



Australian Government
Attorney-General's Department

Trends in Federal Enterprise Bargaining Report

September quarter 2020

Trends in Federal Enterprise Bargaining Report Initial Tables

Table 1:

Average Annualised Wage Increases for agreements approved in the September quarter 2020 which contained quantifiable wage increases (580 agreements)

Enterprise agreements approved in the quarter	June Quarter 2020 (%)	September Quarter 2020 (%)	Change (% Points)
All sectors	2.8	2.6	-0.2
Private sector	3.0	2.7	-0.3
Public sector	2.2	2.1	-0.1

Table 2:

Average Annualised Wage Increases for agreements current on 30 September 2020 which contained quantifiable wage increases (7,184 agreements)

All current enterprise agreements	June Quarter 2020 (%)	September Quarter 2020 (%)	Change (% Points)
All sectors	2.6	2.6	0.0
Private sector	2.7	2.7	0.0
Public sector	2.5	2.6	+0.1

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Further Information

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

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

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

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Trends in Federal Enterprise Bargaining Report Summary

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

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the September quarter 2020 was 2.6 per cent, down from 2.8 in the June quarter 2020, and equal to the September quarter 2019.¹

The 2.6 per cent AAWI result is based on the 81.1 per cent of agreements approved in the September quarter 2020, covering 76.4 per cent of employees, which contained quantifiable wage increases.²

For the 7,185 enterprise agreements current as at 30 September 2020 (that is, agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 2.6 per cent, equal to the June quarter 2020 and down from 2.7 per cent in the September quarter 2019.

2. Federal enterprise agreements – Proportion of Australian employees covered

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

Federal enterprise agreements covered 30.4 per cent of all Australian employees as at May 2018¹.

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

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

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

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



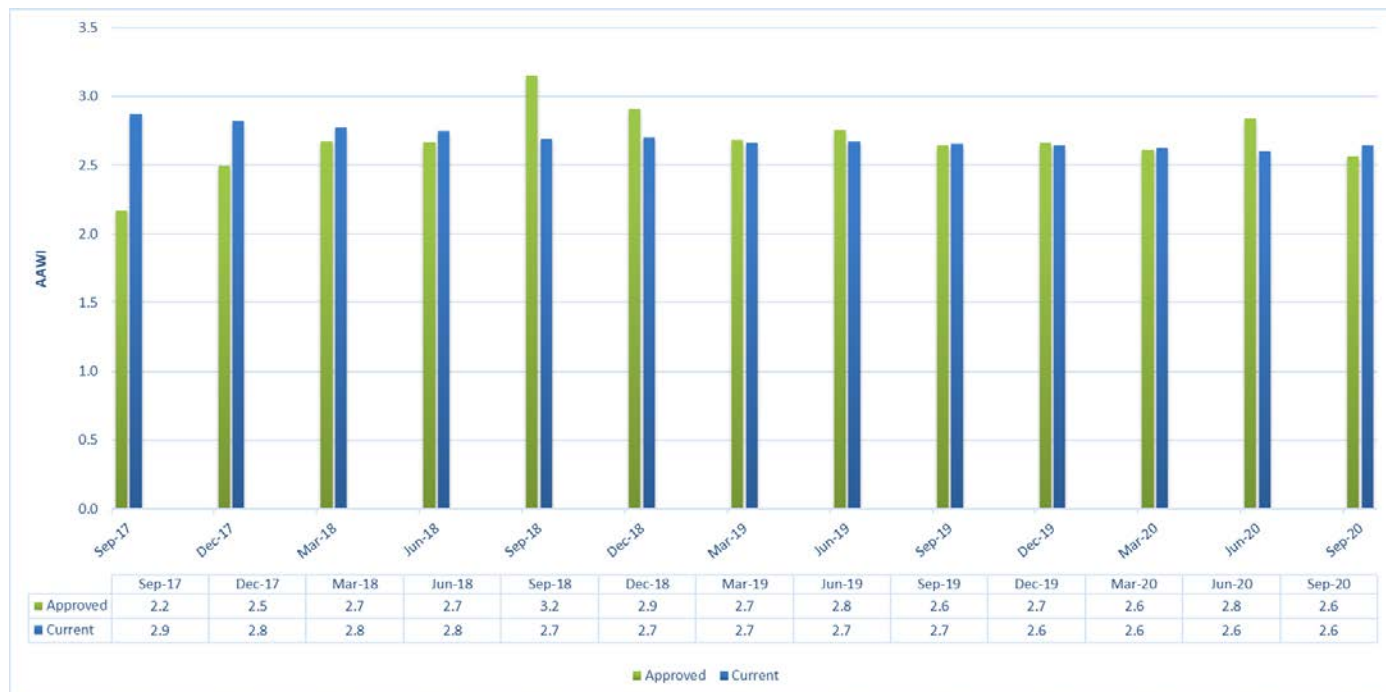
Source: Attorney-General’s Department, Workplace Agreements Database; Australian Bureau of Statistics, Wage Price Index, Australia, Cat. No. 6345.0 – September 2020; Australian Bureau of Statistics, Consumer Price Index, Australia, Cat. No. 6401.0 – September 2020.

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

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

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

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



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

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

Approved agreements

There were 715 agreements approved in the September quarter 2020, of which 581 contained wage increases that could be quantified.

The AAWI for agreements approved in the September quarter 2020 was 2.6 per cent, down from 2.8 per cent the June quarter 2020 and equal to the September quarter 2019.

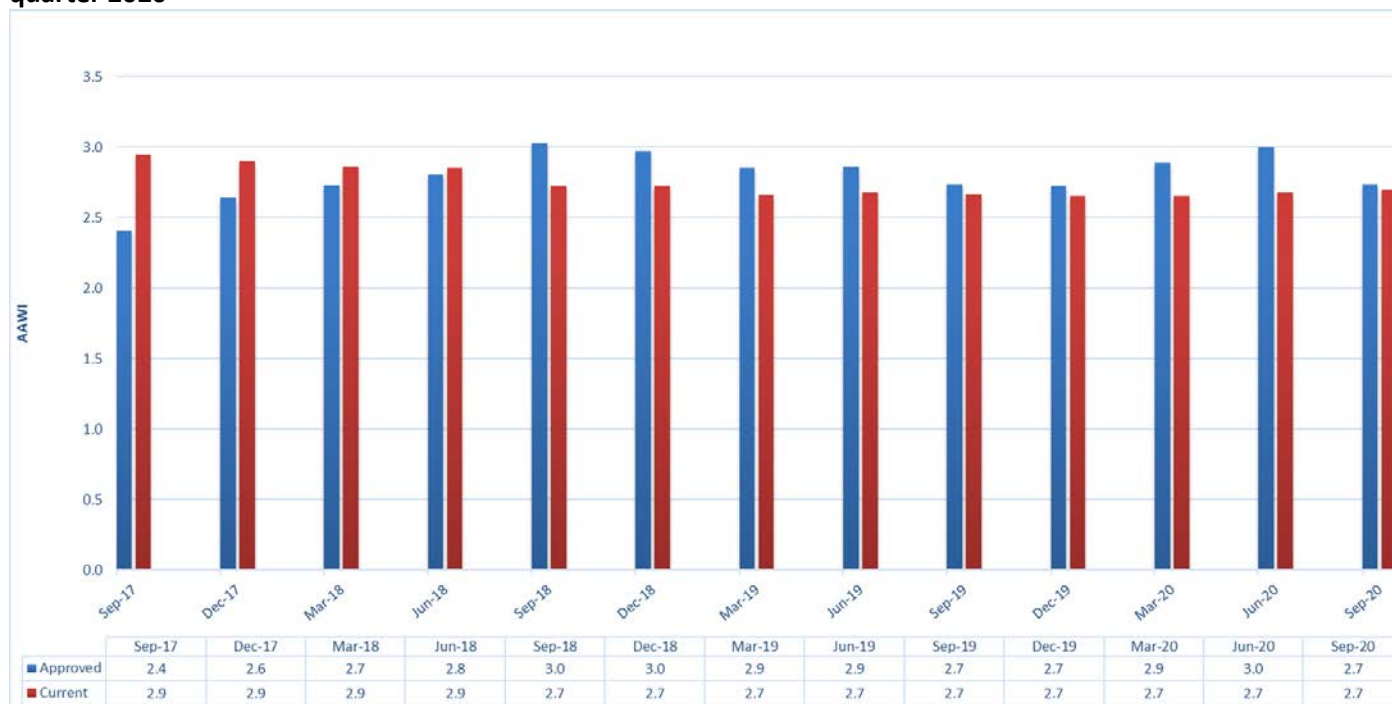
Current agreements

There were 9,804 agreements current as at 30 September 2020, of which 7,184 contained quantifiable wage increases.

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

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

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



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

Chart 3 (above) shows the quarterly AAWI for private sector agreements approved in each quarter since the September quarter 2017, and the AAWI for private sector agreements current as at the end of each quarter. The AAWI for private sector enterprise agreements approved in the September quarter 2020 was 2.7 per cent, down from 3.0 per cent in the June quarter 2020, and equal to the September quarter 2019.

The industries with the highest AAWIs were Construction (4.1 per cent), Financial and Insurance Services (3.7 per cent) and Retail Trade (3.5 per cent).

The industries with the lowest AAWIs were Information Media and Telecommunications (1.3 per cent), Accommodation and Food Services (1.5 per cent) and Professional, Scientific and Technical Services (1.7 per cent).

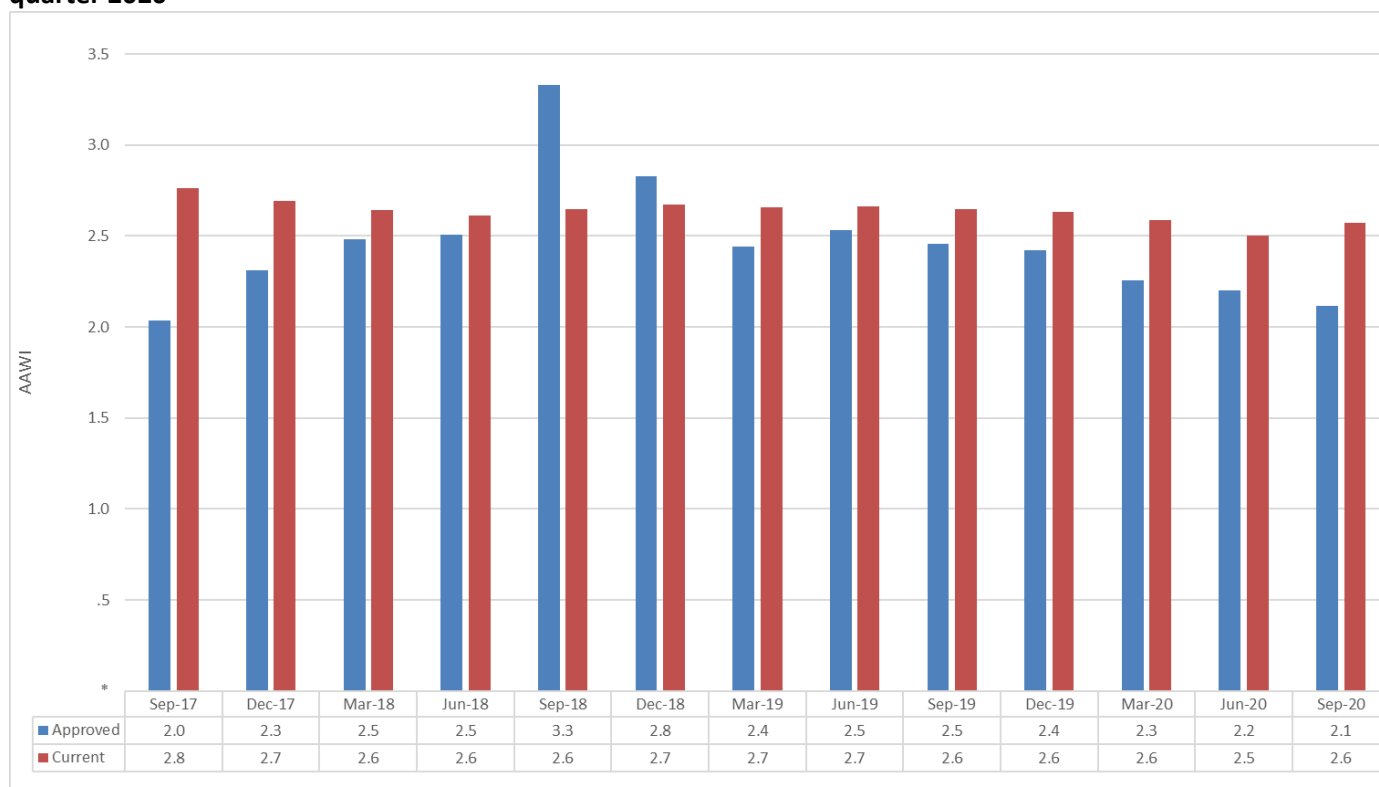
Large quantifiable private sector agreements approved in the September quarter 2020 include:

- *Ramsay Health Care New South Wales and Health Services Union (HSU) New South Wales Enterprise Agreement 2020 (2,987 employees)*
 - o AAWI of 3.8 per cent.
- *Powercor Australia Ltd/CitiPower Pty Ltd & ASU, PA, UWU Enterprise Agreement 2020 (1,236 employees)*
 - o AAWI of 1.7 per cent.
- *Wesley Mission Queensland Care and Support Employees Enterprise Agreement 2018 (1,086 employees)*
 - o AAWI of 2.3 per cent

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

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

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



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

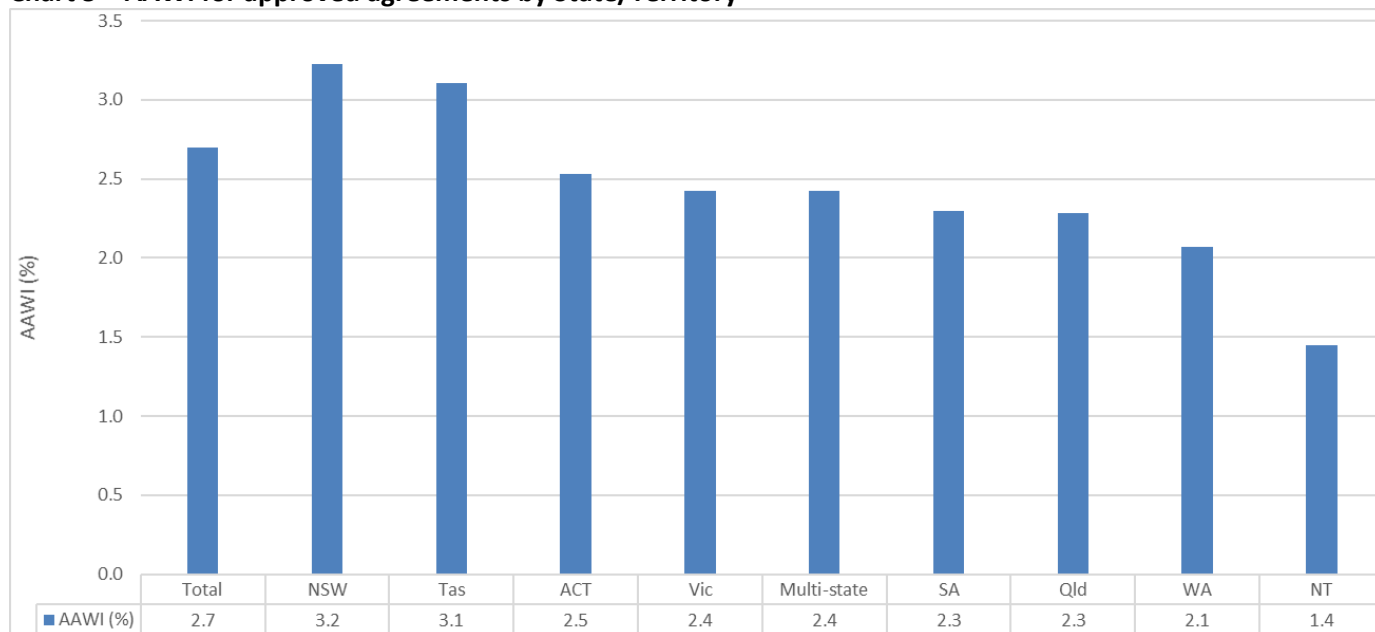
Chart 4 (above) shows the quarterly AAWI for public sector agreements approved in each quarter since the September quarter 2017, and the AAWI for public sector agreements current as at the end of each quarter.

The AAWI for public sector enterprise agreements approved in the September quarter 2020 was 2.1 per cent, down from 2.2 per cent in the June quarter 2020 and down from 2.5 per cent in the September quarter 2019. Large quantifiable public sector agreements approved in the September quarter 2020 include:

- Queensland Rail Administrative, Professional and Technical Enterprise Agreement 2020 (2,185 employees)
 - o AAWI of 2.2 per cent.
- V/Line Rail Operations and Administrative Employees Agreement 2019 (1,661) employees)
 - o AAWI of 2.7 per cent.
- Queensland Rail Network Enterprise Agreement 2020 (1,654 employees)
 - o AAWI of 1.5 per cent.

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

Chart 5 – AAWI for approved agreements by State/Territory



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

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

AAWIs for agreements approved in the September quarter 2020 were highest in New South Wales at 3.2 per cent.

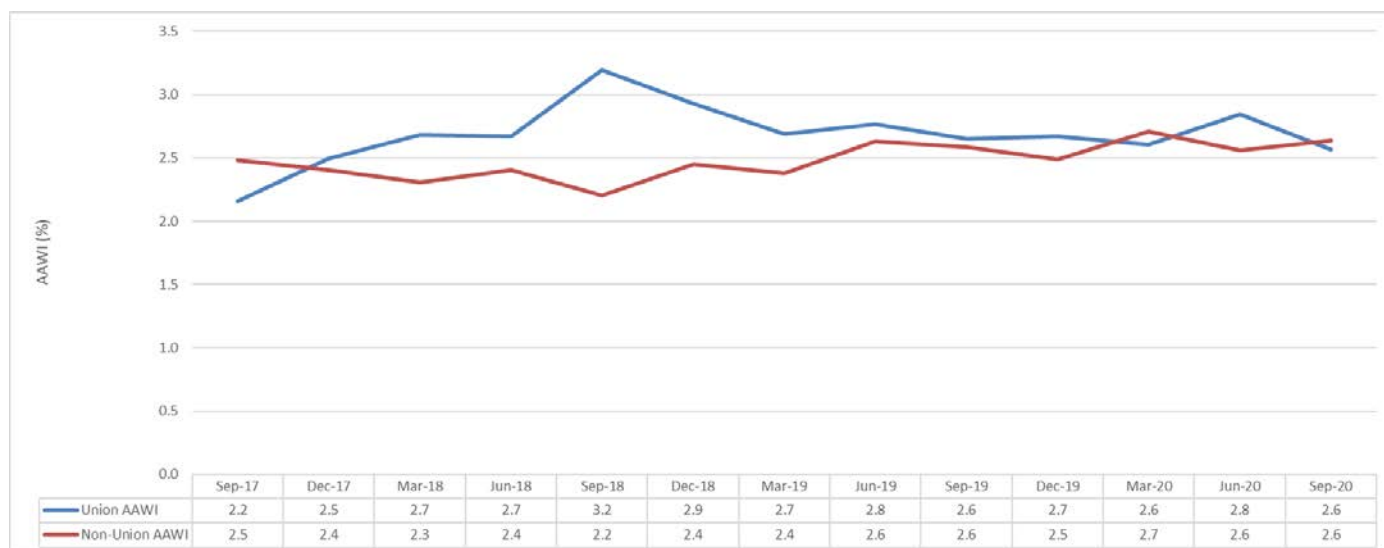
Agreements in Northern Territory had the lowest combined AAWI of 1.4 per cent.

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

Agreements approved in the September quarter 2020 that formally covered unions had a combined AAWI of 2.6 per cent, down from 2.8 per cent in the June quarter 2020 and equal to the September quarter 2019.

Agreements with no unions formally covered had a combined AAWI of 2.6 per cent, equal to the June quarter 2020 and the September quarter 2019.

Chart 6 – Union and Non-Union AAWI in Approved agreements – September quarter 2017 – September quarter 2020



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

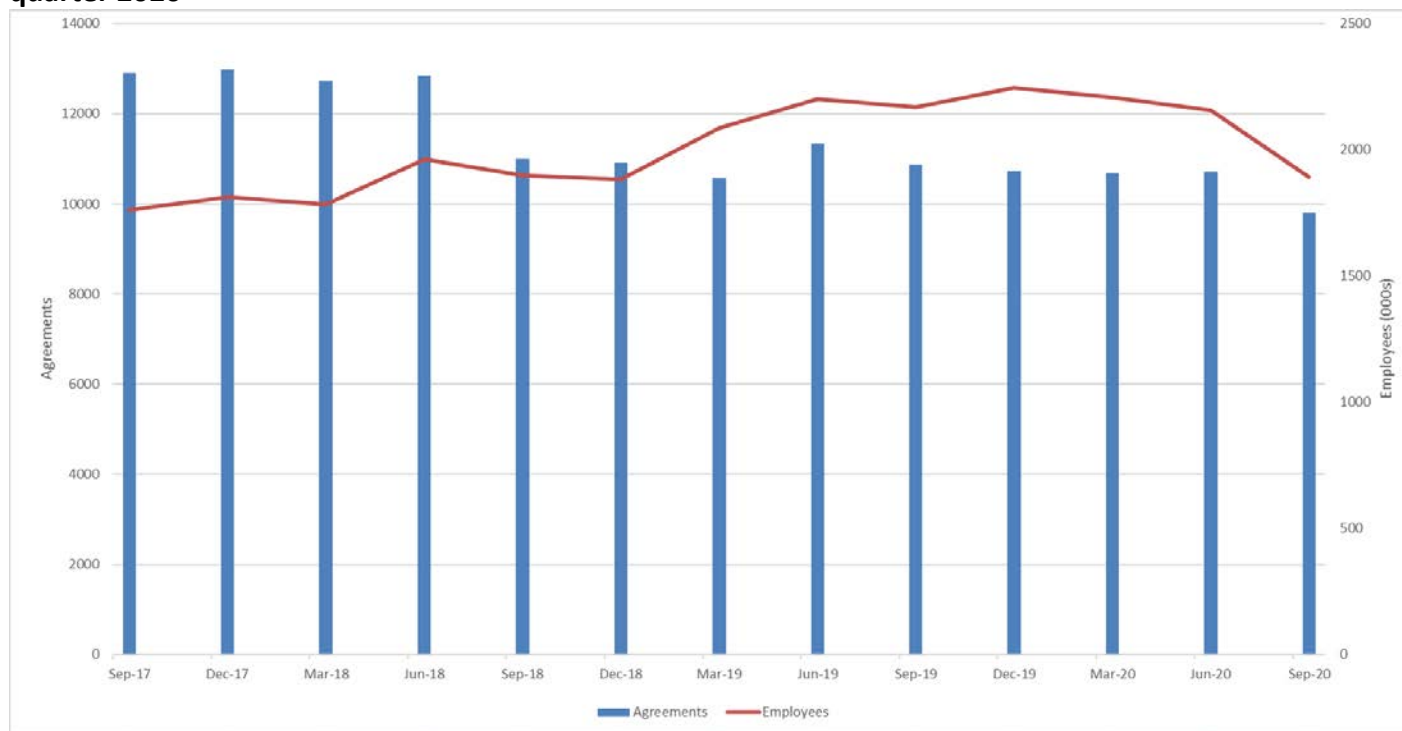
³ See note 4 for more details.

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

Approved agreements

There were 715 (60,647 employees) agreements approved in the September quarter 2020, down from 762 (142,550 employees) agreements in the June quarter 2020 and down from 1,248 (168,515 employees) in the September quarter 2019.

Chart 7 - Current agreements and employee coverage – September quarter 2017 – September quarter 2020



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

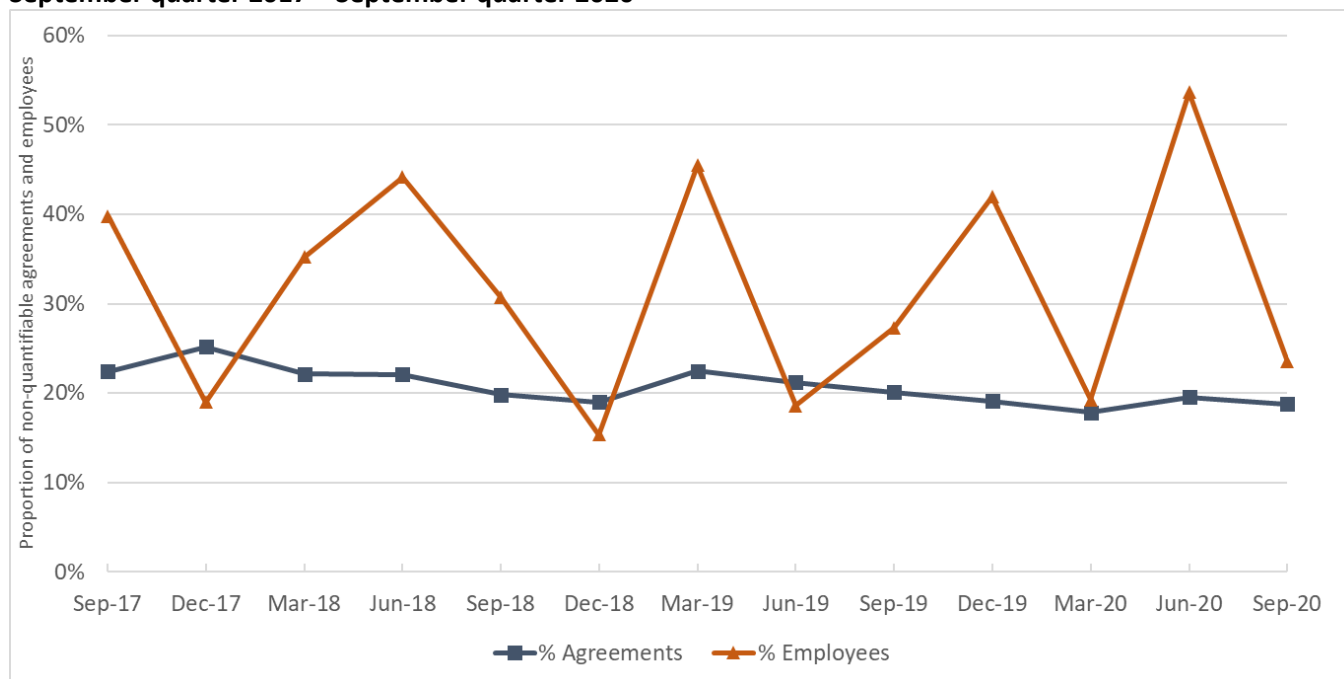
Current agreements

Chart 7 (above) shows there were 9,804 current (not expired or terminated) agreements as at 30 September 2020, covering 1.89 million employees. This is lower than the 10,706 agreements current as at 30 June 2020 and is lower than the 10,879 agreements current at 30 September 2019.

The September quarter 2020 employee coverage of 1.89 million is lower than the 2.16 million employees covered at 30 June 2020 and is lower than the 2.17 million employees at 30 September 2019.

10. Non-quantifiable agreements⁴ – September quarter 2020 - Table 12 in Trends report

Chart 8 - Non-quantifiable agreements, proportion of approved agreements and employees covered, September quarter 2017 – September quarter 2020



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

Chart 8 (above) shows the proportion of employees covered by non-quantifiable agreements is more volatile than the proportion of agreements that are non-quantifiable. This volatility is due to larger agreements (in terms of employee coverage) with non-quantifiable wage increases being approved in some quarters but not others.

18.9 per cent of agreements approved in the September quarter 2020, covering 23.6 per cent of employees, do not contain quantifiable wage increases, and thus are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered or wage adjustments are linked to other sources, such as the Fair Work Commission's Annual Wage Review or CPI or WPI movements.

In the September quarter 2020, 3 agreements were approved that cover more than 1,500 employees each and did not have quantifiable wage increases including:

- *Grill'd Enterprise Agreement 2020 (3,062 employees)*
 - o Wage increases are at the company's discretion and based on CPI, market conditions, economic forces, Grill'd's profitability and the achievement of company objectives.
- *ALDI Dandenong Enterprise Agreement 2020 (1,723 employees)*
 - o Wages increases are inconsistent across classifications.
- *Health Care (NSW Private Hospitals) Health Professionals and Support Services Enterprise Agreement 2020 (1,628 employees)*
 - o Wages increases are inconsistent across classifications.

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

NOTES

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series. AAWI data includes only increases to the base rate of pay and do not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the September quarter 2020, the calculated AAWI of 2.6 per cent is based on 580 agreements, covering 46,347 employees (that is, 81.1 per cent of the 715 agreements approved in the quarter, and covering 76.4 per cent of the 60,647 employees) with quantifiable wage increases.
 - A total of 135 agreements, covering 14,340 employees (that is, 18.9 per cent of the 715 agreements approved in the quarter, covering 23.6 per cent of the total of 60,647 employees), have across-the-board wage increases that could not be quantified because, for example, different increases were given to different classifications, increases were based on individual performance or business unit performance. Refer to Table 12 in the Trends report for related data.
3. Context for the on wages growth in federally registered enterprise agreements:
 - 37.9 per cent of all employees in Australia (as measured by the ABS 2018 Employee Earnings and Hours (EEH) survey) had their pay set by an enterprise agreement.

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

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

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

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

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

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

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

Trends in Federal Enterprise Bargaining Report Main Tables

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
Public sector agreements	40	49	37	55	31	44	77	61	60	47	38	27	25
Public sector AAWI (%)	2.0	2.3	2.5	2.5	3.3	2.8	2.4	2.5	2.5	2.4	2.3	2.2	2.1
Public sector duration (yrs.)	3.3	3.2	3.3	3.2	3.9	3.9	3.1	3.1	3.0	2.9	3.4	3.2	3.3
Public sector employees ('000)	167.9	66.4	36.1	77.6	39.0	51.6	84.2	49.9	41.5	28.7	52.4	14.4	12.6
Private sector agreements	639	999	920	1056	842	879	1254	1519	1188	1079	920	735	690
Private sector AAWI (%)	2.4	2.6	2.7	2.8	3.0	3.0	2.9	2.9	2.7	2.7	2.9	3.0	2.7
Private sector duration (yrs.)	3.0	2.8	2.8	2.4	2.3	2.8	3.2	2.7	2.9	3.1	3.1	3.2	2.8
Private sector employees ('000)	68.3	83.5	90.2	193.4	93.8	86.8	283.5	145.4	127.1	173.1	93.3	128.1	48.1
All sector agreements	679	1048	957	1111	873	923	1331	1580	1248	1126	958	762	715
All sectors AAWI (%)	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6
All sectors duration (yrs.)	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.2	2.9
All sectors employees ('000)	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.5	201.8	145.6	142.6	60.6

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

Notes:

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

How to read: 25 public sector agreements were approved in the September quarter 2020, covering 12,600 employees. Their average AAWI was 2.1 per cent and their average duration was 3.3 years.

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

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
Public sector agreements	480	509	511	543	504	515	545	583	568	569	563	563	484
Public sector AAWI(%)	2.8	2.7	2.6	2.6	2.6	2.7	2.7	2.7	2.6	2.6	2.6	2.5	2.6
Public sector duration	3.5	3.5	3.5	3.5	3.5	3.6	3.5	3.5	3.5	3.5	3.5	3.4	3.4
Public sector employees ('000)	573.7	619.8	620.4	675.7	702.0	732.1	781.0	817.9	827.7	820.0	791.2	761.0	648.9
Private sector agreements	12429	12474	12220	12288	10492	10388	10030	10755	10311	10168	10116	10143	9320
Private sector AAWI(%)	2.9	2.9	2.9	2.9	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7
Private sector duration	3.1	3.1	3.1	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.1	3.2	3.2
Private sector employees ('000)	1187.5	1193.7	1164.5	1287.2	1196.3	1151.4	1305.6	1381.9	1342.9	1425.1	1415.9	1396.3	1244.5
All sector agreements	12909	12983	12731	12831	10996	10903	10575	11338	10879	10737	10679	10706	9804
All sectors AAWI(%)	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6
All sectors duration	3.3	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3
All sectors employees ('000)	1761.2	1813.5	1784.9	1962.9	1898.3	1883.6	2086.5	2199.8	2170.6	2245.0	2207.2	2157.3	1893.4

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

Notes:

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

How to read: 484 public sector agreements were current as at 30 September 2020, covering 648,900 employees. Their average AAWI was 2.6 per cent and their average duration was 3.4 years.

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

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
Multi-enterprise greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise greenfields AAWI(%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi-enterprise greenfields duration	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-greenfields agreements	4	3	7	3	5	6	1	14	5	4	3	2	3
Multi-enterprise non-greenfields AAWI(%)	2.7	2.2	2.1	*	2.2	4.8	3.2	4.3	3.8	2.7	1.9	3.3	2.4
Multi-enterprise non-greenfields duration	3.1	3.5	2.4	2.3	2.8	3.2	2.1	3.0	3.7	2.8	2.9	3.8	2.1
Multi-enterprise non-greenfields employees ('000)	1.4	0.5	1.9	2.8	4.7	13.7	27.4	5.3	0.5	2.2	5.6	1.5	1.2
Single-enterprise greenfields agreements	28	26	21	42	43	32	54	76	79	60	52	51	69
Single-enterprise greenfields AAWI(%)	2.5	2.5	2.6	3.5	3.4	3.8	2.7	5.8	3.7	2.6	3.7	3.7	3.6
Single-enterprise greenfields duration	3.3	2.2	3.3	3.2	2.8	1.8	2.8	1.5	2.5	2.6	2.8	3.0	3.1
Single-enterprise greenfields employees ('000)	1.4	2.4	1.7	2.3	2.2	0.7	3.2	3.5	2.0	3.1	1.9	1.4	2.1
Single-enterprise non-greenfields agreements	647	1019	929	1066	825	885	1276	1490	1164	1062	903	709	643
Single-enterprise non-greenfields AAWI(%)	2.2	2.5	2.7	2.7	3.2	2.8	2.6	2.6	2.6	2.7	2.6	2.8	2.5
Single-enterprise non-greenfields duration	3.2	3.0	2.9	2.7	2.8	3.2	3.3	2.9	3.0	3.1	3.2	3.2	2.9
Single-enterprise non-greenfields employees ('000)	233.4	147.1	122.7	265.9	126.0	123.9	337.1	186.5	166.0	196.5	138.1	139.7	57.4
All agreements	679	1048	957	1111	873	923	1331	1580	1248	1126	958	762	715
All AAWI(%)	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6
All duration	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.2	2.9
All employees ('000)	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.5	201.8	145.6	142.6	60.6

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

Notes:

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

How to read: 3 multi-enterprise non-greenfields agreements were approved in the September quarter 2020, covering an estimated 1,200 employees. Their average AAWI was 2.4 per cent and their average duration was 2.1 years.

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

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
Multi-enterprise greenfields agreements	1	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise greenfields AAWI (%)	1.6	*	*	*	*	*	*	*	*	*	*	*	*
Multi-enterprise greenfields duration (yrs.)	2.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0	0
Multi-enterprise non-greenfields agreements	57	58	58	60	57	59	56	67	69	69	60	59	56
Multi-enterprise non-greenfields AAWI (%)	2.7	2.6	2.6	2.6	2.5	2.9	3.0	3.1	3.1	3.1	3.1	3.1	3.1
Multi-enterprise non-greenfields duration (yrs.)	3.4	3.4	3.5	3.4	3.4	3.3	2.9	2.9	2.9	2.9	2.9	2.9	3.0
Multi-enterprise non-greenfields employees ('000)	50.4	49.9	47.4	48.6	49.2	62.7	89.6	94.6	89.5	87.9	88.1	89.2	83.4
Single-enterprise greenfields agreements	792	710	621	543	455	413	330	359	337	383	388	398	403
Single-enterprise greenfields AAWI (%)	3.2	3.0	2.9	2.9	2.9	2.9	2.7	3.2	3.2	3.1	3.1	3.2	2.7
Single-enterprise greenfields duration (yrs.)	3.5	3.4	3.3	3.3	3.3	3.2	3.4	3.2	3.1	3.1	3.2	3.2	3.3
Single-enterprise greenfields employees ('000)	33.9	33.5	29.8	27.9	25.4	24.3	22.0	24.6	23.6	26.0	25.3	24.3	20.1
Single-enterprise non-greenfields agreements	12059	12215	12052	12228	10484	10431	10189	10912	10473	10285	10231	10249	9345
Single-enterprise non-greenfields AAWI (%)	2.9	2.8	2.8	2.8	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6
Single-enterprise non-greenfields duration (yrs.)	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.2	3.3
Single-enterprise non-greenfields employees ('000)	1676.8	1730.1	1707.7	1886.5	1823.7	1796.5	1974.9	2080.7	2057.5	2131.1	2093.7	2043.7	1789.9
All agreements	12909	12983	12731	12831	10996	10903	10575	11338	10879	10737	10679	10706	9804
All AAWI (%)	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6
All duration (yrs.)	3.3	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3
All employees ('000)	1761.2	1813.5	1784.9	1962.9	1898.3	1883.6	2086.5	2199.8	2170.6	2245.0	2207.2	2157.3	1893.4

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

Notes:

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

How to read: 56 multi-enterprise non-greenfields agreements were current as at 30 September 2020, covering an estimated 83,400 employees. Their average AAWI was 3.1 per cent and their average duration was 3.0 years.

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

FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
Agriculture, Forestry and Fishing agreements	4	12	11	19	7	12	46	21	13	20	5	8	12
Agriculture, Forestry and Fishing AAWI (%)	2.5	2.7	2.1	2.6	3.0	2.4	2.2	2.7	2.4	2.6	2.4	3.4	2.5
Agriculture, Forestry and Fishing duration (yrs.)	3.4	3.3	3.5	3.0	3.4	3.6	3.9	3.5	3.3	3.5	3.8	2.4	3.2
Agriculture, Forestry and Fishing employees ('000)	0.9	0.7	0.7	1.1	0.7	1.2	2.4	1.4	1.5	2.7	0.2	0.7	0.3
Mining agreements	18	33	24	39	20	26	58	46	38	25	33	17	14
Mining AAWI (%)	1.9	1.7	2.0	2.2	2.2	2.7	2.3	2.6	2.3	2.3	2.5	2.2	2.2
Mining duration (yrs.)	3.5	3.2	2.8	2.7	3.6	2.8	3.4	3.0	3.3	3.3	3.2	3.9	2.9
Mining employees ('000)	1.5	3.6	2.3	7.1	2.6	2.1	6.1	8.3	5.1	4.5	4.2	2.0	0.9
Manufacturing agreements	112	207	152	139	145	148	240	314	192	209	180	112	111
Manufacturing AAWI (%)	2.4	2.5	2.5	2.6	2.7	2.8	2.6	2.6	2.6	2.5	2.5	2.4	2.2
Manufacturing duration (yrs.)	2.8	3.0	2.9	2.6	2.7	2.9	2.6	2.9	2.7	2.7	2.8	2.7	2.7
Manufacturing employees ('000)	7.7	15.3	8.6	12.0	10.3	12.6	17.8	22.6	11.5	18.2	14.1	8.0	7.4
Non-metal manufacturing agreements	79	130	96	89	93	94	152	199	129	142	134	83	78
Non-metal manufacturing AAWI (%)	2.4	2.7	2.5	2.5	2.4	2.9	2.6	2.5	2.5	2.5	2.5	2.4	2.1
Non-metal manufacturing duration (yrs.)	2.7	3.0	2.8	2.7	2.8	2.8	2.8	3.0	2.9	2.8	2.9	2.8	2.6
Non-metal manufacturing employees ('000)	4.4	8.8	5.6	8.4	5.6	8.6	12.5	14.9	8.2	11.0	11.1	5.3	5.5
Metal manufacturing agreements	33	77	56	50	52	54	88	115	63	67	46	29	33
Metal manufacturing AAWI (%)	2.5	2.3	2.4	2.9	3.0	2.6	2.6	2.9	2.7	2.6	2.5	2.4	2.6
Metal manufacturing duration (yrs.)	2.9	2.9	3.1	2.4	2.7	3.1	2.3	2.9	2.3	2.5	2.6	2.5	2.8
Metal manufacturing employees ('000)	3.2	6.6	3.0	3.6	4.7	4.0	5.3	7.8	3.2	7.2	3.0	2.7	1.9
Electricity, Gas, Water and Waste Services agreements	24	38	24	38	34	33	58	40	38	35	30	16	26
Electricity, Gas, Water and Waste Services AAWI (%)	2.3	2.9	3.1	2.5	3.2	2.8	2.5	2.6	3.0	3.2	3.0	3.7	2.0
Electricity, Gas, Water and Waste Services duration (yrs.)	3.1	2.9	2.6	2.9	3.5	2.8	2.7	3.3	3.1	3.4	2.2	3.7	2.3
Electricity, Gas, Water and Waste Services Employees ('000)	3.7	10.4	2.2	12.7	4.9	3.8	5.2	1.9	1.5	3.4	1.8	2.2	4.3
Construction agreements	202	319	279	358	328	323	329	520	430	400	370	322	305
Construction AAWI (%)	3.1	4.7	5.3	5.9	5.9	5.8	3.7	3.3	3.9	4.2	4.6	4.6	4.1
Construction duration (yrs.)	3.0	2.8	2.6	2.5	2.4	2.3	2.5	2.8	2.5	2.3	2.7	3.0	2.8
Construction employees ('000)	4.5	9.4	7.8	6.8	7.3	6.6	8.4	13.3	9.3	10.8	10.8	8.2	6.3
Wholesale Trade agreements	24	61	35	39	43	32	67	18	18	25	20	19	19
Wholesale Trade AAWI (%)	2.8	2.6	2.8	2.7	2.0	2.4	2.4	2.8	2.7	3.0	2.4	2.9	2.5
Wholesale Trade duration (yrs.)	2.6	2.3	2.8	2.9	2.8	3.3	2.8	2.7	3.3	3.7	3.0	2.4	2.7
Wholesale Trade employees ('000)	1.4	3.5	2.4	1.8	2.3	2.3	2.9	0.9	0.9	8.3	1.3	1.4	1.0

FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
Retail Trade agreements	10	19	6	7	8	14	30	21	18	12	13	11	6
Retail Trade AAWI (%)	1.1	2.3	3.0	2.9	3.2	3.4	3.1	2.3	2.8	2.4	4.2	2.0	3.5
Retail Trade duration (yrs.)	3.6	2.2	2.7	2.0	4.1	3.4	3.9	1.7	2.9	3.5	3.9	3.5	3.7
Retail Trade employees ('000)	2.6	3.5	3.1	82.8	1.2	6.2	122.5	7.9	30.4	60.9	15.6	7.9	2.7
Accommodation and Food Services agreements	16	4	4	15	3	14	9	9	12	11	8	6	4
Accommodation and Food Services AAWI (%)	2.9	2.1	3.2	2.2	3.0	2.7	3.2	2.9	2.5	3.2	1.8	3.5	1.5
Accommodation and Food Services duration (yrs.)	3.7	2.7	2.6	3.5	4.0	3.6	2.6	2.9	2.7	3.6	3.2	4.0	4.0
Accommodation and Food Services Employees ('000)	2.5	0.6	1.8	1.5	0.1	1.3	0.5	1.4	2.3	0.8	0.3	37.2	3.2
Transport, Postal and Warehousing agreements	52	86	73	111	89	55	117	191	144	104	86	69	83
Transport, Postal and Warehousing AAWI (%)	2.0	2.3	2.2	2.7	2.6	2.7	2.7	3.5	2.7	2.8	2.7	3.1	2.2
Transport, Postal and Warehousing duration (yrs.)	3.2	2.5	2.9	2.8	2.7	3.1	3.0	3.0	3.0	2.9	3.4	3.7	3.4
Transport, Postal and Warehousing employees ('000)	35.7	14.6	6.3	27.1	12.9	7.6	10.8	17.2	11.1	15.2	7.8	11.3	12.4
Information Media and Telecommunications agreements	4	4	3	8	7	7	11	10	9	7	7	2	2
Information Media and Telecommunications AAWI (%)	1.9	2.1	2.2	1.6	1.6	2.1	1.9	2.2	2.1	1.9	2.1	3.2	1.3
Information Media and Telecommunications duration (yrs.)	3.5	1.7	2.8	3.0	2.6	3.1	2.8	2.4	2.4	2.2	2.9	1.3	2.0
Information Media and Telecommunications employees ('000)	0.4	0.9	0.4	1.1	0.6	0.8	2.4	5.6	1.0	1.7	1.2	20.5	0.7
Financial and Insurance Services agreements	4	14	7	12	6	9	10	8	5	9	8	5	3
Financial and Insurance Services AAWI (%)	2.6	2.6	2.8	2.3	3.1	2.6	2.7	2.8	2.8	3.1	2.0	2.8	3.7
Financial and Insurance Services duration (yrs.)	3.8	2.9	3.2	2.6	1.9	2.9	2.9	3.0	2.9	2.5	3.0	3.7	2.5
Financial and Insurance Services employees ('000)	0.9	3.1	1.3	1.1	0.5	4.2	31.4	2.1	0.9	3.5	1.7	4.4	0.7
Rental, Hiring and Real Estate Services agreements	7	10	7	17	9	18	9	3	6	5	3	4	6
Rental, Hiring and Real Estate Services AAWI (%)	2.0	3.2	2.7	3.6	7.9	6.5	3.3	2.1	3.5	5.1	2.5	2.2	2.3
Rental, Hiring and Real Estate Services duration (yrs.)	3.8	3.0	2.8	2.9	1.8	1.9	2.6	2.2	3.1	2.9	3.5	2.4	3.0
Rental, Hiring and Real Estate Services employees ('000)	1.8	0.3	0.2	0.4	0.2	0.3	0.3	0.0	0.3	0.3	0.1	0.1	0.3
Professional, Scientific and Technical Services agreements	27	29	23	25	15	16	30	18	10	12	15	10	6
Professional, Scientific and Technical Services AAWI (%)	2.2	3.0	2.7	2.7	2.3	2.3	2.3	2.4	2.5	2.0	2.5	3.2	1.7
Professional, Scientific and Technical Services duration (yrs.)	3.3	2.6	3.3	3.5	2.7	2.9	2.6	3.0	2.6	3.4	3.1	3.4	1.5
Professional, Scientific and Technical Services employees ('000)	7.4	1.0	2.2	2.4	4.8	1.6	3.0	1.5	0.9	0.6	0.8	1.1	0.4
Administrative and Support Services agreements	13	21	20	20	25	17	26	32	26	36	17	14	12
Administrative and Support Services AAWI (%)	3.0	2.4	3.8	4.2	4.5	2.9	3.3	2.5	2.2	3.0	3.2	3.4	3.1
Administrative and Support Services duration (yrs.)	2.6	2.7	2.9	2.5	2.8	2.1	2.9	3.5	3.4	3.0	3.8	3.9	3.1
Administrative and Support Services employees ('000)	0.5	1.4	1.2	5.4	0.6	3.7	2.1	2.3	5.3	3.5	2.0	2.3	0.4

FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
Public Administration and Safety agreements	25	43	42	49	26	35	53	55	53	51	36	20	19
Public Administration and Safety AAWI (%)	2.0	2.0	2.5	2.4	2.1	2.3	2.4	2.3	2.5	2.2	2.1	2.1	2.1
Public Administration and Safety duration (yrs.)	3.0	3.0	3.0	3.3	3.5	2.9	3.1	3.0	3.3	2.9	3.5	3.1	3.2
Public Administration and Safety employees ('000)	51.3	40.9	10.9	32.4	10.0	6.4	38.7	26.8	18.8	17.7	30.9	12.5	3.5
Education and Training agreements	27	41	67	75	38	50	76	87	50	53	47	33	25
Education and Training AAWI (%)	2.6	2.6	2.5	2.5	2.1	2.8	2.8	2.5	2.5	2.7	2.5	2.6	2.7
Education and Training duration (yrs.)	3.6	3.4	3.2	3.3	1.9	3.4	2.6	3.1	2.8	2.9	3.4	3.6	2.5
Education and Training employees ('000)	85.1	12.2	33.2	27.4	41.4	45.1	69.6	32.1	25.7	15.8	24.1	5.0	2.7
Health Care and Social Assistance agreements	88	79	147	107	48	85	116	143	137	77	52	62	46
Health Care and Social Assistance AAWI (%)	2.5	2.7	2.3	2.5	3.9	2.9	2.7	3.0	2.7	2.4	2.6	2.5	3.0
Health Care and Social Assistance duration (yrs.)	2.4	3.4	2.8	2.8	3.6	3.7	3.0	2.6	2.9	2.5	2.7	2.9	2.6
Health Care and Social Assistance employees ('000)	23.5	23.9	36.0	45.4	29.7	28.1	35.6	42.7	33.9	29.2	21.7	10.0	12.7
Arts and Recreation Services agreements	9	9	6	7	8	9	9	13	23	9	14	9	5
Arts and Recreation Services AAWI (%)	2.2	2.2	2.9	2.8	2.7	2.2	2.6	3.1	2.7	3.3	2.7	2.9	2.2
Arts and Recreation Services duration (yrs.)	3.1	3.4	2.9	2.7	3.1	3.1	3.1	3.1	2.8	2.7	3.1	3.2	2.4
Arts and Recreation Services employees ('000)	3.6	2.1	1.5	1.5	1.5	1.3	3.3	2.2	4.7	1.2	6.1	6.6	0.4
Other Services agreements	13	19	27	26	14	20	37	31	26	26	14	23	11
Other Services AAWI (%)	2.6	2.8	2.4	2.8	2.3	2.6	3.1	2.1	2.6	2.6	2.1	2.6	2.0
Other Services duration (yrs.)	2.0	2.7	2.9	2.9	3.0	2.5	2.9	3.0	2.8	3.1	3.0	3.0	4.0
Other Services employees ('000)	1.2	2.6	4.0	1.0	1.3	3.1	4.8	5.1	3.4	3.7	1.1	1.3	0.3
All sector agreements	679	1048	957	1111	873	923	1331	1580	1248	1126	958	762	715
All sectors AAWI (%)	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6
All sectors duration (yrs.)	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.2	2.9
All sectors employees ('000)	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.5	201.8	145.6	142.6	60.6

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

Notes:

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

How to read: 12 Agriculture, Forestry and Fishing agreements were approved in the September quarter 2020, covering 300 employees. Their average AAWI was 2.5 per cent and their average duration was 3.2 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
Agriculture, Forestry and Fishing agreements	135	140	141	149	137	138	169	181	165	183	178	175	173
Agriculture, Forestry and Fishing AAWI (%)	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.5	2.5	2.5	2.5
Agriculture, Forestry and Fishing duration (yrs.)	3.4	3.5	3.5	3.5	3.5	3.5	3.6	3.6	3.7	3.7	3.7	3.6	3.7
Agriculture, Forestry and Fishing employees ('000)	12.1	12.3	12.6	12.9	12.5	12.3	14.4	15.3	13.2	15.8	15.7	15.9	14.9
Mining agreements	363	362	362	358	326	310	338	359	375	376	395	389	373
Mining AAWI (%)	2.2	1.9	1.9	2.0	2.0	2.1	2.1	2.3	2.3	2.3	2.3	2.3	2.3
Mining duration (yrs.)	3.5	3.5	3.4	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3
Mining employees ('000)	38.1	38.8	38.8	40.3	37.5	35.6	39.1	39.0	45.2	48.2	51.0	51.1	48.8
Manufacturing agreements	2013	2035	2003	1974	1720	1699	1734	1882	1818	1855	1921	1901	1734
Manufacturing AAWI (%)	2.7	2.7	2.7	2.7	2.5	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Manufacturing duration (yrs.)	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.1
Manufacturing employees ('000)	129.6	132.4	126.8	126.4	109.9	110.1	117.8	128.9	125.2	135.1	140.2	140.0	126.3
Non-metal manufacturing agreements	1310	1316	1293	1273	1124	1118	1139	1225	1174	1207	1262	1250	1167
Non-metal manufacturing AAWI (%)	2.7	2.7	2.6	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Non-metal manufacturing duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.1	3.1	3.1	3.1	3.0	3.1
Non-metal manufacturing employees ('000)	87.3	86.2	83.4	83.1	74.1	74.5	80.8	86.6	84.0	91.0	95.0	93.4	86.6
Metal manufacturing agreements	703	719	710	701	596	581	595	657	644	648	659	651	567
Metal manufacturing AAWI (%)	2.9	2.8	2.7	2.7	2.6	2.6	2.5	2.6	2.6	2.6	2.6	2.6	2.6
Metal manufacturing duration (yrs.)	3.1	3.0	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1
Metal manufacturing employees ('000)	42.3	46.1	43.4	43.3	35.8	35.6	37.0	42.4	41.2	44.1	45.2	46.6	39.7
Electricity, Gas, Water and Waste Services agreements	356	366	347	357	322	333	349	361	366	378	391	387	357
Electricity, Gas, Water and Waste Services AAWI (%)	3.0	2.9	2.9	2.9	2.9	2.9	2.8	2.8	2.8	2.8	2.8	2.9	2.8
Electricity, Gas, Water and Waste Services duration (yrs.)	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.1	3.1
Electricity, Gas, Water and Waste Services Employees ('000)	38.8	47.3	39.8	45.6	48.2	51.0	53.5	54.0	51.6	52.1	51.8	52.7	48.3
Construction agreements	4195	4256	4281	4272	3377	3327	2920	3152	3035	2749	2732	2803	2823
Construction AAWI (%)	4.3	4.3	4.5	4.7	4.2	4.3	3.3	3.3	3.2	3.2	3.2	3.3	3.4
Construction duration (yrs.)	3.1	3.1	3.1	3.0	3.1	3.0	3.3	3.2	3.2	3.2	3.3	3.3	3.3
Construction employees ('000)	95.4	99.9	94.9	94.5	76.3	74.7	64.4	72.0	70.4	69.6	70.9	75.9	74.9
Wholesale Trade agreements	443	466	453	455	412	424	455	443	368	355	344	337	299
Wholesale Trade AAWI (%)	2.7	2.7	2.7	2.7	2.6	2.5	2.5	2.5	2.5	2.6	2.5	2.6	2.6
Wholesale Trade duration (yrs.)	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0	3.1	3.3	3.3	3.3	3.4
Wholesale Trade employees ('000)	27.4	29.5	26.5	26.6	25.6	27.2	27.4	27.4	20.0	26.1	26.2	26.0	24.3

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
Retail Trade agreements	206	213	200	179	150	152	160	163	162	170	165	167	152
Retail Trade AAWI (%)	2.8	2.8	2.5	2.5	2.3	2.4	2.7	2.7	2.7	2.6	2.7	2.7	2.7
Retail Trade duration (yrs.)	3.4	3.3	3.2	2.4	2.3	2.4	3.2	3.1	3.1	3.2	3.2	3.6	3.6
Retail Trade employees ('000)	51.6	52.7	43.7	121.0	104.7	109.9	231.1	236.6	264.5	325.0	337.0	262.4	255.3
Accommodation and Food Services agreements	351	326	295	294	246	234	224	213	202	191	173	162	136
Accommodation and Food Services AAWI (%)	2.7	2.6	2.7	2.7	2.6	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.7
Accommodation and Food Services duration (yrs.)	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.4	3.3	3.4	3.8	3.8
Accommodation and Food Services Employees ('000)	31.4	24.0	23.5	23.8	20.8	19.9	18.5	18.5	20.3	17.9	17.3	53.9	54.8
Transport, Postal and Warehousing agreements	1027	1034	1024	1018	950	921	928	1057	1053	1115	1141	1146	1042
Transport, Postal and Warehousing AAWI (%)	2.7	2.6	2.6	2.6	2.5	2.5	2.5	2.6	2.5	2.6	2.6	2.6	2.6
Transport, Postal and Warehousing duration (yrs.)	3.2	3.2	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.1	3.3
Transport, Postal and Warehousing employees ('000)	154.5	153.6	149.4	165.4	160.6	163.5	160.4	173.9	167.2	178.0	179.4	186.0	127.9
Information Media and Telecommunications agreements	82	74	69	69	60	60	63	71	72	74	74	71	57
Information Media and Telecommunications AAWI (%)	2.8	2.8	2.8	2.8	2.9	2.1	2.2	2.1	2.1	2.0	2.0	2.0	1.9
Information Media and Telecommunications duration (yrs.)	2.8	2.8	2.8	2.8	2.9	2.8	2.9	2.7	2.7	2.6	2.8	1.9	1.8
Information Media and Telecommunications employees ('000)	44.9	45.2	42.6	43.2	40.3	7.6	7.8	14.0	14.7	14.7	13.8	33.9	33.0
Financial and Insurance Services agreements	106	110	113	119	103	102	105	110	90	93	100	96	78
Financial and Insurance Services AAWI (%)	2.9	2.8	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.6
Financial and Insurance Services duration (yrs.)	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.0
Financial and Insurance Services employees ('000)	138.8	140.8	141.6	140.5	137.8	103.1	103.8	105.6	96.5	67.2	69.6	54.3	51.0
Rental, Hiring and Real Estate Services agreements	256	241	226	223	180	171	145	140	107	97	85	76	65
Rental, Hiring and Real Estate Services AAWI (%)	2.8	2.7	2.7	2.7	2.6	2.6	2.4	2.4	2.2	2.3	2.3	2.4	2.5
Rental, Hiring and Real Estate Services duration (yrs.)	3.4	3.3	3.3	3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.3	3.5	3.6
Rental, Hiring and Real Estate Services employees ('000)	8.5	8.4	8.2	8.2	7.2	6.8	6.2	5.8	5.2	5.4	5.2	4.0	3.4
Professional, Scientific and Technical Services agreements	358	368	353	352	306	297	295	289	257	240	231	222	191
Professional, Scientific and Technical Services AAWI (%)	2.7	2.7	2.7	2.7	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4
Professional, Scientific and Technical Services duration (yrs.)	3.3	3.3	3.3	3.3	3.3	3.2	3.1	3.1	3.2	3.1	3.1	3.2	3.2
Professional, Scientific and Technical Services employees ('000)	30.6	29.2	27.4	28.5	30.3	30.1	30.0	30.0	28.8	27.6	27.0	27.3	25.1
Administrative and Support Services agreements	475	466	452	438	361	342	321	323	280	274	260	251	227
Administrative and Support Services AAWI (%)	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.8	2.7	2.7	2.6	2.6	2.6
Administrative and Support Services duration (yrs.)	3.4	3.4	3.4	3.3	3.3	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.4
Administrative and Support Services employees ('000)	36.2	35.6	33.6	37.2	29.5	30.7	29.7	29.9	31.1	32.5	30.6	29.3	28.7
Public Administration and Safety agreements	510	522	533	558	505	495	487	510	491	497	487	478	401
Public Administration and Safety AAWI (%)	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.3	2.2	2.2	2.2
Public Administration and Safety duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.2	3.2	3.3
Public Administration and Safety employees ('000)	251.1	284.9	289.0	314.9	316.8	302.5	308.6	325.2	316.2	299.6	260.1	283.3	221.4

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
Education and Training agreements	564	573	435	497	496	520	499	583	588	620	586	602	581
Education and Training AAWI (%)	2.8	2.8	2.7	2.6	2.5	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
Education and Training duration (yrs.)	3.4	3.4	3.5	3.5	3.3	3.3	3.2	3.2	3.1	3.1	3.3	3.3	3.3
Education and Training employees ('000)	248.6	257.4	251.3	267.9	300.3	340.8	403.4	436.1	421.8	434.6	405.4	409.7	401.7
Health Care and Social Assistance agreements	986	960	982	1052	935	960	988	1093	1077	1100	1062	1077	796
Health Care and Social Assistance AAWI (%)	3.1	3.0	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	2.9	3.0
Health Care and Social Assistance duration (yrs.)	3.5	3.5	3.5	3.4	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.2	3.3
Health Care and Social Assistance employees ('000)	350.2	349.2	364.0	395.5	386.2	400.2	411.5	424.5	425.4	441.8	449.0	388.7	299.6
Arts and Recreation Services agreements	140	142	136	136	114	119	104	110	108	114	106	111	88
Arts and Recreation Services AAWI (%)	2.9	2.9	2.9	2.9	2.8	2.8	2.8	2.9	2.7	2.8	2.8	2.8	2.8
Arts and Recreation Services duration (yrs.)	3.1	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.3	3.2	3.2	3.3
Arts and Recreation Services employees ('000)	38.7	40.0	39.8	39.6	33.3	34.4	35.4	36.3	27.7	25.8	29.3	34.6	29.4
Other Services agreements	343	329	326	331	296	299	291	298	265	256	248	255	231
Other Services AAWI (%)	2.9	2.8	2.8	2.7	2.6	2.6	2.7	2.6	2.6	2.6	2.5	2.5	2.6
Other Services duration (yrs.)	2.8	2.8	2.8	2.8	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0	3.1
Other Services employees ('000)	34.6	32.6	31.5	31.1	20.5	23.0	23.6	26.8	25.6	28.1	27.8	28.2	24.6
All sector agreements	12909	12983	12731	12831	10996	10903	10575	11338	10879	10737	10679	10706	9804
All sectors AAWI (%)	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.3	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3
All sectors employees ('000)	1761.2	1813.5	1784.9	1962.9	1898.3	1883.6	2086.5	2199.8	2170.6	2245.0	2207.2	2157.3	1893.4

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

Notes:

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

How to read: 173 Agriculture, Forestry and Fishing agreements current as at 30 September 2020, covering 14,900 employees. Their average AAWI was 2.5 per cent and their average duration was 3.7 years.

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

FOR ALL CURRENT AGREEMENTS	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Agriculture, Forestry and Fishing agreements	6	14	4	13	18	11	5	15	12	8	30	22	5
Agriculture, Forestry and Fishing AAWI (%)	2.8	2.5	2.5	3.1	2.5	2.8	2.6	2.7	2.5	2.8	2.3	2.5	2.1
Agriculture, Forestry and Fishing employees ('000)	1.1	2.0	0.6	0.5	1.2	0.7	0.2	1.4	2.2	0.6	0.8	2.6	0.9
Mining agreements	30	33	28	40	22	23	30	35	20	15	34	25	20
Mining AAWI (%)	2.2	1.8	2.1	2.3	2.3	2.7	2.4	2.7	2.5	2.3	1.9	2.6	1.8
Mining employees ('000)	3.2	3.2	1.9	6.8	2.8	1.8	2.7	4.9	1.9	3.2	4.8	5.4	2.8
Manufacturing agreements	158	164	116	238	159	123	115	226	124	100	82	107	65
Manufacturing AAWI (%)	2.4	2.6	2.5	2.6	2.4	2.4	2.5	2.6	2.5	2.4	2.6	2.4	2.4
Manufacturing employees ('000)	9.9	11.5	7.3	17.2	10.0	9.3	7.0	19.0	11.2	7.6	5.5	7.6	4.4
Non-metal manufacturing agreements	105	114	72	163	104	80	77	163	87	63	54	72	48
Non-metal manufacturing AAWI (%)	2.4	2.6	2.5	2.5	2.5	2.5	2.4	2.5	2.4	2.3	2.5	2.5	2.3
Non-metal manufacturing employees ('000)	7.0	8.6	4.8	10.3	6.1	6.0	5.1	12.6	8.1	5.2	4.4	5.3	3.4
Metal manufacturing agreements	53	50	44	75	55	43	38	63	37	37	28	35	17
Metal manufacturing AAWI (%)	2.4	2.5	2.5	2.8	2.3	2.3	2.9	2.9	2.7	2.6	2.9	2.4	2.6
Metal manufacturing employees ('000)	2.9	3.0	2.5	6.9	3.9	3.3	1.8	6.4	3.1	2.3	1.0	2.4	1.0
Electricity, Gas, Water and Waste Services agreements	25	40	27	54	32	29	32	18	31	16	15	26	13
Electricity, Gas, Water and Waste Services AAWI (%)	3.1	3.1	2.9	2.5	2.5	2.3	2.8	2.4	2.4	2.4	3.2	2.8	2.7
Electricity, Gas, Water and Waste Services Employees ('000)	5.5	7.6	14.1	9.1	2.0	2.2	2.0	1.0	2.2	0.8	0.7	2.2	0.9
Construction agreements	188	151	335	150	161	186	136	200	154	453	112	226	233
Construction AAWI (%)	3.7	3.2	3.4	3.4	2.8	3.0	2.6	3.1	2.8	5.0	2.5	2.9	3.0
Construction employees ('000)	4.7	3.0	8.5	4.5	4.6	4.3	4.8	6.2	4.7	11.2	3.1	6.2	5.0
Wholesale Trade agreements	37	36	36	48	24	23	15	26	28	13	19	8	8
Wholesale Trade AAWI (%)	2.5	2.7	2.4	2.7	2.3	2.3	2.0	2.6	2.1	2.3	2.1	2.9	3.2
Wholesale Trade employees ('000)	2.0	2.2	1.3	2.7	1.1	1.3	0.4	1.4	2.7	1.4	0.9	0.9	3.7
Retail Trade agreements	7	11	11	19	13	11	10	19	11	9	10	10	7
Retail Trade AAWI (%)	2.3	2.4	2.3	3.3	2.3	2.3	2.9	2.9	4.9	3.3	2.6	2.7	2.3
Retail Trade employees ('000)	0.2	1.7	4.0	7.1	5.3	2.0	7.6	21.0	4.3	4.1	143.0	11.1	1.7
Accommodation and Food Services agreements	23	23	12	18	8	6	5	14	6	9	3	6	8
Accommodation and Food Services AAWI (%)	2.9	2.4	1.7	2.8	3.0	2.8	1.6	2.8	2.2	1.8	1.8	2.6	2.0
Accommodation and Food Services Employees ('000)	3.9	2.8	0.5	2.3	2.0	0.7	0.1	1.0	0.5	0.6	0.2	0.4	0.5

FOR ALL CURRENT AGREEMENTS	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Transport, Postal and Warehousing agreements	76	91	68	176	78	87	66	122	76	49	47	82	31
Transport, Postal and Warehousing AAWI (%)	2.2	2.7	2.6	2.8	2.8	2.9	2.4	3.5	2.6	2.5	2.2	3.0	2.9
Transport, Postal and Warehousing employees ('000)	36.6	9.5	5.7	29.6	7.1	10.6	3.9	9.5	5.7	10.4	10.0	14.8	2.2
Information Media and Telecommunications agreements	4	7	3	14	3	2	2	15	3	2	3	1	0
Information Media and Telecommunications AAWI (%)	1.5	1.7	2.4	2.7	2.1	2.0	2.0	1.7	2.1	2.1	2.0	2.0	*
Information Media and Telecommunications employees ('000)	1.0	0.8	0.1	1.2	20.5	0.4	0.9	6.5	0.5	0.2	1.1	0.1	0.0
Financial and Insurance Services agreements	8	9	2	18	7	9	3	12	1	5	4	3	1
Financial and Insurance Services AAWI (%)	3.1	2.8	2.2	2.3	2.7	2.0	3.7	2.2	2.2	2.8	2.5	3.1	*
Financial and Insurance Services employees ('000)	3.2	3.5	0.0	4.3	2.0	31.5	0.3	2.5	0.3	3.1	0.4	1.3	0.9
Rental, Hiring and Real Estate Services agreements	12	1	10	5	6	6	3	7	6	3	1	2	5
Rental, Hiring and Real Estate Services AAWI (%)	2.1	2.4	2.6	2.6	2.0	2.1	2.4	4.4	3.7	2.6	*	2.3	2.3
Rental, Hiring and Real Estate Services ('000)	0.6	0.0	0.3	0.1	1.4	0.3	0.1	0.2	0.3	0.1	0.1	0.1	0.2
Professional, Scientific and Technical Services agreements	14	29	25	32	13	10	11	17	8	6	8	4	5
Professional, Scientific and Technical Services AAWI (%)	2.2	2.3	2.6	2.9	2.5	2.4	1.8	2.5	2.3	3.2	2.8	3.0	2.0
Professional, Scientific and Technical Services employees ('000)	4.8	8.5	1.8	2.6	2.3	0.4	0.9	1.4	0.8	0.7	0.4	0.2	0.3
Administrative and Support Services agreements	25	22	18	22	14	20	6	15	11	18	13	25	6
Administrative and Support Services AAWI (%)	3.3	2.8	3.3	2.8	2.4	2.6	2.5	2.4	2.7	2.2	2.5	2.2	3.0
Administrative and Support Services employees ('000)	1.9	4.7	3.8	2.0	1.3	1.5	0.4	1.0	0.3	2.3	1.3	3.7	0.4
Public Administration and Safety agreements	38	40	21	62	29	43	31	59	21	13	10	29	11
Public Administration and Safety AAWI (%)	2.0	2.1	1.9	2.2	2.3	2.6	2.1	2.1	2.7	2.0	2.0	2.1	2.5
Public Administration and Safety employees ('000)	51.6	38.5	3.2	25.4	27.2	24.9	20.1	25.8	10.4	9.7	3.1	10.7	2.3
Education and Training agreements	25	138	46	70	21	112	23	40	18	39	18	15	12
Education and Training AAWI (%)	3.1	2.7	2.5	2.6	2.1	2.5	3.1	2.4	2.6	4.4	2.7	2.1	3.8
Education and Training employees ('000)	7.4	13.5	28.4	219.6	16.1	55.2	5.5	34.9	9.5	10.3	2.8	2.0	1.0
Health Care and Social Assistance agreements	66	63	34	190	71	70	46	93	54	32	40	29	20
Health Care and Social Assistance AAWI (%)	3.4	2.7	2.9	2.7	2.6	3.8	2.9	3.0	3.0	2.6	2.7	2.4	3.1
Health Care and Social Assistance employees ('000)	51.6	31.3	13.8	59.4	23.4	39.9	11.5	32.5	13.9	10.6	10.1	4.0	4.2
Arts and Recreation Services agreements	11	8	4	11	3	12	3	11	5	7	5	3	5
Arts and Recreation Services AAWI (%)	2.7	2.3	2.8	3.1	1.3	3.1	3.4	2.9	2.5	3.2	2.5	3.1	1.9
Arts and Recreation Services employees ('000)	1.2	0.7	2.1	4.4	0.5	3.1	1.0	9.5	4.0	1.0	0.4	1.1	0.5

FOR ALL CURRENT AGREEMENTS	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23
Other Services agreements	18	21	23	30	11	28	17	26	14	7	7	18	7
Other Services AAWI (%)	3.0	2.5	2.5	2.2	3.3	2.7	3.1	2.7	2.2	2.2	1.5	2.5	2.1
Other Services employees ('000)	1.4	1.3	0.7	7.5	3.1	1.4	1.5	3.3	0.6	0.6	0.6	0.9	0.8
All sector agreements	771	901	823	1210	693	811	559	970	603	804	461	641	462
All sectors AAWI (%)	2.6	2.5	2.7	2.6	2.4	2.8	2.5	2.6	2.7	3.2	2.4	2.6	2.7
All sectors employees ('000)	191.6	146.4	98.2	406.3	134.0	191.8	70.9	183.2	76.0	78.6	189.2	75.3	32.5

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

Notes:

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

How to read: 5 Agriculture, Forestry and Fishing agreements, covering 900 employees, have an expiry date in the September quarter 2023. The average AAWI is 2.1 per cent.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
ACT agreements	16	10	11	18	5	9	14	22	23	8	12	10	14
ACT AAWI (%)	2.5	2.3	2.1	1.9	2.4	3.2	2.6	2.7	2.9	2.7	2.8	2.8	2.5
ACT duration (yrs.)	2.5	3.3	2.7	3.2	3.4	2.4	4.0	3.0	4.0	3.4	3.7	3.6	3.6
ACT employees ('000)	1.6	1.0	1.7	1.8	0.2	0.9	10.0	10.7	9.2	0.4	0.4	1.2	1.4
NSW agreements	150	264	287	263	197	176	243	314	204	184	196	196	172
NSW AAWI (%)	2.3	3.4	2.9	2.8	2.9	2.5	2.7	2.9	2.3	2.4	3.2	3.4	3.2
NSW duration (yrs.)	2.6	2.7	2.5	2.9	2.8	2.8	2.8	2.6	2.8	2.4	2.9	3.4	2.5
NSW employees ('000)	19.3	15.2	31.3	67.2	9.9	27.8	26.3	29.2	19.2	30.4	17.3	13.9	13.3
NT agreements	9	10	6	22	9	7	15	14	14	16	14	5	6
NT AAWI (%)	2.5	1.3	2.3	2.5	2.4	3.0	2.6	2.9	2.0	2.8	2.4	2.9	1.4
NT duration (yrs.)	3.1	3.5	3.3	3.9	3.9	2.5	3.7	2.9	3.1	3.4	3.3	3.0	4.6
NT employees ('000)	0.5	1.5	0.4	12.3	3.6	0.7	4.5	3.1	1.2	2.2	0.7	0.4	0.1
Qld agreements	91	137	113	133	95	95	216	230	197	165	121	107	116
Qld AAWI (%)	2.5	2.6	2.3	2.4	2.5	2.5	2.5	2.5	2.7	2.6	2.4	2.7	2.3
Qld duration (yrs.)	2.8	3.0	3.1	2.9	3.4	3.0	2.8	2.8	3.0	2.9	2.9	3.2	3.4
Qld employees ('000)	12.1	13.2	14.9	13.2	7.9	18.6	34.2	21.6	20.6	20.2	9.5	8.2	11.1
SA agreements	34	59	68	60	40	49	85	129	64	77	39	35	24
SA AAWI (%)	2.3	2.7	2.3	2.1	3.0	2.8	2.9	2.9	2.7	2.7	2.6	2.4	2.3
SA duration (yrs.)	3.0	3.2	2.9	2.6	3.6	3.4	3.1	2.8	2.8	3.0	3.0	2.7	2.7
SA employees ('000)	10.0	6.6	12.0	5.7	5.7	3.8	5.4	10.1	4.3	4.3	2.0	3.9	1.5
Tas agreements	11	22	28	43	30	26	35	47	44	29	36	19	19
Tas AAWI (%)	1.5	2.9	2.8	4.0	3.1	2.8	2.9	3.1	3.1	3.1	2.8	3.6	3.1
Tas duration (yrs.)	2.5	3.0	2.3	2.3	2.6	3.2	2.9	2.7	2.7	3.0	3.1	3.4	2.7
Tas employees ('000)	0.6	1.0	2.4	3.9	3.6	2.5	2.0	4.7	5.7	2.5	1.4	2.3	1.3
Vic agreements	206	318	250	340	280	326	389	396	361	378	324	207	190
Vic AAWI (%)	3.1	3.0	2.9	3.1	4.1	3.5	2.9	3.0	2.9	3.2	2.6	3.1	2.4
Vic duration (yrs.)	3.6	3.2	3.2	3.0	3.6	3.7	2.7	2.9	3.1	2.8	3.2	3.2	2.7
Vic employees ('000)	88.4	30.6	26.0	35.3	35.8	46.7	83.4	41.2	33.4	33.2	45.4	23.1	14.5
WA agreements	59	92	84	87	75	55	112	155	124	91	80	43	53
WA AAWI (%)	2.1	1.8	2.1	1.8	1.8	2.1	1.8	1.8	1.9	2.1	2.1	2.2	2.1
WA duration (yrs.)	3.2	3.2	3.0	3.0	2.5	3.2	2.9	2.9	2.7	3.0	2.8	2.7	3.2
WA employees ('000)	9.1	15.5	11.3	19.6	5.8	4.4	11.1	11.4	15.6	13.3	13.0	3.6	3.5
Multi-state agreements	103	136	110	144	142	180	222	272	216	178	136	139	121
Multi-state AAWI (%)	2.0	2.2	2.6	2.5	2.6	2.9	2.5	2.7	2.8	2.5	2.5	2.4	2.4
Multi-state duration (yrs.)	3.1	2.8	3.1	2.2	2.1	3.0	3.5	2.9	2.8	3.4	3.5	3.1	3.0
Multi-state employees ('000)	94.5	65.4	26.2	111.9	60.4	33.0	190.7	63.3	59.1	95.3	55.9	85.7	14.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
Other agreements	0	0	0	1	0	0	0	1	1	0	0	1	0
Other AAWI (%)	*	*	*	2.5	*	*	*	*	1.0	*	*	2.5	*
Other duration (yrs.)	0.0	0.0	0.0	2.0	0.0	0.0	0.0	4.0	2.0	0.0	0.0	3.0	0.0
Other employees ('000)	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.0
All States agreements	679	1048	957	1111	873	923	1331	1580	1248	1126	958	762	715
All states AAWI (%)	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6
All states duration (yrs.)	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.2	2.9
All states employees ('000)	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.5	201.8	145.6	142.6	60.6

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

Notes:

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

How to read: 14 agreements approved in the September quarter 2020 operate solely in the ACT. These agreements cover 1,400 employees, their average AAWI is 2.5 per cent, and their average duration is 3.6 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
ACT agreements	134	133	127	142	134	133	134	141	149	146	144	147	130
ACT AAWI (%)	2.7	2.7	2.6	2.6	2.5	2.3	2.3	2.6	2.7	2.7	2.6	2.6	2.6
ACT duration (yrs.)	3.1	3.1	3.1	3.2	3.3	3.0	3.1	3.3	3.5	3.5	3.7	3.7	3.8
ACT employees ('000)	16.0	16.6	17.7	16.4	16.5	12.5	11.7	28.4	38.7	38.7	33.7	34.5	32.2
NSW agreements	2069	2129	2194	2293	2238	2263	1972	2113	2037	2071	2101	2166	1944
NSW AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.7	2.5	2.6	2.6	2.5	2.6	2.6	2.7
NSW duration (yrs.)	3.0	3.0	2.9	2.9	2.9	2.9	3.0	3.0	3.0	2.9	2.9	3.0	3.1
NSW employees ('000)	217.1	205.3	212.3	263.3	252.1	266.9	268.5	281.3	275.1	299.2	287.3	290.2	241.5
NT agreements	254	230	209	211	192	154	142	138	141	149	150	150	133
NT AAWI (%)	3.3	3.0	2.8	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
NT duration (yrs.)	3.2	3.3	3.3	3.7	3.8	3.8	3.8	3.7	3.7	3.7	3.7	3.7	3.7
NT employees ('000)	16.2	12.2	10.7	22.0	23.9	23.1	26.6	28.0	29.4	31.1	31.3	31.2	29.7
Qld agreements	1913	1883	1744	1747	1611	1565	1546	1688	1688	1630	1597	1614	1555
Qld AAWI (%)	2.8	2.8	2.7	2.7	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Qld duration (yrs.)	3.2	3.2	3.2	3.2	3.3	3.3	3.2	3.2	3.1	3.1	3.1	3.1	3.2
Qld employees ('000)	192.0	196.0	190.8	193.5	163.2	170.3	180.5	195.0	165.6	177.8	176.4	180.2	173.2
SA agreements	709	705	701	710	601	593	607	689	661	696	688	691	607
SA AAWI (%)	2.9	2.9	2.8	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.7	2.7	2.6
SA duration (yrs.)	3.1	3.2	3.2	3.0	3.1	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.2
SA employees ('000)	56.2	58.7	66.5	64.0	61.3	62.1	63.0	69.4	67.1	69.2	67.9	70.1	54.9
Tas agreements	273	278	268	299	270	277	271	304	301	314	327	330	290
Tas AAWI (%)	2.7	2.7	2.6	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1
Tas duration (yrs.)	3.0	3.0	3.0	2.8	2.8	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0
Tas employees ('000)	22.0	21.7	21.4	23.6	21.3	22.5	22.3	26.0	27.3	28.9	26.9	28.2	24.7
Vic agreements	3658	3765	3768	3880	2671	2743	2855	3028	2854	2737	2712	2687	2418
Vic AAWI (%)	3.4	3.4	3.4	3.3	3.2	3.2	3.2	3.2	3.1	3.1	3.1	3.0	3.0
Vic duration (yrs.)	3.6	3.6	3.6	3.6	3.7	3.7	3.6	3.6	3.6	3.6	3.6	3.4	3.4
Vic employees ('000)	524.1	532.1	527.5	544.0	522.3	554.9	616.6	640.2	621.2	615.3	586.8	560.6	512.1
WA agreements	1589	1521	1406	1344	1175	1077	1037	1089	1056	1082	1084	1037	962
WA AAWI (%)	2.7	2.6	2.4	2.2	2.1	2.1	2.0	2.0	1.9	1.9	1.9	1.9	2.0
WA duration (yrs.)	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1
WA employees ('000)	122.6	128.0	122.8	128.3	116.8	109.8	111.6	117.8	113.7	117.7	125.2	121.4	109.7

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
Multi-state agreements	2307	2336	2311	2201	2100	2094	2008	2144	1987	1907	1871	1880	1762
Multi-state AAWI (%)	2.5	2.4	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4
Multi-state duration (yrs.)	3.2	3.1	3.1	3.0	2.9	2.9	3.0	3.0	3.0	3.1	3.1	3.2	3.4
Multi-state employees ('000)	594.9	642.8	615.1	707.5	720.6	661.1	785.5	813.4	832.2	866.9	871.4	840.7	715.1
Other agreements	3	3	3	4	4	4	3	4	5	5	5	4	3
Other AAWI (%)	2.0	2.0	2.0	2.3	2.3	2.3	2.4	2.4	2.1	2.1	2.1	2.1	2.4
Other duration (yrs.)	3.1	3.1	3.1	2.5	2.5	2.5	2.3	2.3	2.3	2.3	2.3	2.9	3.2
Other employees ('000)	0.2	0.2	0.2	0.3	0.3	0.3	0.2	0.2	0.3	0.3	0.3	0.3	0.2
All sector agreements	12909	12983	12731	12831	10996	10903	10575	11338	10879	10737	10679	10706	9804
All sectors AAWI (%)	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.3	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3
All sectors employees ('000)	1761.2	1813.5	1784.9	1962.9	1898.3	1883.6	2086.5	2199.8	2170.6	2245.0	2207.2	2157.3	1893.4

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

Notes:

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

How to read: 130 agreements current as at 30 September 2020 operate solely in the ACT. These agreements cover 32,200 employees, their AAWI is 2.6 per cent, and their average duration is 3.8 years.

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

Linked to minimum wage

Agreement Type	Dec-19	Mar-20	Jun-20	Sep-20
Single-enterprise non-greenfields agreements	54	40	30	32
Single-enterprise non-greenfields employees ('000)	29.6	2.6	5.6	1.1
Single-enterprise greenfields agreements	1	0	0	2
Single-enterprise greenfields employees ('000)	0.1	0.0	0.0	0.1
Multi-enterprise non-greenfields agreements	0	1	1	0
Multi-enterprise non-greenfields employees ('000)	0.0	4.3	0.1	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	55	41	31	34
Sub-total employees ('000)	29.7	6.9	5.8	1.3

Linked to CPI

Agreement Type	Dec-19	Mar-20	Jun-20	Sep-20
Single-enterprise non-greenfields agreements	15	24	15	23
Single-enterprise non-greenfields employees ('000)	0.9	2.5	0.9	1.4
Single-enterprise greenfields agreements	0	2	0	0
Single-enterprise greenfields employees ('000)	0.0	0.1	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	15	26	15	23
Sub-total employees ('000)	0.9	2.7	0.9	1.4

Inconsistent Increase

Agreement Type	Dec-19	Mar-20	Jun-20	Sep-20
Single-enterprise non-greenfields agreements	48	41	42	29
Single-enterprise non-greenfields employees ('000)	9.0	12.3	2.5	5.7
Single-enterprise greenfields agreements	4	4	2	2
Single-enterprise greenfields employees ('000)	0.1	0.1	0.0	0.0
Multi-enterprise non-greenfields agreements	0	0	0	1
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.3
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	52	45	44	32
Sub-total employees ('000)	9.1	12.4	2.5	6.0

Performance Linked

Agreement Type	Dec-19	Mar-20	Jun-20	Sep-20
Single-enterprise non-greenfields agreements	9	2	0	1
Single-enterprise non-greenfields employees ('000)	0.5	0.9	0.0	0.0
Single-enterprise greenfields agreements	0	0	0	0
Single-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise non-greenfields agreements	0	0	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	9	2	0	1
Sub-total employees ('000)	0.5	0.9	0.0	0.0

Other Reason

Agreement Type	Dec-19	Mar-20	Jun-20	Sep-20
Single-enterprise non-greenfields agreements	79	55	59	44
Single-enterprise non-greenfields employees ('000)	45.5	5.4	67.0	5.2
Single-enterprise greenfields agreements	5	3	1	1
Single-enterprise greenfields employees ('000)	0.2	0.2	0.2	0.4
Multi-enterprise non-greenfields agreements	1	0	0	0
Multi-enterprise non-greenfields employees ('000)	1.8	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	85	58	60	45
Sub-total employees ('000)	47.5	5.6	67.2	5.6

Totals

Agreement Type	Dec-19	Mar-20	Jun-20	Sep-20
Total non-quantifiable agreements	216	172	150	135
Total employees covered by non-quantifiable agreements	87.6	28.5	76.5	14.3

Quantifiable agreements

Agreement Type	Dec-19	Mar-20	Jun-20	Sep-20
Single-enterprise non-greenfields agreements	857	741	563	515
Single-enterprise non-greenfields employees ('000)	111.1	114.3	63.6	44.0
Single-enterprise greenfields agreements	50	43	48	64
Single-enterprise greenfields employees ('000)	2.8	1.4	1.2	1.5
Multi-enterprise non-greenfields agreements	3	2	1	2
Multi-enterprise non-greenfields employees ('000)	0.3	1.3	1.4	0.8
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Total quantifiable agreements	910	786	612	581
Total employees covered by quantifiable agreements ('000)	114.2	117.1	66.1	46.4

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

Notes:

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

How to read: 31 single enterprise non-greenfields agreements approved in the September quarter 2020 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 1,100 employees.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
Agreements (union covered)	497	789	737	852	684	726	1034	1107	866	837	743	599	562
AAWI (%) (union covered)	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6
Duration (yrs.) (yrs.) (union covered)	3.2	3.0	2.9	2.7	2.7	3.2	3.2	2.8	2.9	3.0	3.2	3.1	2.9
Employees ('000) (union covered)	227.4	141.3	120.0	263.9	127.2	131.8	357.4	178.3	156.9	192.3	138.8	135.9	56.3
Agreements (no union covered)	182	259	220	259	189	197	297	473	382	289	215	163	153
AAWI (%) (no union covered)	2.5	2.4	2.3	2.4	2.2	2.4	2.4	2.6	2.6	2.5	2.7	2.6	2.6
Duration (yrs.) (yrs.) (no union covered)	3.6	3.2	3.4	3.3	3.2	3.4	3.4	3.4	3.2	3.3	3.4	3.7	3.1
Employees ('000) (no union covered)	8.8	8.6	6.3	7.1	5.6	6.5	10.3	17.0	11.7	9.6	6.8	6.7	4.4
All agreements	679	1048	957	1111	873	923	1331	1580	1248	1126	958	762	715
Overall AAWI (%)	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6
Overall duration (yrs.) (yrs.)	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.2	2.9
All employees ('000)	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.5	201.8	145.6	142.6	60.6

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

Notes:

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

How to read: 562 agreements approved in the September quarter 2020, covering 56,300 employees, formally covered a union. Their average AAWI was 2.6 per cent and their average duration was 2.9 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20
Agreements (union covered)	8152	8347	8250	8460	6959	7081	6856	7463	7071	6944	6983	7105	6419
AAWI (%) (union covered)	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.7
Duration (yrs.) (yrs.) (union covered)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3
Employees ('000) (union covered)	1587.1	1644.0	1622.8	1806.1	1770.5	1762.3	1966.3	2074.2	2049.2	2125.5	2089.7	2042.5	1782.6
Agreements (no union covered)	4757	4636	4481	4371	4037	3822	3719	3875	3808	3793	3696	3601	3385
AAWI (%) (no union covered)	2.6	2.6	2.6	2.5	2.5	2.5	2.4	2.5	2.5	2.5	2.5	2.5	2.5
Duration (yrs.) (yrs.) (no union covered)	3.5	3.5	3.5	3.5	3.6	3.6	3.5	3.5	3.5	3.5	3.5	3.5	3.5
Employees ('000) (no union covered)	174.1	169.4	162.1	156.8	127.8	121.3	120.2	125.6	121.4	119.5	117.5	114.7	110.7
All agreements	12909	12983	12731	12831	10996	10903	10575	11338	10879	10737	10679	10706	9804
Overall AAWI (%)	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6
Overall duration (yrs.) (yrs.)	3.3	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3
All employees ('000)	1761.2	1813.5	1784.9	1962.9	1898.3	1883.6	2086.5	2199.8	2170.6	2245.0	2207.2	2157.3	1893.4

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

Notes:

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

How to read: 6,419 agreements current as at 30 September 2020, covering 1,782,600 employees, formally covered a union. Their average AAWI was 2.7 per cent and their average duration was 3.3 years.

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

Agreement ID	Title	Employees	AAWI	ANZSIC	States
AE508558	Grill'd Enterprise Agreement 2020	3,062	*	Accommodation and Food Services	ACT, NSW, NT, Qld, SA, Vic, WA
AE508585	Ramsay Health Care New South Wales and Health Services Union (HSU) New South Wales Enterprise Agreement 2020	2,987	3.8	Health Care and Social Assistance	NSW
AE509011	Queensland Rail Administrative, Professional and Technical Enterprise Agreement 2020	2,185	2.2	Transport, Postal and Warehousing	Qld

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

Notes:

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

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	2	0	1	1	1	4	1	2	0	12
Agriculture, Forestry and Fishing AAWI (%)	*	2.0	*	*	2.5	3.0	2.1	2.1	3.3	*	2.5
Agriculture, Forestry and Fishing duration (yrs.)	0.0	2.9	0.0	4.0	3.0	3.0	3.3	3.0	3.4	0.0	3.2
Agriculture, Forestry and Fishing employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.3
Mining agreements	0	8	0	1	0	0	1	0	4	0	14
Mining AAWI (%)	*	2.2	*	2.0	*	*	2.4	*	2.2	*	2.2
Mining duration (yrs.)	0.0	2.8	0.0	3.0	0.0	0.0	3.3	0.0	3.3	0.0	2.9
Mining employees ('000)	0.0	0.6	0.0	0.1	0.0	0.0	0.0	0.0	0.2	0.0	0.9
Manufacturing agreements	0	24	1	11	3	6	50	7	9	0	111
Manufacturing AAWI (%)	*	2.4	1.0	2.2	2.0	2.2	2.0	2.1	3.5	*	2.2
Manufacturing duration (yrs.)	0.0	2.5	2.0	3.0	3.0	2.4	2.5	3.0	3.5	0.0	2.7
Manufacturing employees ('000)	0.0	2.3	0.0	0.9	0.7	0.1	3.0	0.2	0.3	0.0	7.4
Non-metal manufacturing agreements	0	16	0	11	3	6	33	6	3	0	78
Non-metal manufacturing AAWI (%)	*	2.2	*	2.2	2.0	2.2	1.7	2.1	4.1	*	2.1
Non-metal manufacturing duration (yrs.)	0.0	2.5	0.0	3.0	3.0	2.4	2.4	2.9	3.2	0.0	2.6
Non-metal manufacturing employees ('000)	0.0	1.4	0.0	0.9	0.7	0.1	2.1	0.2	0.1	0.0	5.5
Metal manufacturing agreements	0	8	1	0	0	0	17	1	6	0	33
Metal manufacturing AAWI (%)	*	2.7	1.0	*	*	*	2.4	2.0	1.7	*	2.6
Metal manufacturing duration (yrs.)	0.0	2.5	2.0	0.0	0.0	0.0	2.9	4.0	3.7	0.0	2.8
Metal manufacturing employees ('000)	0.0	0.8	0.0	0.0	0.0	0.0	0.9	0.0	0.1	0.0	1.9
Electricity, Gas, Water and Waste Services agreements	2	3	1	3	1	1	8	5	2	0	26
Electricity, Gas, Water and Waste Services AAWI (%)	2.0	2.7	2.0	1.8	1.9	*	2.0	1.3	2.3	*	2.0
Electricity, Gas, Water and Waste Services duration (yrs.)	3.0	3.7	3.0	1.5	2.3	2.9	2.3	3.3	1.0	0.0	2.3
Electricity, Gas, Water and Waste Services Employees ('000)	0.4	0.1	0.0	0.1	0.0	0.1	2.2	0.7	0.8	0.0	4.3
Construction agreements	6	90	1	55	9	1	59	17	67	0	305
Construction AAWI (%)	4.0	5.0	1.7	3.7	4.5	5.6	4.0	3.2	3.7	*	4.1
Construction duration (yrs.)	0.9	3.0	4.0	2.7	3.0	2.0	1.9	3.3	3.5	0.0	2.8
Construction employees ('000)	0.1	1.4	0.0	1.2	0.2	0.0	1.3	0.6	1.5	0.0	6.3
Wholesale Trade agreements	0	3	0	3	0	0	7	2	4	0	19
Wholesale Trade AAWI (%)	*	2.2	*	2.6	*	*	2.9	1.4	2.7	*	2.5
Wholesale Trade duration (yrs.)	0.0	1.8	0.0	1.7	0.0	0.0	3.0	4.0	2.6	0.0	2.7
Wholesale Trade employees ('000)	0.0	0.2	0.0	0.2	0.0	0.0	0.1	0.3	0.3	0.0	1.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	0	1	0	0	1	0	1	2	1	0	6
Retail Trade AAWI (%)	*	3.6	*	*	2.0	*	*	4.5	2.5	*	3.5
Retail Trade duration (yrs.)	0.0	3.0	0.0	0.0	1.0	0.0	4.0	3.8	3.0	0.0	3.7
Retail Trade employees ('000)	0.0	0.5	0.0	0.0	0.0	0.0	1.7	0.4	0.1	0.0	2.7
Accommodation and Food Services agreements	0	0	0	0	0	0	0	1	3	0	4
Accommodation and Food Services AAWI (%)	*	*	*	*	*	*	*	1.5	.5	*	.8
Accommodation and Food Services duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	4.0	0.0	4.0
Accommodation and Food Services Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.2	0.0	3.2
Transport, Postal and Warehousing agreements	1	16	1	15	4	3	21	11	11	0	83
Transport, Postal and Warehousing AAWI (%)	1.2	2.7	1.7	2.0	2.1	2.4	2.7	1.8	2.3	*	2.2
Transport, Postal and Warehousing duration (yrs.)	3.0	3.0	6.4	4.0	2.8	4.1	3.1	3.2	2.5	0.0	3.4
Transport, Postal and Warehousing employees ('000)	0.0	0.7	0.0	5.9	0.1	0.4	1.1	0.5	3.7	0.0	12.4
Information Media and Telecommunications agreements	0	1	0	0	0	0	0	0	1	0	2
Information Media and Telecommunications AAWI (%)	*	2.0	*	*	*	*	*	*	1.1	*	1.3
Information Media and Telecommunications duration (yrs.)	0.0	3.0	0.0	0.0	0.0	0.0	0.0	0.0	1.8	0.0	2.0
Information Media and Telecommunications employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.0	0.7
Financial and Insurance Services agreements	0	1	0	0	0	0	0	0	2	0	3
Financial and Insurance Services AAWI (%)	*	*	*	*	*	*	*	*	3.7	*	3.7
Financial and Insurance Services duration (yrs.)	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	3.1	0.0	2.5
Financial and Insurance Services employees ('000)	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0	0.7
Rental, Hiring and Real Estate Services agreements	1	0	0	2	0	0	1	0	2	0	6
Rental, Hiring and Real Estate Services AAWI (%)	*	*	*	2.3	*	*	*	*	2.3	*	2.3
Rental, Hiring and Real Estate Services duration (yrs.)	3.3	0.0	0.0	2.1	0.0	0.0	4.0	0.0	3.2	0.0	3.0
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.2	0.0	0.3
Professional, Scientific and Technical Services agreements	0	0	0	1	0	0	2	0	3	0	6
Professional, Scientific and Technical Services AAWI (%)	*	*	*	*	*	*	2.8	*	1.4	*	1.7
Professional, Scientific and Technical Services duration (yrs.)	0.0	0.0	0.0	3.1	0.0	0.0	1.4	0.0	1.6	0.0	1.5
Professional, Scientific and Technical Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.3	0.0	0.4
Administrative and Support Services agreements	0	3	0	1	0	0	4	3	1	0	12
Administrative and Support Services AAWI (%)	*	2.5	*	4.2	*	*	4.6	2.9	*	*	3.1
Administrative and Support Services duration (yrs.)	0.0	3.4	0.0	2.2	0.0	0.0	3.1	3.2	4.0	0.0	3.1
Administrative and Support Services employees ('000)	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.2	0.0	0.0	0.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Public Administration and Safety agreements	2	2	1	1	0	0	8	2	3	0	19
Public Administration and Safety AAWI (%)	2.4	3.0	1.0	2.0	*	*	2.0	1.7	2.3	*	2.1
Public Administration and Safety duration (yrs.)	4.9	3.5	4.2	4.0	0.0	0.0	2.9	1.8	3.1	0.0	3.2
Public Administration and Safety employees ('000)	0.6	0.0	0.1	0.0	0.0	0.0	2.1	0.4	0.3	0.0	3.5
Education and Training agreements	0	8	0	11	0	3	3	0	0	0	25
Education and Training AAWI (%)	*	2.4	*	3.0	*	3.4	2.8	*	*	*	2.7
Education and Training duration (yrs.)	0.0	2.2	0.0	3.1	0.0	1.5	3.0	0.0	0.0	0.0	2.5
Education and Training employees ('000)	0.0	1.3	0.0	0.6	0.0	0.3	0.5	0.0	0.0	0.0	2.7
Health Care and Social Assistance agreements	2	6	1	7	5	4	15	1	5	0	46
Health Care and Social Assistance AAWI (%)	2.9	3.6	2.0	2.3	2.0	4.2	3.1	2.0	2.0	*	3.0
Health Care and Social Assistance duration (yrs.)	3.0	2.3	5.1	3.0	2.0	1.7	2.2	1.0	3.5	0.0	2.6
Health Care and Social Assistance employees ('000)	0.3	5.6	0.0	1.8	0.4	0.3	2.0	0.1	2.1	0.0	12.7
Arts and Recreation Services agreements	0	1	0	3	0	0	0	1	0	0	5
Arts and Recreation Services AAWI (%)	*	*	*	2.5	*	*	*	1.2	*	*	2.2
Arts and Recreation Services duration (yrs.)	0.0	1.3	0.0	2.5	0.0	0.0	0.0	4.0	0.0	0.0	2.4
Arts and Recreation Services employees ('000)	0.0	0.1	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.4
Other Services agreements	0	3	0	1	0	0	6	0	1	0	11
Other Services AAWI (%)	*	2.2	*	*	*	*	2.0	*	*	*	2.0
Other Services duration (yrs.)	0.0	3.0	0.0	4.0	0.0	0.0	4.4	0.0	4.0	0.0	4.0
Other Services employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.3
All sector agreements	14	172	6	116	24	19	190	53	121	0	715
All sectors AAWI (%)	2.5	3.2	1.4	2.3	2.3	3.1	2.4	2.1	2.4	*	2.6
All sectors duration (yrs.)	3.6	2.5	4.6	3.4	2.7	2.7	2.7	3.2	3.0	0.0	2.9
All sectors employees ('000)	1.4	13.3	0.1	11.1	1.5	1.3	14.5	3.5	14.0	0.0	60.6

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

Notes:

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

How to read: Of the 12 Agriculture, Forestry and Fishing agreements approved in the September quarter 2020, 2 operate in solely in NSW. These agreements cover 300 employees, the average AAWI is 2.5, and their average duration is 3.2 years.

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

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	38	4	47	10	13	31	15	15	0	173
Agriculture, Forestry and Fishing AAWI (%)	*	2.4	4.2	2.5	2.8	3.2	2.6	2.2	2.6	*	2.5
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.6	2.9	4.0	3.2	3.4	3.3	3.5	3.7	0.0	3.7
Agriculture, Forestry and Fishing employees ('000)	0.0	4.9	0.0	3.2	1.0	1.0	1.5	0.8	2.4	0.0	14.9
Mining agreements	2	111	4	78	17	7	23	45	86	0	373
Mining AAWI (%)	*	2.3	2.1	2.3	2.1	2.2	2.6	1.9	2.5	*	2.3
Mining duration (yrs.)	4.0	3.0	3.0	3.1	3.5	3.7	3.1	3.9	3.5	0.0	3.3
Mining employees ('000)	0.0	12.9	1.1	11.1	1.0	0.7	1.3	6.4	14.2	0.0	48.8
Manufacturing agreements	6	396	6	256	127	48	626	118	151	0	1734
Manufacturing AAWI (%)	2.5	2.6	1.8	2.3	2.4	2.5	2.6	2.0	2.6	*	2.5
Manufacturing duration (yrs.)	3.4	2.9	3.0	3.0	3.0	3.0	3.1	3.4	3.3	0.0	3.1
Manufacturing employees ('000)	0.1	28.4	0.1	21.3	10.3	2.4	41.2	5.7	16.7	0.0	126.3
Non-metal manufacturing agreements	3	261	4	183	94	37	443	70	72	0	1167
Non-metal manufacturing AAWI (%)	2.6	2.5	1.6	2.3	2.4	2.6	2.5	2.1	2.8	*	2.5
Non-metal manufacturing duration (yrs.)	3.0	3.0	3.1	3.0	3.0	3.0	3.1	3.3	3.4	0.0	3.1
Non-metal manufacturing employees ('000)	0.1	19.1	0.1	16.9	6.7	1.8	29.6	3.4	9.0	0.0	86.6
Metal manufacturing agreements	3	135	2	73	33	11	183	48	79	0	567
Metal manufacturing AAWI (%)	2.4	2.8	3.6	2.4	2.5	2.0	2.8	1.9	2.5	*	2.6
Metal manufacturing duration (yrs.)	3.9	2.9	2.7	3.0	3.0	3.0	3.1	3.6	3.1	0.0	3.1
Metal manufacturing employees ('000)	0.0	9.3	0.0	4.4	3.6	0.6	11.6	2.3	7.7	0.0	39.7
Electricity, Gas, Water and Waste Services agreements	7	86	4	64	28	12	96	35	25	0	357
Electricity, Gas, Water and Waste Services AAWI (%)	2.1	2.6	2.0	2.9	2.9	3.5	3.0	1.6	2.9	*	2.8
Electricity, Gas, Water and Waste Services duration (yrs.)	3.1	3.1	3.3	3.3	3.6	3.6	2.9	3.0	2.9	0.0	3.1
Electricity, Gas, Water and Waste Services Employees ('000)	0.4	13.3	0.0	3.5	5.3	2.2	9.8	4.6	9.1	0.0	48.3
Construction agreements	30	561	23	403	129	54	592	294	736	1	2823
Construction AAWI (%)	3.2	4.1	2.3	3.4	3.0	4.7	3.2	2.3	2.9	*	3.4
Construction duration (yrs.)	3.4	3.3	3.8	3.1	3.2	2.6	3.0	3.4	3.5	4.0	3.3
Construction employees ('000)	0.8	17.3	0.4	10.6	3.1	1.8	14.1	7.0	19.8	0.0	74.9
Wholesale Trade agreements	2	69	2	43	12	13	84	30	44	0	299
Wholesale Trade AAWI (%)	2.4	2.6	1.8	2.3	3.1	2.5	2.8	2.2	2.6	*	2.6
Wholesale Trade duration (yrs.)	3.0	2.9	3.6	3.4	3.0	3.5	3.1	3.0	3.6	0.0	3.4
Wholesale Trade employees ('000)	0.1	3.6	0.0	3.4	0.6	0.9	3.6	1.7	10.5	0.0	24.3

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	19	2	16	16	3	25	19	50	0	152
Retail Trade AAWI (%)	*	2.8	2.3	3.2	3.1	3.0	3.3	3.0	2.6	*	2.7
Retail Trade duration (yrs.)	4.0	3.5	3.6	3.1	3.7	3.0	3.0	3.4	3.7	0.0	3.6
Retail Trade employees ('000)	0.0	4.0	0.1	3.5	2.3	0.3	3.1	3.0	239.1	0.0	255.3
Accommodation and Food Services agreements	3	31	3	29	3	2	26	12	27	0	136
Accommodation and Food Services AAWI (%)	*	2.8	*	3.2	2.6	*	2.7	1.9	2.5	*	2.7
Accommodation and Food Services duration (yrs.)	3.5	3.0	3.5	3.8	2.3	3.8	3.5	3.7	4.0	0.0	3.8
Accommodation and Food Services Employees ('000)	0.2	4.6	0.5	1.1	1.4	0.1	1.1	2.3	43.3	0.0	54.8
Transport, Postal and Warehousing agreements	7	226	22	154	69	24	201	141	198	0	1042
Transport, Postal and Warehousing AAWI (%)	2.3	2.8	2.8	2.1	2.5	2.6	3.3	2.2	2.5	*	2.6
Transport, Postal and Warehousing duration (yrs.)	4.0	3.1	3.4	3.6	3.5	3.5	3.2	3.1	3.4	0.0	3.3
Transport, Postal and Warehousing employees ('000)	1.7	30.5	0.7	17.3	4.0	1.3	20.8	8.5	43.3	0.0	127.9
Information Media and Telecommunications agreements	0	10	0	1	1	1	11	5	28	0	57
Information Media and Telecommunications AAWI (%)	*	1.8	*	3.8	3.0	2.0	2.2	1.2	1.9	*	1.9
Information Media and Telecommunications duration (yrs.)	0.0	1.7	0.0	2.9	4.5	3.0	2.8	3.1	1.8	0.0	1.8
Information Media and Telecommunications employees ('000)	0.0	0.9	0.0	0.1	0.0	0.0	0.6	0.2	31.2	0.0	33.0
Financial and Insurance Services agreements	0	7	1	3	2	4	16	9	36	0	78
Financial and Insurance Services AAWI (%)	*	2.4	2.8	2.4	2.3	2.6	3.1	1.2	2.7	*	2.6
Financial and Insurance Services duration (yrs.)	0.0	2.5	3.0	3.0	3.9	3.3	3.4	3.0	3.0	0.0	3.0
Financial and Insurance Services employees ('000)	0.0	0.7	0.0	1.0	0.0	0.1	2.4	1.8	45.0	0.0	51.0
Rental, Hiring and Real Estate Services agreements	2	10	0	13	6	3	14	7	10	0	65
Rental, Hiring and Real Estate Services AAWI (%)	1.5	3.3	*	2.6	5.5	2.2	2.4	1.9	2.1	*	2.5
Rental, Hiring and Real Estate Services duration (yrs.)	4.0	2.9	0.0	3.2	2.6	3.2	3.6	3.9	3.8	0.0	3.6
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.4	0.0	0.4	0.1	0.1	0.5	0.2	1.7	0.0	3.4
Professional, Scientific and Technical Services agreements	3	38	4	17	5	3	39	13	69	0	191
Professional, Scientific and Technical Services AAWI (%)	2.0	2.8	*	2.4	2.3	4.7	3.2	2.1	2.2	*	2.4
Professional, Scientific and Technical Services duration (yrs.)	3.1	2.8	4.0	2.5	3.2	3.4	3.2	3.0	3.2	0.0	3.2
Professional, Scientific and Technical Services employees ('000)	0.1	1.9	0.1	1.1	0.2	0.1	3.4	0.9	17.5	0.0	25.1
Administrative and Support Services agreements	0	35	1	32	5	5	56	19	74	0	227
Administrative and Support Services AAWI (%)	*	2.6	*	2.6	2.2	3.2	2.7	1.5	2.8	*	2.6
Administrative and Support Services duration (yrs.)	0.0	3.5	4.0	3.2	3.7	3.5	3.5	3.4	3.3	0.0	3.4
Administrative and Support Services employees ('000)	0.0	2.5	0.1	2.1	0.2	0.5	7.4	1.6	14.3	0.0	28.7

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Public Administration and Safety agreements	28	18	22	31	10	22	121	72	76	1	401
Public Administration and Safety AAWI (%)	2.7	2.7	2.4	2.8	2.3	2.5	2.3	1.9	2.0	2.5	2.2
Public Administration and Safety duration (yrs.)	4.0	3.0	3.9	2.9	3.4	3.6	3.3	2.9	3.0	3.0	3.3
Public Administration and Safety employees ('000)	22.7	1.9	18.5	2.6	0.7	1.6	71.5	11.1	90.6	0.2	221.4
Education and Training agreements	16	139	7	196	46	24	87	31	35	0	581
Education and Training AAWI (%)	2.4	2.4	3.1	2.5	2.5	2.5	3.0	1.8	2.4	*	2.6
Education and Training duration (yrs.)	3.4	3.2	2.8	3.1	3.2	2.5	3.4	3.4	3.3	0.0	3.3
Education and Training employees ('000)	3.9	70.6	1.8	42.7	10.4	4.0	161.1	22.8	84.4	0.0	401.7
Health Care and Social Assistance agreements	14	90	24	112	104	39	286	64	63	0	796
Health Care and Social Assistance AAWI (%)	3.1	2.9	2.5	2.5	2.8	3.4	3.4	1.9	2.9	*	3.0
Health Care and Social Assistance duration (yrs.)	3.2	2.8	3.8	3.0	3.1	2.8	3.7	2.6	2.9	0.0	3.3
Health Care and Social Assistance employees ('000)	1.4	37.7	6.1	32.2	13.2	7.3	151.2	24.4	26.1	0.0	299.6
Arts and Recreation Services agreements	2	16	0	23	5	2	31	5	4	0	88
Arts and Recreation Services AAWI (%)	*	2.6	*	2.6	2.3	2.0	3.1	2.4	3.2	*	2.8
Arts and Recreation Services duration (yrs.)	3.5	2.6	0.0	3.4	3.2	3.9	3.4	3.0	2.8	0.0	3.3
Arts and Recreation Services employees ('000)	0.6	2.4	0.0	7.3	0.3	0.1	13.6	4.3	0.9	0.0	29.4
Other Services agreements	6	44	4	37	12	11	53	28	35	1	231
Other Services AAWI (%)	2.5	2.6	4.1	2.2	2.3	2.4	2.8	2.5	3.1	1.7	2.6
Other Services duration (yrs.)	3.7	2.8	3.1	2.9	3.2	2.7	3.5	2.9	3.2	4.6	3.1
Other Services employees ('000)	0.2	3.2	0.1	8.7	0.6	0.3	4.2	2.4	5.0	0.0	24.6
All sector agreements	130	1944	133	1555	607	290	2418	962	1762	3	9804
All sectors AAWI (%)	2.6	2.7	2.5	2.5	2.6	3.1	3.0	2.0	2.4	2.4	2.6
All sectors duration (yrs.)	3.8	3.1	3.7	3.2	3.2	3.0	3.4	3.1	3.4	3.2	3.3
All sectors employees ('000)	32.2	241.5	29.7	173.2	54.9	24.7	512.1	109.7	715.1	0.2	1893.4

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

Notes:

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

How to read: Of the 173 Agriculture, Forestry and Fishing agreements current as at 30 September 2020, 38 operate solely in NSW. These agreements cover 4,900 employees, their average AAWI is 2.4 per cent and their average duration is 3.6 years.

Trends in Federal Enterprise Bargaining - Technical Notes

The Workplace Agreements Database

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

Agreements included in the WAD

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

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

Wider context for Trends data

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

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

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

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

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

Presentation of Trends in Federal Enterprise Bargaining data

A typical row of data in Trends appears as follows:

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

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

Employee coverage

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

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

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

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

Duration of agreements

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

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

Average annualised wage increases

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

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

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

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

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

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

d = the effective duration of the agreement in years

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

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

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

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

Australian and New Zealand Standard Industrial Classification (ANZSIC)

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

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

Union Coverage

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

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

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

Non-quantifiable wage increases

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

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

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

Types of Enterprise Agreements

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

Enterprise agreements made under the *Fair Work Act 2009*

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

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

Recent methodological change

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