



Australian Government
Department of Employment
and Workplace Relations

Trends in Federal Enterprise Bargaining

June Quarter 2023

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The document must be attributed as the Trends in Federal Enterprise Bargaining Report, Department of Employment and Workplace Relations.

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Further Information

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

<https://www.dewr.gov.au/enterprise-agreements-data/trends-federal-enterprise-bargaining>.

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@dewr.gov.au

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Trends in Federal Enterprise Bargaining Report Initial Tables

Table 1 - Average Annualised Wage Increases for agreements approved in the June quarter 2023 which contained quantifiable wage increases (762 agreements)

Enterprise agreements approved in the quarter	March quarter 2023 (%)	June quarter 2023 (%)	Change (% Points)
All sectors	3.7	3.8	0.1
Private sector	3.9	3.9	0.0
Public sector	3.2	3.7	0.5

Table 2 - Average Annualised Wage Increases for agreements current on 30 June 2023 which contained quantifiable wage increases (8,859 agreements)

All current enterprise agreements	March quarter 2023 (%)	June quarter 2023 (%)	Change (% Points)
All sectors	2.7	2.8	0.1
Private sector	2.9	3.0	0.1
Public sector	2.4	2.5	0.1

Trends in Federal Enterprise Bargaining Report Summary

1. Wages growth under federal enterprise agreements June quarter 2023 - Tables 1 and 2 in Trends report

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the June quarter 2023 was 3.8 per cent. This is up from 3.7 per cent in the March quarter 2023, up from 2.8 per cent in the June quarter 2022 and up from the historic low of 2.2 per cent in the December quarter 2020.¹

For the June quarter 2023, the calculated AAWI of 3.8 per cent is based on 762 agreements, covering 102,200 employees with quantifiable wage increases. This was 81.2 per cent of the 938 agreements approved in the quarter, covering 75.1 per cent of the 136,200 employees on those 938 agreements.²

For the 8,859 enterprise agreements current as at 30 June 2023 (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 2.8 per cent, up from 2.7 per cent in the March quarter 2023 and up from 2.6 per cent in the June quarter 2022.

2. Federal enterprise agreements – proportion of employees covered

Federal and state enterprise agreements covered 35.1 per cent (rounded) of all Australian employees in May 2021 (latest available data).³

Federal enterprise agreements covered 30.4 per cent of all Australian employees as at May 2018 (latest available data).

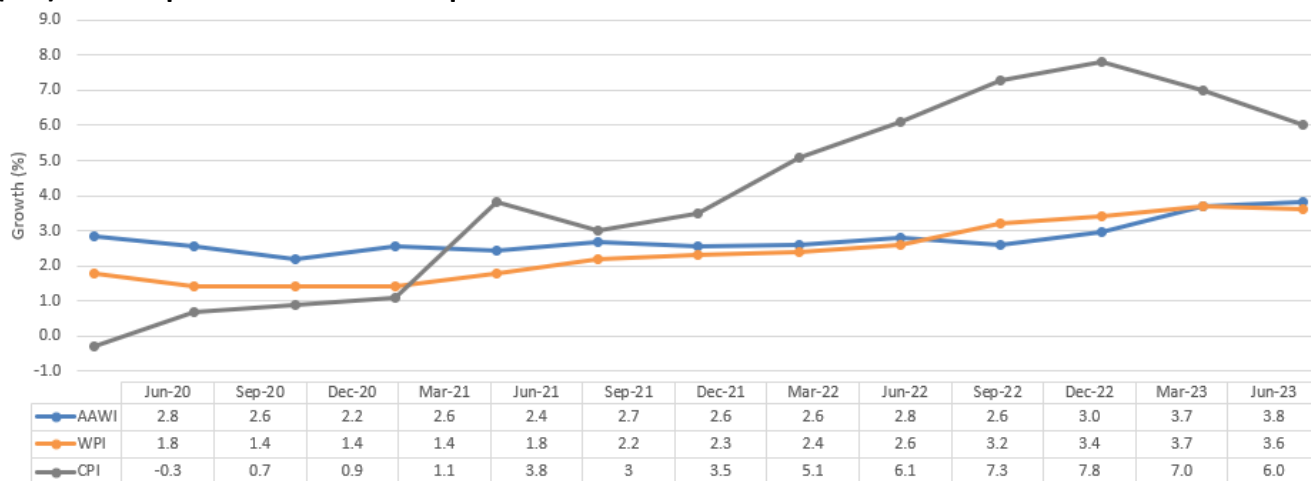
¹ See Note 1 at the end of this summary for more details.

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 may not be quantifiable include the following: 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 Consumer Price Index or federal minimum wage. More information on non-quantifiable agreements can be found in Section 10 of this summary. See Note 2 (on non-quantifiable agreements) at the end of this summary for more details.

³ Detailed breakdowns by state- and federal-registered agreements for the May 2021 data are not yet available.

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

Chart 1 - AAWI in approved agreements, ABS Wage Price Index (WPI) and ABS Consumer Price Index (CPI) – June quarter 2020 to June quarter 2023



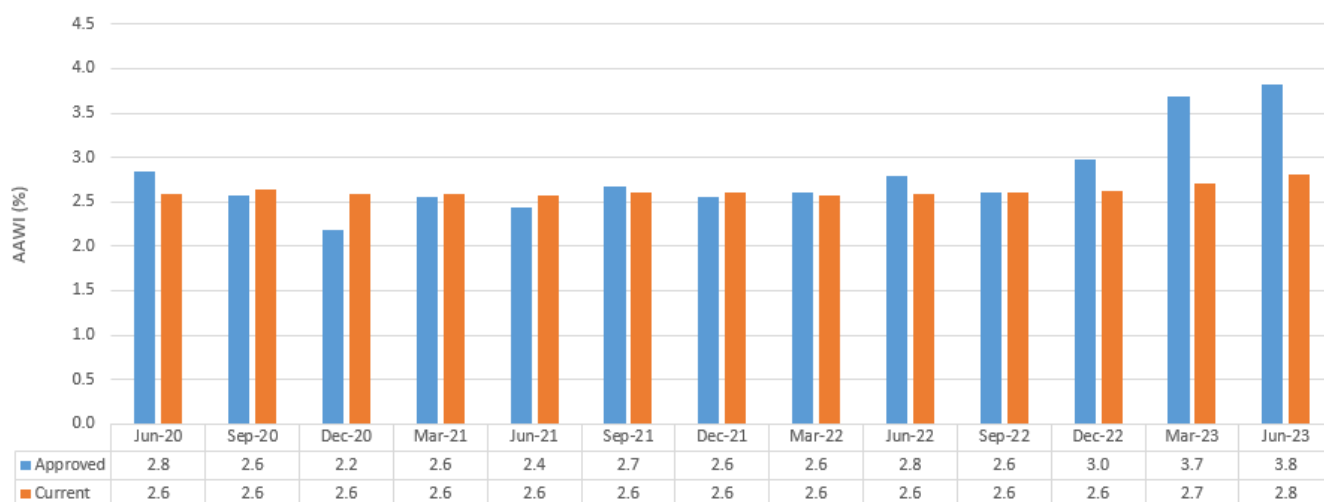
Source: Department of Employment and Workplace Relations, Workplace Agreements Database; Australian Bureau of Statistics (ABS), Wage Price Index, Australia – June 2023; Australian Bureau of Statistics, Consumer Price Index, Australia– June 2023.

Notes: Trimmed mean inflation, while not included in Chart 1, excludes large price rises and falls e.g. seasonal changes in fresh food prices, and once-a year price changes for education fees. The trimmed mean measure of inflation was 5.9 per cent over the year to the June quarter 2023, down from 6.6 per cent over the year to the March quarter 2023.

4. AAWI - agreements approved in the June quarter 2023 and agreements current as at 30 June 2023 - Tables 3 and 4 in Trends report

Chart 2 shows AAWI results for agreements approved in each quarter since the June quarter 2020, and the AAWI for all agreements current at the end of each quarter.

Chart 2 - Approved and current agreements AAWI by quarter - June quarter 2020 to June quarter 2023



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Approved agreements

There were 938 agreements approved in the June quarter 2023, of which 762 contained wage increases that could be quantified.

The AAWI for agreements approved in the June quarter 2023 was 3.8 per cent, up from 3.7 per cent in the March quarter 2023, and up from 2.8 per cent in the June quarter 2022.

Current agreements

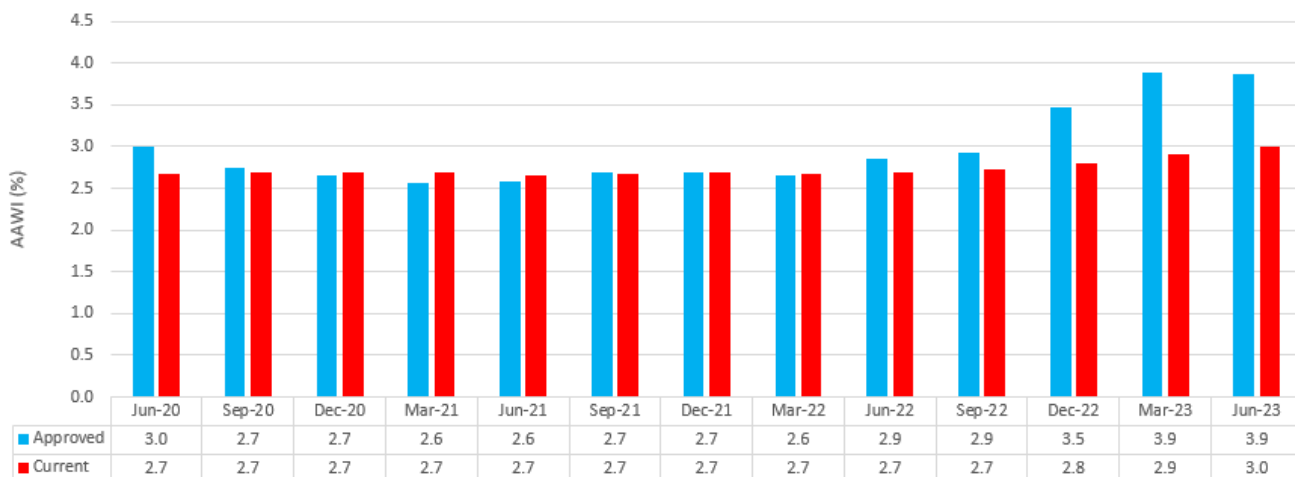
There were 11,205 agreements current as at 30 June 2023, of which 8,859 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 30 June 2023 was 2.8 per cent, up from 2.7 per cent in the March quarter 2023, and up from 2.6 per cent in the June quarter 2022.

5. Private sector wages growth – June quarter 2023 - Table 3 and 7 in Trends report

Chart 3 shows the AAWI results for private sector agreements approved in each quarter since the June quarter 2020, and the AAWI for private sector agreements current as at the end of each quarter.

Chart 3 - Private sector AAWI – approved and current agreements – June quarter 2020 to June quarter 2023



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

The AAWI for private sector enterprise agreements approved in the June quarter 2023 was 3.9 per cent, unchanged from 3.9 per cent in the March quarter 2023, and up from 2.9 per cent in the June quarter 2022.

The industries with the highest private sector agreement AAWIs were Rental, Hiring and Real Estate Services (4.6 per cent), Arts and Recreation Services (4.4 per cent) and Health Care and Social Assistance agreements (4.2 per cent).

The industries with the lowest private sector agreement AAWIs were Administrative and Support Services (2.8 per cent), Other Services (3.2 per cent) and Professional, Scientific and Technical Services agreements (3.3 per cent).

Large quantifiable private sector agreements approved in the June quarter 2023 include:

- *Australian Services Union (QANTAS Airways Limited) agreement* (3,275 employees), with an AAWI of 3.0 per cent
- *UnitingCare Health & QNMU – Nurses and Midwives Enterprise Agreement 2022 – 2025*. (2,943 employees), with an AAWI of 6.6 per cent and
- *Life Without Barriers Disability Services Enterprise Agreement Victoria 2022-2025* (2,795 employees), with an AAWI of 3.4 per cent.

6. Public sector wages growth – June quarter 2023 - Table 3 in Trends report

Chart 4 shows the AAWI results for public sector agreements approved in each quarter since the June quarter 2020, and the AAWI for public sector agreements current as at the end of each quarter.

Chart 4 - Public sector AAWI – approved and current agreements – June quarter 2020 to June quarter 2023



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

The AAWI for public sector enterprise agreements approved in the June quarter 2023 was 3.7 per cent, up from 3.2 per cent in the March quarter 2023 and up from 2.4 per cent in the June quarter 2022.

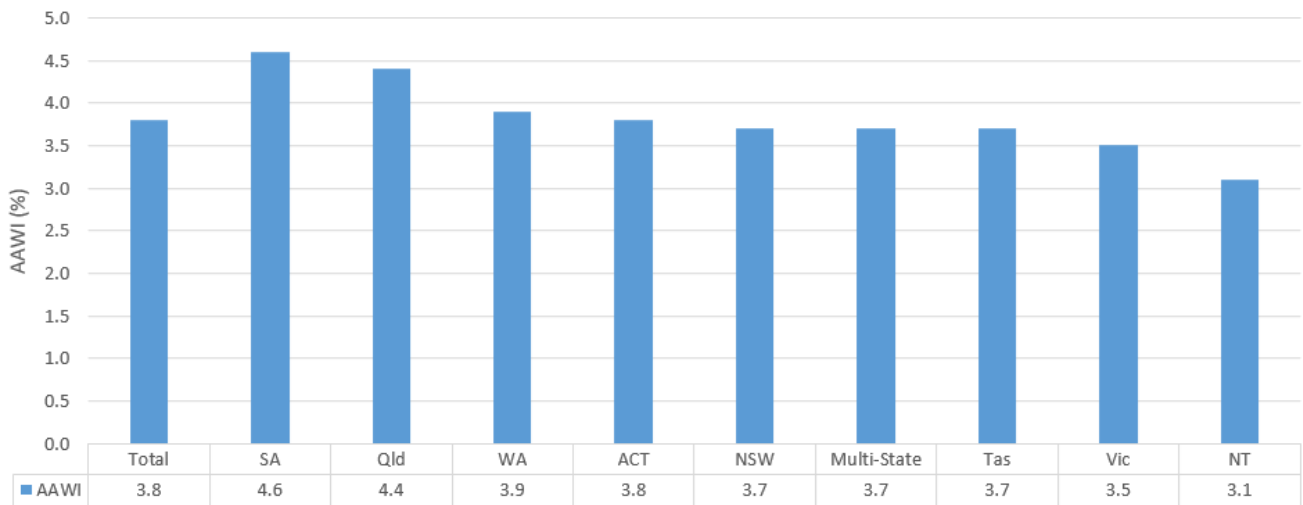
Large quantifiable public sector agreements approved in the June quarter 2023 include:

- *TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2023* (8,262 employees), with an AAWI of 2.5 per cent
- *University of Technology Sydney Staff Agreement 2021* (5,136 employees), with an AAWI of 4.9 per cent and
- *Queensland University of Technology Enterprise Agreement (Professional Staff) 2022 – 2025* (3,486 employees), with an AAWI of 4.6 per cent.

7. State/Territory wages growth – June quarter 2023 - Table 10 in Trends report

Chart 5 shows the AAWI results for each state and territory.

Chart 5 – AAWI for approved agreements by State/Territory



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

AAWI results for agreements approved in the June quarter 2023 were highest in South Australia which had an AAWI of 4.6 per cent.

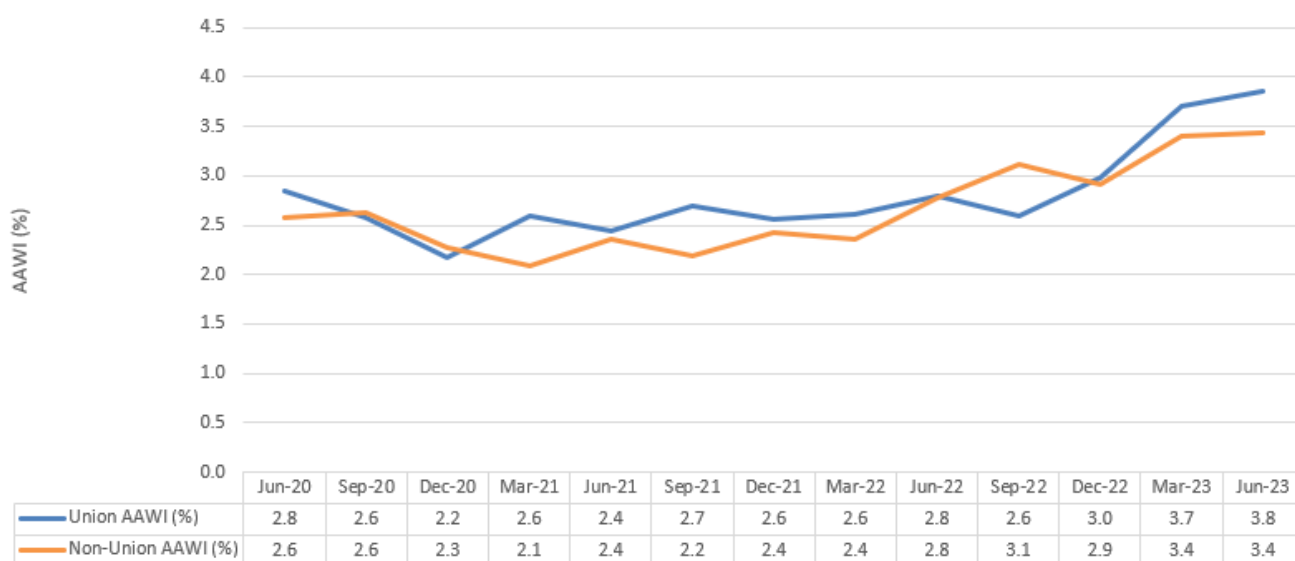
Agreements in the Northern Territory had the lowest AAWI of 3.1 per cent.

8. Wages growth for agreements that cover union/s and agreements with no union/s covered – June quarter 2023⁴ - *Table 13 in Trends report*

Agreements approved in the June quarter 2023 that formally covered unions had a combined AAWI of 3.8 per cent, up from 3.7 per cent in the March quarter 2023 and up from 2.8 per cent in the June quarter 2022.

Agreements with no unions formally covered approved in the June quarter 2023 had a combined AAWI of 3.4 per cent, unchanged from 3.4 per cent in the March quarter 2023 and up from 2.8 per cent in the June quarter 2022.

Chart 6 – Union and non-union AAWI in approved agreements – June quarter 2020 to June quarter 2023



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

⁴ See Note 4 for more details.

9. Level of agreement making – June quarter 2023 and as at 30 June 2023 – Tables 3 and 4 in Trends report

Approved agreements

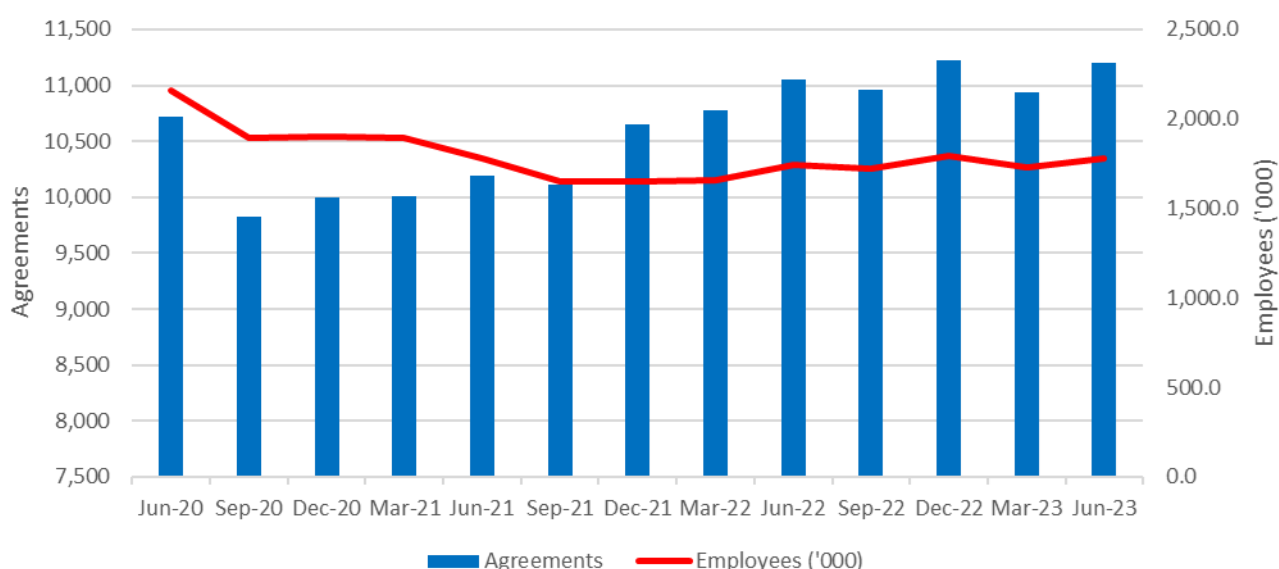
There were 938 agreements (covering 136,200 employees) approved in the June quarter 2023, up from the 841 agreements (covering 134,400 employees) in the March quarter 2023 and down from 943 agreements (covering 154,800 employees) in the June quarter 2022.

Current agreements

Chart 7 shows there were 11,205 current (not expired or terminated) agreements as at 30 June 2023. This is up from 10,943 agreements current as at 31 March 2023 and up from 11,058 agreements current at 30 June 2022.

The June quarter 2023 employee coverage of 1.78 million is up from the 1.73 million employees covered at 31 March 2023 and is higher than the 1.74 million employees at 30 June 2022.

Chart 7 - Current agreements and employee coverage – June quarter 2020 to June quarter 2023

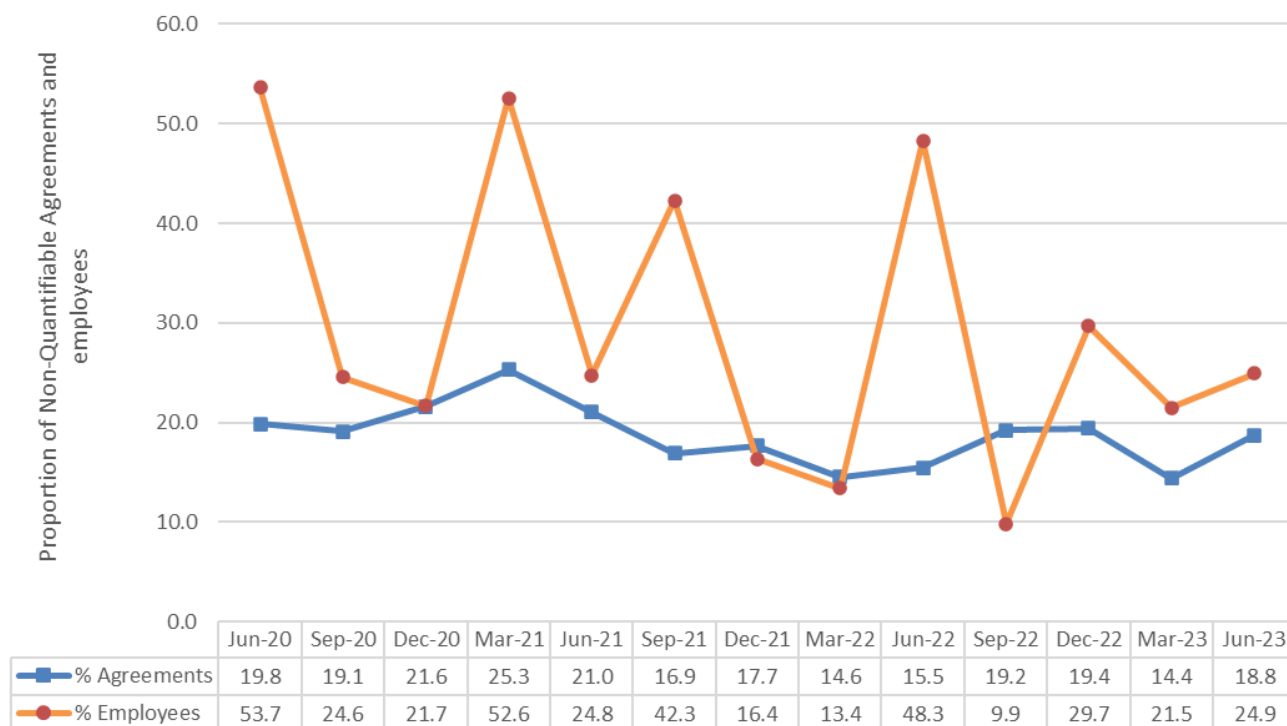


Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

10. Non-quantifiable agreements⁵ – June quarter 2023 - Table 12 in Trends report

Chart 8 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.

Chart 8 - Non-quantifiable agreements, proportion of approved agreements and employees covered, June quarter 2020 to June quarter 2023



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

18.8 per cent of agreements approved in the June quarter 2023, covering 24.9 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, Consumer Price Index (CPI) or Wage Price Index (WPI) movements.

In the June quarter 2023, the two largest approved agreements that did not have quantifiable wage increases were:

- *Home Instead Single Interest Enterprise Agreement 2023* (5,078 employees):
 - no single average wage increase can be calculated as wages are linked to movements in the minimum wage.
- *BOQ Enterprise Agreement 2022* (3,093 employees):
 - no single average wage increase can be calculated as wages are linked to movements in the minimum wage.

⁵ See Trends Technical notes for more information on why an agreement is non-quantifiable.

NOTES

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series. AAWI data includes only increases to the base rate of pay and do not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the June quarter 2023, the calculated AAWI of 3.8 per cent is based on 762 agreements, covering 105,500 employees (that is, 81.2 per cent of the 938 agreements approved in the quarter, and covering 75.1 per cent of the 136,200 employees) with quantifiable wage increases.
 - A total of 176 agreements, covering 34,000 employees (that is, 18.8 per cent of the 938 agreements approved in the quarter, covering 25.0 per cent of the total of 136,200 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, or 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:
 - 35.1 per cent (rounded) of all employees in Australia (as measured by the ABS 2021 Employee Earnings and Hours (EEH) survey) had their pay set by an enterprise agreement as at May 2021.

Notes table: Instrument providing rate of pay for all employees, 2010-2021

Instrument providing rate of pay	2010 (%)	2012(%)	2014(%)	2016(%)	2018(%)	2021 (%)
Award	15.2	16.1	18.8	20.6	21.0	23.0
Collective Agreement (Federally Registered)	31.5	32.0	32.6	38.5 (across all collective agreements)*	30.4	35.1 (across all collective agreements)*
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	37.8
Owner/managers of incorporated enterprises	4.1	3.3	3.4	3.6	3.8	4.1

Source: ABS, Employee Earnings and Hours (May 2010, May 2012, May 2014, May 2016, May 2018 and May 2021), 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. Detailed breakdowns for 2021 data are not yet 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. This data is an acceptable proxy for measuring bargaining involvement of unions.

Trends in Federal Enterprise Bargaining Report Main Tables

Table 3 - Agreements approved in the quarter by sector (June quarter 2020 – June quarter 2023)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
Public sector agreements	26	26	32	15	29	42	70	70	36	42	51	34	25
Public sector AAWI (%)	2.2	2.1	1.9	2.4	2.1	2.7	2.3	2.5	2.4	2.3	2.3	3.2	3.7
Public sector duration (yrs.)	2.8	2.4	2.9	2.3	1.2	2.8	1.7	2.2	2.6	3.2	2.8	1.8	1.9
Public sector employees ('000)	14.3	12.6	88.8	3.7	27.6	46.8	44.7	120.3	21.7	103.2	70.0	33.4	33.5
Private sector agreements	735	690	815	865	1,036	1,229	1,076	939	907	1,046	1075	807	913
Private sector AAWI (%)	3.0	2.7	2.7	2.6	2.6	2.7	2.7	2.6	2.9	2.9	3.5	3.9	3.9
Private sector duration (yrs.)	2.9	2.5	2.5	2.1	2.7	2.2	2.5	2.6	2.7	2.7	2.4	2.4	2.6
Private sector employees ('000)	128.2	48.0	85.9	112.3	72.5	133.6	105.4	126.7	133.1	110.5	152.1	101.0	102.7
All sector agreements	761	716	847	880	1,065	1,271	1,146	1,009	943	1,088	1126	841	938
All sectors AAWI (%)	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8
All sectors duration (yrs.)	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4
All sectors employees ('000)	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2

Source: Department of Employment and Workplace Relations, 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: 25 public sector agreements were approved in the June quarter 2023, covering 33,500 employees. Their AAWI was 3.7 per cent and their average duration was 1.9 years.

Table 4 - Agreements current on the last day of the quarter, by sector (June quarter 2020 – June quarter 2023)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
Public sector agreements	584	504	491	470	468	406	424	432	449	391	404	414	427
Public sector AAWI (%)	2.5	2.6	2.4	2.5	2.4	2.5	2.5	2.4	2.4	2.4	2.3	2.4	2.5
Public sector duration (yrs.)	3.0	3.1	3.0	3.0	2.8	3.0	2.9	2.7	2.7	2.9	2.9	2.9	2.8
Public sector employees ('000)	762.3	650.9	654.7	627.4	543.7	425.0	409.9	436.7	464.8	479.2	505.1	520.4	545.8
Private sector agreements	10,132	9,320	9,505	9,534	9,726	9,712	10,228	10,347	10,608	10,573	10,824	10,529	10,778
Private sector AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.9	3.0
Private sector duration (yrs.)	3.0	3.1	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	2.9	2.9
Private sector employees ('000)	1,394.1	1,243.7	1,246.3	1,264.7	1,239.4	1,222.6	1,242.7	1,221.3	1,280.2	1,244.7	1,286.2	1,209.2	1,236.0
All sector agreements	10,716	9,824	9,996	10,004	10,194	10,118	10,652	10,779	11,057	10,964	11,228	10,943	11,205
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8
All sectors duration (yrs.)	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9
All sectors employees ('000)	2,156.4	1,894.6	1,901.0	1,892.1	1,783.0	1,647.6	1,652.6	1,657.9	1,745.0	1,724.0	1,791.3	1,729.7	1,781.8

Source: Department of Employment and Workplace Relations, 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: 427 public sector agreements were current as at 30 June 2023, covering 545,800 employees. Their AAWI was 2.5 per cent and their average duration was 2.8 years.

Table 5 - Agreements approved in the quarter by agreement type (June quarter 2020 – June quarter 2023)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	1	0	0
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	*	3.0	*	*
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	4.0	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	2	3	6	3	1	1	7	12	7	7	3	1	3
Multi-enterprise non-Greenfields AAWI (%)	3.3	2.4	2.5	2.1	*	*	3.7	2.7	2.5	3.4	3.4	*	2.0
Multi-enterprise non-Greenfields duration (yrs.)	3.5	1.6	2.1	2.6	3.4	4.0	2.5	2.9	2.7	1.5	2.5	4.0	2.9
Multi-enterprise non-Greenfields employees ('000)	1.5	1.2	5.1	1.1	1.2	0.0	2.0	26.4	0.9	3.7	2.6	0.7	0.4
Single-enterprise Greenfields agreements	51	69	71	73	92	96	90	89	104	65	61	59	67
Single-enterprise Greenfields AAWI (%)	3.6	3.5	2.2	4.0	4.4	4.3	3.4	3.9	3.6	3.7	3.1	2.6	3.1
Single-enterprise Greenfields duration (yrs.)	2.9	3.0	2.3	2.1	1.8	2.4	2.1	2.7	1.6	2.0	2.3	2.4	2.1
Single-enterprise Greenfields employees ('000)	1.4	2.1	3.6	2.3	2.6	2.1	4.0	3.4	3.2	1.6	2.9	2.4	2.5
Single-enterprise non-Greenfields agreements	708	644	770	804	972	1,174	1,049	908	832	1,016	1,061	781	868
Single-enterprise non-Greenfields AAWI (%)	2.8	2.5	2.2	2.5	2.4	2.6	2.5	2.6	2.8	2.6	3.0	3.7	3.8
Single-enterprise non-Greenfields duration (yrs.)	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4
Single-enterprise non-Greenfields employees ('000)	139.6	57.4	166.1	112.7	96.2	178.4	144.1	217.3	150.6	208.5	216.5	131.4	133.3
All agreements	761	716	847	880	1,065	1,271	1,146	1,009	943	1,088	1,126	841	938
All AAWI (%)	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8
All duration (yrs.)	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4
All employees ('000)	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2

Source: Department of Employment and Workplace Relations, 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: 3 multi-enterprise non-Greenfields agreements were approved in the June quarter 2023, covering 400 employees. The AAWI was 2.0 per cent and the duration was 2.9 years.

Table 6 - Agreements current on the last day of the quarter, by agreement type (June quarter 2020 – June quarter 2023)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	1	1	1
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	*	3.0	3.0	3.0
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	4.0	4.0	4.0
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	59	56	58	48	47	41	48	48	51	50	51	48	47
Multi-enterprise non-Greenfields AAWI (%)	3.1	3.1	3.1	3.4	3.7	3.7	3.7	3.2	3.1	3.2	2.8	2.8	2.8
Multi-enterprise non-Greenfields duration (yrs.)	2.8	2.9	2.9	2.5	2.9	3.0	2.9	3.0	3.0	2.9	2.8	2.8	2.8
Multi-enterprise non-Greenfields employees ('000)	89.4	83.5	82.1	58.4	32.2	27.7	29.7	50.4	50.5	50.8	46.2	41.8	41.7
Single-enterprise Greenfields agreements	399	404	461	503	551	611	693	746	828	845	663	575	624
Single-enterprise Greenfields AAWI (%)	2.9	2.7	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.4	3.0	2.8	2.9
Single-enterprise Greenfields duration (yrs.)	3.2	3.3	3.1	3.1	3.1	3.0	2.9	2.9	2.7	2.7	2.8	2.9	2.8
Single-enterprise Greenfields employees ('000)	24.6	20.3	23.5	23.5	24.2	24.1	27.6	28.1	30.1	27.8	26.4	24.8	25.3
Single-enterprise non-Greenfields agreements	10,258	9,364	9,477	9,453	9,596	9,466	9,911	9,985	10,178	10,069	10,513	10,319	10,533
Single-enterprise non-Greenfields AAWI (%)	2.6	2.6	2.5	2.6	2.5	2.6	2.6	2.5	2.6	2.6	2.6	2.7	2.8
Single-enterprise non-Greenfields duration (yrs.)	3.0	3.1	3.0	3.0	2.9	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9
Single-enterprise non-Greenfields employees ('000)	2,042.4	1,790.7	1,795.3	1,810.2	1,726.6	1,595.8	1,595.3	1,579.4	1,664.4	1,645.4	1,718.7	1,663.1	1,714.7
All agreements	10,716	9,824	9,996	10,004	10,194	10,118	10,652	10,779	11,057	10,964	11,228	10,943	11,205
All AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8
All duration (yrs.)	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9
All employees ('000)	2,156.4	1,894.6	1,901.0	1,892.1	1,783.0	1,647.6	1,652.6	1,657.9	1,745.0	1,724.0	1,791.3	1,729.7	1,781.8

Source: Department of Employment and Workplace Relations, 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: 47 multi-enterprise non-Greenfields agreements were current as at 30 June 2023, covering 41,700 employees. Their AAWI was 2.8 per cent and their average duration was 2.8 years.

Table 7 - Agreements approved in the quarter, by ANZSIC Division (June quarter 2020 – June quarter 2023)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
Agriculture, Forestry and Fishing agreements	8	12	5	3	10	8	11	4	3	14	9	5	14
Agriculture, Forestry and Fishing AAWI (%)	3.4	2.5	1.9	2.4	2.2	2.3	2.4	2.3	2.0	3.5	3.8	3.7	3.7
Agriculture, Forestry and Fishing duration (yrs.)	2.4	3.3	2.9	2.3	3.1	2.9	3.3	2.4	3.9	2.9	2.5	2.3	1.8
Agriculture, Forestry and Fishing employees ('000)	0.7	0.3	0.2	0.4	0.8	1.9	0.9	0.1	0.1	1.8	0.7	0.1	0.5
Mining agreements	17	14	20	25	37	38	24	24	39	36	37	28	46
Mining AAWI (%)	2.2	2.2	2.0	2.0	2.3	1.9	2.8	2.5	2.6	3.2	3.2	3.5	3.4
Mining duration (yrs.)	3.5	3.0	3.2	3.5	3.5	3.5	3.4	2.8	3.5	3.5	3.3	3.3	3.4
Mining employees ('000)	2.0	0.9	2.3	3.7	6.4	4.7	2.3	1.9	4.8	4.9	4.0	8.0	4.5
Manufacturing agreements	112	111	147	135	153	180	198	186	167	224	202	188	156
Manufacturing AAWI (%)	2.4	2.3	2.2	2.2	2.4	2.3	2.5	2.7	3.0	3.4	3.7	3.7	4.1
Manufacturing duration (yrs.)	2.6	2.5	2.1	2.5	2.7	2.7	2.8	2.4	2.6	2.9	2.6	2.8	2.7
Manufacturing employees ('000)	8.0	7.4	9.4	10.2	10.2	11.4	15.7	15.3	13.8	18.8	17.6	18.2	11.4
Non-Metal Manufacturing agreements	83	78	96	87	109	120	126	125	114	142	139	152	108
Non-Metal Manufacturing AAWI (%)	2.4	2.2	2.2	2.2	2.4	2.3	2.4	2.7	2.8	3.4	3.7	3.6	4.2
Non-Metal Manufacturing duration (yrs.)	2.5	2.6	2.2	2.7	2.7	2.8	2.8	2.4	2.7	3.0	2.7	2.8	2.7
Non-Metal Manufacturing employees ('000)	5.3	5.5	6.9	6.6	6.9	7.9	9.6	10.9	8.7	12.0	12.8	15.4	6.6
Metal Manufacturing agreements	29	33	51	48	44	60	72	61	53	82	63	36	48
Metal Manufacturing AAWI (%)	2.4	2.6	2.0	2.2	2.3	2.4	2.7	2.9	3.1	3.5	3.8	4.1	4.1
Metal Manufacturing duration (yrs.)	2.7	2.3	2.0	2.1	2.7	2.5	2.7	2.4	2.4	2.8	2.6	2.9	2.6
Metal Manufacturing employees ('000)	2.7	1.9	2.5	3.5	3.3	3.6	6.1	4.4	5.1	6.8	4.8	2.8	4.9
Electricity, Gas, Water and Waste Services agreements	16	26	31	24	37	37	41	36	27	33	41	35	22
Electricity, Gas, Water and Waste Services AAWI (%)	3.7	1.9	2.8	3.4	1.3	2.1	2.8	2.5	2.8	3.0	3.6	3.7	4.2
Electricity, Gas, Water and Waste Services duration (yrs.)	3.6	2.2	3.0	2.1	1.8	2.4	2.1	2.4	2.2	2.3	1.7	2.2	1.6
Electricity, Gas, Water and Waste Services Employees ('000)	2.2	4.3	11.5	1.2	7.2	4.0	8.7	7.2	3.3	3.7	6.8	3.4	3.4
Construction agreements	323	306	347	404	531	684	457	367	403	371	362	256	339
Construction AAWI (%)	4.5	3.9	4.0	3.4	3.9	3.9	4.0	3.3	3.7	3.6	3.7	3.8	4.1
Construction duration (yrs.)	2.7	2.7	2.7	2.5	2.4	2.3	2.5	2.8	2.4	2.5	2.5	2.6	2.6
Construction employees ('000)	8.2	6.4	9.9	13.9	11.9	13.4	11.2	8.6	8.1	7.9	7.5	6.4	8.1
Wholesale Trade agreements	19	19	13	10	23	30	15	9	10	17	23	12	20
Wholesale Trade AAWI (%)	2.9	2.5	2.3	2.0	2.1	2.5	2.5	2.8	2.7	3.3	3.5	3.9	3.6
Wholesale Trade duration (yrs.)	2.2	2.5	2.1	2.6	2.7	2.5	2.2	2.6	3.0	2.6	2.8	2.7	2.9
Wholesale Trade employees ('000)	1.4	1.0	0.5	0.3	1.2	1.7	1.0	1.1	0.2	2.0	1.4	0.8	1.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
Retail Trade agreements	11	6	7	14	6	7	13	7	4	9	20	8	8
Retail Trade AAWI (%)	2.0	3.5	2.2	2.1	2.4	3.1	2.6	2.5	3.0	4.4	3.6	3.9	3.3
Retail Trade duration (yrs.)	2.9	3.6	3.9	3.6	2.7	3.7	3.1	3.1	2.7	2.8	3.2	3.8	3.5
Retail Trade employees ('000)	7.9	2.7	3.1	8.4	0.7	1.6	2.5	1.3	0.5	3.2	7.3	9.6	1.1
Accommodation and Food Services agreements	6	4	9	4	6	13	5	9	6	12	5	5	10
Accommodation and Food Services AAWI (%)	3.5	1.5	3.3	2.5	1.6	2.0	3.5	2.4	2.1	3.2	2.8	4.9	3.6
Accommodation and Food Services duration (yrs.)	4.0	4.0	3.9	3.9	2.5	3.2	2.3	3.5	2.6	3.7	3.4	0.7	2.6
Accommodation and Food Services Employees ('000)	37.2	3.2	1.9	1.4	1.7	0.7	4.1	0.9	0.4	3.4	0.9	3.6	3.1
Transport, Postal and Warehousing agreements	69	83	73	96	82	97	120	101	94	154	146	119	129
Transport, Postal and Warehousing AAWI (%)	3.1	2.2	2.5	2.6	2.1	2.9	2.3	2.7	3.0	2.7	3.4	3.2	3.4
Transport, Postal and Warehousing duration (yrs.)	3.2	2.6	2.8	2.2	2.6	3.0	2.7	2.3	2.6	3.0	2.8	1.8	2.9
Transport, Postal and Warehousing employees ('000)	11.3	12.4	7.5	10.9	7.9	35.9	10.8	23.6	12.2	15.7	14.9	22.1	17.2
Information Media and Telecommunications agreements	2	2	3	4	3	5	8	8	7	11	5	3	3
Information Media and Telecommunications AAWI (%)	3.2	1.3	1.5	2.4	1.3	2.0	2.1	2.9	2.3	2.5	3.7	2.0	3.6
Information Media and Telecommunications duration (yrs.)	1.3	2.0	0.9	2.9	1.0	2.6	2.0	2.9	2.4	2.3	1.8	2.4	2.8
Information Media and Telecommunications employees ('000)	20.5	0.7	1.2	0.5	0.6	0.5	2.1	4.0	5.7	19.2	0.7	1.4	3.1
Financial and Insurance Services agreements	5	3	1	7	4	10	17	3	5	8	10	2	4
Financial and Insurance Services AAWI (%)	2.8	3.7	*	2.1	2.1	5.4	2.3	2.4	3.2	3.2	3.3	5.3	3.4
Financial and Insurance Services duration (yrs.)	2.6	2.1	2.5	3.0	2.7	1.1	2.7	2.4	2.3	2.5	2.0	2.6	2.9
Financial and Insurance Services employees ('000)	4.4	0.7	0.3	7.0	9.1	36.9	5.5	1.3	2.3	4.5	32.9	0.3	3.4
Rental, Hiring and Real Estate Services agreements	4	6	3	4	11	5	3	3	4	4	3	2	3
Rental, Hiring and Real Estate Services AAWI (%)	2.2	2.3	2.3	2.6	2.5	2.5	2.6	1.9	3.3	3.4	3.0	3.7	4.6
Rental, Hiring and Real Estate Services duration (yrs.)	3.6	3.2	2.7	3.5	3.5	3.2	3.5	3.4	3.4	3.7	3.1	2.9	1.5
Rental, Hiring and Real Estate Services employees ('000)	0.1	0.3	0.1	0.2	0.2	0.1	0.1	2.3	0.2	0.2	0.1	0.0	0.0
Professional, Scientific and Technical Services agreements	10	6	10	6	11	13	8	10	6	8	10	10	8
Professional, Scientific and Technical Services AAWI (%)	3.4	1.7	2.0	1.8	3.0	2.9	2.3	3.1	1.8	2.5	3.0	3.9	3.3
Professional, Scientific and Technical Services duration (yrs.)	2.9	1.0	2.7	2.5	3.2	2.5	2.7	2.6	2.7	2.2	2.6	3.2	3.1
Professional, Scientific and Technical Services employees ('000)	1.1	0.4	6.9	0.2	1.2	1.9	2.7	1.5	0.8	1.5	0.9	0.9	0.3
Administrative and Support Services agreements	13	12	11	9	22	20	21	16	14	23	13	4	9
Administrative and Support Services AAWI (%)	3.4	3.1	2.8	4.0	4.0	4.4	3.8	4.7	3.9	3.3	2.7	4.2	2.8
Administrative and Support Services duration (yrs.)	3.9	3.3	3.4	2.3	2.8	2.6	2.3	2.7	2.7	2.1	2.3	2.7	3.3
Administrative and Support Services employees ('000)	2.2	0.4	2.0	0.9	1.0	1.2	0.9	1.4	1.0	1.2	0.6	0.5	1.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
Public Administration and Safety agreements	20	19	30	26	32	38	49	48	26	33	39	22	22
Public Administration and Safety AAWI (%)	2.1	2.2	2.0	2.4	2.2	1.9	2.4	2.3	2.2	2.5	3.4	3.1	3.5
Public Administration and Safety duration (yrs.)	2.9	2.4	3.2	2.6	2.6	2.4	1.9	2.3	2.7	2.4	2.3	1.9	2.6
Public Administration and Safety employees ('000)	12.5	3.5	57.1	4.1	8.3	15.9	23.9	39.4	7.5	12.0	8.5	14.9	9.1
Education and Training agreements	33	25	46	38	27	20	40	66	33	40	69	44	37
Education and Training AAWI (%)	2.6	2.7	1.2	2.2	2.0	2.6	2.1	2.6	2.6	2.3	3.4	4.2	3.7
Education and Training duration (yrs.)	2.7	2.1	1.9	1.2	2.3	3.1	1.3	2.7	2.3	3.4	1.9	2.4	1.8
Education and Training employees ('000)	5.0	2.7	39.7	43.6	3.8	8.5	15.1	39.0	4.2	94.4	28.1	19.7	29.2
Health Care and Social Assistance agreements	62	46	72	49	42	43	78	67	66	58	90	65	87
Health Care and Social Assistance AAWI (%)	2.5	3.0	2.4	2.3	2.4	2.1	2.4	2.6	2.7	2.4	2.4	3.4	4.2
Health Care and Social Assistance duration (yrs.)	2.4	1.9	2.2	2.2	1.4	2.4	2.3	2.3	2.8	2.2	2.8	2.0	2.4
Health Care and Social Assistance employees ('000)	10.0	12.7	18.7	7.3	25.0	37.5	32.3	92.6	86.1	13.1	82.6	15.1	36.4
Arts and Recreation Services agreements	8	5	9	12	11	5	18	15	15	10	12	15	9
Arts and Recreation Services AAWI (%)	2.9	2.2	1.6	2.4	2.0	1.4	3.1	2.6	2.1	3.0	3.1	4.7	4.4
Arts and Recreation Services duration (yrs.)	2.4	2.3	1.9	1.5	0.9	2.0	2.8	2.8	2.6	1.6	2.3	0.7	1.9
Arts and Recreation Services employees ('000)	6.5	0.4	0.9	1.2	2.0	1.1	7.7	3.5	3.0	2.7	3.4	6.8	1.4
Other Services agreements	23	11	10	10	17	18	20	30	14	23	30	18	12
Other Services AAWI (%)	2.6	2.0	2.7	2.5	2.3	2.8	2.2	2.4	2.8	2.9	3.5	3.7	3.2
Other Services duration (yrs.)	2.8	3.3	2.6	2.0	2.8	2.7	2.7	2.8	3.0	3.1	2.7	1.8	3.1
Other Services employees ('000)	1.3	0.3	1.5	0.7	1.0	1.3	2.9	2.1	0.8	3.6	3.2	2.5	2.0
All sector agreements	761	716	847	880	1,065	1,271	1,146	1,009	943	1,088	1,126	841	938
All sectors AAWI (%)	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8
All sectors duration (yrs.)	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4
All sectors employees ('000)	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2

Source: Department of Employment and Workplace Relations, 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: 14 Agriculture, Forestry and Fishing agreements were approved in the June quarter 2023, covering 500 employees. Their AAWI was 3.7 per cent and their average duration was 1.8 years.

Table 8 - Agreements current on the last day of the quarter, by ANZSIC Division (June quarter 2020 – June quarter 2023)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
Agriculture, Forestry and Fishing agreements	175	174	166	163	165	151	153	150	144	135	140	111	111
Agriculture, Forestry and Fishing AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.5	2.6	2.7	2.7
Agriculture, Forestry and Fishing duration (yrs.)	3.3	3.4	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.2	3.1
Agriculture, Forestry and Fishing employees ('000)	15.8	15.0	12.5	12.1	12.7	13.3	13.6	13.4	12.8	11.2	11.5	10.5	10.2
Mining agreements	391	375	364	357	360	367	368	357	361	368	391	381	390
Mining AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.6	2.7
Mining duration (yrs.)	3.4	3.4	3.5	3.5	3.5	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.5
Mining employees ('000)	51.2	48.9	48.4	49.8	49.9	51.0	51.6	50.4	48.7	52.8	54.2	57.3	55.1
Manufacturing agreements	1,910	1,740	1,731	1,730	1,754	1,638	1,723	1,772	1,768	1,761	1,830	1,881	1,899
Manufacturing AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.5	2.5	2.6	2.8	2.9	3.0
Manufacturing duration (yrs.)	2.8	2.9	2.8	2.8	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9
Manufacturing employees ('000)	140.7	126.6	125.4	125.7	127.2	117.7	125.8	131.3	131.5	132.8	138.7	147.9	147.1
Non-Metal Manufacturing agreements	1,259	1,172	1,157	1,157	1,175	1,106	1,158	1,188	1,185	1,163	1,213	1,269	1,275
Non-Metal Manufacturing AAWI (%)	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.5	2.5	2.7	2.8	2.9
Non-Metal Manufacturing duration (yrs.)	2.8	2.9	2.8	2.9	2.9	3.0	3.0	2.9	2.9	3.0	2.9	2.9	2.9
Non-Metal Manufacturing employees ('000)	94.1	86.9	85.6	85.8	87.0	82.7	87.2	91.3	92.3	90.5	95.9	104.1	103.2
Metal Manufacturing agreements	651	568	574	573	579	532	565	584	583	598	617	612	624
Metal Manufacturing AAWI (%)	2.6	2.6	2.6	2.5	2.6	2.5	2.5	2.6	2.5	2.7	2.9	3.0	3.1
Metal Manufacturing duration (yrs.)	2.7	2.9	2.8	2.8	2.8	2.9	2.8	2.8	2.8	2.8	2.8	2.8	2.8
Metal Manufacturing employees ('000)	46.6	39.7	39.8	39.9	40.2	35.0	38.5	40.0	39.2	42.3	42.8	43.8	43.9
Electricity, Gas, Water and Waste Services agreements	392	363	367	355	359	336	346	335	351	324	346	355	353
Electricity, Gas, Water and Waste Services AAWI (%)	2.7	2.7	2.7	2.6	2.5	2.5	2.5	2.5	2.5	2.7	2.8	2.8	2.9
Electricity, Gas, Water and Waste Services duration (yrs.)	2.9	2.9	2.9	2.9	2.8	2.8	2.7	2.7	2.6	2.7	2.6	2.6	2.6
Electricity, Gas, Water and Waste Services Employees ('000)	54.8	50.8	58.7	43.6	45.8	40.3	48.1	51.3	54.1	49.8	54.9	56.1	59.0
Construction agreements	2,812	2,834	3,054	3,283	3,491	3,936	4,259	4,427	4,664	4,798	4,696	4,412	4,514
Construction AAWI (%)	3.3	3.3	3.4	3.4	3.5	3.6	3.6	3.6	3.7	3.7	3.6	3.6	3.6
Construction duration (yrs.)	3.2	3.2	3.2	3.1	3.0	3.0	2.9	2.9	2.9	2.9	2.9	2.9	2.9
Construction employees ('000)	75.7	74.9	81.5	92.0	96.9	102.4	110.7	113.5	116.5	116.7	115.5	108.2	109.8
Wholesale Trade agreements	329	293	276	253	243	219	217	209	196	176	183	171	174
Wholesale Trade AAWI (%)	2.6	2.6	2.6	2.6	2.5	2.5	2.5	2.6	2.6	2.7	2.9	3.0	3.1
Wholesale Trade duration (yrs.)	3.1	3.1	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.0	3.0	3.0
Wholesale Trade employees ('000)	22.2	20.9	19.2	18.3	17.7	16.6	16.6	17.2	16.4	15.6	15.1	14.8	14.7

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
Retail Trade agreements	168	154	152	153	151	133	138	132	122	112	122	117	118
Retail Trade AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.6	2.7	2.8	2.8
Retail Trade duration (yrs.)	3.5	3.6	3.6	3.6	3.6	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8
Retail Trade employees ('000)	266.0	258.9	259.4	261.3	259.9	251.4	251.8	244.8	225.5	225.3	223.2	92.2	86.8
Accommodation and Food Services agreements	162	136	122	112	101	102	104	105	102	102	96	97	99
Accommodation and Food Services AAWI (%)	2.7	2.7	2.7	2.7	2.3	2.3	2.8	2.8	2.7	2.9	2.9	3.6	3.7
Accommodation and Food Services duration (yrs.)	3.7	3.8	3.9	3.9	3.9	3.9	3.8	3.8	3.8	3.8	3.8	3.6	3.6
Accommodation and Food Services Employees ('000)	54.1	54.8	52.1	52.7	51.8	50.6	54.5	54.9	54.5	56.6	56.8	59.9	61.0
Transport, Postal and Warehousing agreements	1,149	1,046	1,053	1,051	1,073	975	1,015	1,034	1,037	1,024	1,126	1,161	1,206
Transport, Postal and Warehousing AAWI (%)	2.6	2.7	2.7	2.7	2.6	2.7	2.6	2.7	2.7	2.7	2.8	2.9	2.9
Transport, Postal and Warehousing duration (yrs.)	2.9	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.8	2.9	2.9	2.8	2.8
Transport, Postal and Warehousing employees ('000)	184.0	125.9	126.6	129.1	117.8	135.2	137.1	151.7	159.5	163.3	166.6	176.2	185.2
Information Media and Telecommunications agreements	72	57	56	53	51	43	48	51	49	48	52	52	53
Information Media and Telecommunications AAWI (%)	2.0	1.9	1.9	1.9	1.9	1.8	1.9	2.0	2.2	2.4	2.5	2.5	2.5
Information Media and Telecommunications duration (yrs.)	1.8	1.8	1.8	1.8	1.8	1.8	2.6	2.7	2.5	2.4	2.4	2.4	2.4
Information Media and Telecommunications employees ('000)	34.0	33.0	33.5	33.2	33.0	32.5	13.6	15.4	15.2	32.5	33.2	33.6	35.2
Financial and Insurance Services agreements	96	78	70	74	72	65	75	72	72	68	70	69	68
Financial and Insurance Services AAWI (%)	2.7	2.6	2.6	2.5	2.5	2.8	2.7	2.7	2.7	2.7	2.8	2.8	2.8
Financial and Insurance Services duration (yrs.)	2.8	2.9	2.8	2.8	2.8	2.2	2.2	1.9	1.9	2.7	2.7	2.4	2.4
Financial and Insurance Services employees ('000)	54.3	51.0	47.7	54.4	62.6	95.9	98.7	69.3	71.5	37.5	36.0	68.1	67.3
Rental, Hiring and Real Estate Services agreements	72	63	62	56	63	60	60	60	57	55	55	55	57
Rental, Hiring and Real Estate Services AAWI (%)	2.4	2.4	2.4	2.4	2.4	2.8	2.8	2.3	2.3	2.1	2.1	2.1	2.1
Rental, Hiring and Real Estate Services duration (yrs.)	3.5	3.6	3.6	3.6	3.6	3.3	3.3	3.4	3.4	3.4	3.4	3.4	3.4
Rental, Hiring and Real Estate Services employees ('000)	3.6	3.1	3.1	3.0	3.1	1.9	1.8	3.9	3.9	3.9	3.9	3.8	3.8
Professional, Scientific and Technical Services agreements	218	188	177	155	140	127	126	119	117	107	111	107	112
Professional, Scientific and Technical Services AAWI (%)	2.4	2.4	2.4	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.4
Professional, Scientific and Technical Services duration (yrs.)	2.9	3.0	2.9	3.0	2.9	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0
Professional, Scientific and Technical Services employees ('000)	27.2	25.1	21.4	18.8	17.7	17.6	17.5	17.7	17.5	17.8	18.0	17.6	18.0
Administrative and Support Services agreements	246	224	214	208	210	207	215	217	220	224	219	193	186
Administrative and Support Services AAWI (%)	2.6	2.6	2.6	2.6	2.7	2.7	2.8	2.9	2.9	2.9	3.0	3.0	3.0
Administrative and Support Services duration (yrs.)	3.1	3.2	3.4	3.4	3.4	3.5	3.4	3.4	3.4	3.4	3.4	3.4	3.4
Administrative and Support Services employees ('000)	29.1	28.5	25.1	22.5	21.9	20.8	21.0	21.2	21.7	21.8	20.2	18.7	19.2
Public Administration and Safety agreements	472	397	392	394	393	372	379	389	398	358	365	365	368
Public Administration and Safety AAWI (%)	2.2	2.2	2.2	2.2	2.2	2.2	2.1	2.2	2.2	2.2	2.2	2.2	2.3
Public Administration and Safety duration (yrs.)	2.9	3.0	3.0	3.0	3.0	3.0	3.0	2.8	2.8	2.9	3.1	3.0	3.0
Public Administration and Safety employees ('000)	280.5	219.9	238.2	238.4	236.9	213.4	207.7	209.9	224.1	210.4	181.9	185.9	186.6

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
Education and Training agreements	604	582	609	488	496	454	466	402	416	414	463	445	472
Education and Training AAWI (%)	2.6	2.6	2.5	2.6	2.5	2.6	2.6	2.6	2.6	2.5	2.5	2.7	2.8
Education and Training duration (yrs.)	3.0	3.0	2.9	2.8	2.5	2.4	2.3	2.7	2.6	3.1	2.9	2.9	2.8
Education and Training employees ('000)	409.8	401.7	436.8	435.0	323.9	220.5	208.2	166.8	166.7	208.7	226.6	239.3	266.7
Health Care and Social Assistance agreements	1,082	799	813	811	757	637	652	643	672	591	638	644	698
Health Care and Social Assistance AAWI (%)	2.9	3.0	2.9	2.9	2.8	2.9	2.8	2.6	2.6	2.5	2.5	2.5	2.6
Health Care and Social Assistance duration (yrs.)	2.8	2.9	2.7	2.7	2.6	2.9	2.8	2.6	2.6	2.6	2.7	2.6	2.6
Health Care and Social Assistance employees ('000)	390.6	301.5	258.0	249.0	250.1	224.9	226.2	275.6	357.1	324.0	389.9	388.2	402.8
Arts and Recreation Services agreements	112	89	95	97	104	94	105	103	111	104	112	108	115
Arts and Recreation Services AAWI (%)	2.8	2.8	2.8	2.8	2.7	2.7	2.8	2.8	2.7	2.7	2.8	3.3	3.3
Arts and Recreation Services duration (yrs.)	2.8	2.8	2.8	2.7	2.6	2.7	2.7	2.8	2.8	2.8	2.7	2.3	2.3
Arts and Recreation Services employees ('000)	34.7	29.5	30.2	29.1	30.0	25.9	30.7	31.9	32.5	25.8	24.9	29.7	30.9
Other Services agreements	254	232	223	211	211	202	203	202	200	195	213	219	212
Other Services AAWI (%)	2.5	2.6	2.6	2.6	2.6	2.6	2.5	2.5	2.4	2.5	2.6	2.8	2.8
Other Services duration (yrs.)	2.6	2.7	2.7	2.7	2.7	2.9	2.9	3.0	3.0	3.1	3.1	2.9	2.9
Other Services employees ('000)	28.1	24.7	23.2	24.0	24.1	15.8	17.5	17.8	15.3	17.5	20.1	21.6	22.3
All sector agreements	10,716	9,824	9,996	10,004	10,194	10,118	10,652	10,779	11,057	10,964	11,228	10,943	11,205
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8
All sectors duration (yrs.)	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9
All sectors employees ('000)	2,156.4	1,894.6	1,901.0	1,892.1	1,783.0	1,647.6	1,652.6	1,657.9	1,745.0	1,724.0	1,791.3	1,729.7	1,781.8

Source: Department of Employment and Workplace Relations, 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: 111 Agriculture, Forestry and Fishing agreements were current as at 30 June 2023, covering 10,200 employees. Their AAWI was 2.7 per cent and their average duration was 3.1 years.

Table 9 - Agreements, by ANZSIC Division, expiring by quarter (June quarter 2023 – June quarter 2026)

FOR ALL CURRENT AGREEMENTS	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Agriculture, Forestry and Fishing agreements	23	5	8	7	8	13	11	1	13	7	3	1	4
Agriculture, Forestry and Fishing AAWI (%)	2.5	2.1	3.1	2.2	2.4	3.0	2.8	*	3.7	3.2	3.4	1.5	3.0
Agriculture, Forestry and Fishing employees ('000)	2.8	0.9	0.3	0.7	1.8	0.7	0.5	0.0	1.4	0.5	0.2	0.0	0.5
Mining agreements	31	28	25	34	28	23	17	18	36	34	31	16	22
Mining AAWI (%)	2.6	1.9	2.3	2.1	2.5	1.8	2.7	2.4	2.8	2.7	2.7	3.5	2.9
Mining employees ('000)	5.5	3.2	3.3	3.5	3.2	2.3	3.5	3.3	5.5	3.6	3.8	4.3	4.3
Manufacturing agreements	262	150	122	114	222	132	147	109	183	136	81	62	50
Manufacturing AAWI (%)	2.7	2.6	2.3	2.5	2.6	3.0	2.9	2.9	3.4	3.2	3.2	3.5	3.4
Manufacturing employees ('000)	16.6	10.4	9.4	9.5	16.4	9.4	13.5	6.1	15.0	13.0	6.2	4.7	4.8
Non-Metal Manufacturing agreements	157	113	83	76	149	84	106	76	125	84	56	41	41
Non-Metal Manufacturing AAWI (%)	2.6	2.7	2.4	2.5	2.6	3.1	2.9	2.7	3.4	3.2	3.1	3.3	3.3
Non-Metal Manufacturing employees ('000)	10.0	7.9	6.7	7.6	10.5	6.7	9.5	4.5	9.4	8.9	4.7	3.5	3.8
Metal Manufacturing agreements	105	37	39	38	73	48	41	33	58	52	25	21	9
Metal Manufacturing AAWI (%)	2.7	2.6	2.1	2.4	2.8	2.8	3.0	3.4	3.4	3.1	3.4	3.8	3.7
Metal Manufacturing employees ('000)	6.6	2.4	2.7	2.0	5.8	2.8	4.0	1.6	5.6	4.2	1.5	1.1	1.0
Electricity, Gas, Water & Waste Services agreements	46	28	23	26	49	28	25	16	28	27	20	13	11
Electricity, Gas, Water & Waste Services AAWI (%)	2.1	2.5	3.5	3.0	2.9	3.0	2.8	2.5	2.9	3.0	3.4	3.2	3.3
Electricity, Gas, Water & Waste Services Employees ('000)	8.1	5.5	6.9	10.2	9.6	4.8	2.5	1.2	2.0	2.9	1.3	0.5	0.3
Construction agreements	1,462	355	711	277	150	141	160	304	184	134	188	81	82
Construction AAWI (%)	4.1	3.5	4.2	3.7	2.8	3.0	2.7	2.9	3.2	2.9	3.5	3.1	3.1
Construction employees ('000)	31.5	8.8	15.6	6.6	4.2	4.0	4.9	8.8	6.6	3.5	4.4	2.2	2.3
Wholesale Trade agreements	21	14	11	16	20	18	10	11	15	12	8	2	3
Wholesale Trade AAWI (%)	2.8	3.1	2.7	2.6	2.5	2.5	3.2	2.5	3.8	3.7	3.2	3.6	2.5
Wholesale Trade employees ('000)	1.5	4.0	0.5	0.7	1.9	1.3	1.3	0.4	0.9	1.2	0.3	0.1	0.2
Retail Trade agreements	12	11	6	10	17	11	7	6	9	7	9	6	2
Retail Trade AAWI (%)	2.6	2.3	2.3	2.2	2.8	2.3	2.4	2.1	4.1	3.3	2.4	2.8	3.8
Retail Trade employees ('000)	11.1	1.8	26.2	13.9	7.5	3.3	3.5	7.1	5.1	1.8	0.7	4.0	1.4
Accommodation and Food Services agreements	11	9	7	7	8	10	8	5	3	8	3	7	2
Accommodation and Food Services AAWI (%)	3.5	4.7	1.9	1.9	2.7	2.1	2.6	2.3	2.8	3.5	2.3	3.1	3.2
Accommodation and Food Services Employees ('000)	2.9	3.9	0.4	0.6	37.8	3.7	1.9	1.5	0.8	0.8	1.5	0.9	0.0

FOR ALL CURRENT AGREEMENTS	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Transport, Postal and Warehousing agreements	169	67	80	56	146	92	79	57	107	60	80	37	56
Transport, Postal and Warehousing AAWI (%)	2.9	2.7	2.2	3.1	2.8	3.0	2.7	2.5	3.1	3.0	2.9	2.5	3.0
Transport, Postal and Warehousing employees ('000)	31.6	6.2	9.0	5.0	29.0	36.1	10.4	4.4	7.8	5.0	9.9	5.5	8.1
Information Media & Telecommunications agreements	5	1	1	4	9	6	4	4	3	7	2	2	1
Information Media & Telecommunications AAWI (%)	1.9	4.3	1.3	2.1	2.7	2.4	2.7	2.9	2.9	2.6	2.6	*	2.0
Information Media & Telecommunications employees ('000)	1.1	0.0	0.0	1.0	2.1	22.0	0.1	3.0	0.8	1.6	0.3	1.1	0.2
Financial and Insurance Services agreements	10	3	6	3	11	8	6	6	6	2	5	0	2
Financial and Insurance Services AAWI (%)	2.9	1.6	2.4	2.2	3.1	3.3	2.4	2.3	3.2	3.0	3.3	*	4.1
Financial and Insurance Services employees ('000)	2.6	1.2	9.6	6.9	4.0	3.1	34.2	1.1	2.5	0.3	2.1	0.0	0.2
Rental, Hiring and Real Estate Services agreements	3	7	2	4	7	4	1	3	6	4	5	3	2
Rental, Hiring and Real Estate Services AAWI (%)	2.3	2.4	*	2.9	2.3	2.9	2.6	2.5	1.5	4.5	3.1	1.7	4.0
Rental, Hiring and Real Estate Services ('000)	0.1	0.3	0.0	0.1	0.9	0.1	0.0	0.2	0.1	0.1	0.1	1.5	0.1
Professional, Scientific & Technical Services agreements	6	7	14	13	17	7	4	3	12	6	6	6	4
Professional, Scientific & Technical Services AAWI (%)	2.8	3.3	2.0	2.5	2.3	2.6	2.5	3.2	2.9	3.1	2.3	4.2	1.6
Professional, Scientific & Technical Services employees ('000)	0.2	1.0	6.1	1.0	2.0	3.3	0.3	0.7	1.3	0.7	0.4	0.2	0.2
Administrative and Support Services agreements	42	9	34	18	16	13	5	11	10	8	14	3	3
Administrative and Support Services AAWI (%)	2.6	2.8	4.4	3.3	2.8	2.6	2.9	3.0	3.2	2.3	2.8	4.7	3.2
Administrative and Support Services employees ('000)	5.0	0.4	2.0	2.4	3.8	0.9	0.5	1.2	0.6	0.4	0.8	0.4	0.2
Public Administration and Safety agreements	56	23	26	20	61	29	18	18	65	16	18	6	4
Public Administration and Safety AAWI (%)	2.1	2.1	2.3	2.0	2.3	2.2	2.7	2.5	2.4	1.9	2.3	2.0	2.2
Public Administration and Safety employees ('000)	15.4	3.1	22.6	54.5	20.3	14.6	8.6	2.7	23.8	17.9	1.9	0.3	0.7
Education and Training agreements	37	17	90	19	43	10	59	34	29	10	61	18	10
Education and Training AAWI (%)	2.3	2.6	2.6	2.0	2.4	4.5	2.8	3.1	3.9	4.4	2.3	2.7	2.7
Education and Training employees ('000)	36.2	5.6	14.5	2.0	2.7	16.3	8.9	34.1	8.5	5.9	98.5	3.0	0.9
Health Care and Social Assistance agreements	94	43	55	35	134	44	28	27	57	29	25	24	20
Health Care and Social Assistance AAWI (%)	2.9	2.4	2.6	2.4	2.6	3.1	3.1	2.6	2.7	2.8	2.2	2.0	1.9
Health Care and Social Assistance employees ('000)	27.1	8.8	31.5	16.3	114.6	9.3	16.2	9.7	73.9	6.3	16.5	32.4	13.6
Arts and Recreation Services agreements	10	9	16	13	14	9	7	3	12	5	8	0	2
Arts and Recreation Services AAWI (%)	4.4	2.7	2.7	3.5	2.5	3.2	2.3	2.8	3.4	2.2	2.2	*	*
Arts and Recreation Services employees ('000)	6.8	1.0	2.0	5.2	1.9	1.8	0.9	2.1	2.4	2.7	2.5	0.0	0.3

FOR ALL CURRENT AGREEMENTS	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Other Services agreements	32	12	17	12	20	16	16	8	27	16	17	11	5
Other Services AAWI (%)	2.6	2.5	2.6	3.4	3.1	2.2	3.0	2.2	3.2	3.0	2.9	2.8	3.0
Other Services employees ('000)	2.2	1.1	1.3	0.9	3.2	2.8	1.1	0.5	2.9	1.9	0.6	1.6	0.4
All sector agreements	2,332	798	1,254	688	980	614	612	644	805	528	584	298	285
All sectors AAWI (%)	3.0	2.9	2.7	2.4	2.6	2.8	2.8	2.9	3.0	3.1	2.4	2.4	2.5
All sectors employees ('000)	208.5	67.3	161.3	140.9	266.9	139.9	112.8	88.1	161.9	70.2	151.9	62.5	38.4

Source: Department of Employment and Workplace Relations, 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: 4 Agriculture, Forestry and Fishing agreements, covering 500 employees, have an expiry date in the June quarter 2026. Their AAWI is 3.0 per cent.

Table 10 - Agreements approved in the quarter, by state (June quarter 2020 – June quarter 2023)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
ACT agreements	10	14	23	9	10	6	18	17	15	11	15	12	12
ACT AAWI (%)	2.8	2.5	2.8	3.0	3.0	3.5	2.7	2.7	3.7	4.4	2.6	3.7	3.8
ACT duration (yrs.)	2.5	2.5	2.0	1.0	3.0	2.0	1.0	1.0	1.8	1.8	1.9	2.2	2.7
ACT employees ('000)	1.2	1.4	1.7	1.5	1.2	0.5	13.5	14.2	0.3	0.1	0.8	0.8	1.9
NSW agreements	196	173	190	157	179	177	205	166	173	219	206	155	172
NSW AAWI (%)	3.3	3.2	1.6	2.3	2.5	2.3	2.5	2.7	3.0	3.2	3.7	3.8	3.7
NSW duration (yrs.)	2.5	1.9	1.4	2.5	2.6	2.7	1.8	2.7	2.6	3.0	2.3	2.6	2.0
NSW employees ('000)	14.0	13.3	22.7	9.8	10.2	11.6	41.6	26.5	13.4	16.6	27.9	11.5	30.7
NT agreements	5	6	8	4	8	10	12	12	11	11	10	7	8
NT AAWI (%)	2.9	1.4	2.5	1.8	1.8	2.1	1.8	2.2	2.7	2.6	2.5	3.1	3.1
NT duration (yrs.)	3.0	3.9	3.5	3.6	3.6	2.6	3.5	3.0	2.6	3.0	3.1	1.8	2.6
NT employees ('000)	0.4	0.1	0.6	0.1	0.7	0.7	0.6	1.7	1.3	1.0	1.0	4.7	0.8
Qld agreements	106	116	149	118	131	144	151	137	134	137	155	127	147
Qld AAWI (%)	2.8	2.3	2.7	2.5	2.6	2.5	3.0	2.8	2.9	3.4	3.5	4.0	4.4
Qld duration (yrs.)	2.8	2.4	2.6	2.7	2.7	2.9	2.5	2.4	2.5	2.8	2.5	2.8	2.4
Qld employees ('000)	8.2	11.1	37.0	13.9	8.1	16.2	10.4	13.1	9.7	9.4	20.0	17.0	22.7
SA agreements	35	24	34	52	55	49	72	58	63	51	70	45	44
SA AAWI (%)	2.4	2.3	1.9	2.9	2.6	2.9	2.4	2.8	2.7	3.4	3.4	3.4	4.6
SA duration (yrs.)	2.8	2.7	2.5	2.3	2.0	2.6	2.8	2.4	2.2	2.8	1.8	2.7	2.8
SA employees ('000)	3.9	1.5	3.3	2.8	5.9	2.2	4.6	5.6	6.1	5.6	17.7	3.0	3.1
Tas agreements	19	19	22	20	25	27	28	31	24	30	32	26	32
Tas AAWI (%)	3.6	3.1	3.7	2.4	2.7	3.0	2.7	2.4	2.9	3.3	3.6	4.0	3.7
Tas duration (yrs.)	3.1	2.6	2.1	2.3	2.4	2.6	2.4	2.7	3.0	2.8	2.3	2.4	1.8
Tas employees ('000)	2.3	1.3	2.4	1.5	2.9	1.8	2.9	3.8	1.5	3.0	3.4	1.2	3.8
Vic agreements	207	190	232	325	411	574	394	354	335	378	399	268	285
Vic AAWI (%)	3.1	2.5	2.2	3.1	2.6	2.8	2.7	2.6	2.8	2.4	2.4	3.5	3.5
Vic duration (yrs.)	2.5	2.5	3.1	2.3	1.8	2.7	2.7	2.3	2.8	3.2	2.8	2.0	2.3
Vic employees ('000)	23.1	14.5	75.0	17.8	37.8	32.4	41.0	103.8	92.3	123.2	83.0	34.2	26.1
WA agreements	43	53	56	68	64	74	85	77	74	92	91	81	82
WA AAWI (%)	2.2	2.1	1.8	2.2	1.5	1.9	2.1	2.1	2.3	2.8	3.3	4.0	3.8
WA duration (yrs.)	2.5	3.0	2.1	2.6	2.2	2.0	2.7	2.7	2.3	2.7	2.5	1.8	2.7
WA employees ('000)	3.6	3.5	8.0	6.0	11.3	9.0	7.3	7.8	7.8	15.1	6.4	13.0	10.5
Multi-state agreements	139	121	133	127	181	210	179	156	114	159	148	120	156
Multi-state AAWI (%)	2.4	2.4	2.4	2.3	2.5	2.9	2.3	2.6	2.8	2.7	3.7	3.7	3.7
Multi-state duration (yrs.)	3.1	3.0	3.0	1.9	2.7	2.1	2.7	2.7	2.6	2.5	2.4	2.4	2.9
Multi-state employees ('000)	85.7	14.0	24.1	62.8	21.9	106.1	28.1	70.6	22.3	39.6	62.0	49.0	36.5

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
Other agreements	1	0	0	0	1	0	2	1	0	0	0	0	0
Other AAWI (%)	2.5	*	*	*	2.0	*	1.9	2.0	*	*	*	*	*
Other duration (yrs.)	3.0	0.0	0.0	0.0	2.8	0.0	2.1	2.5	0.0	0.0	0.0	0.0	0.0
Other employees ('000)	0.2	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
All States agreements	761	716	847	880	1,065	1,271	1,146	1,009	943	1,088	1,126	841	937
All states AAWI (%)	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8
All states duration (yrs.)	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4
All states employees ('000)	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.1

Source: Department of Employment and Workplace Relations, 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: 12 agreements approved in the June quarter 2023 operate solely in the ACT covering 1,900 employees. Their AAWI is 3.8 per cent and their average duration is 2.7 years.

Table 11 - Agreements current on the last day of the quarter, by state (June quarter 2020 – June quarter 2023)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
ACT agreements	148	131	148	146	143	127	118	122	129	125	109	115	119
ACT AAWI (%)	2.6	2.6	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.7	2.9	3.2
ACT duration (yrs.)	2.7	2.7	2.7	2.6	2.6	2.6	2.0	1.6	1.6	1.5	2.0	2.6	1.9
ACT employees ('000)	34.5	32.3	33.5	32.8	33.7	33.3	28.7	41.3	39.1	37.8	12.5	7.6	9.7
NSW agreements	2,167	1,947	2,005	1,982	2,039	1,972	2,063	2,036	2,047	2,050	2,136	2,027	2,066
NSW AAWI (%)	2.6	2.7	2.6	2.7	2.7	2.7	2.6	2.6	2.6	2.8	3.0	3.0	3.1
NSW duration (yrs.)	2.7	2.8	2.8	2.8	2.8	2.8	2.6	2.6	2.6	2.8	2.5	2.4	2.0
NSW employees ('000)	290.4	241.6	243.8	216.0	207.9	168.0	192.5	189.0	190.4	162.0	182.7	178.4	196.6
NT agreements	149	132	131	126	125	117	116	118	116	109	113	112	114
NT AAWI (%)	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.3	2.3	2.6	2.6
NT duration (yrs.)	3.2	3.2	3.2	3.3	3.3	3.4	3.2	3.2	3.2	3.1	2.9	1.9	1.8
NT employees ('000)	31.2	29.7	29.6	27.5	28.0	15.5	10.6	11.9	12.6	8.4	8.9	13.4	14.0
Qld agreements	1,613	1,556	1,581	1,534	1,556	1,519	1,590	1,575	1,625	1,610	1,420	1,405	1,453
Qld AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.6	2.6	2.6	2.7	2.7	2.9	3.1
Qld duration (yrs.)	2.8	2.8	2.7	2.7	2.7	2.9	2.9	2.9	2.9	2.9	2.7	2.3	2.1
Qld employees ('000)	180.2	173.7	200.5	204.8	202.0	161.6	163.5	159.9	161.2	153.4	159.8	161.2	175.1
SA agreements	693	610	590	590	603	539	562	569	588	535	572	567	572
SA AAWI (%)	2.7	2.6	2.6	2.5	2.5	2.5	2.6	2.6	2.6	2.5	2.7	2.8	2.9
SA duration (yrs.)	3.0	3.0	3.0	3.0	2.9	2.8	2.9	2.8	2.8	2.8	2.0	1.9	1.7
SA employees ('000)	70.3	55.2	53.6	49.6	51.6	39.1	38.9	41.4	45.2	44.2	58.8	58.4	58.2
Tas agreements	331	291	295	291	295	254	269	267	285	259	279	281	293
Tas AAWI (%)	3.1	3.2	3.2	3.2	3.1	3.1	3.0	2.9	2.9	2.9	3.0	3.0	3.1
Tas duration (yrs.)	2.7	2.7	2.6	2.6	2.6	2.8	2.7	2.7	2.8	2.9	2.6	2.5	2.1
Tas employees ('000)	28.3	24.8	25.7	25.5	27.2	21.3	22.4	23.4	25.0	23.0	25.7	23.6	26.5
Vic agreements	2,693	2,429	2,509	2,628	2,643	2,843	3,094	3,231	3,405	3,452	3,692	3,778	3,924
Vic AAWI (%)	3.0	3.0	2.8	2.8	2.7	2.8	2.8	2.6	2.6	2.6	2.5	2.5	2.6
Vic duration (yrs.)	3.0	3.0	2.9	2.9	2.9	3.0	3.0	2.8	2.8	3.0	2.6	2.5	2.4
Vic employees ('000)	561.0	514.1	531.2	527.3	422.9	381.2	373.8	431.7	516.3	580.7	642.7	658.3	672.1
WA agreements	1,036	961	958	928	932	879	910	907	913	886	936	930	929
WA AAWI (%)	1.9	1.9	1.9	1.9	1.9	1.9	2.0	2.0	2.0	2.1	2.2	2.5	2.6
WA duration (yrs.)	2.8	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.4	2.1
WA employees ('000)	121.4	109.8	109.4	109.4	109.7	83.4	86.8	90.7	90.6	88.0	83.1	89.7	95.6

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
Multi-state agreements	1,882	1,764	1,776	1,776	1,855	1,865	1,925	1,948	1,943	1,932	1,965	1,722	1,731
Multi-state AAWI (%)	2.3	2.4	2.5	2.4	2.4	2.5	2.5	2.6	2.6	2.6	2.7	2.8	2.9
Multi-state duration (yrs.)	3.1	3.2	3.2	3.1	3.1	2.9	3.0	3.1	3.1	3.3	3.2	2.6	2.4
Multi-state employees ('000)	838.7	713.1	673.5	698.9	699.8	744.0	735.0	668.2	664.3	626.0	616.7	538.7	533.8
Other agreements	4	3	3	3	3	3	5	6	6	6	6	6	4
Other AAWI (%)	2.1	2.4	2.4	2.4	2.4	2.4	2.3	2.2	2.2	2.2	2.2	2.2	2.0
Other duration (yrs.)	2.7	3.1	3.1	3.1	3.0	3.0	2.8	2.8	2.8	2.8	2.8	2.8	2.5
Other employees ('000)	0.3	0.2	0.2	0.2	0.3	0.3	0.4	0.4	0.4	0.4	0.4	0.4	0.2
All sector agreements	10,716	9,824	9,996	10,004	10,194	10,118	10,652	10,779	11,057	10,964	11,228	10,943	11,205
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8
All sectors duration (yrs.)	3.0	3.0	3.0	2.9	2.9	2.9	2.9	2.9	2.9	3.0	2.8	2.5	2.3
All sectors employees ('000)	2,156.4	1,894.6	1,901.0	1,892.1	1,783.0	1,647.6	1,652.6	1,657.9	1,745.0	1,724.0	1,791.3	1,729.7	1,781.8

Source: Department of Employment and Workplace Relations, 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: 119 agreements current as at 30 June 2023 operate solely in the ACT, covering 9,700 employees. Their AAWI is 3.2 per cent and their average duration is 1.9 years.

Table 12a - Agreements approved in the quarter – non-quantifiable wage increases, by reason (September quarter 2022 – June quarter 2023)

Linked to minimum wage

Agreement Type	Sep-22	Dec-22	Mar-23	Jun-23
Single-enterprise non-Greenfields agreements	51	52	35	44
Single-enterprise non-Greenfields employees ('000)	6.6	9.9	12.1	10.4
Single-enterprise Greenfields agreements	3	2	1	3
Single-enterprise Greenfields employees ('000)	0.2	0.2	0.1	0.3
Multi-enterprise non-Greenfields agreements	3	0	0	2
Multi-enterprise non-Greenfields employees ('000)	1.0	0.0	0.0	0.2
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	57	54	36	49
Sub-total employees ('000)	7.8	10.1	12.2	10.8

Linked to CPI

Agreement Type	Sep-22	Dec-22	Mar-23	Jun-23
Single-enterprise non-Greenfields agreements	22	30	13	11
Single-enterprise non-Greenfields employees ('000)	1.5	1.9	2.0	1.7
Single-enterprise Greenfields agreements	0	0	0	0
Single-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	0	0	1	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.7	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	22	30	14	11
Sub-total employees ('000)	1.5	1.9	2.7	1.7

Inconsistent increase

Agreement Type	Sep-22	Dec-22	Mar-23	Jun-23
Single-enterprise non-Greenfields agreements	55	66	31	53
Single-enterprise non-Greenfields employees ('000)	6.4	39.1	8.5	14.8
Single-enterprise Greenfields agreements	4	8	1	0
Single-enterprise Greenfields employees ('000)	0.1	0.2	0.2	0.0
Multi-enterprise non-Greenfields agreements	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	59	74	32	53
Sub-total employees ('000)	6.5	39.2	8.7	14.8

Performance linked

Agreement Type	Sep-22	Dec-22	Mar-23	Jun-23
Single-enterprise non-Greenfields agreements	4	2	2	5
Single-enterprise non-Greenfields employees ('000)	0.3	0.2	0.1	0.6
Single-enterprise Greenfields agreements	0	1	0	0
Single-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	4	3	2	5
Sub-total employees ('000)	0.3	0.2	0.1	0.6

Other reason

Agreement Type	Sep-22	Dec-22	Mar-23	Jun-23
Single-enterprise non-Greenfields agreements	65	57	36	57
Single-enterprise non-Greenfields employees ('000)	5.0	14.3	5.3	6.0
Single-enterprise Greenfields agreements	2	1	1	1
Single-enterprise Greenfields employees ('000)	0.0	0.1	0.0	0.1
Multi-enterprise non-Greenfields agreements	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	67	58	37	58
Sub-total employees ('000)	5.0	14.4	5.3	6.1

Totals

Agreement Type	Sep-22	Dec-22	Mar-23	Jun-23
Total non-quantifiable agreements	209	219	121	176
Total employees covered by non-quantifiable agreements ('000)	21.1	65.9	28.9	34.0

Source: Department of Employment and Workplace Relations, 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 June quarter 2023 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 10,400 employees.

Table 12b - Agreements approved in the quarter – quantifiable wage increases (September quarter 2022 – June quarter 2023)

Quantifiable agreements

Agreement Type	Sep-22	Dec-22	Mar-23	Jun-23
Single-enterprise non-Greenfields agreements	819	854	664	697
Single-enterprise non-Greenfields employees ('000)	188.7	151.1	103.5	99.7
Single-enterprise Greenfields agreements	56	49	56	63
Single-enterprise Greenfields employees ('000)	1.3	2.4	2.1	2.2
Multi-enterprise non-Greenfields agreements	4	3	0	1
Multi-enterprise non-Greenfields employees ('000)	2.7	2.6	0.0	0.2
Multi-enterprise Greenfields agreements	0	1	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Total quantifiable agreements	879	907	720	762
Total employees covered by quantifiable agreements ('000)	192.6	156.2	105.5	102.2

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

How to read: 697 single enterprise non-Greenfields agreements approved in the June quarter 2023 had quantifiable AAWIs. These agreements cover 99,700 employees.

Table 13 - Agreements approved in the quarter, by union coverage (June quarter 2020 – June quarter 2023)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
Agreements (union covered)	598	562	645	718	869	1,055	927	847	742	870	910	673	707
AAWI (%) (union covered)	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8
Duration (yrs.) (union covered)	2.9	2.4	2.6	2.1	2.1	2.3	2.2	2.4	2.7	3.0	2.5	2.2	2.3
Employees ('000) (union covered)	135.9	56.2	169.5	110.5	91.3	172.6	142.3	239.6	146.9	205.7	214.6	126.2	120.8
Agreements (no union covered)	163	154	202	162	196	216	219	162	201	218	216	168	231
AAWI (%) (no union covered)	2.6	2.6	2.3	2.1	2.4	2.2	2.4	2.4	2.8	3.1	2.9	3.4	3.4
Duration (yrs.) (no union covered)	3.7	3.2	3.4	3.2	3.6	3.2	3.4	3.6	3.0	3.3	3.1	3.4	3.7
Employees ('000) (no union covered)	6.7	4.4	5.2	5.6	8.8	7.9	7.7	7.4	7.9	8.0	7.5	8.2	15.4
All agreements	761	716	847	880	1,065	1,271	1,146	1,009	943	1,088	1,126	841	938
All AAWI (%)	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8
All duration (yrs.)	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4
All employees ('000)	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2

Source: Department of Employment and Workplace Relations, 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: 707 agreements approved in the June quarter 2023 covering 120,800 employees formally covered a union. Their AAWI was 3.8 per cent and their average duration was 2.3 years.

Table 14 – Agreements current on the last day of the quarter, by union coverage (June quarter 2020 – June quarter 2023)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23
Agreements (union covered)	7,114	6,436	6,662	6,772	7,016	7,041	7,562	7,768	8,093	8,046	8,277	8,078	8,411
AAWI (%) (union covered)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8
Duration (yrs.) (union covered)	3.0	3.0	3.0	3.0	2.9	2.9	2.9	2.9	2.9	3.0	3.0	2.9	2.8
Employees ('000) (union covered)	2,041.4	1,783.5	1,790.6	1,783.5	1,673.0	1,542.5	1,545.9	1,552.5	1,641.0	1,621.8	1,686.9	1,627.5	1,679.4
Agreements (no union covered)	3,602	3,388	3,334	3,232	3,178	3,077	3,090	3,011	2,964	2,918	2,951	2,865	2,794
AAWI (%) (no union covered)	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.5	2.5	2.6	2.7
Duration (yrs.) (no union covered)	3.5	3.5	3.5	3.5	3.5	3.6	3.5	3.6	3.6	3.6	3.6	3.6	3.5
Employees ('000) (no union covered)	114.9	111.0	110.4	108.6	110.0	105.2	106.7	105.5	103.9	102.1	104.4	102.2	102.5
All agreements	10,716	9,824	9,996	10,004	10,194	10,118	10,652	10,779	11,057	10,964	11,228	10,943	11,205
Overall AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8
Overall duration (yrs.)	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9
All employees ('000)	2,156.4	1,894.6	1,901.0	1,892.1	1,783.0	1,647.6	1,652.6	1,657.9	1,745.0	1,724.0	1,791.3	1,729.7	1,781.8

Source: Department of Employment and Workplace Relations, 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: 8,411 agreements current as at 30 June 2023 covering 1,679,400 employees formally covered a union. Their AAWI was 2.8 per cent and their average duration was 2.8 years.

Table 15 – Agreements approved in the June quarter 2023, covering 2,000 employees or more

Agreement ID	Title	Employees	AAWI	ANZSIC	States	Sector
AE519835	TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2023	8,262	2.5	Education and Training	NSW	Public
AE520050	UNIVERSITY OF TECHNOLOGY SYDNEY STAFF AGREEMENT 2021	5,136	4.9	Education and Training	NSW	Public
AE520600	Home Instead Single Interest Enterprise Agreement 2023	5,078	*	Health Care and Social Assistance	NSW, Qld, SA, Tas, Vic, WA	Private
AE519664	Queensland University of Technology Enterprise Agreement (Professional Staff) 2022 – 2025	3,486	4.6	Education and Training	Qld	Public
AE519958	AUSTRALIAN SERVICES UNION (QANTAS AIRWAYS LIMITED) AGREEMENT 12	3,275	3.0	Transport, Postal and Warehousing	Aus, TER	Private
AE520571	BOQ ENTERPRISE AGREEMENT 2022	3,093	0.0	Financial and Insurance Services	ACT, NSW, Qld, SA, Tas, Vic, WA	Private
AE519942	Griffith University Professional and Support Staff Enterprise Agreement 2023 – 2024	3,041	4.3	Education and Training	Qld	Public
AE519967	UnitingCare Health & QNMU – Nurses and Midwives Enterprise Agreement 2022 – 2025.	2,943	6.6	Health Care and Social Assistance	Qld	Private
AE519688	Life Without Barriers Disability Services Enterprise Agreement Victoria 2022-2025	2,795	3.4	Health Care and Social Assistance	Vic	Private
AE520394	Catholic Schools Broken Bay Enterprise Agreement 2023	2,454	3.0	Education and Training	NSW	Private
AE520307	Western Power and Australian Services Union Enterprise Agreement 2022	2,402	*	Electricity, Gas, Water and Waste Services	WA	Public
AE520303	Healthscope – NSW – Health Professionals & Support Services Agreement – 2023	2,095	*	Health Care and Social Assistance	NSW	Private
AE520542	St Vincent’s Care Services Queensland Enterprise Agreement 2022 – 2025	2,021	3.3	Health Care and Social Assistance	Qld	Private
AE519904	Regis Aged Care Registered Nurses, Enrolled Nurses and Assistants in Nursing Queensland Agreement 2022	2,001	0.0	Health Care and Social Assistance	Qld	Private

Source: Department of Employment and Workplace Relations, 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: TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2023 covered 8,262 employees. Its AAWI was 2.5 per cent and it covered employees in NSW.

Table 16 - Agreements approved in the quarter, by state and ANZSIC division, June quarter 2023

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	7	0	3	1	1	0	0	14
Agriculture, Forestry and Fishing AAWI (%)	*	3.8	*	3.0	*	3.9	3.3	3.7	*	*	3.7
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.9	0.0	3.0	0.0	1.2	3.9	2.7	0.0	0.0	1.8
Agriculture, Forestry and Fishing employees ('000)	0.0	0.0	0.0	0.1	0.0	0.3	0.0	0.0	0.0	0.0	0.5
Mining agreements	0	13	0	14	1	1	3	4	10	0	46
Mining AAWI (%)	*	3.5	*	3.2	*	*	3.2	3.5	3.6	*	3.4
Mining duration (yrs.)	0.0	3.6	0.0	3.3	4.0	2.0	2.4	3.7	3.0	0.0	3.4
Mining employees ('000)	0.0	1.7	0.0	1.4	0.1	0.0	0.2	0.4	0.6	0.0	4.5
Manufacturing agreements	0	43	0	15	16	11	53	10	8	0	156
Manufacturing AAWI (%)	*	4.2	*	3.9	5.3	4.7	4.1	3.1	4.5	*	4.1
Manufacturing duration (yrs.)	0.0	2.5	0.0	2.8	2.2	2.4	2.6	3.6	2.7	0.0	2.7
Manufacturing employees ('000)	0.0	4.3	0.0	1.5	0.7	0.1	3.0	1.1	0.8	0.0	11.4
Non-Metal Manufacturing agreements	0	27	0	10	13	8	43	4	3	0	108
Non-Metal Manufacturing AAWI (%)	*	4.1	*	3.7	5.3	4.7	4.1	3.0	3.7	*	4.2
Non-Metal Manufacturing duration (yrs.)	0.0	3.0	0.0	2.8	2.2	2.5	2.7	2.3	2.7	0.0	2.7
Non-Metal Manufacturing employees ('000)	0.0	2.1	0.0	0.9	0.7	0.1	2.4	0.2	0.2	0.0	6.6
Metal Manufacturing agreements	0	16	0	5	3	3	10	6	5	0	48
Metal Manufacturing AAWI (%)	*	4.3	*	4.1	4.2	3.3	4.0	3.1	4.7	*	4.1
Metal Manufacturing duration (yrs.)	0.0	2.0	0.0	2.8	2.7	2.1	1.9	3.9	2.7	0.0	2.6
Metal Manufacturing employees ('000)	0.0	2.2	0.0	0.6	0.0	0.0	0.5	0.9	0.6	0.0	4.9
Electricity, Gas, Water and Waste Services agreements	0	4	1	3	1	1	8	2	2	0	22
Electricity, Gas, Water and Waste Services AAWI (%)	*	3.8	2.0	6.1	3.3	3.7	4.2	5.0	3.3	*	4.2
Electricity, Gas, Water and Waste Services duration (yrs.)	0.0	3.5	1.0	1.5	3.5	3.2	3.3	1.2	1.3	0.0	1.6
Electricity, Gas, Water and Waste Services Employees ('000)	0.0	0.2	0.0	0.1	0.0	0.0	0.4	2.4	0.2	0.0	3.4
Construction agreements	6	56	0	47	6	3	137	19	64	0	339
Construction AAWI (%)	6.1	4.3	*	4.0	4.4	3.2	4.3	2.9	3.8	*	4.1
Construction duration (yrs.)	1.7	2.8	0.0	2.8	2.1	2.1	1.6	3.6	3.0	0.0	2.6
Construction employees ('000)	0.1	1.2	0.0	1.6	0.2	0.1	2.1	0.7	2.0	0.0	8.1
Wholesale Trade agreements	0	5	0	3	1	0	4	1	6	0	20
Wholesale Trade AAWI (%)	*	3.3	*	3.5	4.3	*	3.0	4.7	4.0	*	3.6
Wholesale Trade duration (yrs.)	0.0	2.4	0.0	3.1	2.1	0.0	3.1	2.1	3.1	0.0	2.9
Wholesale Trade employees ('000)	0.0	0.2	0.0	0.2	0.1	0.0	0.3	0.1	0.3	0.0	1.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	0	2	0	2	0	0	2	1	1	0	8
Retail Trade AAWI (%)	*	3.7	*	4.0	*	*	2.8	3.5	3.8	*	3.3
Retail Trade duration (yrs.)	0.0	3.1	0.0	3.9	0.0	0.0	2.7	4.0	4.0	0.0	3.5
Retail Trade employees ('000)	0.0	0.3	0.0	0.4	0.0	0.0	0.2	0.2	0.0	0.0	1.1
Accommodation and Food Services agreements	0	2	0	2	0	1	0	1	4	0	10
Accommodation and Food Services AAWI (%)	*	2.9	*	5.2	*	*	*	*	3.6	*	3.6
Accommodation and Food Services duration (yrs.)	0.0	3.2	0.0	2.4	0.0	0.6	0.0	4.0	2.8	0.0	2.6
Accommodation and Food Services Employees ('000)	0.0	0.5	0.0	0.2	0.0	0.4	0.0	0.1	1.9	0.0	3.1
Transport, Postal and Warehousing agreements	2	25	4	22	9	2	17	17	31	0	129
Transport, Postal and Warehousing AAWI (%)	3.7	3.7	3.1	3.8	4.2	3.7	3.3	5.0	3.2	*	3.4
Transport, Postal and Warehousing duration (yrs.)	2.9	2.7	3.6	2.8	3.3	3.5	3.3	3.4	2.7	0.0	2.9
Transport, Postal and Warehousing employees ('000)	0.1	1.0	0.1	1.6	1.4	0.0	1.5	1.7	9.9	0.0	17.2
Information Media and Telecommunications agreements	0	0	0	0	0	0	1	0	2	0	3
Information Media and Telecommunications AAWI (%)	*	*	*	*	*	*	*	*	3.6	*	3.6
Information Media and Telecommunications duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	2.8	0.0	2.8	0.0	2.8
Information Media and Telecommunications employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	3.0	0.0	3.1
Financial and Insurance Services agreements	0	1	0	0	0	0	0	1	2	0	4
Financial and Insurance Services AAWI (%)	*	*	*	*	*	*	*	3.7	3.3	*	3.4
Financial and Insurance Services duration (yrs.)	0.0	1.9	0.0	0.0	0.0	0.0	0.0	3.0	3.0	0.0	2.9
Financial and Insurance Services employees ('000)	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0	3.1	0.0	3.4
Rental, Hiring and Real Estate Services agreements	0	0	0	1	0	0	2	0	0	0	3
Rental, Hiring and Real Estate Services AAWI (%)	*	*	*	3.4	*	*	4.8	*	*	*	4.6
Rental, Hiring and Real Estate Services duration (yrs.)	0.0	0.0	0.0	4.0	0.0	0.0	1.0	0.0	0.0	0.0	1.5
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Professional, Scientific and Technical Services agreements	0	0	0	1	0	0	2	3	2	0	8
Professional, Scientific and Technical Services AAWI (%)	*	*	*	*	*	*	3.7	3.2	3.5	*	3.3
Professional, Scientific and Technical Services duration (yrs.)	0.0	0.0	0.0	4.0	0.0	0.0	2.9	3.1	3.1	0.0	3.1
Professional, Scientific and Technical Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.3
Administrative and Support Services agreements	0	0	0	0	2	1	3	1	2	0	9
Administrative and Support Services AAWI (%)	*	*	*	*	2.8	3.8	4.0	2.8	2.4	*	2.8
Administrative and Support Services duration (yrs.)	0.0	0.0	0.0	0.0	1.7	3.1	1.5	3.0	4.0	0.0	3.3
Administrative and Support Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.2	0.1	0.3	0.5	0.0	1.1
Public Administration and Safety agreements	1	1	2	0	0	2	13	1	2	0	22
Public Administration and Safety AAWI (%)	3.7	3.5	3.0	*	*	4.6	3.0	6.6	*	*	3.5
Public Administration and Safety duration (yrs.)	2.8	3.0	2.6	0.0	0.0	2.7	2.4	2.8	4.0	0.0	2.6
Public Administration and Safety employees ('000)	1.2	0.0	0.6	0.0	0.0	0.1	5.8	0.6	0.8	0.0	9.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	0	5	1	12	4	0	4	8	3	0	37
Education and Training AAWI (%)	*	3.4	3.4	4.4	4.1	*	3.0	3.3	4.5	*	3.7
Education and Training duration (yrs.)	0.0	1.4	2.3	2.2	2.2	0.0	2.9	1.8	2.2	0.0	1.8
Education and Training employees ('000)	0.0	15.9	0.1	7.0	0.4	0.0	0.8	1.5	3.4	0.0	29.2
Health Care and Social Assistance agreements	3	10	0	14	4	6	32	7	11	0	87
Health Care and Social Assistance AAWI (%)	3.3	5.7	*	5.1	4.1	3.6	3.5	3.9	4.5	*	4.2
Health Care and Social Assistance duration (yrs.)	2.8	2.3	0.0	1.9	2.4	2.1	2.1	3.3	3.1	0.0	2.4
Health Care and Social Assistance employees ('000)	0.5	4.9	0.0	8.0	0.2	2.2	10.6	1.0	9.1	0.0	36.4
Arts and Recreation Services agreements	0	2	0	1	0	1	2	0	3	0	9
Arts and Recreation Services AAWI (%)	*	*	*	*	*	*	4.3	*	4.9	*	4.4
Arts and Recreation Services duration (yrs.)	0.0	0.6	0.0	4.0	0.0	0.6	1.4	0.0	2.4	0.0	1.9
Arts and Recreation Services employees ('000)	0.0	0.2	0.0	0.2	0.0	0.3	0.1	0.0	0.7	0.0	1.4
Other Services agreements	0	1	0	3	0	0	1	4	3	0	12
Other Services AAWI (%)	*	2.0	*	4.4	*	*	*	4.1	3.9	*	3.2
Other Services duration (yrs.)	0.0	2.2	0.0	3.5	0.0	0.0	3.0	4.0	3.3	0.0	3.1
Other Services employees ('000)	0.0	0.2	0.0	0.4	0.0	0.0	1.0	0.2	0.2	0.0	2.0
All sector agreements	12	172	8	147	44	32	285	81	156	0	938
All sectors AAWI (%)	3.8	3.7	3.1	4.4	4.6	3.7	3.5	3.9	3.7	*	3.8
All sectors duration (yrs.)	2.7	2.0	2.6	2.4	2.8	1.8	2.3	2.7	2.9	0.0	2.4
All sectors employees ('000)	1.9	30.7	0.8	22.7	3.1	3.8	26.1	10.4	36.5	0.0	136.2

Source: Department of Employment and Workplace Relations, 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 14 Agriculture, Forestry and Fishing agreements approved in the June quarter 2023, 2 operate solely in New South Wales. These agreements cover fewer than 100 employees, the AAWI is 3.8 per cent and the duration is 3.9 years.

Table 17 - Agreements current on the last day of the quarter, by state and ANZSIC division, June quarter 2023

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	24	1	21	4	18	26	7	10	0	111
Agriculture, Forestry and Fishing AAWI (%)	*	2.4	2.5	2.3	2.7	3.4	2.8	4.1	2.7	*	2.7
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.7	4.0	3.1	3.4	2.4	2.7	3.1	3.5	0.0	3.1
Agriculture, Forestry and Fishing employees ('000)	0.0	2.2	0.0	2.2	0.2	1.3	1.6	0.6	2.0	0.0	10.2
Mining agreements	0	119	4	98	12	10	31	38	77	1	390
Mining AAWI (%)	*	2.9	2.3	2.7	2.2	2.6	3.0	2.3	2.6	2.0	2.7
Mining duration (yrs.)	0.0	3.5	3.2	3.3	3.5	2.8	3.3	3.9	3.8	2.8	3.5
Mining employees ('000)	0.0	15.5	1.0	16.9	1.0	0.6	1.7	5.4	13.0	0.1	55.1
Manufacturing agreements	6	459	8	266	152	59	671	128	150	0	1,899
Manufacturing AAWI (%)	2.5	3.1	2.6	2.9	2.9	3.2	3.0	2.9	3.1	*	3.0
Manufacturing duration (yrs.)	3.1	3.0	3.0	3.0	2.8	2.8	2.8	3.1	2.8	0.0	2.9
Manufacturing employees ('000)	0.2	31.5	0.1	25.0	11.7	3.1	45.1	8.9	21.5	0.0	147.1
Non-Metal Manufacturing agreements	5	305	6	180	116	47	457	82	77	0	1,275
Non-Metal Manufacturing AAWI (%)	2.5	3.0	2.5	2.9	2.9	3.1	3.0	2.8	3.0	*	2.9
Non-Metal Manufacturing duration (yrs.)	2.8	3.1	3.0	3.0	2.9	2.7	2.8	2.9	2.9	0.0	2.9
Non-Metal Manufacturing employees ('000)	0.1	21.5	0.1	19.0	8.5	2.2	33.9	5.3	12.7	0.0	103.2
Metal Manufacturing agreements	1	154	2	86	36	12	214	46	73	0	624
Metal Manufacturing AAWI (%)	2.4	3.3	3.4	3.1	3.0	3.5	2.9	3.1	3.3	*	3.1
Metal Manufacturing duration (yrs.)	4.0	2.7	2.7	2.9	2.6	3.0	2.8	3.3	2.7	0.0	2.8
Metal Manufacturing employees ('000)	0.0	10.1	0.0	6.0	3.2	0.9	11.2	3.7	8.8	0.0	43.9
Electricity, Gas, Water and Waste Services agreements	5	80	5	61	23	10	100	44	25	0	353
Electricity, Gas, Water and Waste Services AAWI (%)	2.5	2.8	2.7	3.5	3.9	3.5	3.0	2.0	2.7	*	2.9
Electricity, Gas, Water and Waste Services duration (yrs.)	2.6	2.4	2.5	2.9	1.7	3.1	2.7	2.1	2.9	0.0	2.6
Electricity, Gas, Water and Waste Services Employees ('000)	1.1	13.2	0.1	6.1	3.3	2.3	9.7	9.6	13.6	0.0	59.0
Construction agreements	57	684	20	417	150	58	2,059	290	778	0	4,514
Construction AAWI (%)	4.4	4.0	2.0	3.5	3.3	2.7	4.0	2.6	2.9	*	3.6
Construction duration (yrs.)	2.8	3.1	3.8	2.9	3.3	2.9	2.3	3.5	3.5	0.0	2.9
Construction employees ('000)	1.2	16.8	0.5	11.0	3.4	2.1	44.0	7.5	23.2	0.0	109.8
Wholesale Trade agreements	0	33	1	22	6	7	60	17	28	0	174
Wholesale Trade AAWI (%)	*	3.3	2.7	3.2	3.5	2.6	3.0	2.7	3.0	*	3.1
Wholesale Trade duration (yrs.)	0.0	2.5	3.0	3.2	2.9	2.8	2.7	3.3	3.4	0.0	3.0
Wholesale Trade employees ('000)	0.0	1.9	0.0	1.4	0.3	0.3	4.3	0.9	5.7	0.0	14.7

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	2	15	1	22	6	1	22	10	39	0	118
Retail Trade AAWI (%)	*	3.5	1.6	2.9	3.3	2.3	3.9	3.5	2.4	*	2.8
Retail Trade duration (yrs.)	4.0	3.0	3.0	3.5	2.5	3.6	3.3	3.6	3.9	0.0	3.8
Retail Trade employees ('000)	0.0	1.3	0.0	4.0	0.5	0.0	4.1	2.7	74.3	0.0	86.8
Accommodation and Food Services agreements	4	27	2	10	2	3	15	13	23	0	99
Accommodation and Food Services AAWI (%)	*	3.4	4.0	3.1	1.9	4.0	2.3	4.3	3.0	*	3.7
Accommodation and Food Services duration (yrs.)	3.6	2.6	3.1	3.4	3.7	1.1	3.0	2.4	4.0	0.0	3.6
Accommodation and Food Services Employees ('000)	0.3	5.1	0.0	1.3	0.0	0.5	0.9	7.9	44.9	0.0	61.0
Transport, Postal and Warehousing agreements	13	273	22	181	75	27	243	164	208	0	1,206
Transport, Postal and Warehousing AAWI (%)	3.4	3.1	2.1	2.9	2.3	3.2	3.0	2.8	2.9	*	2.9
Transport, Postal and Warehousing duration (yrs.)	2.2	3.2	3.8	3.0	3.2	3.0	3.0	3.2	2.5	0.0	2.8
Transport, Postal and Warehousing employees ('000)	0.7	23.9	1.3	14.8	5.4	2.1	25.5	11.8	99.7	0.0	185.2
Information Media and Telecommunications agreements	1	5	0	0	2	1	12	3	29	0	53
Information Media and Telecommunications AAWI (%)	3.7	1.9	*	*	1.5	2.1	2.2	2.1	2.6	*	2.5
Information Media and Telecommunications duration (yrs.)	1.6	1.6	0.0	0.0	2.6	3.0	2.0	3.9	2.4	0.0	2.4
Information Media and Telecommunications employees ('000)	0.0	0.9	0.0	0.0	0.0	0.1	1.2	0.2	32.8	0.0	35.2
Financial and Insurance Services agreements	0	5	0	3	2	2	10	4	42	0	68
Financial and Insurance Services AAWI (%)	*	2.6	*	2.9	3.3	3.1	2.3	3.0	2.9	*	2.8
Financial and Insurance Services duration (yrs.)	0.0	2.5	0.0	3.0	4.0	3.5	2.8	2.6	2.4	0.0	2.4
Financial and Insurance Services employees ('000)	0.0	0.9	0.0	1.1	0.0	0.0	2.2	0.4	62.7	0.0	67.3
Rental, Hiring and Real Estate Services agreements	1	11	1	12	0	0	14	4	14	0	57
Rental, Hiring and Real Estate Services AAWI (%)	*	2.7	3.0	2.6	*	*	2.8	2.9	2.0	*	2.1
Rental, Hiring and Real Estate Services duration (yrs.)	3.3	3.1	3.0	3.5	0.0	0.0	3.3	3.9	3.4	0.0	3.4
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.3	0.0	0.3	0.0	0.0	0.4	0.2	2.7	0.0	3.8
Professional, Scientific and Technical Services agreements	0	18	2	5	1	2	22	13	48	1	112
Professional, Scientific and Technical Services AAWI (%)	*	2.8	2.5	2.2	3.0	2.1	2.9	2.9	2.2	2.0	2.4
Professional, Scientific and Technical Services duration (yrs.)	0.0	2.9	4.0	3.9	1.5	3.5	3.2	3.2	2.9	2.5	3.0
Professional, Scientific and Technical Services employees ('000)	0.0	1.0	0.3	0.1	0.1	0.0	1.3	1.0	14.2	0.0	18.0
Administrative and Support Services agreements	0	31	1	22	2	2	65	13	50	0	186
Administrative and Support Services AAWI (%)	*	4.8	*	3.5	2.8	3.6	2.6	2.8	3.0	*	3.0
Administrative and Support Services duration (yrs.)	0.0	2.6	4.0	3.0	1.7	3.1	3.2	3.4	3.7	0.0	3.4
Administrative and Support Services employees ('000)	0.0	1.2	0.1	1.5	0.0	0.2	7.1	0.8	8.2	0.0	19.2
Public Administration and Safety agreements	6	15	17	21	7	30	142	74	54	2	368
Public Administration and Safety AAWI (%)	3.3	5.1	2.7	4.7	3.6	2.8	2.1	2.6	3.0	1.9	2.3
Public Administration and Safety duration (yrs.)	3.0	1.8	2.2	2.6	2.1	2.9	3.1	2.4	3.0	2.1	3.0
Public Administration and Safety employees ('000)	2.7	1.7	5.9	2.0	0.3	3.7	132.4	12.3	25.4	0.1	186.6

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	6	108	7	165	41	15	76	24	30	0	472
Education and Training AAWI (%)	2.9	3.1	3.1	3.4	2.6	1.8	2.3	2.9	3.5	*	2.8
Education and Training duration (yrs.)	2.7	2.1	2.2	2.5	2.1	3.2	3.3	2.3	2.7	0.0	2.8
Education and Training employees ('000)	1.5	46.0	2.1	52.8	15.3	1.6	112.0	3.5	31.9	0.0	266.7
Health Care and Social Assistance agreements	13	99	20	73	70	40	258	55	70	0	698
Health Care and Social Assistance AAWI (%)	2.7	2.8	2.5	3.2	2.8	3.1	2.5	2.1	3.2	*	2.6
Health Care and Social Assistance duration (yrs.)	2.3	2.5	3.1	2.3	2.2	2.4	2.8	2.1	2.6	0.0	2.6
Health Care and Social Assistance employees ('000)	1.3	25.2	2.1	25.4	14.0	8.0	258.8	19.3	48.7	0.0	402.8
Arts and Recreation Services agreements	1	23	1	23	5	3	43	4	12	0	115
Arts and Recreation Services AAWI (%)	*	3.5	2.1	3.2	3.4	2.0	3.3	2.3	2.6	*	3.3
Arts and Recreation Services duration (yrs.)	3.6	2.4	2.8	2.9	2.1	1.4	2.0	2.0	2.7	0.0	2.3
Arts and Recreation Services employees ('000)	0.5	5.5	0.4	5.8	1.1	0.4	14.6	0.2	2.3	0.0	30.9
Other Services agreements	4	37	1	31	12	5	55	23	44	0	212
Other Services AAWI (%)	2.7	3.2	1.2	3.1	3.3	3.3	2.6	2.7	2.7	*	2.8
Other Services duration (yrs.)	2.9	2.7	4.0	2.8	3.1	2.8	2.9	3.3	2.8	0.0	2.9
Other Services employees ('000)	0.1	2.5	0.0	3.4	1.7	0.1	5.0	2.5	7.0	0.0	22.3
All sector agreements	119	2,066	114	1,453	572	293	3,924	928	0	4	11,205
All sectors AAWI (%)	3.2	3.1	2.6	3.1	2.9	3.1	2.6	2.6	*	2.0	2.8
All sectors duration (yrs.)	2.8	2.7	2.7	2.8	2.5	2.7	2.9	2.7	0.0	2.5	2.9
All sectors employees ('000)	9.7	196.6	14.0	175.1	58.2	26.5	672.1	95.4	0.0	0.2	1,781.8

Source: Department of Employment and Workplace Relations, 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 111 Agriculture, Forestry and Fishing agreements current as at 30 June 2023, 24 operate solely in New South Wales. These agreements cover 2,200 employees, their AAWI is 2.4 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 Department of Employment and Workplace Relations. 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 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

	2010	2012	2014	2016	2018	2021
Instrument providing rate of pay	(%)	(%)	(%)	(%)	(%)	(%)
Award	15.2	16.1	18.8	20.6	21.0	23.0
Collective Agreement (Federally Registered)	31.5	32.0	32.6	38.5 (across all collective agreements)	30.4	31.5 (across all collective agreements)*
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	37.8
Owner/managers of incorporated enterprises	4.1	3.3	3.4	3.6	3.8	4.1

Source: ABS, Employee Earnings and Hours, Cat. No. 6306.0 (May 2012, May 2014, May 2016, May 2018 and May 2021), unpublished data – all employees. Please note that this is not intended to be analysed as a time series.

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

Presentation of Trends in Federal Enterprise Bargaining data

A typical row of data in Trends appears as follows:

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

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

Employee coverage

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

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

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

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

Duration of agreements

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

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

Though the effective duration is used for AAWI calculations, where duration is mentioned in the tables of the *Trends* report, the 'formal duration' of the relevant agreements is used.

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

Note: *Flat dollar increases are converted to a percentage using average weekly ordinary time earnings (AWOTE), drawn from [ABS, 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.

Alternative AAWI data – Fair Work Commission

Since September 2022, the Fair Work Commission (FWC) has published [fortnightly AAWI series on lodged agreements](#). There are some key differences in methodology between the FWC data and the AAWI data reported on in Trends:

- The FWC reports on all agreements *lodged*, whereas Trends data considers only those agreements which have been *approved*. As a result, the FWC data does not use approval or commencement date for the calculation of the AAWI, nor does it take any undertakings affecting wage rates into consideration. The FWC data would also therefore include enterprise agreements which are subsequently rejected or withdrawn.
- The FWC data does not include any Greenfields agreements.
- The FWC data does not take into account any agreements which offer flat dollar rate increases instead of percentage wage increases.

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 are shown in the following table.

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 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.

Types of enterprise agreements made under the *Fair Work Act 2009*:

- Single enterprise non-Greenfields
- Single enterprise Greenfields
- Multi-enterprise non-Greenfields
- Multi-enterprise Greenfields.

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.