



Australian Government
Attorney-General's Department

Trends in Federal Enterprise Bargaining Report

September quarter 2021

Trends in Federal Enterprise Bargaining Report Initial Tables

Table 1:

Average Annualised Wage Increases for agreements approved in the September quarter 2021 which contained quantifiable wage increases (1,056 agreements)

Enterprise agreements approved in the quarter	June Quarter 2021 (%)	September quarter 2021 (%)	Change (% Points)
All sectors	2.4	2.7	0.3
Private sector	2.6	2.7	0.1
Public sector	2.1	2.7	0.6

Table 2:

Average Annualised Wage Increases for agreements current on 30 September 2021 which contained quantifiable wage increases (7,687 agreements)

All current enterprise agreements	June Quarter 2021 (%)	September quarter 2021 (%)	Change (% Points)
All sectors	2.6	2.6	0.0
Private sector	2.7	2.7	0.0
Public sector	2.4	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 methodology for the calculation of the data and provide a guide to interpreting data tables.

For other queries, please contact EBTrends@ag.gov.au

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Trends in Federal Enterprise Bargaining Report Summary

1. Wages growth under federal enterprise agreements September quarter 2021 - Tables 1 and 2 in Trends report

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the September quarter 2021 was 2.7 per cent, up from the 2.4 per cent in the June quarter 2021, and up from 2.6 per cent in the September quarter 2020.¹ The 2.7 per cent AAWI result is above the historic low of 2.2 per cent in the December quarter 2020.

The 2.7 per cent AAWI result is based on the 83.0 per cent of agreements approved in the September quarter 2021, covering 57.7 per cent of employees, which contained quantifiable wage increases.²

For the 7,687 enterprise agreements current as at 30 September 2021 (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 2.6 per cent in the June quarter 2021 and equal to the 2.6 per cent in the September quarter 2020.

2. Federal enterprise agreements – Proportion of employees covered

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

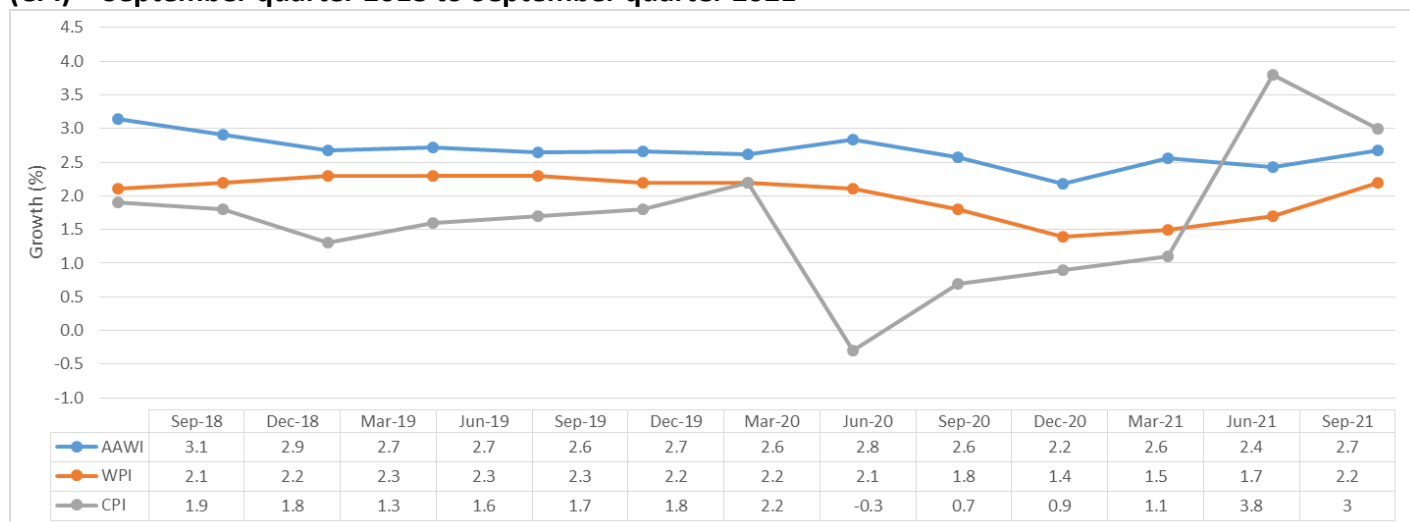
Federal enterprise agreements covered 30.4 per cent of all Australian employees as at May 2018¹ (latest available data).

¹ - See Note 1 at the end of this summary for more details

² An agreement is considered quantifiable if it contains wage increases that are consistent for all employees and are known at the time the agreement was made. Common reasons an agreement might not be quantifiable include: periodic reviews of wages with no guarantee of an increase; inconsistent wage increases for different groups of employees; or linking the wage adjustments to other factors, such as movements in the CPI or federal minimum wage. More information on non-quantifiable agreements can be found in section 10 of this summary. 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) – September quarter 2018 to September quarter 2021



Source: Attorney-General’s Department, Workplace Agreements Database; Australian Bureau of Statistics, Wage Price Index, Australia, Cat. No. 6345.0 – September 2021; Australian Bureau of Statistics, Consumer Price Index, Australia, Cat. No. 6401.0 – September 2021.

Notes:

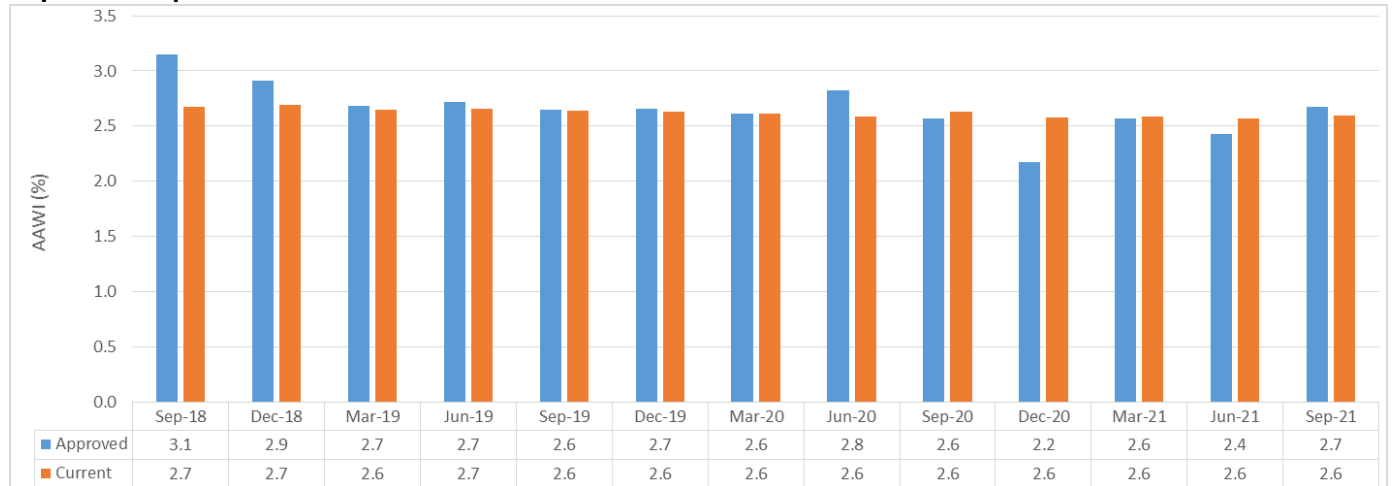
The higher than usual increase in inflation reported in the June and September quarters 2021 are influenced by price changes relating to the COVID-19 pandemic over the last year including the unwinding of the free child care package implemented in the June quarter 2020. The trimmed mean inflation, while not included in Chart 1, is designed to remove large “one off” price impacts, and was 1.6 per cent for the June quarter 2021 and 2.1 per cent in the September quarter 2021.

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 a 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 September quarter 2021 and agreements current as at 30 September 2021 - Tables 3 and 4 in Trends report

Chart 2 - Approved and current agreements AAWI by quarter - September quarter 2018 to September quarter 2021



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

Chart 2 (above) shows AAWI results for agreements approved in each quarter since the September quarter 2018, and the AAWI for all agreements current at the end of each quarter.

Approved agreements

There were 1,272 agreements approved in the September quarter 2021, of which 1,056 contained wage increases that could be quantified.

The AAWI for agreements approved in the September quarter 2021 was 2.7 per cent, up from 2.4 per cent in the June quarter 2021, and up from 2.6 per cent in the September quarter 2020.

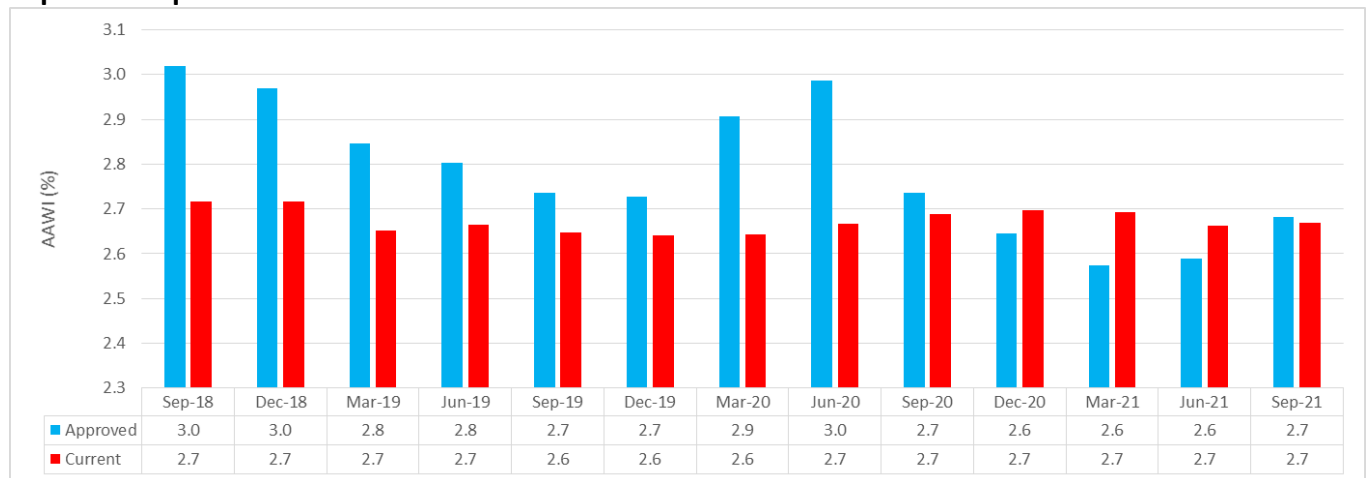
Current agreements

There were 10,110 agreements current as at 30 September 2021, of which 7,687 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 30 September 2021 was 2.6 per cent, equal to the June quarter 2021, and equal to the September quarter 2020.

5. Private sector wages growth – September quarter 2021 - Table 3 and 7 in Trends report

Chart 3 - Private sector AAWI – approved and current agreements – September quarter 2018 to September quarter 2021



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

Chart 3 (above) shows the AAWI results for private sector agreements approved in each quarter since the September quarter 2018, 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 September quarter 2021 was 2.7 per cent, up from 2.6 per cent in the June quarter 2021, and equal to the September quarter 2020.

The industries with the highest AAWIs were Financial and Insurance Services (5.4 per cent), Administrative and Support Services (4.4 per cent) and Construction (3.9 per cent).

The industries with the lowest AAWIs were Arts and Recreation Services (1.4 per cent), Public Administration and Safety (1.9 per cent) and Mining (1.9 per cent).

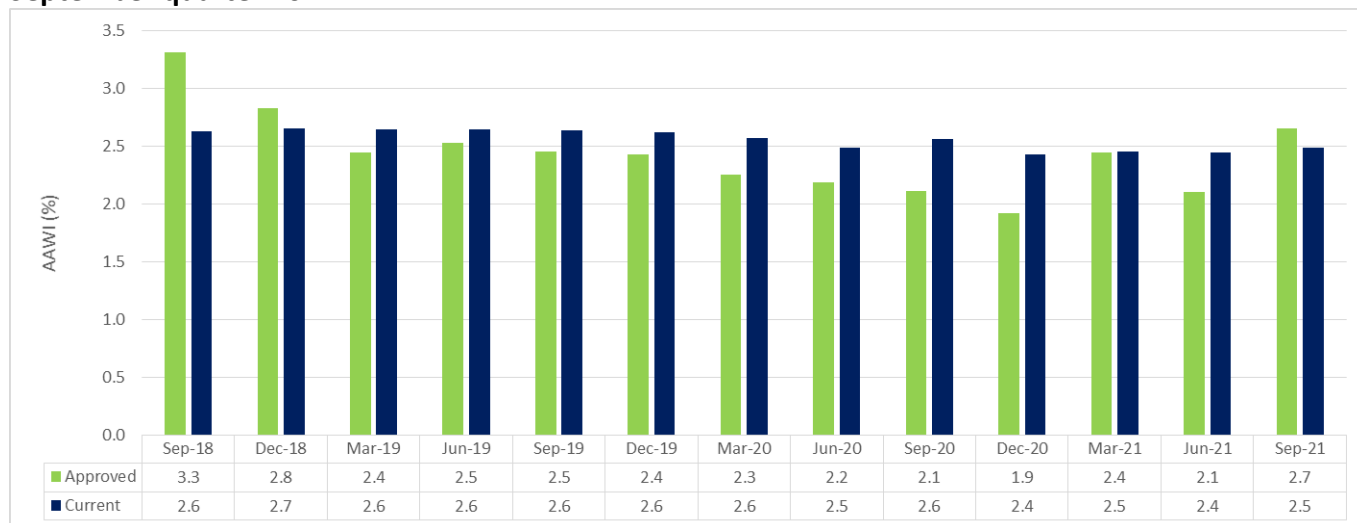
Large quantifiable private sector agreements approved in the September quarter 2021 include:

- *St John of God Health Care – ANMF – Registered Nurses’ and Midwives’ Agreement 2020 (4,025 employees)*
 - o AAWI of 2.0 per cent.
- *Ozcare Enterprise Agreement 2021 (3,678 employees)*
 - o AAWI of 1.7 per cent.
- *St John of God Health Care Inc. (Victoria) Nurses Enterprise Agreement 2020 (2,709 employees)*
 - o AAWI of 2.5 per cent

There were also other large private sector agreements but they had wage increases that could not be quantified. Further details on them is included in Section 10 of this report.

6. Public sector wages growth – September quarter 2021 - Table 3 in Trends report

Chart 4 - Public sector AAWI – approved and current agreements – September quarter 2018 to September quarter 2021



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

Chart 4 (above) shows the AAWI results for public sector agreements approved in each quarter since the June quarter 2018, and the AAWI for public sector agreements current as at the end of each quarter.

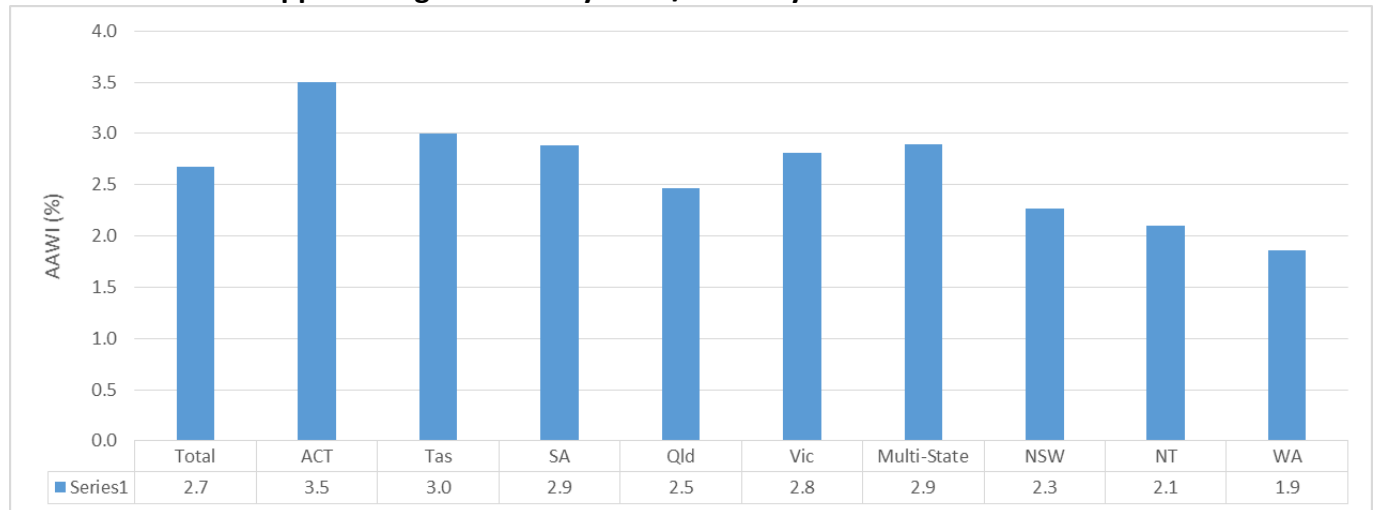
The AAWI for public sector enterprise agreements approved in the September quarter 2021 was 2.7 per cent, up from 2.1 per cent in the June quarter 2021 and up from 2.1 per cent in the September quarter 2020.

Large quantifiable public sector agreements approved in the September quarter 2021 include:

- *Australia Post Enterprise Agreement 2021 (29,558 employees)*
 - o AAWI of 3.0 per cent.
- *Sydney Water Enterprise Agreement 2021 (2,710 employees)*
 - o AAWI of 2.0 per cent.
- *Boroondara City Council Enterprise Agreement 2021 (1,130 employees)*
 - o AAWI of 1.5 per cent.

7. State/Territory wages growth – September quarter 2021 - 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.

AAWI results for agreements approved in the September quarter 2021 were highest in the ACT at 3.5 per cent.

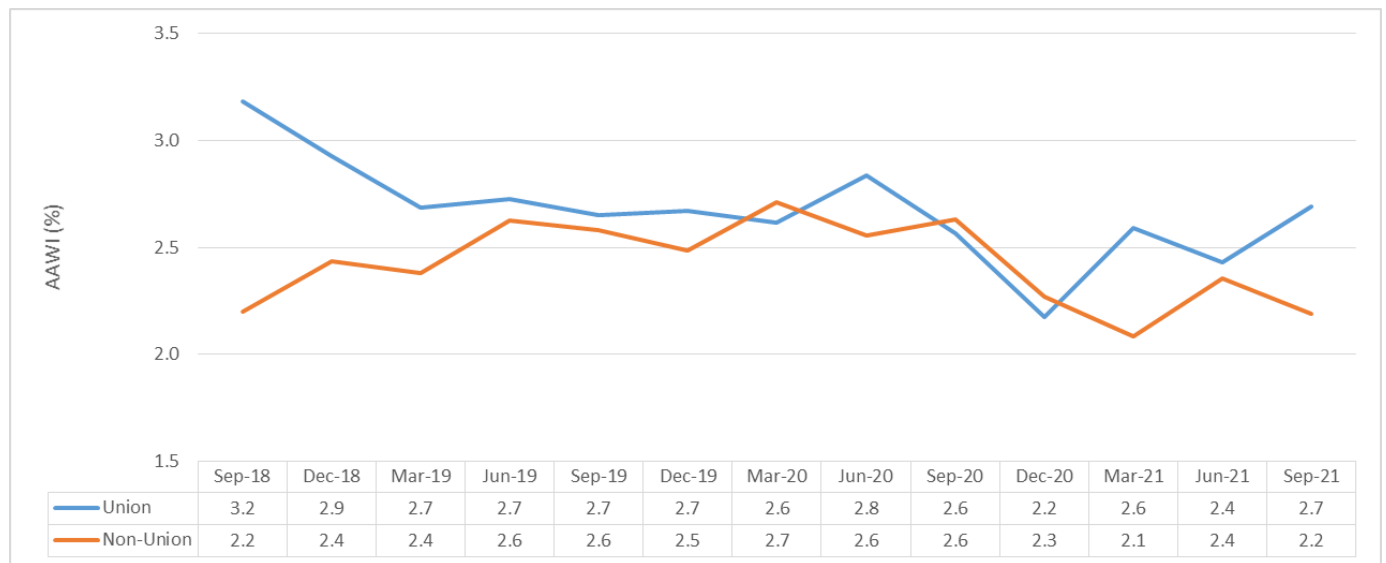
Agreements in WA had the lowest combined AAWI of 1.9 per cent.

8. Wages growth for agreements that cover union/s and agreements with no union/s covered – September quarter 2021³ - Table 13 in Trends report

Agreements approved in the September quarter 2021 that formally covered unions had a combined AAWI of 2.7 per cent, up from 2.4 per cent in the June quarter 2021 and up from 2.6 per cent in the September quarter 2020.

Agreements with no unions formally covered had a combined AAWI of 2.2 per cent, down from 2.4 per cent in the June quarter 2021 and down from 2.6 per cent in the September quarter 2020.

Chart 6 – Union and Non-Union AAWI in approved agreements – September quarter 2018 to September quarter 2021



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

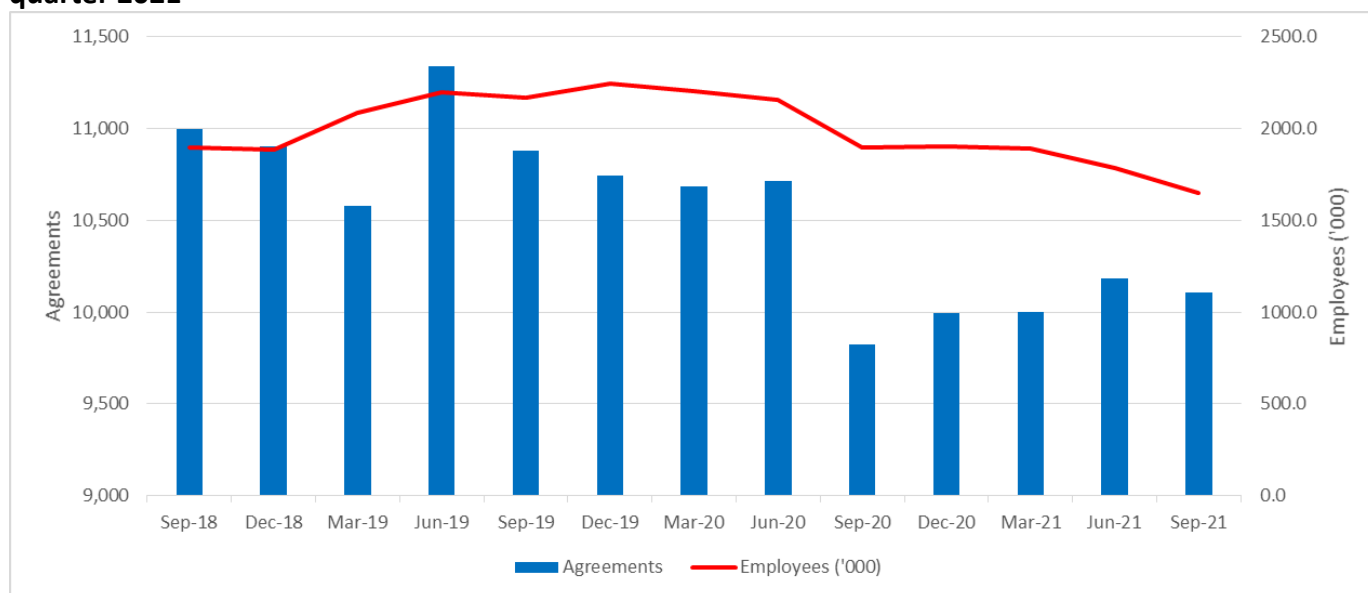
³ See note 4 for more details.

9. Level of agreement making, as at 30 September 2021- Table 4 in Trends report

Approved agreements

There were 1,272 (180,536 employees) agreements approved in the September quarter 2021, up from 1,065 (100,099 employees) agreements in the June quarter 2021 and up from 716 (60,658 employees) agreements in the September quarter 2020.

Chart 7 - Current agreements and employee coverage – September quarter 2018 to September quarter 2021



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

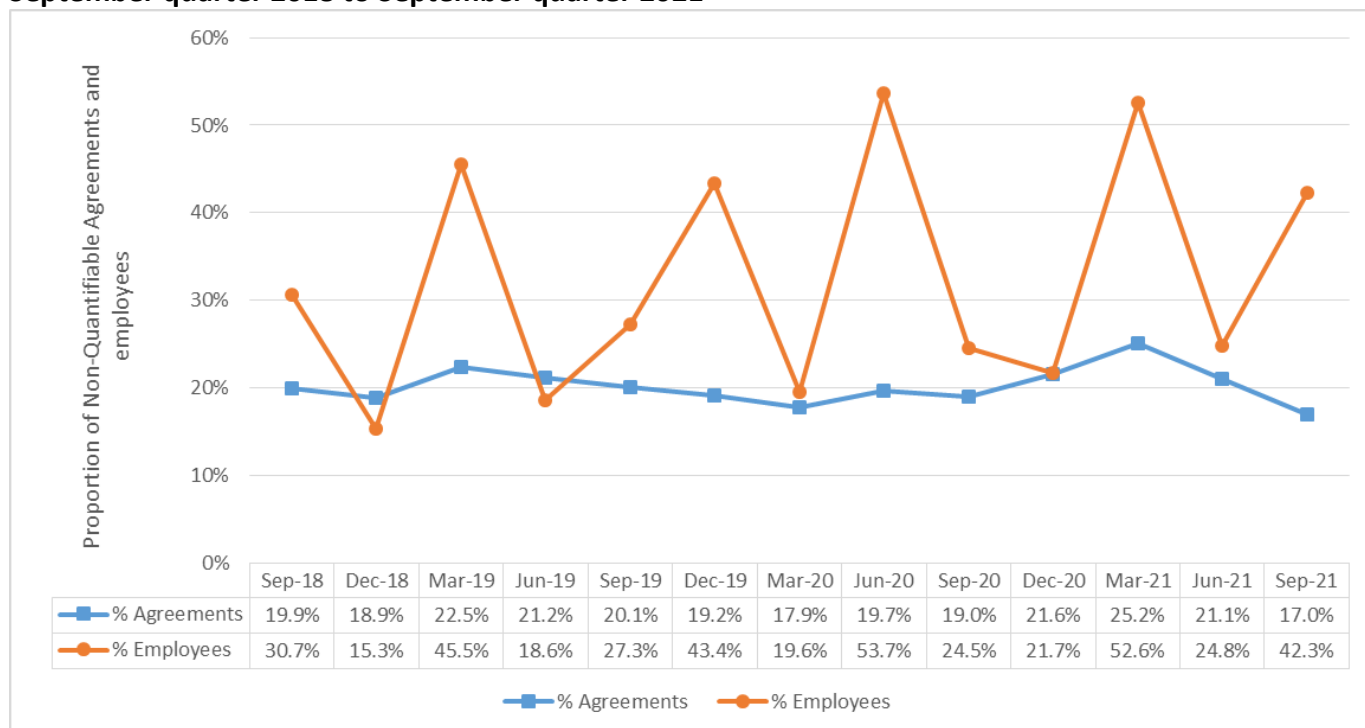
Current agreements

Chart 7 (above) shows there were 10,110 current (not expired or terminated) agreements as at 30 September 2021. This is slightly less than the 10,188 agreements current as at 30 June 2021 and more than the 9,822 agreements current at 30 September 2020.

The September quarter 2021 employee coverage of 1.65 million is lower than the 1.78 million employees covered at 30 June 2021 and is lower than the 1.89 million employees at 30 September 2020. A check of the expired agreements list since 1 January 2021 shows that the top 10 expired agreements covering virtually all of the 0.24 million fall in employee coverage over September 2020 to September 2021 are ones that have expired and not been replaced.

10. Non-quantifiable agreements⁴ – September quarter 2021 - Table 12 in Trends report

Chart 8 - Non-quantifiable agreements, proportion of approved agreements and employees covered, September quarter 2018 to September quarter 2021



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

Chart 8 (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.

17.0 per cent of agreements approved in the September quarter 2021, covering 42.3 per cent of employees, do not contain quantifiable wage increases, and 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 September quarter 2021, 3 agreements were approved that cover more than 2,000 employees each and did not have quantifiable wage increase, including:

- *Commonwealth Bank Group Enterprise Agreement 2020 (33,427 employees)*
 - o Wage increases vary from 1.25 per cent to 3.25 per cent depending on the salary level.
- *Goodstart Early Learning Enterprise Agreement 2021 (15,673 employees)*
 - o Wage increases are linked to the Fair Work Commission’s Annual Wage Review.
- *Victorian Early Childhood Teachers and Educators Agreement 2020 (6,408 employees)*
 - o Wage increases are inconsistent across classifications.

⁴ 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 September quarter 2021, the calculated AAWI of 2.7 per cent is based on 1,056 agreements, covering 104,150 employees (that is, 83.0 per cent of the 1,272 agreements approved in the quarter, and covering 57.7 per cent of the 180,536 employees) with quantifiable wage increases.
 - A total of 216 agreements, covering 76,386 employees (that is, 17.0 per cent of the 1,272 agreements approved in the quarter, covering 42.3 per cent of the total of 180,536 employees), have wage increases that could not be quantified. For example an agreement would be non-quantifiable if 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 wages growth in federally registered enterprise agreements:
 - 37.9 per cent (rounded) 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	30.4
Collective Agreement (State Registered)	11.9	9.8	8.6	all collective	7.4
Collective Agreement (Unregistered)	0.1	0.2	0.2	agreements)*	
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.

4. An agreement is identified as being “union” where the decision approving the agreement notes in accordance with s.201(2) of the *Fair Work Act 2009* that the agreement covers the union(s). A union must have given notice under s.183(1) that it wants 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 (September quarter 2018 – September quarter 2021)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
Public sector agreements	34	44	77	62	60	48	37	26	26	32	15	29	42
Public sector AAWI (%)	3.3	2.8	2.4	2.5	2.5	2.4	2.3	2.2	2.1	1.9	2.4	2.1	2.7
Public sector duration (yrs.)	3.9	3.9	3.1	3.1	3.0	3.0	3.4	3.2	3.3	3.4	2.6	1.4	2.9
Public sector employees ('000)	39.7	51.6	84.2	50.0	41.5	29.1	51.9	14.3	12.6	88.8	3.7	27.6	46.8
Private sector agreements	839	879	1,254	1,518	1,187	1,078	920	735	690	815	865	1,036	1,230
Private sector AAWI (%)	3.0	3.0	2.8	2.8	2.7	2.7	2.9	3.0	2.7	2.6	2.6	2.6	2.7
Private sector duration (yrs.)	2.3	2.8	3.2	2.7	2.9	3.0	3.1	3.1	2.8	2.6	2.3	2.8	2.3
Private sector employees ('000)	93.1	86.8	283.5	145.4	127.1	172.7	91.7	128.2	48.0	85.9	112.3	72.5	133.7
All sector agreements	873	923	1,331	1,580	1,247	1,126	957	761	716	847	880	1,065	1,272
All sectors AAWI (%)	3.1	2.9	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7
All sectors duration (yrs.)	2.8	3.2	3.2	2.8	3.0	3.0	3.2	3.1	2.9	3.0	2.3	2.4	2.4
All sectors employees ('000)	132.8	138.4	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5

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: 42 public sector agreements were approved in the September quarter 2021, covering 46,800 employees. Their AAWI was 2.7 per cent and their average duration was 2.9 years.

Table 4 - Agreements current on the last day of the quarter, by sector (September quarter 2018 – September quarter 2021)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
Public sector agreements	525	535	562	599	580	581	573	571	493	481	460	459	401
Public sector AAWI (%)	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.4	2.5	2.4	2.5
Public sector duration (yrs.)	3.6	3.6	3.6	3.5	3.6	3.5	3.5	3.4	3.5	3.4	3.5	3.4	3.5
Public sector employees ('000)	705.9	736.0	784.2	821.0	830.2	822.9	793.6	763.1	651.8	655.7	625.2	541.6	424.1
Private sector agreements	10,472	10,370	10,015	10,741	10,300	10,161	10,112	10,144	9,329	9,513	9,539	9,729	9,709
Private sector AAWI (%)	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.7	2.7	2.7	2.7	2.7	2.7
Private sector duration (yrs.)	3.0	3.0	3.1	3.0	3.0	3.0	3.1	3.1	3.2	3.2	3.1	3.2	3.1
Private sector employees ('000)	1,192.0	1,147.1	1,301.9	1,379.1	1,340.6	1,422.8	1,412.2	1,392.9	1,242.4	1,245.0	1,266.4	1,240.3	1,222.3
All sector agreements	10,997	10,905	10,577	11,340	10,880	10,742	10,685	10,715	9,822	9,994	9,999	10,188	10,110
All sectors AAWI (%)	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.2	3.2
All sectors employees ('000)	1,897.8	1,883.1	2,086.1	2,200.1	2,170.8	2,245.6	2,205.7	2,156.1	1,894.2	1,900.6	1,891.6	1,781.9	1,646.4

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: 401 public sector agreements were current as at 30 September 2021, covering 424,100 employees. Their AAWI was 2.5 per cent and their average duration was 3.5 years.

Table 5 - Agreements approved in the quarter by agreement type (September quarter 2018 – September quarter 2021)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
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 (yrs.)	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	6	1	14	5	4	3	2	3	6	3	1	1
Multi-enterprise non-Greenfields AAWI (%)	2.2	4.8	3.2	4.3	3.8	2.7	1.9	3.3	2.4	2.5	2.1	*	*
Multi-enterprise non-Greenfields duration (yrs.)	2.8	3.2	2.1	3.0	3.7	2.8	2.9	3.8	2.1	2.6	1.7	3.4	4.0
Multi-enterprise non-Greenfields employees ('000)	4.7	13.7	27.4	5.3	0.5	2.2	5.6	1.5	1.2	5.1	1.1	1.2	0.0
Single-enterprise Greenfields agreements	43	32	54	76	79	60	52	51	69	71	73	92	96
Single-enterprise Greenfields AAWI (%)	3.4	3.9	2.7	4.1	3.7	2.6	3.7	3.6	3.5	2.2	4.0	4.4	4.3
Single-enterprise Greenfields duration (yrs.)	2.8	1.9	2.8	1.6	2.6	2.6	2.8	3.0	3.1	2.4	2.4	2.1	2.9
Single-enterprise Greenfields employees ('000)	2.2	0.8	3.2	3.6	2.0	3.1	1.9	1.4	2.1	3.6	2.3	2.6	2.1
Single-enterprise non-Greenfields agreements	825	885	1,276	1,490	1,163	1,062	902	708	644	770	804	972	1,175
Single-enterprise non-Greenfields AAWI (%)	3.2	2.8	2.6	2.6	2.6	2.7	2.6	2.8	2.5	2.2	2.5	2.4	2.6
Single-enterprise non-Greenfields duration (yrs.)	2.8	3.2	3.3	2.9	3.0	3.0	3.2	3.1	2.9	3.1	2.3	2.4	2.4
Single-enterprise non-Greenfields employees ('000)	126.0	123.9	337.1	186.5	166.0	196.5	136.1	139.6	57.4	166.1	112.7	96.2	178.4
All agreements	873	923	1,331	1,580	1,247	1,126	957	761	716	847	880	1,065	1,272
All AAWI (%)	3.1	2.9	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7
All duration (yrs.)	2.8	3.2	3.2	2.8	3.0	3.0	3.2	3.1	2.9	3.0	2.3	2.4	2.4
All employees ('000)	132.8	138.4	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5

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: 1 multi-enterprise non-Greenfields agreement was approved in the September quarter 2021, covering fewer than fifty employees. Its AAWI was non-quantifiable and its duration was 4.0 years.

Table 6 - Agreements current on the last day of the quarter, by agreement type (September quarter 2018 – September quarter 2021)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
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 (yrs.)	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	57	59	56	67	69	69	60	59	56	58	48	47	41
Multi-enterprise non-Greenfields AAWI (%)	2.5	2.9	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.4	3.7	3.7
Multi-enterprise non-Greenfields duration (yrs.)	3.4	3.3	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0	2.7	3.2	3.3
Multi-enterprise non-Greenfields employees ('000)	49.2	62.7	89.6	94.6	89.5	87.9	88.1	89.2	83.4	82.0	58.3	32.0	27.5
Single-enterprise Greenfields agreements	455	413	330	359	337	383	389	399	404	461	503	551	612
Single-enterprise Greenfields AAWI (%)	2.9	2.9	2.7	2.9	2.9	2.8	2.8	2.9	2.7	2.6	2.7	2.8	3.0
Single-enterprise Greenfields duration (yrs.)	3.3	3.2	3.4	3.2	3.1	3.1	3.2	3.2	3.3	3.2	3.2	3.2	3.1
Single-enterprise Greenfields employees ('000)	25.5	24.4	22.1	24.8	23.8	26.3	25.6	24.6	20.3	23.5	23.5	24.2	24.1
Single-enterprise non-Greenfields agreements	10,485	10,433	10,191	10,914	10,474	10,290	10,236	10,257	9,362	9,475	9,448	9,590	9,457
Single-enterprise non-Greenfields AAWI (%)	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.5	2.6
Single-enterprise non-Greenfields duration (yrs.)	3.2	3.2	3.3	3.2	3.2	3.2	3.3	3.2	3.3	3.3	3.3	3.2	3.2
Single-enterprise non-Greenfields employees ('000)	1,823.1	1,796.0	1,974.3	2,080.7	2,057.6	2,131.5	2,092.1	2,042.2	1,790.5	1,795.2	1,809.9	1,725.7	1,594.8
All agreements	10,997	10,905	10,577	11,340	10,880	10,742	10,685	10,715	9,822	9,994	9,999	10,188	10,110
All AAWI (%)	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.2	3.2
All employees ('000)	1,897.8	1,883.1	2,086.1	2,200.1	2,170.8	2,245.6	2,205.7	2,156.1	1,894.2	1,900.6	1,891.6	1,781.9	1,646.4

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: 41 multi-enterprise non-Greenfields agreements were current as at 30 September 2021, covering 27,500 employees. Their AAWI was 3.7 per cent and their average duration was 3.3 years.

Table 7 - Agreements approved in the quarter, by ANZSIC Division (September quarter 2018 – September quarter 2021)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
Agriculture, Forestry and Fishing agreements	7	12	46	21	13	20	5	8	12	5	3	10	8
Agriculture, Forestry and Fishing AAWI (%)	3.0	2.4	2.2	2.7	2.3	2.6	2.4	3.4	2.5	1.9	2.4	2.2	2.3
Agriculture, Forestry and Fishing duration (yrs.)	3.4	3.6	3.9	3.5	3.4	3.5	3.8	2.4	3.2	3.5	3.2	3.1	3.4
Agriculture, Forestry and Fishing employees ('000)	0.7	1.2	2.4	1.4	1.5	2.7	0.2	0.7	0.3	0.2	0.4	0.8	1.9
Mining agreements	20	26	58	46	37	25	33	17	14	20	25	37	40
Mining AAWI (%)	2.2	2.7	2.3	2.6	2.3	2.3	2.5	2.2	2.2	2.0	2.0	2.3	1.9
Mining duration (yrs.)	3.6	2.8	3.4	3.0	3.3	3.3	3.2	3.9	2.9	3.3	3.5	3.4	3.4
Mining employees ('000)	2.6	2.1	6.1	8.3	5.1	4.5	4.2	2.0	0.9	2.3	3.7	6.4	4.8
Manufacturing agreements	145	148	241	314	192	209	180	112	111	147	135	153	180
Manufacturing AAWI (%)	2.7	2.8	2.6	2.6	2.6	2.5	2.5	2.4	2.3	2.1	2.2	2.4	2.3
Manufacturing duration (yrs.)	2.7	2.9	2.6	2.9	2.7	2.7	2.8	2.7	2.7	2.4	2.6	3.0	2.9
Manufacturing employees ('000)	10.6	12.6	17.8	22.6	11.5	18.2	14.1	8.0	7.4	9.4	10.2	10.2	11.4
Non-Metal Manufacturing agreements	93	94	152	199	129	142	134	83	78	96	86	109	120
Non-Metal Manufacturing AAWI (%)	2.4	2.9	2.6	2.4	2.5	2.5	2.5	2.4	2.2	2.1	2.2	2.4	2.3
Non-Metal Manufacturing duration (yrs.)	2.8	2.8	2.8	3.0	2.9	2.8	2.9	2.8	2.6	2.4	2.8	2.9	3.0
Non-Metal Manufacturing employees ('000)	5.6	8.6	12.5	14.9	8.2	11.0	11.1	5.3	5.5	6.9	6.6	6.9	7.9
Metal Manufacturing agreements	52	54	89	115	63	67	46	29	33	51	49	44	60
Metal Manufacturing AAWI (%)	3.1	2.6	2.6	2.9	2.7	2.6	2.5	2.4	2.6	2.0	2.2	2.3	2.4
Metal Manufacturing duration (yrs.)	2.6	3.1	2.3	2.9	2.3	2.5	2.6	2.5	2.8	2.2	2.3	3.1	2.6
Metal Manufacturing employees ('000)	5.0	4.0	5.4	7.8	3.2	7.2	3.0	2.7	1.9	2.5	3.6	3.3	3.6
Electricity, Gas, Water and Waste Services agreements	35	33	57	41	38	35	30	16	26	31	24	37	37
Electricity, Gas, Water and Waste Services AAWI (%)	3.2	2.8	2.6	2.6	3.0	3.2	3.0	3.7	1.9	2.8	3.4	1.3	2.1
Electricity, Gas, Water and Waste Services duration (yrs.)	3.5	2.8	2.9	3.2	3.1	3.4	2.2	3.7	2.5	3.2	2.3	2.0	2.4
Electricity, Gas, Water and Waste Services Employees ('000)	4.9	3.8	4.5	2.7	1.5	3.4	1.8	2.2	4.3	11.5	1.2	7.2	4.0
Construction agreements	328	323	329	521	430	400	370	323	306	347	404	531	684
Construction AAWI (%)	5.9	5.8	3.7	3.3	3.9	4.2	4.5	4.4	4.0	4.0	3.5	3.9	3.9
Construction duration (yrs.)	2.5	2.3	2.5	2.8	2.5	2.3	2.8	3.1	2.9	2.9	2.7	2.6	2.6
Construction employees ('000)	7.3	6.6	8.4	13.4	9.3	10.8	10.8	8.2	6.4	9.9	13.9	11.9	13.4
Wholesale Trade agreements	43	32	67	18	18	24	20	19	19	13	10	24	30
Wholesale Trade AAWI (%)	2.0	2.4	2.4	2.8	2.7	3.0	2.4	2.9	2.5	2.3	2.0	2.1	2.4
Wholesale Trade duration (yrs.)	2.8	3.3	2.8	2.7	3.3	3.5	3.0	2.4	2.7	2.5	2.7	2.8	2.9
Wholesale Trade employees ('000)	2.3	2.3	2.9	0.9	0.9	4.9	1.3	1.4	1.0	0.5	0.3	1.3	1.7

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
Retail Trade agreements	8	14	28	21	18	14	13	11	6	7	14	6	7
Retail Trade AAWI (%)	3.2	3.4	3.1	2.3	2.8	2.4	4.2	2.0	3.5	2.2	2.1	2.4	3.1
Retail Trade duration (yrs.)	4.1	3.4	3.9	1.7	2.9	3.4	3.9	2.7	3.7	3.9	3.6	2.3	3.8
Retail Trade employees ('000)	1.2	6.2	122.4	7.9	30.4	64.3	15.6	7.9	2.7	3.1	8.4	0.7	1.6
Accommodation and Food Services agreements	3	13	9	9	12	11	8	6	4	9	4	6	13
Accommodation and Food Services AAWI (%)	3.0	2.7	3.2	3.0	2.5	3.2	1.8	3.5	1.5	3.3	2.5	1.6	2.0
Accommodation and Food Services duration (yrs.)	4.0	3.6	2.6	2.9	2.7	3.6	3.2	4.0	4.0	3.9	3.9	2.1	2.9
Accommodation and Food Services Employees ('000)	0.1	1.3	0.5	1.4	2.3	0.8	0.3	37.2	3.2	1.9	1.4	1.7	0.7
Transport, Postal and Warehousing agreements	89	55	116	190	144	103	85	69	83	73	96	81	96
Transport, Postal and Warehousing AAWI (%)	2.6	2.7	2.8	3.2	2.7	2.8	3.2	3.1	2.2	2.5	2.6	2.1	2.9
Transport, Postal and Warehousing duration (yrs.)	2.7	3.1	3.0	3.0	3.0	2.9	3.0	3.7	3.4	3.0	2.3	2.6	3.0
Transport, Postal and Warehousing employees ('000)	12.9	7.6	10.8	17.2	11.1	15.1	5.8	11.3	12.4	7.5	10.9	7.8	35.9
Information Media and Telecommunications agreements	7	7	12	10	9	7	7	2	2	3	4	3	5
Information Media and Telecommunications AAWI (%)	1.6	2.1	1.9	2.2	2.1	1.9	2.1	3.2	1.3	1.5	2.4	1.3	2.0
Information Media and Telecommunications duration (yrs.)	2.6	3.1	2.7	2.4	2.4	2.2	2.9	1.3	2.0	1.0	3.0	1.0	3.7
Information Media and Telecommunications employees ('000)	0.6	0.8	2.5	5.6	1.0	1.7	1.2	20.5	0.7	1.2	0.5	0.6	0.5
Financial and Insurance Services agreements	6	9	10	8	5	9	8	5	3	1	7	4	10
Financial and Insurance Services AAWI (%)	3.1	2.6	2.7	2.8	2.8	3.1	2.0	2.8	3.7	*	2.1	2.1	5.4
Financial and Insurance Services duration (yrs.)	1.9	3.0	2.9	3.0	2.9	2.5	3.0	3.7	2.5	2.5	3.0	2.7	1.1
Financial and Insurance Services employees ('000)	0.5	4.2	31.4	2.1	0.9	3.5	1.7	4.4	0.7	0.3	7.0	9.1	36.9
Rental, Hiring and Real Estate Services agreements	9	18	9	3	6	5	3	4	6	3	4	11	5
Rental, Hiring and Real Estate Services AAWI (%)	7.9	6.5	3.3	2.1	3.5	5.1	2.5	2.2	2.3	2.3	2.6	2.5	2.5
Rental, Hiring and Real Estate Services duration (yrs.)	1.8	1.9	2.6	2.2	3.1	2.9	3.5	2.4	3.0	2.6	3.1	3.5	3.2
Rental, Hiring and Real Estate Services employees ('000)	0.2	0.3	0.3	0.0	0.3	0.3	0.1	0.1	0.3	0.1	0.2	0.2	0.1
Professional, Scientific and Technical Services agreements	14	16	30	18	10	12	15	10	6	10	6	11	13
Professional, Scientific and Technical Services AAWI (%)	2.2	2.3	2.3	2.4	2.5	2.0	2.5	3.4	1.7	2.0	1.8	3.0	2.9
Professional, Scientific and Technical Services duration (yrs.)	2.7	2.9	2.6	3.0	2.6	3.4	3.1	3.1	1.5	2.8	2.6	3.7	2.6
Professional, Scientific and Technical Services employees ('000)	4.5	1.6	3.0	1.5	0.9	0.6	0.8	1.1	0.4	6.9	0.2	1.2	1.9
Administrative and Support Services agreements	25	17	26	32	26	36	17	13	12	11	9	22	20
Administrative and Support Services AAWI (%)	4.5	2.9	3.3	2.5	2.2	3.0	3.2	3.4	3.1	2.8	4.0	4.0	4.4
Administrative and Support Services duration (yrs.)	2.8	2.1	2.9	3.5	3.4	3.0	3.8	3.9	3.1	3.5	2.5	3.3	2.7
Administrative and Support Services employees ('000)	0.6	3.7	2.1	2.3	5.3	3.5	2.0	2.2	0.4	2.0	0.9	1.0	1.2

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
Public Administration and Safety agreements	26	35	54	53	53	51	36	20	19	30	26	32	38
Public Administration and Safety AAWI (%)	2.1	2.3	2.4	2.3	2.5	2.2	2.1	2.1	2.1	2.0	2.4	2.2	1.9
Public Administration and Safety duration (yrs.)	3.5	2.9	3.1	2.9	3.3	2.9	3.5	3.1	3.2	3.7	2.9	3.1	2.7
Public Administration and Safety employees ('000)	10.0	6.4	39.3	24.4	18.8	17.7	30.9	12.5	3.5	57.1	4.1	8.3	15.9
Education and Training agreements	38	50	76	87	50	53	47	33	25	46	38	27	20
Education and Training AAWI (%)	2.1	2.8	2.8	2.5	2.5	2.7	2.5	2.6	2.7	1.2	2.2	2.0	2.6
Education and Training duration (yrs.)	1.9	3.4	2.6	3.1	2.8	2.9	3.4	3.6	2.5	2.3	1.5	2.6	3.1
Education and Training employees ('000)	41.4	45.1	69.6	32.1	25.7	15.8	24.1	5.0	2.7	39.7	43.6	3.8	8.5
Health Care and Social Assistance agreements	48	85	117	144	137	77	52	62	46	72	49	42	43
Health Care and Social Assistance AAWI (%)	3.9	2.9	2.7	3.0	2.7	2.4	2.6	2.5	3.0	2.4	2.3	2.4	2.1
Health Care and Social Assistance duration (yrs.)	3.6	3.7	3.1	2.7	3.0	2.5	2.7	2.9	2.6	2.8	2.8	1.6	2.5
Health Care and Social Assistance employees ('000)	29.7	28.1	35.6	44.3	33.9	29.2	21.7	10.0	12.7	18.7	7.3	25.0	37.5
Arts and Recreation Services agreements	8	10	10	13	23	9	14	8	5	9	12	11	5
Arts and Recreation Services AAWI (%)	2.7	2.1	2.6	3.1	2.7	3.3	2.7	2.9	2.2	1.6	2.4	2.0	1.4
Arts and Recreation Services duration (yrs.)	3.1	3.2	3.1	3.1	2.8	2.7	3.1	3.2	2.4	1.8	1.9	1.1	2.5
Arts and Recreation Services employees ('000)	1.5	1.3	3.4	2.2	4.7	1.2	6.1	6.5	0.4	0.9	1.2	2.0	1.1
Other Services agreements	14	20	36	31	26	26	14	23	11	10	10	17	18
Other Services AAWI (%)	2.3	2.6	3.1	2.1	2.6	2.6	2.1	2.6	2.0	2.7	2.3	2.3	2.8
Other Services duration (yrs.)	3.0	2.5	2.9	3.0	2.8	3.1	3.0	3.0	4.0	2.7	2.0	3.1	2.8
Other Services employees ('000)	1.3	3.1	4.7	5.1	3.4	3.7	1.1	1.3	0.3	1.5	0.7	1.0	1.3
All sector agreements	873	923	1,331	1,580	1,247	1,126	957	761	716	847	880	1,065	1,272
All sectors AAWI (%)	3.1	2.9	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7
All sectors duration (yrs.)	2.8	3.2	3.2	2.8	3.0	3.0	3.2	3.1	2.9	3.0	2.3	2.4	2.4
All sectors employees ('000)	132.8	138.4	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5

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 September quarter 2021, covering 1,900 employees. Their AAWI was 2.3 per cent and their average duration was 3.4 years.

Table 8 - Agreements current on the last day of the quarter, by ANZSIC Division (September quarter 2018 – September quarter 2021)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
Agriculture, Forestry and Fishing agreements	136	137	168	180	164	182	177	174	173	165	162	164	150
Agriculture, Forestry and Fishing AAWI (%)	2.6	2.6	2.6	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4
Agriculture, Forestry and Fishing duration (yrs.)	3.5	3.5	3.6	3.6	3.7	3.7	3.7	3.6	3.7	3.6	3.6	3.6	3.5
Agriculture, Forestry and Fishing employees ('000)	12.5	12.3	14.3	15.2	13.1	15.8	15.6	15.8	14.9	12.5	12.1	12.7	13.3
Mining agreements	326	310	338	359	374	375	394	388	372	361	354	357	366
Mining AAWI (%)	2.0	2.1	2.1	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3
Mining duration (yrs.)	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.4	3.4	3.4
Mining employees ('000)	37.5	35.6	39.1	39.0	45.3	48.2	51.1	51.1	48.8	48.3	49.7	49.8	51.0
Manufacturing agreements	1,731	1,708	1,743	1,891	1,827	1,867	1,933	1,913	1,743	1,734	1,731	1,755	1,637
Manufacturing AAWI (%)	2.5	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4
Manufacturing duration (yrs.)	3.0	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.1
Manufacturing employees ('000)	110.6	110.8	118.2	129.4	125.7	135.9	141.0	140.8	126.7	125.5	125.7	127.2	117.7
Non-Metal Manufacturing agreements	1,133	1,126	1,147	1,233	1,182	1,218	1,273	1,261	1,174	1,159	1,156	1,175	1,105
Non-Metal Manufacturing AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4
Non-Metal Manufacturing duration (yrs.)	3.0	3.1	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.1	3.1
Non-Metal Manufacturing employees ('000)	74.5	74.9	81.1	87.0	84.4	91.7	95.7	94.1	87.0	85.6	85.8	86.9	82.6
Metal Manufacturing agreements	598	582	596	658	645	649	660	652	569	575	575	580	532
Metal Manufacturing AAWI (%)	2.6	2.6	2.5	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.5	2.5
Metal Manufacturing duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.0
Metal Manufacturing employees ('000)	36.1	35.9	37.1	42.4	41.3	44.2	45.3	46.7	39.8	39.9	39.9	40.3	35.0
Electricity, Gas, Water and Waste Services agreements	325	337	352	364	370	381	393	390	361	365	353	357	334
Electricity, Gas, Water and Waste Services AAWI (%)	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.7	2.7	2.7	2.6	2.5	2.5
Electricity, Gas, Water and Waste Services duration (yrs.)	3.1	3.0	3.0	3.0	3.1	3.1	3.1	3.1	3.1	3.2	3.2	3.0	3.0
Electricity, Gas, Water and Waste Services Employees ('000)	49.3	52.1	53.9	54.4	52.8	53.0	52.7	54.3	50.3	58.2	43.1	45.3	39.8
Construction agreements	3,377	3,328	2,921	3,154	3,036	2,749	2,733	2,807	2,828	3,048	3,277	3,485	3,931
Construction AAWI (%)	4.2	4.3	3.3	3.3	3.2	3.2	3.2	3.3	3.3	3.4	3.4	3.5	3.6
Construction duration (yrs.)	3.1	3.0	3.3	3.2	3.2	3.2	3.3	3.3	3.3	3.3	3.2	3.2	3.1
Construction employees ('000)	75.7	74.0	63.8	71.4	69.9	69.0	70.4	75.5	74.6	81.3	91.8	96.6	102.1
Wholesale Trade agreements	405	417	448	436	361	348	338	331	295	277	253	244	220
Wholesale Trade AAWI (%)	2.5	2.5	2.5	2.5	2.4	2.6	2.5	2.6	2.6	2.6	2.6	2.5	2.5
Wholesale Trade duration (yrs.)	2.9	2.9	3.0	3.0	3.1	3.2	3.2	3.2	3.3	3.2	3.3	3.3	3.3
Wholesale Trade employees ('000)	25.3	26.9	27.2	27.1	19.7	22.4	22.5	22.3	21.0	19.3	18.3	17.8	16.7

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
Retail Trade agreements	148	150	156	160	160	170	165	168	154	152	153	151	133
Retail Trade AAWI (%)	2.3	2.4	2.7	2.7	2.7	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.7
Retail Trade duration (yrs.)	2.3	2.4	3.2	3.1	3.1	3.1	3.2	3.5	3.6	3.6	3.7	3.7	3.7
Retail Trade employees ('000)	104.0	109.2	230.3	236.4	264.4	328.4	340.3	265.8	258.8	259.2	261.1	259.8	251.2
Accommodation and Food Services agreements	246	233	223	212	201	190	172	161	136	122	112	101	102
Accommodation and Food Services AAWI (%)	2.6	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.3	2.3
Accommodation and Food Services duration (yrs.)	3.6	3.6	3.6	3.5	3.4	3.3	3.4	3.8	3.8	3.9	3.9	3.9	3.9
Accommodation and Food Services Employees ('000)	20.8	19.9	18.5	18.5	20.2	17.9	17.3	53.9	54.8	52.1	52.7	51.8	50.6
Transport, Postal and Warehousing agreements	950	921	927	1,055	1,051	1,112	1,137	1,143	1,040	1,048	1,047	1,067	969
Transport, Postal and Warehousing AAWI (%)	2.5	2.5	2.5	2.6	2.5	2.5	2.5	2.6	2.7	2.7	2.7	2.6	2.7
Transport, Postal and Warehousing duration (yrs.)	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.1	3.3	3.3	3.2	3.1	3.2
Transport, Postal and Warehousing employees ('000)	160.6	163.5	160.3	173.9	167.2	177.8	177.2	183.9	125.8	126.5	129.1	117.7	135.1
Information Media and Telecommunications agreements	60	60	64	72	73	75	75	72	57	56	53	51	43
Information Media and Telecommunications AAWI (%)	2.9	2.1	2.2	2.1	2.1	2.0	2.0	2.0	1.9	1.9	1.9	1.9	1.8
Information Media and Telecommunications duration (yrs.)	2.9	2.8	2.9	2.7	2.7	2.6	2.8	1.9	1.8	1.8	1.8	1.8	1.8
Information Media and Telecommunications employees ('000)	40.3	7.6	7.9	14.1	14.8	14.7	13.8	34.0	33.0	33.5	33.2	33.0	32.5
Financial and Insurance Services agreements	103	102	105	110	90	93	100	96	78	70	74	72	65
Financial and Insurance Services AAWI (%)	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.5	2.5	2.8
Financial and Insurance Services duration (yrs.)	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.0	3.0	3.0	2.3
Financial and Insurance Services employees ('000)	137.8	103.1	103.8	105.6	96.5	67.2	69.6	54.3	51.0	47.7	54.4	62.6	95.9
Rental, Hiring and Real Estate Services agreements	179	170	144	139	106	96	84	75	65	64	58	65	62
Rental, Hiring and Real Estate Services AAWI (%)	2.6	2.6	2.4	2.4	2.2	2.3	2.3	2.4	2.5	2.5	2.5	2.5	2.9
Rental, Hiring and Real Estate Services duration (yrs.)	3.3	3.2	3.3	3.3	3.3	3.3	3.3	3.5	3.6	3.6	3.6	3.6	3.2
Rental, Hiring and Real Estate Services employees ('000)	7.2	6.8	6.1	5.8	5.1	5.3	5.1	4.0	3.4	3.3	3.3	3.4	2.1
Professional, Scientific and Technical Services agreements	303	296	295	289	257	240	231	222	191	180	158	143	129
Professional, Scientific and Technical Services AAWI (%)	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.3	2.3	2.3
Professional, Scientific and Technical Services duration (yrs.)	3.3	3.2	3.1	3.1	3.2	3.1	3.1	3.1	3.2	3.0	3.0	3.1	3.1
Professional, Scientific and Technical Services employees ('000)	29.8	29.9	30.0	30.0	28.8	27.6	27.0	27.3	25.1	21.5	18.9	17.8	17.6
Administrative and Support Services agreements	361	341	320	322	279	273	259	249	227	216	210	212	209
Administrative and Support Services AAWI (%)	2.9	2.9	2.8	2.8	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.7	2.7
Administrative and Support Services duration (yrs.)	3.3	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.4	3.5	3.6	3.6	3.6
Administrative and Support Services employees ('000)	29.7	30.7	29.6	29.8	31.1	32.4	30.6	29.2	28.7	25.1	22.5	22.0	20.8
Public Administration and Safety agreements	501	491	484	506	487	496	486	476	401	396	397	396	372
Public Administration and Safety AAWI (%)	2.4	2.4	2.4	2.4	2.4	2.3	2.2	2.2	2.2	2.2	2.2	2.2	2.2
Public Administration and Safety duration (yrs.)	3.3	3.2	3.2	3.2	3.3	3.3	3.2	3.2	3.3	3.5	3.5	3.5	3.5
Public Administration and Safety employees ('000)	316.4	302.2	308.9	324.0	314.2	298.0	258.4	281.0	220.3	238.6	238.9	237.3	213.8

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
Education and Training agreements	496	520	499	583	588	620	587	603	582	609	488	496	454
Education and Training AAWI (%)	2.5	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.5	2.6
Education and Training duration (yrs.)	3.3	3.3	3.2	3.2	3.1	3.1	3.3	3.3	3.3	3.2	3.1	3.0	2.9
Education and Training employees ('000)	300.3	340.8	403.4	436.1	421.8	434.6	405.4	409.7	401.7	436.8	435.0	323.9	220.5
Health Care and Social Assistance agreements	938	963	992	1,097	1,080	1,102	1,064	1,080	798	812	810	756	637
Health Care and Social Assistance AAWI (%)	3.0	3.0	3.0	3.0	3.0	3.0	3.0	2.9	3.0	2.9	2.9	2.8	2.9
Health Care and Social Assistance duration (yrs.)	3.5	3.6	3.6	3.5	3.6	3.5	3.5	3.2	3.4	3.3	3.3	3.1	3.3
Health Care and Social Assistance employees ('000)	386.3	400.3	411.6	426.2	427.0	443.4	450.6	390.4	301.2	257.8	248.8	249.2	224.0
Arts and Recreation Services agreements	115	121	107	113	111	117	109	112	89	96	98	105	95
Arts and Recreation Services AAWI (%)	2.8	2.8	2.8	2.9	2.7	2.8	2.8	2.8	2.8	2.8	2.8	2.7	2.7
Arts and Recreation Services duration (yrs.)	3.2	3.2	3.3	3.3	3.3	3.3	3.2	3.2	3.3	3.2	3.2	3.0	3.1
Arts and Recreation Services employees ('000)	33.4	34.4	35.5	36.4	27.8	25.9	29.4	34.6	29.5	30.3	29.2	30.0	25.9
Other Services agreements	297	300	291	298	265	256	248	255	232	223	211	211	202
Other Services AAWI (%)	2.6	2.6	2.7	2.6	2.6	2.6	2.5	2.5	2.6	2.6	2.6	2.6	2.6
Other Services duration (yrs.)	2.9	2.8	2.9	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.1
Other Services employees ('000)	20.5	23.0	23.6	26.8	25.5	28.1	27.8	28.1	24.7	23.2	24.0	24.1	15.8
All sector agreements	10,997	10,905	10,577	11,340	10,880	10,742	10,685	10,715	9,822	9,994	9,999	10,188	10,110
All sectors AAWI (%)	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.2	3.2
All sectors employees ('000)	1,897.8	1,883.1	2,086.1	2,200.1	2,170.8	2,245.6	2,205.7	2,156.1	1,894.2	1,900.6	1,891.6	1,781.9	1,646.4

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: 150 Agriculture, Forestry and Fishing agreements current as at 30 September 2021, covering 13,300 employees. Their AAWI was 2.4 per cent and their average duration was 3.5 years.

Table 9 - Agreements, by ANZSIC Division, expiring by quarter (September quarter 2021 – September quarter 2024)

FOR ALL CURRENT AGREEMENTS	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Agriculture, Forestry and Fishing agreements	18	11	5	17	13	8	31	23	5	7	6	5	6
Agriculture, Forestry and Fishing AAWI (%)	2.5	2.8	2.6	2.6	2.5	2.8	2.2	2.5	2.1	3.2	2.0	2.3	2.3
Agriculture, Forestry and Fishing employees ('000)	1.2	0.7	0.2	1.6	2.2	0.6	1.1	2.8	0.9	0.2	0.7	1.5	0.2
Mining agreements	24	25	31	37	23	21	36	29	27	21	29	20	16
Mining AAWI (%)	2.2	2.7	2.4	3.0	2.5	2.2	1.9	2.6	1.9	2.3	2.1	2.0	1.8
Mining employees ('000)	2.9	2.1	2.8	5.0	2.0	3.6	5.0	5.5	3.2	3.2	3.4	2.1	2.2
Manufacturing agreements	168	135	125	247	144	123	111	211	122	99	79	91	44
Manufacturing AAWI (%)	2.4	2.4	2.5	2.7	2.5	2.3	2.6	2.4	2.3	2.2	2.3	2.4	2.2
Manufacturing employees ('000)	10.4	10.5	7.6	19.6	12.5	10.0	7.3	12.9	7.9	7.8	7.0	5.4	2.8
Non-Metal Manufacturing agreements	108	86	83	178	101	82	78	125	90	66	53	64	27
Non-Metal Manufacturing AAWI (%)	2.5	2.5	2.3	2.6	2.4	2.3	2.5	2.4	2.3	2.4	2.3	2.3	2.3
Non-Metal Manufacturing employees ('000)	6.3	6.2	5.5	12.8	9.3	6.7	6.1	7.7	6.0	5.8	5.6	4.1	1.9
Metal Manufacturing agreements	60	49	42	69	43	41	33	86	32	33	26	27	17
Metal Manufacturing AAWI (%)	2.4	2.3	2.8	2.9	2.7	2.4	2.8	2.4	2.4	1.8	2.1	2.7	1.9
Metal Manufacturing employees ('000)	4.1	4.3	2.0	6.9	3.3	3.3	1.2	5.2	1.9	2.0	1.3	1.3	0.8
Electricity, Gas, Water and Waste Services agreements	35	35	38	23	42	20	18	41	24	18	18	17	11
Electricity, Gas, Water and Waste Services AAWI (%)	2.6	2.3	2.6	2.5	1.6	2.4	3.2	2.0	2.3	2.9	3.0	3.9	2.1
Electricity, Gas, Water and Waste Services Employees ('000)	2.8	2.5	2.3	1.7	5.5	1.0	0.7	7.0	4.6	1.9	9.1	1.6	0.7
Construction agreements	181	194	153	228	164	676	131	907	299	507	185	106	101
Construction AAWI (%)	2.9	2.9	2.6	3.2	2.7	4.6	2.6	4.0	3.3	4.2	3.3	2.5	2.8
Construction employees ('000)	4.8	4.5	5.2	7.2	5.4	14.4	3.7	24.8	7.4	13.1	4.7	2.8	2.8
Wholesale Trade agreements	24	23	15	28	31	15	25	19	12	10	13	14	10
Wholesale Trade AAWI (%)	2.3	2.3	2.0	2.6	2.0	2.3	2.0	2.8	3.1	2.7	2.3	2.1	2.2
Wholesale Trade employees ('000)	1.1	1.3	0.4	1.4	2.8	1.5	1.1	1.5	3.8	0.5	0.6	0.9	0.9
Retail Trade agreements	13	12	11	21	12	10	10	11	8	6	8	9	5
Retail Trade AAWI (%)	2.3	2.3	2.9	2.9	4.8	3.2	2.6	2.7	2.3	2.3	2.0	2.4	2.3
Retail Trade employees ('000)	5.3	2.9	7.6	21.2	4.4	4.1	143.0	11.1	1.7	26.2	13.6	6.5	2.7
Accommodation and Food Services agreements	8	7	5	16	6	10	3	10	8	4	7	6	7
Accommodation and Food Services AAWI (%)	3.0	2.8	1.6	2.0	2.2	1.7	1.8	2.7	2.0	1.6	1.9	2.7	2.1
Accommodation and Food Services Employees ('000)	2.0	0.7	0.1	1.7	0.5	0.6	0.2	0.6	0.5	0.2	0.6	37.7	3.5

FOR ALL CURRENT AGREEMENTS	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Transport, Postal and Warehousing agreements	79	89	71	142	82	64	60	124	58	59	37	71	34
Transport, Postal and Warehousing AAWI (%)	2.9	2.9	2.4	2.8	2.5	2.4	2.2	2.9	2.7	2.0	2.7	2.6	3.0
Transport, Postal and Warehousing employees ('000)	7.1	10.7	4.1	11.1	6.5	13.3	12.2	18.3	5.8	7.2	3.3	6.4	31.5
Information Media and Telecommunications agreements	4	3	2	16	3	2	4	2	1	1	3	3	0
Information Media and Telecommunications AAWI (%)	1.4	1.8	2.0	1.7	2.1	2.1	2.0	2.0	4.3	1.3	2.1	2.1	*
Information Media and Telecommunications employees ('000)	20.9	1.0	0.9	7.1	0.5	0.2	1.1	0.2	0.0	0.0	0.8	0.1	0.0
Financial and Insurance Services agreements	7	9	3	14	2	6	4	8	1	4	2	2	6
Financial and Insurance Services AAWI (%)	2.7	2.0	3.7	2.2	5.4	2.8	2.5	2.9	*	1.8	2.1	2.0	2.8
Financial and Insurance Services employees ('000)	2.0	31.5	0.3	36.4	1.4	3.1	0.4	2.1	0.9	8.6	6.8	0.4	2.4
Rental, Hiring and Real Estate Services agreements	6	6	3	7	6	4	1	3	7	2	4	6	4
Rental, Hiring and Real Estate Services AAWI (%)	2.0	2.1	2.4	4.4	3.7	3.0	*	2.3	2.4	*	2.9	2.3	2.9
Rental, Hiring and Real Estate Services ('000)	1.4	0.3	0.1	0.2	0.3	0.1	0.1	0.1	0.3	0.0	0.1	0.1	0.1
Professional, Scientific and Technical Services agreements	14	10	14	19	10	7	9	5	7	12	11	11	1
Professional, Scientific and Technical Services AAWI (%)	2.5	2.4	2.6	2.4	2.4	3.4	2.4	2.9	3.3	2.0	2.5	2.2	*
Professional, Scientific and Technical Services employees ('000)	3.4	0.4	1.1	1.6	1.1	0.8	0.4	0.2	1.0	5.6	0.7	0.7	0.0
Administrative and Support Services agreements	14	21	7	16	12	28	15	34	9	21	14	11	10
Administrative and Support Services AAWI (%)	2.4	2.6	2.5	3.0	3.1	2.5	2.6	2.5	2.8	3.9	3.0	2.8	2.5
Administrative and Support Services employees ('000)	1.3	1.6	0.4	1.1	0.4	2.6	1.3	4.5	0.4	1.5	2.2	3.5	0.7
Public Administration and Safety agreements	28	44	31	65	24	17	12	46	17	20	14	27	19
Public Administration and Safety AAWI (%)	2.3	2.6	2.1	2.1	2.7	2.1	2.0	2.1	2.3	2.1	2.0	1.8	2.1
Public Administration and Safety employees ('000)	26.5	25.6	20.1	28.1	10.9	12.3	3.1	12.6	2.6	20.3	52.3	7.2	7.7
Education and Training agreements	21	122	25	41	21	49	22	24	14	69	14	23	4
Education and Training AAWI (%)	2.1	2.4	3.0	2.4	2.6	4.2	2.7	2.4	3.8	2.5	2.1	2.9	2.6
Education and Training employees ('000)	16.1	94.7	5.7	34.9	9.9	11.9	3.4	32.0	1.0	6.9	1.2	0.7	6.6
Health Care and Social Assistance agreements	74	77	49	113	65	49	45	70	28	37	19	35	9
Health Care and Social Assistance AAWI (%)	2.6	3.7	2.9	2.9	3.0	2.3	2.7	2.4	2.6	2.1	2.1	2.0	2.4
Health Care and Social Assistance employees ('000)	24.3	48.7	13.2	35.6	16.5	17.0	13.0	10.4	5.4	21.3	8.7	10.9	0.8
Arts and Recreation Services agreements	5	20	4	16	6	8	5	6	6	8	4	4	2
Arts and Recreation Services AAWI (%)	1.6	2.8	3.4	2.9	2.4	3.2	2.5	2.8	1.9	2.3	2.7	1.9	*
Arts and Recreation Services employees ('000)	1.6	3.9	1.0	9.8	4.4	1.1	0.4	1.5	0.5	0.7	0.5	0.5	0.4

FOR ALL CURRENT AGREEMENTS	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24
Other Services agreements	11	30	19	30	16	10	8	29	11	12	7	9	8
Other Services AAWI (%)	3.3	2.7	3.1	2.8	2.3	2.3	1.7	2.5	2.5	2.7	3.1	2.4	2.2
Other Services employees ('000)	3.1	1.5	1.9	3.5	0.7	0.7	0.7	2.2	1.1	0.9	0.4	0.6	0.7
All sector agreements	734	873	611	1,096	682	1,127	550	1,602	664	917	474	470	297
All sectors AAWI (%)	2.4	2.8	2.5	2.6	2.7	3.0	2.4	2.8	2.6	2.4	2.2	2.3	2.8
All sectors employees ('000)	138.5	245.0	74.9	228.7	87.8	98.8	198.1	150.5	49.0	126.2	116.7	89.7	66.6

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: 6 Agriculture, Forestry and Fishing agreements, covering 200 employees, have an expiry date in the September quarter 2024. Their AAWI is 2.3 per cent.

Table 10 - Agreements approved in the quarter, by state (September quarter 2018 – September quarter 2021)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
ACT agreements	5	9	14	22	23	8	12	10	14	23	9	10	6
ACT AAWI (%)	2.4	3.2	2.6	2.7	2.9	2.7	2.8	2.8	2.5	2.8	3.0	3.0	3.5
ACT duration (yrs.)	3.4	2.4	4.0	3.0	4.0	3.4	3.7	3.6	3.6	2.7	1.6	3.0	2.0
ACT employees ('000)	0.2	0.9	10.0	10.7	9.2	0.4	0.4	1.2	1.4	1.7	1.5	1.2	0.5
NSW agreements	197	176	243	314	204	184	196	196	173	190	157	179	177
NSW AAWI (%)	2.9	2.5	2.7	2.9	2.3	2.4	3.1	3.3	3.2	1.6	2.3	2.5	2.3
NSW duration (yrs.)	2.8	2.8	3.0	2.6	2.8	2.4	3.0	3.0	2.5	2.1	2.8	2.9	2.8
NSW employees ('000)	9.9	27.8	26.3	29.3	19.2	30.4	17.3	14.0	13.3	22.7	9.8	10.2	11.6
NT agreements	9	7	15	14	14	15	14	5	6	8	4	8	10
NT AAWI (%)	2.4	3.0	2.6	2.9	2.0	2.8	2.4	2.9	1.4	2.5	1.8	1.8	2.1
NT duration (yrs.)	3.9	2.5	3.7	2.9	3.1	3.4	3.3	3.0	4.6	3.6	3.6	3.3	3.1
NT employees ('000)	3.6	0.7	4.5	3.1	1.2	2.2	0.7	0.4	0.1	0.6	0.1	0.7	0.7
Qld agreements	95	95	216	230	197	165	121	106	116	149	118	131	145
Qld AAWI (%)	2.5	2.5	2.5	2.5	2.7	2.6	2.4	2.7	2.3	2.7	2.5	2.6	2.5
Qld duration (yrs.)	3.4	3.0	2.8	2.8	3.0	2.9	2.9	3.2	3.4	2.7	3.2	3.0	3.1
Qld employees ('000)	7.9	18.6	34.2	21.6	20.6	20.2	9.5	8.2	11.1	37.0	13.9	8.1	16.2
SA agreements	40	49	85	129	64	77	39	35	24	34	52	55	49
SA AAWI (%)	3.0	2.8	2.9	2.9	2.7	2.7	2.6	2.4	2.3	1.9	2.9	2.6	2.9
SA duration (yrs.)	3.6	3.4	3.1	2.8	2.8	3.0	3.0	2.7	2.7	2.7	2.5	2.2	2.7
SA employees ('000)	5.7	3.8	5.4	10.1	4.3	4.3	2.0	3.9	1.5	3.3	2.8	5.9	2.2
Tas agreements	30	26	35	47	44	29	36	19	19	22	20	25	27
Tas AAWI (%)	3.1	2.8	2.8	3.1	3.1	3.1	2.8	3.6	3.1	3.7	2.4	2.7	3.0
Tas duration (yrs.)	2.6	3.2	3.0	2.7	2.7	3.0	3.1	3.4	2.7	2.3	2.4	3.1	2.7
Tas employees ('000)	3.6	2.5	2.0	4.7	5.7	2.5	1.4	2.3	1.3	2.4	1.5	2.9	1.8
Vic agreements	280	326	389	396	361	378	324	207	190	232	325	411	574
Vic AAWI (%)	4.1	3.5	2.9	3.0	2.9	3.2	2.6	3.1	2.5	2.2	3.1	2.6	2.8
Vic duration (yrs.)	3.6	3.7	2.7	2.9	3.1	2.8	3.2	3.2	2.7	3.6	2.6	2.0	3.0
Vic employees ('000)	35.8	46.7	83.4	41.3	33.4	33.2	45.4	23.1	14.5	75.0	17.8	37.8	32.4
WA agreements	75	55	112	155	122	91	80	43	53	56	68	64	74
WA AAWI (%)	1.8	2.1	1.8	1.8	1.9	2.1	2.1	2.2	2.1	1.8	2.2	1.5	1.9
WA duration (yrs.)	2.5	3.2	2.9	2.9	2.7	3.0	2.8	2.7	3.2	2.3	2.8	2.4	2.2
WA employees ('000)	5.8	4.4	11.1	11.4	15.6	13.3	13.0	3.6	3.5	8.0	6.0	11.3	9.0
Multi-state agreements	142	180	222	272	217	179	135	139	121	133	127	181	210
Multi-state AAWI (%)	2.6	2.8	2.5	2.6	2.8	2.5	2.6	2.4	2.4	2.4	2.3	2.5	2.9
Multi-state duration (yrs.)	2.1	3.0	3.5	2.9	2.8	3.3	3.4	3.1	3.1	3.1	2.0	2.7	2.2
Multi-state employees ('000)	60.4	33.0	190.7	63.3	59.1	95.3	53.9	85.7	14.0	24.1	62.8	21.9	106.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
Other agreements	0	0	0	1	1	0	0	1	0	0	0	1	0
Other AAWI (%)	*	*	*	*	1.0	*	*	2.5	*	*	*	2.0	*
Other duration (yrs.)	0.0	0.0	0.0	4.0	2.0	0.0	0.0	3.0	0.0	0.0	0.0	3.0	0.0
Other employees ('000)	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.0	0.0	0.0	0.1	0.0
All States agreements	873	923	1,331	1,580	1,247	1,126	957	761	716	847	880	1,065	1,272
All states AAWI (%)	3.1	2.9	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7
All states duration (yrs.)	2.8	3.2	3.2	2.8	3.0	3.0	3.2	3.1	2.9	3.0	2.3	2.4	2.4
All states employees ('000)	132.8	138.4	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5

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: 6 agreements approved in the September quarter 2021 operate solely in the ACT covering 500 employees. Their AAWI is 3.5 per cent and their average duration is 2.0 years.

Table 11 - Agreements current on the last day of the quarter, by state (September quarter 2018 – September quarter 2021)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
ACT agreements	134	133	134	141	149	146	144	148	131	148	146	143	127
ACT AAWI (%)	2.5	2.3	2.3	2.6	2.7	2.7	2.6	2.6	2.6	2.6	2.7	2.7	2.7
ACT duration (yrs.)	3.3	3.0	3.1	3.3	3.5	3.5	3.7	3.7	3.8	3.8	3.7	3.7	3.7
ACT employees ('000)	16.5	12.5	11.7	28.4	38.7	38.7	33.7	34.5	32.3	33.5	32.8	33.7	33.3
NSW agreements	2,238	2,263	1,972	2,113	2,037	2,071	2,102	2,167	1,946	2,004	1,981	2,038	1,971
NSW AAWI (%)	2.7	2.7	2.5	2.6	2.6	2.5	2.6	2.6	2.7	2.6	2.7	2.7	2.7
NSW duration (yrs.)	2.9	2.9	3.0	3.0	3.0	3.0	2.9	3.0	3.1	3.0	3.1	3.1	3.1
NSW employees ('000)	252.1	267.0	268.6	281.4	275.3	299.3	287.5	290.4	241.6	243.8	216.0	207.9	167.9
NT agreements	192	154	142	138	141	148	149	149	132	131	126	125	117
NT AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4
NT duration (yrs.)	3.8	3.8	3.8	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.8	3.8	3.7
NT employees ('000)	23.9	23.1	26.6	28.0	29.4	31.1	31.3	31.2	29.7	29.6	27.5	28.0	15.5
Qld agreements	1,611	1,565	1,546	1,688	1,688	1,630	1,597	1,613	1,556	1,581	1,534	1,557	1,521
Qld AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Qld duration (yrs.)	3.3	3.3	3.2	3.2	3.1	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.2
Qld employees ('000)	163.2	170.3	180.5	195.0	165.6	177.8	176.4	180.2	173.7	200.5	204.8	202.2	161.9
SA agreements	601	593	607	689	661	698	690	693	610	590	590	603	539
SA AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.7	2.6	2.6	2.5	2.5	2.5
SA duration (yrs.)	3.1	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.1	3.0
SA employees ('000)	61.3	62.1	63.0	69.4	67.1	69.5	68.2	70.3	55.2	53.6	49.6	51.6	39.1
Tas agreements	270	277	271	304	301	314	327	331	291	295	291	295	253
Tas AAWI (%)	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.2	3.2	3.2	3.1	3.1
Tas duration (yrs.)	2.8	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0	3.1
Tas employees ('000)	21.3	22.5	22.3	26.0	27.3	28.9	26.9	28.3	24.8	25.7	25.5	27.2	21.2
Vic agreements	2,673	2,745	2,857	3,030	2,856	2,739	2,715	2,692	2,428	2,508	2,625	2,638	2,836
Vic AAWI (%)	3.2	3.2	3.2	3.2	3.1	3.1	3.1	3.0	3.0	2.8	2.8	2.7	2.8
Vic duration (yrs.)	3.7	3.7	3.6	3.6	3.6	3.6	3.6	3.4	3.4	3.4	3.4	3.4	3.5
Vic employees ('000)	522.3	555.0	616.7	640.3	621.3	615.4	586.9	560.7	513.8	530.9	527.0	421.7	379.9
WA agreements	1,175	1,077	1,037	1,089	1,054	1,081	1,083	1,036	961	958	928	932	879
WA AAWI (%)	2.0	2.0	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9
WA duration (yrs.)	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.0
WA employees ('000)	116.8	109.8	111.6	117.8	113.7	117.8	125.3	121.4	109.8	109.4	109.4	109.7	83.4

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
Multi-state agreements	2,099	2,094	2,008	2,144	1,988	1,910	1,873	1,882	1,764	1,776	1,775	1,854	1,864
Multi-state AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.5	2.4	2.4	2.5
Multi-state duration (yrs.)	2.9	2.9	3.0	3.0	3.0	3.0	3.1	3.2	3.3	3.4	3.2	3.2	3.1
Multi-state employees ('000)	720.0	660.5	784.9	813.4	832.2	866.9	869.4	838.6	713.1	673.5	698.8	699.7	743.9
Other agreements	4	4	3	4	5	5	5	4	3	3	3	3	3
Other AAWI (%)	2.3	2.3	2.4	2.4	2.1	2.1	2.1	2.1	2.4	2.4	2.4	2.4	2.4
Other duration (yrs.)	2.5	2.5	2.3	2.3	2.3	2.3	2.3	2.9	3.2	3.2	3.2	3.0	3.0
Other employees ('000)	0.3	0.3	0.2	0.2	0.3	0.3	0.3	0.3	0.2	0.2	0.2	0.3	0.3
All sector agreements	10,997	10,905	10,577	11,340	10,880	10,742	10,685	10,715	9,822	9,994	9,999	10,188	10,110
All sectors AAWI (%)	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.2	3.2
All sectors employees ('000)	1,897.8	1,883.1	2,086.1	2,200.1	2,170.8	2,245.6	2,205.7	2,156.1	1,894.2	1,900.6	1,891.6	1,781.9	1,646.4

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: 127 agreements current as at 30 September 2021 operate solely in the ACT covering 33,300 employees. Their AAWI is 2.7 per cent and their average duration is 3.7 years.

Table 12 - Agreements approved in the quarter – non-quantifiable wage increases, by reason (December quarter 2020 – September quarter 2021)

Linked to minimum wage

Agreement Type	Dec-20	Mar-21	Jun-21	Sep-21
Single-enterprise non-Greenfields agreements	40	33	43	44
Single-enterprise non-Greenfields employees ('000)	2.7	2.8	1.7	20.7
Single-enterprise Greenfields agreements	3	1	0	1
Single-enterprise Greenfields employees ('000)	0.3	0.1	0	0.1
Multi-enterprise non-Greenfields agreements	0	0	0	1
Multi-enterprise non-Greenfields employees ('000)	0	0	0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0	0	0	0
Sub-total agreements	43	34	43	46
Sub-total employees ('000)	3.0	2.8	1.7	20.8

Linked to CPI

Agreement Type	Dec-20	Mar-21	Jun-21	Sep-21
Single-enterprise non-Greenfields agreements	19	24	22	15
Single-enterprise non-Greenfields employees ('000)	0.5	0.8	1.0	0.8
Single-enterprise Greenfields agreements	0	0	0	6
Single-enterprise Greenfields employees ('000)	0	0	0	0.2
Multi-enterprise non-Greenfields agreements	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0	0	0	0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0	0	0	0
Sub-total agreements	19	24	22	21
Sub-total employees ('000)	0.5	0.8	1.0	1.0

Inconsistent Increase

Agreement Type	Dec-20	Mar-21	Jun-21	Sep-21
Single-enterprise non-Greenfields agreements	37	87	87	69
Single-enterprise non-Greenfields employees ('000)	4.8	38.6	4.7	4.0
Single-enterprise Greenfields agreements	7	4	11	5
Single-enterprise Greenfields employees ('000)	0.2	0.3	0.1	0.1
Multi-enterprise non-Greenfields agreements	0	0	1	0
Multi-enterprise non-Greenfields employees ('000)	0	0	1.2	0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0	0	0	0
Sub-total agreements	44	91	99	74
Sub-total employees ('000)	5.0	39.0	6.1	4.1

Performance Linked

Agreement Type	Dec-20	Mar-21	Jun-21	Sep-21
Single-enterprise non-Greenfields agreements	0	1	1	5
Single-enterprise non-Greenfields employees ('000)	0	0.8	0.0	34.0
Single-enterprise Greenfields agreements	0	0	0	0
Single-enterprise Greenfields employees ('000)	0	0	0	0
Multi-enterprise non-Greenfields agreements	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0	0	0	0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0	0	0	0
Sub-total agreements	0	1	1	5
Sub-total employees ('000)	0	0.8	0.0	34.0

Other Reason

Agreement Type	Dec-20	Mar-21	Jun-21	Sep-21
Single-enterprise non-Greenfields agreements	76	68	57	67
Single-enterprise non-Greenfields employees ('000)	29.3	17.4	15.1	16.5
Single-enterprise Greenfields agreements	1	4	2	3
Single-enterprise Greenfields employees ('000)	0.1	0.2	0.9	0.1
Multi-enterprise non-Greenfields agreements	0	1	0	0
Multi-enterprise non-Greenfields employees ('000)	0	0.0	0	0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0	0	0	0
Sub-total agreements	77	73	59	70
Sub-total employees ('000)	29.3	17.6	16.0	16.6

Totals

Agreement Type	Dec-20	Mar-21	Jun-21	Sep-21
Total non-quantifiable agreements	183	223	224	216
Total employees covered by non-quantifiable agreements	37.9	61.0	24.8	76.4

Quantifiable agreements

Agreement Type	Sep-20	Dec-20	Mar-21	Jun-21
Single-enterprise non-Greenfields agreements	598	591	762	975
Single-enterprise non-Greenfields employees ('000)	128.8	52.2	73.6	102.5
Single-enterprise Greenfields agreements	60	64	79	81
Single-enterprise Greenfields employees ('000)	3.0	1.7	1.6	1.7
Multi-enterprise non-Greenfields agreements	6	2	0	0
Multi-enterprise non-Greenfields employees ('000)	5.1	1.1	0	0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0	0	0	0
Total quantifiable agreements	664	657	841	1056
Total employees covered by quantifiable agreements ('000)	136.8	55.0	75.3	104.2

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: 44 single enterprise non-Greenfields agreements approved in the September quarter 2021 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 20,700 employees.

Table 13 - Agreements approved in the quarter, by union coverage (September quarter 2018 – September quarter 2021)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
Agreements (union covered)	684	726	1,034	1,107	866	837	742	598	562	645	717	869	1,055
AAWI (%) (union covered)	3.2	2.9	2.7	2.7	2.7	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7
Duration (yrs.) (union covered)	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.1	2.9	3.0	2.3	2.3	2.4
Employees ('000) (union covered)	127.2	131.9	357.4	178.4	156.9	192.3	136.8	135.9	56.2	169.5	110.4	91.3	172.7
Agreements (no union covered)	189	197	297	473	381	289	215	163	154	202	163	196	217
AAWI (%) (no union covered)	2.2	2.4	2.4	2.6	2.6	2.5	2.7	2.6	2.6	2.3	2.1	2.4	2.2
Duration (yrs.) (no union covered)	3.2	3.5	3.4	3.4	3.2	3.3	3.4	3.7	3.1	3.4	3.1	3.6	3.3
Employees ('000) (no union covered)	5.6	6.5	10.3	17.0	11.7	9.6	6.8	6.7	4.4	5.2	5.6	8.8	7.9
All agreements	873	923	1,331	1,580	1,247	1,126	957	761	716	847	880	1,065	1,272
All AAWI (%)	3.1	2.9	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7
All duration (yrs.)	2.8	3.2	3.2	2.8	3.0	3.0	3.2	3.1	2.9	3.0	2.3	2.4	2.4
All employees ('000)	132.8	138.4	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5

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: 1,055 agreements approved in the September quarter 2021 covering 172,700 employees formally covered a union. Their AAWI was 2.7 per cent and their average duration was 2.4 years.

Table 14 - Agreements current on the last day of the quarter, by union coverage (September quarter 2018 – September quarter 2021)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21
Agreements (union covered)	6,961	7,083	6,858	7,465	7,073	6,948	6,988	7,113	6,435	6,661	6,767	7,010	7,032
AAWI (%) (union covered)	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
Duration (yrs.) (union covered)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.2	3.2	3.2
Employees ('000) (union covered)	1,770.6	1,762.4	1,966.4	2,074.5	2,049.5	2,126.0	2,088.2	2,041.3	1,783.4	1,790.5	1,783.2	1,672.0	1,541.4
Agreements (no union covered)	4,036	3,822	3,719	3,875	3,807	3,794	3,697	3,602	3,387	3,333	3,232	3,178	3,078
AAWI (%) (no union covered)	2.5	2.5	2.4	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4
Duration (yrs.) (no union covered)	3.6	3.6	3.5	3.5	3.6	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.6
Employees ('000) (no union covered)	127.2	120.7	119.6	125.6	121.4	119.6	117.5	114.8	110.8	110.2	108.4	109.9	105.0
All agreements	10,997	10,905	10,577	11,340	10,880	10,742	10,685	10,715	9,822	9,994	9,999	10,188	10,110
Overall AAWI (%)	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
Overall duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.2	3.2
All employees ('000)	1,897.8	1,883.1	2,086.1	2,200.1	2,170.8	2,245.6	2,205.7	2,156.1	1,894.2	1,900.6	1,891.6	1,781.9	1,646.4

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: 7,032 agreements current as at 30 September 2021 covering 1,541,400 employees formally covered a union. Their AAWI was 2.6 per cent and their average duration was 3.2 years.

Table 15 - Agreements approved in the September quarter 2021, covering 2,000 employees or more

Agreement ID	Title	Employees	AAWI	ANZSIC	States
AE512211	Commonwealth Bank Group Enterprise Agreement 2020	33,427	*	Financial and Insurance Services	Aus
AE513225	Australia Post Enterprise Agreement 2021	29,558	3.0	Transport, Postal and Warehousing	Aus
AE512638	Goodstart Early Learning Enterprise Agreement 2021	15,673	*	Health Care and Social Assistance	Aus
AE511947	Victorian Early Childhood Teachers and Educators Agreement 2020	6,408	*	Education and Training	Vic
AE512273	St John of God Health Care – ANMF – Registered Nurses’ and Midwives’ Agreement 2020	4,025	2.0	Health Care and Social Assistance	WA
AE512939	Ozcare Enterprise Agreement 2021	3,678	1.7	Health Care and Social Assistance	Qld
AE513162	Sydney Water Enterprise Agreement 2021	2,710	2.0	Electricity, Gas, Water and Waste Services	NSW
AE512513	St John of God Health Care Inc. (Victoria) Nurses Enterprise Agreement 2020	2,709	2.4	Health Care and Social Assistance	Vic
AE512072	Northcott Enterprise Agreement 2021 – 2023	2,448	*	Health Care and Social Assistance	ACT, NSW
AE512944	Serco Immigration Services Agreement 2021	2,226	2.5	Public Administration and Safety	Aus
AE512503	Commonwealth Members of Parliament Staff Enterprise Agreement 2020-23	2,155	*	Public Administration and Safety	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.

How to read: the Commonwealth Bank Group Enterprise Agreement 2020 covered 33,427 employees, with an AAWI that was non-quantifiable. It operates in the Financial and insurance services ANZSIC division, and operates in all states of Australia.

Table 16 - Agreements approved in the quarter, by state and ANZSIC division, September quarter 2021

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	2	0	3	1	0	2	0	0	0	8
Agriculture, Forestry and Fishing AAWI (%)	*	2.3	*	2.2	2.0	*	4.6	*	*	*	2.3
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.1	0.0	3.5	3.0	0.0	3.0	0.0	0.0	0.0	3.4
Agriculture, Forestry and Fishing employees ('000)	0.0	0.2	0.0	1.5	0.1	0.0	0.1	0.0	0.0	0.0	1.9
Mining agreements	0	13	0	7	1	1	5	5	8	0	40
Mining AAWI (%)	*	1.6	*	2.2	1.8	*	3.0	1.7	1.7	*	1.9
Mining duration (yrs.)	0.0	3.6	0.0	2.7	2.1	2.9	3.9	3.8	3.5	0.0	3.4
Mining employees ('000)	0.0	2.4	0.0	0.9	0.1	0.0	0.4	0.4	0.4	0.0	4.8
Manufacturing agreements	0	42	0	35	10	7	69	4	13	0	180
Manufacturing AAWI (%)	*	2.1	*	2.4	2.4	3.0	2.3	1.9	2.7	*	2.3
Manufacturing duration (yrs.)	0.0	2.8	0.0	3.1	2.7	2.8	3.1	2.4	2.4	0.0	2.9
Manufacturing employees ('000)	0.0	2.1	0.0	2.9	0.6	0.5	3.7	0.5	1.1	0.0	11.4
Non-Metal Manufacturing agreements	0	26	0	25	9	5	49	1	5	0	120
Non-Metal Manufacturing AAWI (%)	*	2.1	*	2.3	2.4	2.3	2.3	2.2	2.9	*	2.3
Non-Metal Manufacturing duration (yrs.)	0.0	2.8	0.0	3.1	2.7	2.3	3.1	3.0	3.2	0.0	3.0
Non-Metal Manufacturing employees ('000)	0.0	1.4	0.0	2.6	0.6	0.1	2.9	0.0	0.2	0.0	7.9
Metal Manufacturing agreements	0	16	0	10	1	2	20	3	8	0	60
Metal Manufacturing AAWI (%)	*	2.1	*	2.6	4.7	3.3	2.1	1.9	2.7	*	2.4
Metal Manufacturing duration (yrs.)	0.0	2.8	0.0	2.8	3.9	3.0	3.1	2.4	2.2	0.0	2.6
Metal Manufacturing employees ('000)	0.0	0.7	0.0	0.4	0.0	0.3	0.8	0.5	1.0	0.0	3.6
Electricity, Gas, Water and Waste Services agreements	0	6	0	5	3	0	17	2	4	0	37
Electricity, Gas, Water and Waste Services AAWI (%)	*	2.1	*	2.1	2.1	*	2.9	2.3	1.9	*	2.1
Electricity, Gas, Water and Waste Services duration (yrs.)	0.0	2.1	0.0	3.1	3.0	0.0	3.0	4.1	3.6	0.0	2.4
Electricity, Gas, Water and Waste Services Employees ('000)	0.0	2.9	0.0	0.1	0.1	0.0	0.4	0.1	0.3	0.0	4.0
Construction agreements	4	62	1	49	19	7	404	27	111	0	684
Construction AAWI (%)	3.5	3.6	4.0	3.7	3.5	3.1	4.5	2.4	3.0	*	3.9
Construction duration (yrs.)	2.9	3.0	3.0	2.7	2.9	2.6	2.3	3.3	3.0	0.0	2.6
Construction employees ('000)	0.1	1.3	0.0	1.2	0.3	0.3	6.7	0.4	3.2	0.0	13.4
Wholesale Trade agreements	0	6	0	4	1	2	9	3	5	0	30
Wholesale Trade AAWI (%)	*	2.3	*	2.5	2.5	2.7	2.7	2.3	2.3	*	2.4
Wholesale Trade duration (yrs.)	0.0	2.4	0.0	3.1	2.0	3.3	2.9	2.6	3.0	0.0	2.9
Wholesale Trade employees ('000)	0.0	0.1	0.0	0.3	0.0	0.0	0.3	0.2	0.7	0.0	1.7

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	0	3	0	3	0	0	1	0	0	0	7
Retail Trade AAWI (%)	*	2.6	*	3.1	*	*	2.9	*	*	*	3.1
Retail Trade duration (yrs.)	0.0	3.3	0.0	3.9	0.0	0.0	3.1	0.0	0.0	0.0	3.8
Retail Trade employees ('000)	0.0	0.1	0.0	1.4	0.0	0.0	0.0	0.0	0.0	0.0	1.6
Accommodation and Food Services agreements	1	5	0	1	0	0	3	1	2	0	13
Accommodation and Food Services AAWI (%)	*	2.4	*	2.0	*	*	1.8	2.5	.8	*	2.0
Accommodation and Food Services duration (yrs.)	4.0	3.2	0.0	2.0	0.0	0.0	3.2	3.0	2.6	0.0	2.9
Accommodation and Food Services Employees ('000)	0.1	0.1	0.0	0.3	0.0	0.0	0.2	0.0	0.0	0.0	0.7
Transport, Postal and Warehousing agreements	0	21	3	14	6	2	11	15	24	0	96
Transport, Postal and Warehousing AAWI (%)	*	2.7	2.2	3.3	2.7	*	2.6	1.9	3.0	*	2.9
Transport, Postal and Warehousing duration (yrs.)	0.0	2.5	2.4	3.1	3.3	3.7	3.2	2.7	3.0	0.0	3.0
Transport, Postal and Warehousing employees ('000)	0.0	1.0	0.1	1.3	0.5	0.0	0.7	0.8	31.6	0.0	35.9
Information Media and Telecommunications agreements	0	1	0	0	0	0	3	1	0	0	5
Information Media and Telecommunications AAWI (%)	*	2.0	*	*	*	*	2.0	1.9	*	*	2.0
Information Media and Telecommunications duration (yrs.)	0.0	3.0	0.0	0.0	0.0	0.0	3.7	4.0	0.0	0.0	3.7
Information Media and Telecommunications employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0	0.0	0.0	0.5
Financial and Insurance Services agreements	0	0	0	0	0	0	1	0	9	0	10
Financial and Insurance Services AAWI (%)	*	*	*	*	*	*	4.0	*	5.4	*	5.4
Financial and Insurance Services duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	3.1	0.0	1.1	0.0	1.1
Financial and Insurance Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	36.9	0.0	36.9
Rental, Hiring and Real Estate Services agreements	0	3	0	2	0	0	0	0	0	0	5
Rental, Hiring and Real Estate Services AAWI (%)	*	2.5	*	*	*	*	*	*	*	*	2.5
Rental, Hiring and Real Estate Services duration (yrs.)	0.0	3.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	3.2
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Professional, Scientific and Technical Services agreements	0	2	0	0	0	0	4	0	7	0	13
Professional, Scientific and Technical Services AAWI (%)	*	1.5	*	*	*	*	3.9	*	2.8	*	2.9
Professional, Scientific and Technical Services duration (yrs.)	0.0	3.7	0.0	0.0	0.0	0.0	1.3	0.0	2.7	0.0	2.6
Professional, Scientific and Technical Services employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.2	0.0	1.6	0.0	1.9
Administrative and Support Services agreements	0	1	0	4	1	1	7	2	4	0	20
Administrative and Support Services AAWI (%)	*	2.5	*	7.6	9.4	4.4	3.1	2.4	2.9	*	4.4
Administrative and Support Services duration (yrs.)	0.0	3.0	0.0	3.0	1.1	2.1	2.1	3.8	3.6	0.0	2.7
Administrative and Support Services employees ('000)	0.0	0.0	0.0	0.5	0.1	0.0	0.3	0.1	0.2	0.0	1.2
Public Administration and Safety agreements	0	3	3	1	1	5	13	6	6	0	38
Public Administration and Safety AAWI (%)	*	2.1	1.7	*	2.5	2.5	1.7	1.4	2.4	*	1.9
Public Administration and Safety duration (yrs.)	0.0	1.9	3.2	2.8	4.0	3.0	3.0	2.5	2.4	0.0	2.7
Public Administration and Safety employees ('000)	0.0	0.3	0.5	0.0	0.0	0.7	7.3	1.3	5.8	0.0	15.9

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	1	4	1	6	1	1	3	1	2	0	20
Education and Training AAWI (%)	*	2.6	3.2	2.9	2.1	*	2.0	*	2.7	*	2.6
Education and Training duration (yrs.)	0.8	3.5	2.4	3.2	2.9	2.3	3.2	1.8	2.7	0.0	3.1
Education and Training employees ('000)	0.3	0.1	0.0	0.4	0.0	0.1	6.8	0.1	0.8	0.0	8.5
Health Care and Social Assistance agreements	0	2	2	5	4	1	13	6	10	0	43
Health Care and Social Assistance AAWI (%)	*	2.1	3.9	1.8	2.8	5.1	2.5	1.9	1.9	*	2.1
Health Care and Social Assistance duration (yrs.)	0.0	3.0	3.6	3.0	2.1	1.5	3.7	1.8	2.4	0.0	2.5
Health Care and Social Assistance employees ('000)	0.0	0.4	0.1	4.3	0.3	0.2	4.1	5.1	23.2	0.0	37.5
Arts and Recreation Services agreements	0	0	0	2	0	0	2	0	1	0	5
Arts and Recreation Services AAWI (%)	*	*	*	*	*	*	1.3	*	2.0	*	1.4
Arts and Recreation Services duration (yrs.)	0.0	0.0	0.0	2.9	0.0	0.0	1.9	0.0	1.0	0.0	2.5
Arts and Recreation Services employees ('000)	0.0	0.0	0.0	0.6	0.0	0.0	0.4	0.0	0.1	0.0	1.1
Other Services agreements	0	1	0	4	1	0	7	1	4	0	18
Other Services AAWI (%)	*	2.5	*	3.1	2.8	*	2.7	1.6	3.5	*	2.8
Other Services duration (yrs.)	0.0	3.0	0.0	2.5	2.3	0.0	3.2	3.0	2.4	0.0	2.8
Other Services employees ('000)	0.0	0.3	0.0	0.4	0.1	0.0	0.3	0.0	0.1	0.0	1.3
All sector agreements	6	177	10	145	49	27	574	74	210	0	1,272
All sectors AAWI (%)	3.5	2.3	2.1	2.5	2.9	3.0	2.8	1.9	2.9	*	2.7
All sectors duration (yrs.)	2.0	2.8	3.1	3.1	2.7	2.7	3.0	2.2	2.2	0.0	2.4
All sectors employees ('000)	0.5	11.6	0.7	16.2	2.2	1.8	32.4	9.0	106.0	0.0	180.5

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 September quarter 2021, 2 operate in solely in NSW. These agreements cover 200 employees, their AAWI is 2.3 per cent and their average duration is 3.1 years.

Table 17 - Agreements current on the last day of the quarter, by state and ANZSIC division, September quarter 2021

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	29	3	43	7	10	25	15	18	0	150
Agriculture, Forestry and Fishing AAWI (%)	*	2.2	*	2.3	3.0	3.2	2.5	2.2	2.6	*	2.4
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.7	4.0	3.6	2.7	3.5	3.3	3.4	3.7	0.0	3.5
Agriculture, Forestry and Fishing employees ('000)	0.0	3.7	0.0	3.2	0.6	0.8	1.3	1.1	2.5	0.0	13.3
Mining agreements	1	104	4	82	16	7	25	40	86	1	366
Mining AAWI (%)	*	2.2	2.2	2.3	2.9	2.1	2.9	1.9	2.4	2.0	2.3
Mining duration (yrs.)	4.0	3.1	3.0	3.3	3.1	3.6	3.3	3.9	3.6	3.0	3.4
Mining employees ('000)	0.0	11.4	1.0	12.9	1.3	0.9	1.5	6.1	15.8	0.1	51.0
Manufacturing agreements	5	389	8	236	114	54	591	110	130	0	1,637
Manufacturing AAWI (%)	2.3	2.4	1.8	2.3	2.3	2.9	2.5	2.1	2.4	*	2.4
Manufacturing duration (yrs.)	3.3	3.0	3.1	3.1	3.0	2.9	3.1	3.2	3.1	0.0	3.1
Manufacturing employees ('000)	0.1	28.2	0.1	20.0	8.9	2.6	37.9	5.8	14.1	0.0	117.7
Non-Metal Manufacturing agreements	3	263	5	164	88	40	412	65	65	0	1,105
Non-Metal Manufacturing AAWI (%)	2.3	2.4	1.6	2.2	2.3	2.8	2.5	2.2	2.4	*	2.4
Non-Metal Manufacturing duration (yrs.)	2.9	3.0	3.1	3.1	3.2	2.9	3.1	3.3	3.2	0.0	3.1
Non-Metal Manufacturing employees ('000)	0.1	19.3	0.1	15.4	6.1	2.0	28.6	2.9	8.1	0.0	82.6
Metal Manufacturing agreements	2	126	3	72	26	14	179	45	65	0	532
Metal Manufacturing AAWI (%)	2.4	2.6	3.0	2.4	2.4	3.2	2.5	2.0	2.4	*	2.5
Metal Manufacturing duration (yrs.)	4.1	2.9	2.5	2.9	2.8	2.9	3.1	3.1	3.1	0.0	3.0
Metal Manufacturing employees ('000)	0.0	8.9	0.0	4.6	2.7	0.6	9.3	2.9	6.0	0.0	35.0
Electricity, Gas, Water and Waste Services agreements	7	81	4	59	21	5	92	41	24	0	334
Electricity, Gas, Water and Waste Services AAWI (%)	2.1	2.5	2.0	3.3	2.5	4.1	2.7	1.3	2.6	*	2.5
Electricity, Gas, Water and Waste Services duration (yrs.)	2.7	2.8	3.3	3.3	3.4	3.9	3.1	2.3	3.2	0.0	3.0
Electricity, Gas, Water and Waste Services Employees ('000)	1.1	6.8	0.0	5.3	1.6	1.3	7.2	8.0	8.5	0.0	39.8
Construction agreements	36	702	18	503	160	34	1,247	299	931	1	3,931
Construction AAWI (%)	3.4	4.0	2.0	3.6	3.6	3.4	3.8	2.4	3.1	*	3.6
Construction duration (yrs.)	3.6	3.5	3.5	3.0	3.1	3.0	2.7	3.4	3.3	4.0	3.1
Construction employees ('000)	0.8	19.4	0.6	12.1	3.5	1.1	32.2	7.2	25.1	0.0	102.1
Wholesale Trade agreements	2	49	1	37	7	7	63	23	31	0	220
Wholesale Trade AAWI (%)	2.4	2.4	2.7	2.2	3.1	2.7	2.8	2.1	2.6	*	2.5
Wholesale Trade duration (yrs.)	2.6	3.1	3.0	3.5	3.2	3.5	3.1	3.1	3.5	0.0	3.3
Wholesale Trade employees ('000)	0.1	2.7	0.0	3.1	0.3	0.3	2.4	1.4	6.4	0.0	16.7
	1	16	1	20	11	3	23	13	45	0	133

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements											
Retail Trade AAWI (%)	*	3.0	2.3	2.9	3.1	3.0	2.9	3.1	2.6	*	2.7
Retail Trade duration (yrs.)	4.0	3.1	3.9	3.5	3.8	3.0	3.1	3.9	3.7	0.0	3.7
Retail Trade employees ('000)	0.0	1.6	0.0	3.3	2.1	0.3	4.4	2.6	236.7	0.0	251.2
Accommodation and Food Services agreements	3	26	2	12	2	1	20	13	23	0	102
Accommodation and Food Services AAWI (%)	*	2.0	*	2.7	1.9	*	2.6	2.0	3.2	*	2.3
Accommodation and Food Services duration (yrs.)	3.8	2.8	3.0	3.4	2.8	3.8	3.1	3.5	4.0	0.0	3.9
Accommodation and Food Services Employees ('000)	0.2	1.9	0.3	1.1	0.0	0.1	1.0	2.5	43.6	0.0	50.6
Transport, Postal and Warehousing agreements	10	220	20	140	62	27	177	125	188	0	969
Transport, Postal and Warehousing AAWI (%)	2.3	2.7	2.8	2.2	2.1	2.7	3.2	2.1	2.7	*	2.7
Transport, Postal and Warehousing duration (yrs.)	3.9	3.3	3.5	3.6	3.2	3.3	3.3	3.2	3.0	0.0	3.2
Transport, Postal and Warehousing employees ('000)	1.8	15.4	0.5	18.6	4.7	1.9	19.9	7.4	64.9	0.0	135.1
Information Media and Telecommunications agreements	0	3	0	1	0	0	10	5	24	0	43
Information Media and Telecommunications AAWI (%)	*	2.1	*	1.7	*	*	2.3	1.1	1.8	*	1.8
Information Media and Telecommunications duration (yrs.)	0.0	2.9	0.0	1.2	0.0	0.0	3.2	2.9	1.8	0.0	1.8
Information Media and Telecommunications employees ('000)	0.0	0.2	0.0	0.6	0.0	0.0	0.5	0.2	31.1	0.0	32.5
Financial and Insurance Services agreements	0	4	0	2	3	3	12	4	37	0	65
Financial and Insurance Services AAWI (%)	*	1.9	*	2.3	2.8	2.6	2.7	1.3	3.0	*	2.8
Financial and Insurance Services duration (yrs.)	0.0	3.1	0.0	3.5	4.2	3.1	3.0	3.1	2.2	0.0	2.3
Financial and Insurance Services employees ('000)	0.0	0.8	0.0	0.8	0.0	0.1	0.6	1.2	92.4	0.0	95.9
Rental, Hiring and Real Estate Services agreements	2	11	1	11	2	2	14	8	11	0	62
Rental, Hiring and Real Estate Services AAWI (%)	1.5	3.1	3.0	2.6	5.9	2.2	2.5	2.2	3.0	*	2.9
Rental, Hiring and Real Estate Services duration (yrs.)	4.0	3.0	3.0	3.3	2.5	3.2	3.4	3.6	3.2	0.0	3.2
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.4	0.0	0.3	0.1	0.0	0.4	0.3	0.5	0.0	2.1
Professional, Scientific and Technical Services agreements	2	20	3	9	5	3	26	11	50	0	129
Professional, Scientific and Technical Services AAWI (%)	2.0	2.5	2.5	3.5	2.2	3.2	2.9	2.0	2.3	*	2.3
Professional, Scientific and Technical Services duration (yrs.)	3.1	3.2	4.0	3.7	3.1	3.2	3.2	3.3	3.1	0.0	3.1
Professional, Scientific and Technical Services employees ('000)	0.1	0.7	0.3	0.2	0.1	0.1	1.4	0.9	13.8	0.0	17.6
Administrative and Support Services agreements	0	28	1	31	3	4	60	15	67	0	209
Administrative and Support Services AAWI (%)	*	3.2	*	2.7	2.2	2.8	2.7	1.5	2.7	*	2.7
Administrative and Support Services duration (yrs.)	0.0	3.5	4.0	3.3	3.0	3.8	3.5	3.4	3.9	0.0	3.6
Administrative and Support Services employees ('000)	0.0	1.8	0.1	2.1	0.1	0.2	6.4	1.4	8.7	0.0	20.8
Public Administration and Safety agreements	24	22	19	28	9	22	107	63	77	1	372
Public Administration and Safety AAWI (%)	2.7	2.5	2.4	2.6	2.3	2.5	2.1	1.8	2.0	2.5	2.2
Public Administration and Safety duration (yrs.)	3.8	2.9	3.8	3.2	3.5	3.5	3.7	2.9	3.0	3.0	3.5
Public Administration and Safety employees ('000)	21.9	2.2	5.9	2.7	0.6	2.3	114.9	9.8	53.3	0.2	213.8

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	14	117	5	161	29	21	60	19	28	0	454
Education and Training AAWI (%)	2.5	2.2	2.7	2.6	2.2	2.3	3.2	1.5	2.4	*	2.6
Education and Training duration (yrs.)	3.3	3.0	3.0	2.9	2.6	2.8	3.6	2.7	2.4	0.0	2.9
Education and Training employees ('000)	3.5	35.2	0.4	44.2	5.5	1.6	42.9	3.0	84.1	0.0	220.5
Health Care and Social Assistance agreements	11	90	26	93	73	38	212	47	47	0	637
Health Care and Social Assistance AAWI (%)	2.8	2.8	2.5	2.4	2.7	3.5	3.2	1.9	2.8	*	2.9
Health Care and Social Assistance duration (yrs.)	3.6	3.0	3.8	3.1	3.0	2.8	3.9	2.6	2.7	0.0	3.3
Health Care and Social Assistance employees ('000)	3.0	30.4	6.1	22.8	8.0	6.9	91.6	18.5	36.7	0.0	224.0
Arts and Recreation Services agreements	1	19	0	26	5	2	29	4	9	0	95
Arts and Recreation Services AAWI (%)	*	2.5	*	2.5	1.8	2.0	3.0	2.5	2.9	*	2.7
Arts and Recreation Services duration (yrs.)	3.6	2.7	0.0	3.4	0.8	3.7	3.2	2.9	2.8	0.0	3.1
Arts and Recreation Services employees ('000)	0.5	2.7	0.0	6.0	1.1	0.1	10.4	3.9	1.3	0.0	25.9
Other Services agreements	8	41	1	27	10	10	43	24	38	0	202
Other Services AAWI (%)	2.5	2.6	4.5	2.5	2.6	2.6	2.5	2.5	2.7	*	2.6
Other Services duration (yrs.)	3.6	3.1	3.0	3.0	3.2	1.9	3.2	3.0	3.3	0.0	3.1
Other Services employees ('000)	0.2	2.4	0.1	2.5	0.6	0.6	3.0	2.1	4.4	0.0	15.8
All sector agreements	127	1,971	117	1,521	539	253	2,836	879	1,864	3	10,110
All sectors AAWI (%)	2.7	2.7	2.4	2.5	2.5	3.1	2.8	1.9	2.5	2.4	2.6
All sectors duration (yrs.)	3.7	3.1	3.7	3.2	3.0	3.1	3.5	3.0	3.1	3.0	3.2
All sectors employees ('000)	33.3	167.9	15.5	161.9	39.1	21.2	379.9	83.4	743.9	0.3	1,646.4

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 150 Agriculture, Forestry and Fishing agreements current as at 30 September 2021, 29 operate solely in NSW. These agreements cover 3,700 employees, their AAWI is 2.2 per cent and their average duration is 3.7 years.

Trends in Federal Enterprise Bargaining - Technical Notes

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(%)
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 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 Fair Work Commission (FWC), the Workplace Authority or the Australian Industrial Relations Commission (AIRC) 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.

Where duration is mentioned in the tables of the *Trends* report it is the 'effective duration' of the relevant agreements used in the calculations.

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 examines 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](#)). 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^{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:

Reason	Definition
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 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.