarter 2020)**

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20
<b>Agreements (union covered)</b>	9389	8152	8347	8250	8460	6958	7080	6855	7462	7070	6944	6981	7102
<b>AAWI (%) (union covered)</b>	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6
<b>Duration (yrs.) (yrs.) (union covered)</b>	3.1	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
<b>Employees ('000) (union covered)</b>	1697.4	1587.1	1644.0	1622.8	1806.1	1770.5	1762.2	1966.3	2074.2	2049.2	2125.5	2089.6	2041.9
<b>Agreements (no union covered)</b>	5100	4757	4636	4481	4371	4037	3822	3719	3875	3808	3792	3694	3599
<b>AAWI (%) (no union covered)</b>	2.7	2.6	2.6	2.6	2.5	2.5	2.5	2.4	2.5	2.5	2.5	2.5	2.5
<b>Duration (yrs.) (yrs.) (no union covered)</b>	3.5	3.5	3.5	3.5	3.5	3.6	3.5	3.5	3.5	3.5	3.5	3.5	3.5
<b>Employees ('000) (no union covered)</b>	184.1	174.1	169.4	162.1	156.8	127.8	121.3	120.2	125.6	121.4	119.5	117.4	114.7
<b>All agreements</b>	14489	12909	12983	12731	12831	10995	10902	10574	11337	10878	10736	10675	10701
<b>Overall AAWI (%)</b>	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6
<b>Overall duration (yrs.) (yrs.)</b>	3.2	3.3	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
<b>All employees ('000)</b>	1881.5	1761.2	1813.5	1784.9	1962.9	1898.3	1883.5	2086.5	2199.8	2170.6	2245.0	2207.0	2156.6

Source: Attorney-General's Department, Workplace Agreements Database.

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. \* Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. Under the Fair Work Act 2009, a union can be covered by an agreement even if it was not involved in the bargaining process. This data does not distinguish between coverage and bargaining presence.
5. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**How to read:** 7,102 agreements current as at 30 June 2020, covering 2,041,900 employees, formally covered a union. Their average AAWI was 2.6 per cent and their average duration was 3.2 years.

**Table 15 - Agreements approved in the June quarter 2020, covering 2,000 employees or more**

Agreement ID	Title	Employees	AAWI	ANZSIC	States
AE507798	KFC National Enterprise Agreement 2020	36,849	*	Accommodation and Food Services	Aus
AE508275	Telstra Enterprise Agreement 2019-2021	20,447	*	Information Media and Telecommunications	Aus
AE507680	Crown Melbourne Limited Enterprise Agreement 2019	5,279	3.0	Arts and Recreation Services	Vic
AE507803	National Disability Insurance Agency Enterprise Agreement 2020 - 2023	4,368	2.0	Public Administration and Safety	Aus
AE508102	Metro Trains Melbourne Pty Ltd Rail Operations Enterprise Agreement 2019	3,286	3.5	Transport, Postal and Warehousing	Vic
AE508068	Prouds Retail Employees Enterprise Agreement 2019	2,904	*	Retail Trade	Aus
AE508394	Bendigo and Adelaide Bank Enterprise Agreement 2018-2021	2,802	2.9	Financial and Insurance Services	Aus

Source: Attorney-General's Department, Workplace Agreements Database.

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. \* Where asterisk occurs, this indicates that wage increase in the agreement is not quantifiable.
4. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**Table 16 - Agreements approved in the quarter, by state and ANZSIC Division, June quarter 2020**

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
<b>Agriculture, Forestry and Fishing agreements</b>	0	3	0	0	2	0	1	1	1	0	8
<b>Agriculture, Forestry and Fishing AAWI (%)</b>	*	2.8	*	*	3.6	*	*	2.0	*	*	3.4
<b>Agriculture, Forestry and Fishing duration (yrs.)</b>	0.0	2.9	0.0	0.0	2.4	0.0	2.0	3.0	2.1	0.0	2.4
<b>Agriculture, Forestry and Fishing employees ('000)</b>	0.0	0.1	0.0	0.0	0.4	0.0	0.1	0.0	0.1	0.0	0.7
<b>Mining agreements</b>	0	5	0	4	0	2	1	1	4	0	17
<b>Mining AAWI (%)</b>	*	2.7	*	2.2	*	2.2	2.1	2.5	1.0	*	2.2
<b>Mining duration (yrs.)</b>	0.0	3.9	0.0	3.8	0.0	4.0	3.9	4.0	3.9	0.0	3.9
<b>Mining employees ('000)</b>	0.0	0.2	0.0	0.5	0.0	0.5	0.0	0.1	0.8	0.0	2.0
<b>Manufacturing agreements</b>	0	27	1	14	6	2	52	5	5	0	112
<b>Manufacturing AAWI (%)</b>	*	2.5	1.2	2.1	2.2	3.9	2.5	1.8	2.5	*	2.4
<b>Manufacturing duration (yrs.)</b>	0.0	2.4	3.0	3.3	2.6	2.7	2.5	3.6	3.5	0.0	2.7
<b>Manufacturing employees ('000)</b>	0.0	1.1	0.0	0.5	2.1	0.0	3.3	0.2	0.7	0.0	8.0
<b>Non-metal manufacturing agreements</b>	0	21	1	8	5	2	41	2	3	0	83
<b>Non-metal manufacturing AAWI (%)</b>	*	2.6	1.2	2.0	2.0	3.9	2.5	1.6	2.5	*	2.4
<b>Non-metal manufacturing duration (yrs.)</b>	0.0	2.7	3.0	3.6	3.2	2.7	2.4	3.5	3.8	0.0	2.8
<b>Non-metal manufacturing employees ('000)</b>	0.0	0.7	0.0	0.3	0.8	0.0	2.8	0.0	0.6	0.0	5.3
<b>Metal manufacturing agreements</b>	0	6	0	6	1	0	11	3	2	0	29
<b>Metal manufacturing AAWI (%)</b>	*	2.3	*	2.2	2.4	*	2.5	2.0	*	*	2.4
<b>Metal manufacturing duration (yrs.)</b>	0.0	2.1	0.0	2.5	2.3	0.0	3.2	3.6	2.3	0.0	2.5
<b>Metal manufacturing employees ('000)</b>	0.0	0.4	0.0	0.2	1.3	0.0	0.5	0.2	0.2	0.0	2.7
<b>Electricity, Gas, Water and Waste Services agreements</b>	0	7	0	2	0	2	3	1	1	0	16
<b>Electricity, Gas, Water and Waste Services AAWI (%)</b>	*	3.1	*	3.1	*	4.4	3.1	1.3	2.0	*	3.7
<b>Electricity, Gas, Water and Waste Services duration (yrs.)</b>	0.0	3.7	0.0	3.9	0.0	4.0	3.2	3.0	3.0	0.0	3.7
<b>Electricity, Gas, Water and Waste Services Employees ('000)</b>	0.0	0.8	0.0	0.0	0.0	1.0	0.3	0.1	0.0	0.0	2.2
<b>Construction agreements</b>	3	93	1	38	8	1	93	18	67	0	322
<b>Construction AAWI (%)</b>	3.0	5.4	1.3	3.6	2.7	3.7	4.6	2.7	2.7	*	4.6
<b>Construction duration (yrs.)</b>	3.8	3.3	3.1	3.1	3.1	1.2	1.8	3.6	3.4	0.0	3.0
<b>Construction employees ('000)</b>	0.1	2.9	0.0	0.8	0.2	0.0	1.8	0.3	2.2	0.0	8.2
<b>Wholesale Trade agreements</b>	0	1	0	5	2	0	7	0	4	0	19
<b>Wholesale Trade AAWI (%)</b>	*	2.7	*	2.4	3.2	*	2.9	*	2.9	*	2.9
<b>Wholesale Trade duration (yrs.)</b>	0.0	3.0	0.0	1.8	2.7	0.0	1.7	0.0	3.1	0.0	2.4
<b>Wholesale Trade employees ('000)</b>	0.0	0.2	0.0	0.2	0.1	0.0	0.5	0.0	0.4	0.0	1.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
<b>Retail Trade agreements</b>	0	2	0	1	0	0	3	1	4	0	11
<b>Retail Trade AAWI (%)</b>	*	2.2	*	*	*	*	2.3	*	2.0	*	2.0
<b>Retail Trade duration (yrs.)</b>	0.0	4.0	0.0	3.3	0.0	0.0	2.8	1.0	3.4	0.0	3.5
<b>Retail Trade employees ('000)</b>	0.0	1.9	0.0	1.2	0.0	0.0	0.1	0.1	4.7	0.0	7.9
<b>Accommodation and Food Services agreements</b>	1	0	0	1	1	0	2	0	1	0	6
<b>Accommodation and Food Services AAWI (%)</b>	*	*	*	3.8	1.7	*	2.6	*	*	*	3.5
<b>Accommodation and Food Services duration (yrs.)</b>	4.0	0.0	0.0	4.0	3.0	0.0	2.7	0.0	4.0	0.0	4.0
<b>Accommodation and Food Services Employees ('000)</b>	0.1	0.0	0.0	0.3	0.0	0.0	0.0	0.0	36.8	0.0	37.2
<b>Transport, Postal and Warehousing agreements</b>	1	23	1	8	2	2	8	7	17	0	69
<b>Transport, Postal and Warehousing AAWI (%)</b>	*	2.8	2.3	2.3	1.7	2.7	3.5	2.0	2.8	*	3.1
<b>Transport, Postal and Warehousing duration (yrs.)</b>	3.2	3.0	2.0	3.2	4.3	3.0	4.0	3.0	3.6	0.0	3.7
<b>Transport, Postal and Warehousing employees ('000)</b>	0.0	1.5	0.0	0.6	0.1	0.0	5.3	0.4	3.3	0.0	11.3
<b>Information Media and Telecommunications agreements</b>	0	0	0	0	0	0	1	0	1	0	2
<b>Information Media and Telecommunications AAWI (%)</b>	*	*	*	*	*	*	3.2	*	*	*	3.2
<b>Information Media and Telecommunications duration (yrs.)</b>	0.0	0.0	0.0	0.0	0.0	0.0	2.5	0.0	1.3	0.0	1.3
<b>Information Media and Telecommunications employees ('000)</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.4	0.0	20.5
<b>Financial and Insurance Services agreements</b>	0	0	0	1	0	0	0	0	4	0	5
<b>Financial and Insurance Services AAWI (%)</b>	*	*	*	2.5	*	*	*	*	2.8	*	2.8
<b>Financial and Insurance Services duration (yrs.)</b>	0.0	0.0	0.0	0.9	0.0	0.0	0.0	0.0	3.8	0.0	3.7
<b>Financial and Insurance Services employees ('000)</b>	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	4.2	0.0	4.4
<b>Rental, Hiring and Real Estate Services agreements</b>	0	0	0	2	0	1	0	0	1	0	4
<b>Rental, Hiring and Real Estate Services AAWI (%)</b>	*	*	*	2.6	*	*	*	*	2.0	*	2.2
<b>Rental, Hiring and Real Estate Services duration (yrs.)</b>	0.0	0.0	0.0	3.6	0.0	3.0	0.0	0.0	1.0	0.0	2.4
<b>Rental, Hiring and Real Estate Services employees ('000)</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
<b>Professional, Scientific and Technical Services agreements</b>	0	1	0	2	0	0	3	0	4	0	10
<b>Professional, Scientific and Technical Services AAWI (%)</b>	*	6.0	*	3.3	*	*	2.9	*	3.1	*	3.2
<b>Professional, Scientific and Technical Services duration (yrs.)</b>	0.0	3.4	0.0	3.4	0.0	0.0	2.9	0.0	3.4	0.0	3.4
<b>Professional, Scientific and Technical Services employees ('000)</b>	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.0	0.8	0.0	1.1
<b>Administrative and Support Services agreements</b>	0	3	0	2	0	0	3	0	6	0	14
<b>Administrative and Support Services AAWI (%)</b>	*	4.2	*	2.5	*	*	3.6	*	4.0	*	3.4
<b>Administrative and Support Services duration (yrs.)</b>	0.0	3.1	0.0	4.0	0.0	0.0	3.5	0.0	4.0	0.0	3.9
<b>Administrative and Support Services employees ('000)</b>	0.0	0.1	0.0	0.2	0.0	0.0	0.1	0.0	1.8	0.0	2.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
<b>Public Administration and Safety agreements</b>	2	0	0	3	0	0	8	1	5	1	20
<b>Public Administration and Safety AAWI (%)</b>	2.6	*	*	2.9	*	*	2.4	2.0	2.0	2.5	2.1
<b>Public Administration and Safety duration (yrs.)</b>	4.0	0.0	0.0	2.5	0.0	0.0	3.3	2.0	3.0	3.0	3.1
<b>Public Administration and Safety employees ('000)</b>	0.3	0.0	0.0	0.1	0.0	0.0	4.2	0.0	7.7	0.2	12.5
<b>Education and Training agreements</b>	0	14	0	9	5	0	2	1	2	0	33
<b>Education and Training AAWI (%)</b>	*	2.8	*	2.8	2.2	*	2.2	*	3.4	*	2.6
<b>Education and Training duration (yrs.)</b>	0.0	3.9	0.0	3.5	2.2	0.0	3.7	1.5	4.0	0.0	3.6
<b>Education and Training employees ('000)</b>	0.0	3.4	0.0	0.0	0.5	0.0	0.7	0.2	0.1	0.0	5.0
<b>Health Care and Social Assistance agreements</b>	1	9	2	11	9	6	14	7	3	0	62
<b>Health Care and Social Assistance AAWI (%)</b>	3.0	2.7	3.2	2.5	2.6	3.2	2.9	2.2	2.2	*	2.5
<b>Health Care and Social Assistance duration (yrs.)</b>	3.0	3.1	3.0	3.1	2.7	2.5	3.8	2.6	2.5	0.0	2.9
<b>Health Care and Social Assistance employees ('000)</b>	0.2	1.0	0.3	3.0	0.4	0.7	0.9	2.3	1.1	0.0	10.0
<b>Arts and Recreation Services agreements</b>	1	3	0	2	0	0	2	0	1	0	9
<b>Arts and Recreation Services AAWI (%)</b>	*	1.8	*	2.2	*	*	3.0	*	2.5	*	2.9
<b>Arts and Recreation Services duration (yrs.)</b>	3.6	2.8	0.0	3.8	0.0	0.0	3.2	0.0	3.0	0.0	3.2
<b>Arts and Recreation Services employees ('000)</b>	0.5	0.3	0.0	0.1	0.0	0.0	5.5	0.0	0.1	0.0	6.6
<b>Other Services agreements</b>	1	5	0	2	0	3	4	0	8	0	23
<b>Other Services AAWI (%)</b>	5.5	2.6	*	2.5	*	2.9	3.2	*	2.3	*	2.6
<b>Other Services duration (yrs.)</b>	3.0	2.4	0.0	3.9	0.0	2.7	2.7	0.0	3.2	0.0	3.1
<b>Other Services employees ('000)</b>	0.0	0.4	0.0	0.4	0.0	0.1	0.1	0.0	0.4	0.0	1.3
<b>All sector agreements</b>	10	196	5	107	35	19	207	43	139	1	762
<b>All sectors AAWI (%)</b>	2.8	3.4	2.9	2.7	2.4	3.6	3.1	2.2	2.4	2.5	2.7
<b>All sectors duration (yrs.)</b>	3.6	3.4	3.0	3.2	2.7	3.4	3.2	2.7	3.1	3.0	3.1
<b>All sectors employees ('000)</b>	1.2	13.9	0.4	8.2	3.9	2.3	23.1	3.6	85.7	0.2	142.6

Source: Attorney-General's Department, Workplace Agreements Database.

#### Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. The manufacturing category has been disaggregated into metals and non-metals industries.
4. \* Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
5. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**How to read:** Of the 8 Agriculture, Forestry and Fishing agreements approved in the June quarter 2020, 3 operate in solely in NSW. These agreements cover 100 employees, the average AAWI is 2.8, and their average duration is 2.9 years.



**Table 17 - Agreements current on the last day of the quarter, by state and ANZSIC Division, June quarter 2020**

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
<b>Agriculture, Forestry and Fishing agreements</b>	0	37	4	47	9	16	32	16	14	0	175
<b>Agriculture, Forestry and Fishing AAWI (%)</b>	*	2.4	4.2	2.5	2.8	3.1	2.7	2.2	2.6	*	2.5
<b>Agriculture, Forestry and Fishing duration (yrs.)</b>	0.0	3.6	2.9	4.0	3.2	3.3	3.3	3.5	3.7	0.0	3.6
<b>Agriculture, Forestry and Fishing employees ('000)</b>	0.0	5.3	0.0	3.3	1.0	1.3	1.7	0.9	2.4	0.0	15.9
<b>Mining agreements</b>	2	112	4	82	19	7	24	49	90	0	389
<b>Mining AAWI (%)</b>	*	2.3	2.1	2.3	2.1	2.2	2.6	2.0	2.5	*	2.3
<b>Mining duration (yrs.)</b>	4.0	3.0	3.0	3.1	3.7	3.7	3.1	3.9	3.5	0.0	3.3
<b>Mining employees ('000)</b>	0.0	13.1	1.1	11.7	2.1	0.7	1.3	6.9	14.2	0.0	51.1
<b>Manufacturing agreements</b>	7	429	7	280	145	53	701	126	151	0	1899
<b>Manufacturing AAWI (%)</b>	2.4	2.6	1.8	2.4	2.4	2.6	2.7	1.9	2.5	*	2.5
<b>Manufacturing duration (yrs.)</b>	3.3	3.0	3.4	2.9	3.0	3.0	3.1	3.4	2.9	0.0	3.0
<b>Manufacturing employees ('000)</b>	0.1	29.6	0.1	23.0	12.3	2.6	45.2	7.0	19.4	0.0	139.4
<b>Non-metal manufacturing agreements</b>	4	276	4	199	106	40	475	73	72	0	1249
<b>Non-metal manufacturing AAWI (%)</b>	2.4	2.5	1.6	2.4	2.4	2.7	2.6	2.0	2.6	*	2.5
<b>Non-metal manufacturing duration (yrs.)</b>	3.0	3.0	3.1	2.9	2.9	3.0	3.1	3.3	3.2	0.0	3.0
<b>Non-metal manufacturing employees ('000)</b>	0.1	19.9	0.1	18.3	7.0	2.0	32.0	3.8	9.6	0.0	92.9
<b>Metal manufacturing agreements</b>	3	153	3	81	39	13	226	53	79	0	650
<b>Metal manufacturing AAWI (%)</b>	2.4	2.7	3.6	2.4	2.4	2.0	2.8	1.8	2.5	*	2.6
<b>Metal manufacturing duration (yrs.)</b>	3.9	2.9	3.7	2.9	3.0	3.0	3.0	3.6	2.6	0.0	2.9
<b>Metal manufacturing employees ('000)</b>	0.0	9.7	0.1	4.7	5.3	0.6	13.2	3.2	9.7	0.0	46.5
<b>Electricity, Gas, Water and Waste Services agreements</b>	8	100	3	70	28	12	103	37	26	0	387
<b>Electricity, Gas, Water and Waste Services AAWI (%)</b>	3.0	2.5	2.0	2.9	2.9	3.5	3.3	1.9	2.9	*	2.9
<b>Electricity, Gas, Water and Waste Services duration (yrs.)</b>	3.0	3.0	3.4	3.2	3.3	3.6	3.0	2.8	3.0	0.0	3.1
<b>Electricity, Gas, Water and Waste Services Employees ('000)</b>	1.2	15.7	0.0	4.2	5.3	2.2	8.4	6.8	9.0	0.0	52.7
<b>Construction agreements</b>	33	507	27	366	143	56	639	287	744	1	2803
<b>Construction AAWI (%)</b>	3.0	3.9	2.5	3.2	3.0	4.7	3.4	2.1	2.8	*	3.3
<b>Construction duration (yrs.)</b>	3.7	3.3	3.6	3.1	3.1	2.6	3.1	3.4	3.5	4.0	3.3
<b>Construction employees ('000)</b>	0.7	16.7	0.5	10.0	4.1	1.9	15.5	6.7	19.7	0.0	75.9
<b>Wholesale Trade agreements</b>	4	78	4	50	19	17	87	34	44	0	337
<b>Wholesale Trade AAWI (%)</b>	2.5	2.6	2.3	2.3	2.9	2.5	2.8	2.0	2.7	*	2.6
<b>Wholesale Trade duration (yrs.)</b>	3.4	2.9	3.7	3.5	3.1	3.5	3.1	2.7	3.6	0.0	3.3
<b>Wholesale Trade employees ('000)</b>	0.1	4.1	0.0	3.6	1.1	1.0	3.7	1.9	10.6	0.0	26.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
<b>Retail Trade agreements</b>	2	19	2	21	17	3	29	21	53	0	167
<b>Retail Trade AAWI (%)</b>	*	2.8	2.3	3.2	3.1	3.0	3.3	2.9	2.6	*	2.7
<b>Retail Trade duration (yrs.)</b>	4.0	3.5	3.6	3.1	3.7	3.0	3.0	3.3	3.6	0.0	3.6
<b>Retail Trade employees ('000)</b>	0.0	4.0	0.1	3.7	2.4	0.3	3.6	2.6	245.8	0.0	262.4
<b>Accommodation and Food Services agreements</b>	3	45	3	31	4	2	32	11	31	0	162
<b>Accommodation and Food Services AAWI (%)</b>	*	2.7	*	3.2	2.6	*	2.8	1.9	2.7	*	2.7
<b>Accommodation and Food Services duration (yrs.)</b>	3.5	3.1	3.5	3.8	2.3	3.8	3.4	3.7	3.9	0.0	3.8
<b>Accommodation and Food Services Employees ('000)</b>	0.2	5.6	0.5	1.2	1.4	0.1	1.6	2.3	40.9	0.0	53.9
<b>Transport, Postal and Warehousing agreements</b>	6	240	23	171	80	25	216	152	231	0	1144
<b>Transport, Postal and Warehousing AAWI (%)</b>	2.3	2.8	3.1	2.5	2.5	2.7	3.3	2.3	2.3	*	2.6
<b>Transport, Postal and Warehousing duration (yrs.)</b>	4.0	3.1	3.3	3.3	3.4	3.2	3.2	3.1	3.0	0.0	3.1
<b>Transport, Postal and Warehousing employees ('000)</b>	1.7	31.3	0.8	15.3	4.8	0.9	22.2	9.0	99.9	0.0	185.9
<b>Information Media and Telecommunications agreements</b>	1	10	0	2	1	2	20	5	30	0	71
<b>Information Media and Telecommunications AAWI (%)</b>	2.0	1.9	*	2.3	3.0	2.0	2.1	1.2	2.0	*	2.0
<b>Information Media and Telecommunications duration (yrs.)</b>	3.7	1.7	0.0	3.1	4.5	2.1	2.8	3.1	1.8	0.0	1.9
<b>Information Media and Telecommunications employees ('000)</b>	0.1	0.9	0.0	0.3	0.0	0.1	1.3	0.2	31.1	0.0	33.9
<b>Financial and Insurance Services agreements</b>	0	7	1	4	3	5	18	10	48	0	96
<b>Financial and Insurance Services AAWI (%)</b>	*	2.5	2.8	2.4	2.4	2.2	3.1	1.2	2.8	*	2.7
<b>Financial and Insurance Services duration (yrs.)</b>	0.0	3.1	3.0	3.0	3.8	3.2	3.4	3.0	2.9	0.0	3.0
<b>Financial and Insurance Services employees ('000)</b>	0.0	0.6	0.0	1.2	0.0	0.2	2.4	1.8	48.1	0.0	54.3
<b>Rental, Hiring and Real Estate Services agreements</b>	1	13	0	13	6	3	16	11	13	0	76
<b>Rental, Hiring and Real Estate Services AAWI (%)</b>	1.5	3.1	*	2.4	5.5	2.2	2.4	1.9	2.2	*	2.4
<b>Rental, Hiring and Real Estate Services duration (yrs.)</b>	4.1	2.8	0.0	3.6	2.6	3.2	3.5	3.6	3.7	0.0	3.5
<b>Rental, Hiring and Real Estate Services employees ('000)</b>	0.0	0.4	0.0	0.5	0.1	0.1	0.5	0.3	2.1	0.0	4.0
<b>Professional, Scientific and Technical Services agreements</b>	3	39	4	19	5	3	55	16	77	0	221
<b>Professional, Scientific and Technical Services AAWI (%)</b>	2.0	2.9	*	2.5	2.3	4.7	3.1	1.8	2.2	*	2.4
<b>Professional, Scientific and Technical Services duration (yrs.)</b>	3.1	2.8	4.0	2.5	3.2	3.4	3.2	3.0	3.2	0.0	3.2
<b>Professional, Scientific and Technical Services employees ('000)</b>	0.1	1.9	0.1	1.2	0.2	0.1	3.8	1.1	18.9	0.0	27.3
<b>Administrative and Support Services agreements</b>	1	44	2	33	7	5	62	20	77	0	251
<b>Administrative and Support Services AAWI (%)</b>	*	2.7	2.2	2.5	2.5	3.2	2.7	1.4	2.7	*	2.6
<b>Administrative and Support Services duration (yrs.)</b>	4.0	3.3	4.0	3.2	3.5	3.5	3.4	3.5	3.1	0.0	3.2
<b>Administrative and Support Services employees ('000)</b>	0.0	3.0	0.2	2.1	0.2	0.5	7.6	1.5	14.1	0.0	29.3

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
<b>Public Administration and Safety agreements</b>	26	21	25	38	12	30	144	88	92	2	478
<b>Public Administration and Safety AAWI (%)</b>	2.7	2.7	2.4	2.6	2.3	2.6	2.3	1.9	2.0	2.2	2.2
<b>Public Administration and Safety duration (yrs.)</b>	3.9	3.1	3.8	2.9	3.4	3.5	3.2	2.9	3.0	2.8	3.2
<b>Public Administration and Safety employees ('000)</b>	22.1	2.3	19.2	3.4	0.7	2.9	81.0	13.1	138.3	0.3	283.3
<b>Education and Training agreements</b>	16	152	8	195	52	23	90	30	36	0	602
<b>Education and Training AAWI (%)</b>	2.4	2.5	3.0	2.5	2.5	2.4	3.0	1.8	2.4	*	2.6
<b>Education and Training duration (yrs.)</b>	3.4	3.2	2.8	3.1	3.0	2.6	3.4	3.4	3.3	0.0	3.3
<b>Education and Training employees ('000)</b>	3.9	70.3	2.0	42.6	17.8	3.8	161.7	22.6	85.0	0.0	409.7
<b>Health Care and Social Assistance agreements</b>	22	250	28	128	119	50	321	89	70	0	1077
<b>Health Care and Social Assistance AAWI (%)</b>	2.9	2.5	2.5	2.6	2.8	3.3	3.5	1.8	2.8	*	2.9
<b>Health Care and Social Assistance duration (yrs.)</b>	2.6	2.6	3.8	2.9	3.1	2.9	3.6	2.5	2.9	0.0	3.2
<b>Health Care and Social Assistance employees ('000)</b>	2.9	78.1	6.3	36.4	14.6	8.4	179.2	30.0	32.8	0.0	388.7
<b>Arts and Recreation Services agreements</b>	6	18	0	21	7	7	42	4	6	0	111
<b>Arts and Recreation Services AAWI (%)</b>	2.0	2.8	*	2.6	2.2	2.0	3.1	2.4	3.0	*	2.8
<b>Arts and Recreation Services duration (yrs.)</b>	3.3	2.8	0.0	3.4	2.4	2.5	3.4	3.0	3.0	0.0	3.2
<b>Arts and Recreation Services employees ('000)</b>	1.0	3.7	0.0	7.1	1.2	0.9	15.3	4.3	1.0	0.0	34.6
<b>Other Services agreements</b>	6	44	5	42	15	11	55	31	45	1	255
<b>Other Services AAWI (%)</b>	2.5	2.6	3.6	2.2	2.4	2.6	2.8	2.5	2.7	1.7	2.5
<b>Other Services duration (yrs.)</b>	3.7	2.8	3.3	2.9	3.1	2.7	3.3	2.9	3.0	4.6	3.0
<b>Other Services employees ('000)</b>	0.2	3.4	0.1	9.6	0.8	0.3	4.5	2.4	6.9	0.0	28.2
<b>All sector agreements</b>	147	2165	150	1613	691	330	2686	1037	1878	4	10701
<b>All sectors AAWI (%)</b>	2.6	2.6	2.5	2.5	2.7	3.1	3.0	1.9	2.3	2.1	2.6
<b>All sectors duration (yrs.)</b>	3.7	3.0	3.7	3.1	3.1	3.0	3.4	3.1	3.3	2.9	3.2
<b>All sectors employees ('000)</b>	34.5	290.2	31.2	180.2	70.1	28.2	560.6	121.4	840.1	0.3	2156.6

Source: Attorney-General's Department, Workplace Agreements Database.

#### Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. The manufacturing category has been disaggregated into metals and non-metals industries.
4. \* Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
5. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

**How to read:** Of the 175 Agriculture, Forestry and Fishing agreements current as at 30 June 2020, 37 operate solely in NSW. These agreements cover 5,300 employees, their average AAWI is 2.4 per cent and their average duration is 3.6 year.

## Trends in Federal Enterprise Bargaining - Technical Notes

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### The Workplace Agreements Database

Data presented in the *Trends in Federal Enterprise Bargaining report* (Trends) are drawn from the Workplace Agreements Database (WAD), which is maintained by the Employment Conditions Division of the Attorney-General's Department. The WAD contains information on all known federal enterprise agreements that have operated since the introduction of the Enterprise Bargaining Principle in October 1991 and that have been subsequently provided to the Attorney-General's Department. The WAD covers general details (such as sector, ANZSIC, duration, employees covered), wage details (quantum and timing of increases) and a range of employment conditions.

### Agreements included in the WAD

The following agreements are included in the WAD and thus in Trends:

- For agreements made under the *Fair Work Act 2009* or before the Work Choices amendments to the *Workplace Relations Act 2006* (WR Act), those that have been certified by the Australian Industrial Relations Commission or approved by the Fair Work Commission (FWC).
- For agreements made under the Work Choices amendments but before the introduction of the Fairness Test, those that were lodged with the Office of the Employment Advocate (OEA).
- For agreements made under the fairness test, those that were lodged with the Workplace Authority. However, agreements were subsequently deleted and do not appear in the data if they ceased to operate because they did not pass the fairness test.
- For agreements made under the Transition to Forward with Fairness amendments to the WR Act, union collective and employee collective agreements that were approved by the Workplace Authority. Union greenfields and employer greenfields were included when they were lodged, but were deleted if they ceased to operate because they did not pass the no-disadvantage test.

### Wider context for Trends data

About one third of all employees in the Australian labour market (as measured by the ABS 2018 *Employee Earnings and Hours* survey) are covered by federal enterprise agreements. The table below shows the growth in coverage by federally registered agreements.

## Technical Notes Table - Instrument providing rate of pay for all employees, 2010-2018

Instrument providing rate of pay	2010 (%)	2012(%)	2014(%)	2016(%)	2018(%)
<b>Award</b>	15.2	16.1	18.8	20.6	21.0
<b>Collective Agreement (Federally Registered)</b>	31.5	32.0	32.6	38.5 (across all collective agreements)*	30.4
<b>Collective Agreement (State Registered)</b>	11.9	9.8	8.6		7.4
<b>Collective Agreement (Unregistered)</b>	0.1	0.2	0.2		0.0
<b>Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)</b>	37.3	38.7	36.4	37.3	37.3
<b>Owner/managers of incorporated enterprises</b>	4.1	3.3	3.4	3.6	3.8

Source: Australian Bureau of Statistics Employee Earnings and Hours, Cat. No. 6306.0 (May 2012, May 2014, May 2016, May 2018), unpublished data – all employees. Please note that this is not intended to be analysed as a time series.

**Note:** This table has been revised to include managerial-level employees. This accounts for all differences between this table and tables published in previous Trends reports.

### Presentation of Trends in Federal Enterprise Bargaining data

A typical row of data in Trends appears as follows:

Field	Description
All Industries	Total number of agreements for a given quarter
AAWI (%)	Average Annualised Wage Increase for the quarter
Duration (yrs)	Average formal duration per employee for the quarter
Employees ('000)	Estimated total number of employees covered by the number of agreements in the first row

It is important to note that not all agreements contain quantifiable wage increases and in most cases the AAWI is not derived from the total number of agreements shown in the first row or the total number of employees shown in the fourth row. A more detailed explanation of why this is the case is provided below under **Average annualised wage increases**.

## Employee coverage

Information on the number of employees covered by an agreement is drawn from the information provided to FWC (Fair Work Commission), the Workplace Authority or the AIRC (Australian Industrial Relations Commission) by the employer who lodges the agreement.

In the Trends data, the number of employees covered by agreements is presented as an estimated figure, as employee coverage figures are not always provided when an agreement is lodged.

Where an agreement's employee coverage is not known and the agreement replaces an earlier agreement where employee coverage is known, the employee coverage of the earlier agreement is used. For those agreements still lacking employee coverage a 'modified mean' is used to estimate employee coverage. The modified mean is generated for each industry group by current quarter removing the largest 5% and smallest 5% of agreements, and then calculating the mean of the remainder.

As the number of employees covered by an enterprise agreement frequently changes during the life of an agreement due to workforce fluctuations, the total number of employees covered is not necessarily indicative of the total current coverage of enterprise agreements.

## Duration of agreements

'Formal duration' is the period from certification to expiry in years.

The 'effective duration' of each agreement is used to calculate AAWI rather than formal duration (that is, the period from certification to expiry). The effective duration of a wage agreement is the difference in years between: certification, commencement or the date of the first wage increase (whichever is earliest) and expiry date or the date of the last wage increase (whichever is latest) or termination date (where applicable and only if prior to the later of either the expiry date or the date of the last wage increase). Those few agreements with a formal duration of less than one year are deemed to have an effective duration of 12 months.

## Average annualised wage increases

Estimates of average wage increases are calculated for those federal enterprise agreements that provide quantifiable wage increases over the life of the agreement. Enterprise agreements for which average percentage wage increases could not be quantified (e.g. those with inconsistent increases) are excluded from these estimates.

AAWI data examine only increases to the base rate of pay, and do not take into account allowances and bonus payments that are paid separate to the base wage. The ABS produces a more comprehensive dataset on total labour costs ([Wages Price Index](#)):

<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6345.0> For agreements with quantifiable wage increases, the average annualised wage increase (AAWI) per agreement is calculated using the following formula:

$$100 \times \left\{ \left[ \prod_{i=1}^N (1 + r_i) \right]^{\frac{1}{d}} - 1 \right\}$$

$r_i$  = % increases of the  $i^{\text{th}}$  time\*

N = the number of increases over the life of the agreement

d = the effective duration of the agreement in years

\*(Flat dollar increases are converted to a percentage using average weekly ordinary time earnings (AWOTE), drawn from [ABS, 6302.0 - Average Weekly Earnings, Australia](#)) for the relevant ANZSIC industry division and quarter)

AAWI per agreement provides only a simple unweighted average and tends to overstate the average wage increase received by employees. For this reason Trends reports the AAWI per employee, which is calculated by weighting AAWI per agreement by the number of employees covered by that agreement.

The “all current wage” estimates are the AAWI per employee for all quantifiable federal wage agreements that are current on the last day of the quarter. Current agreements are those agreements that have been approved and have commenced, but have not been terminated, have not nominally expired and have not been replaced at a given point in time. An agreement is deemed to be current on its nominal expiry date.

Estimates of AAWI generally exclude increases paid in the form of conditional performance pay, one-off bonuses, profit sharing or share acquisition, as these data cannot readily be either quantified or annualised.

### **Australian and New Zealand Standard Industrial Classification (ANZSIC)**

From the September quarter 2009, Trends uses ANZSIC 2006 divisions for data presented by industry, while previous releases used ANZSIC 1993 divisions. This change followed the use of ANZSIC 2006 divisions in the August 2009 Average Weekly Earnings survey released by the ABS, from which data about AWOTE are drawn for use in calculating AAWIs.

From the September quarter 2009, historical industry data contained in the Trends report have also been produced using ANZSIC 2006 divisions.

### **Union Coverage**

Care should be taken when analysing data in tables 13 and 14, in comparing agreements that cover a union and those that do not.

Data about unions covered by agreements made under the *Fair Work Act 2009* may not provide an accurate reflection of union involvement in bargaining for agreements. Under the *Fair Work Act 2009* it is possible for a union to have been involved in bargaining for an agreement and then not be covered by the approved agreement. It is also possible for a union to be covered by an agreement because they were a bargaining representative, even if they did not take an active role in the negotiations.

Further, data about non-greenfields agreements made under the *Fair Work Act 2009* that cover a union cannot be directly compared with data about union collective agreements or s.170LJ agreements made under the *Workplace Relations Act 1996*, which had to be made with a union. While a union may be a bargaining representative, there is no imperative under the *Fair Work Act 2009* for agreements (other than greenfields agreements) to be made with a union.

### **Non-quantifiable wage increases**

Wage increases are only recorded in the WAD if the same percentage wage increase that applies to all employees covered by the agreement can be quantified. There are many reasons why wage increases provided for in federal enterprise agreements may not be quantifiable. The list of reasons recorded in the WAD about why wage increases cannot be quantified is as follows:

<b>Reason</b>	<b>Definition</b>
Inconsistent Increase	Percentage wage increases vary between classifications in the agreement.
Performance Linked	Wage increases are awarded only if certain productivity improvements are made, or if wage

<b>Reason</b>	<b>Definition</b>
	increases are dependent upon individual or company performance.
Linked to CPI	Wage increases in the agreement are linked to future CPI movements, and cannot be quantified at the time of calculating the AAWIs in this report.
Linked to Minimum Wages	Wage increases in the agreement are linked to future minimum wage or award wage increase decisions, and cannot be quantified at the time of calculating the AAWIs in this report.
Other Reason	Wage increases cannot be quantified due to a reason not elsewhere classified.



## Types of Enterprise Agreements

Trends in Federal Enterprise Bargaining tables 5, 6 and 12 include information about collective agreements broken down by the type of agreement, as determined by the relevant legislation. The following list shows the types of enterprise agreements available under the legislation included in this report.

Enterprise agreements made under the *Fair Work Act 2009*

- Single enterprise non-greenfields
- Single enterprise greenfields
- Multi-enterprise non-greenfields
- Multi-enterprise greenfields

Of note, under section 172 of the *Fair Work Act 2009* the primary division between types of agreements is whether they cover a single or multiple enterprises. The secondary division under the Act is whether or not the agreement is a greenfields agreement, that is, it is made to cover a genuine new enterprise or an undertaking for which no persons have yet been employed who will be covered by the agreement.

## Recent methodological change

The definition of 'current' agreements has changed from "*those agreements that have been certified but have neither been terminated nor expired at a given point in time*" to "*those agreements that have commenced operating but have not been terminated, have not expired and have not been replaced at a given point in time*". As a result of this change, there have been small revisions to historical data. There have been small revisions to historical data.