



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

# **Trends in Federal Enterprise Bargaining Report**

**March quarter 2020**



**Australian Government**

**Attorney-General's Department**

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

**Table 1:**

**Average Annualised Wage Increases for agreements approved in the March quarter 2020 which contained quantifiable wage increases (786 agreements)**

<b>Enterprise agreements approved in the quarter</b>	<b>December Quarter 2019 (%)</b>	<b>March Quarter 2020 (%)</b>	<b>Change (% Points)</b>
<b>All sectors</b>	2.7	2.6	-0.1
<b>Private sector</b>	2.7	2.9	+0.2
<b>Public sector</b>	2.5	2.3	-0.2

**Table 2:**

**Average Annualised Wage Increases for agreements current on 31 March 2020 which contained quantifiable wage increases (7,793 agreements)**

<b>All current enterprise agreements</b>	<b>December Quarter 2019 (%)</b>	<b>March Quarter 2020 (%)</b>	<b>Change (% Points)</b>
<b>All sectors</b>	2.6	2.6	0.0
<b>Private sector</b>	2.6	2.6	0.0
<b>Public sector</b>	2.6	2.6	0.0

## Table of Contents

Table 1: Average Annualised Wage Increases for agreements approved in the March quarter 2020	2
Table 2: Average Annualised Wage Increases for agreements current on 31 March 2020	2
Table 3: Agreements approved in the quarter, by sector	14
Table 4: Agreements current on the last day of the quarter, by sector	15
Table 5: Agreements approved in the quarter, by agreement type	16
Table 6: Agreements current on the last day of the quarter, by agreement type	17
Table 7: Agreements approved in the quarter, by ANZSIC Division	18
Table 8: Agreements current on the last day of the quarter, by ANZSIC Division	21
Table 9: Agreements, by ANZSIC Division, expiring by quarter	24
Table 10: Agreements approved in the quarter, by state	27
Table 11: Agreements current on the last day of the quarter, by state	29
Table 12: Agreements approved in the quarter – non-quantifiable wage increases, by reason	31
Table 13: Agreements approved in the quarter, by union coverage	34
Table 14: Agreements current on the last day of the quarter, by union coverage	35
Table 15: Agreements approved in the March quarter 2020, covering 2,000 employees or more	36
Table 16: Agreements approved in the quarter, by state and ANZSIC Division	37
Table 17: Agreements current on the last day of the quarter, by state and ANZSIC Division	40
Trends Technical Notes	43

## Further Information

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

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

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

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# Trends in Federal Enterprise Bargaining Report Summary

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

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

The 2.6 per cent AAWI result is based on the 82.0 per cent of agreements approved in the March quarter 2020, covering 80.4 per cent of employees, which contained quantifiable wage increases.<sup>2</sup>

For the 7,793 enterprise agreements current as at 31 March 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 December quarter 2019 and down from 2.7 per cent in the March 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 2018<sup>1</sup>.

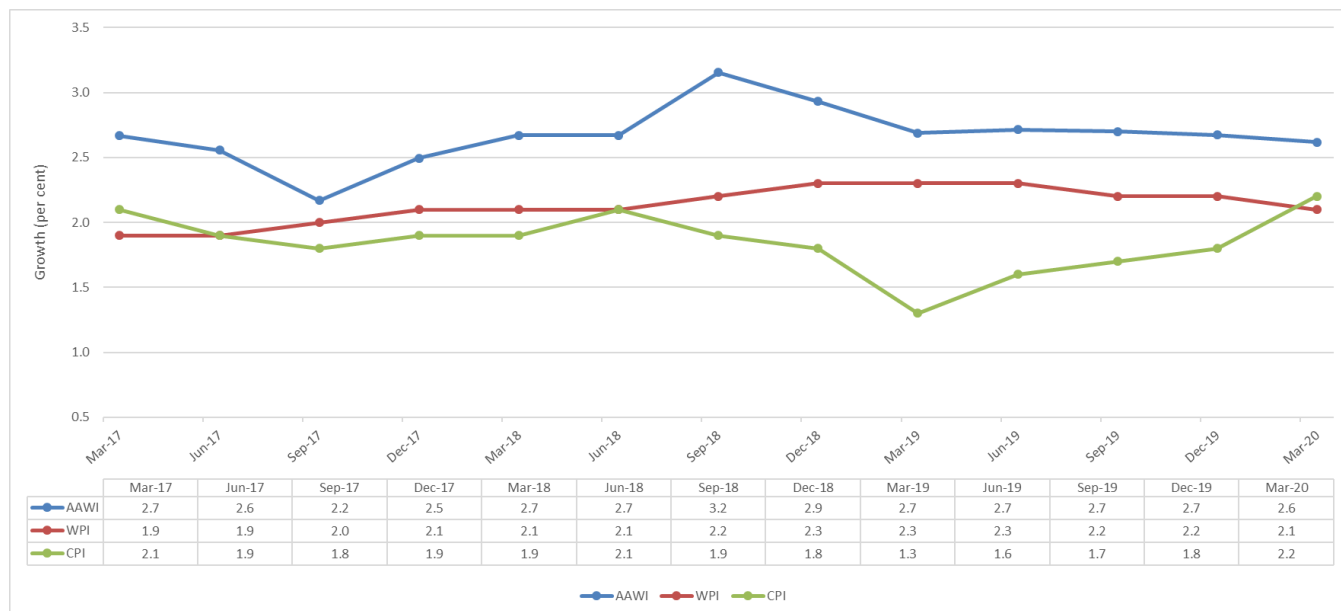
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<sup>1</sup> - See Note 1 at the end of this summary for more details

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

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

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



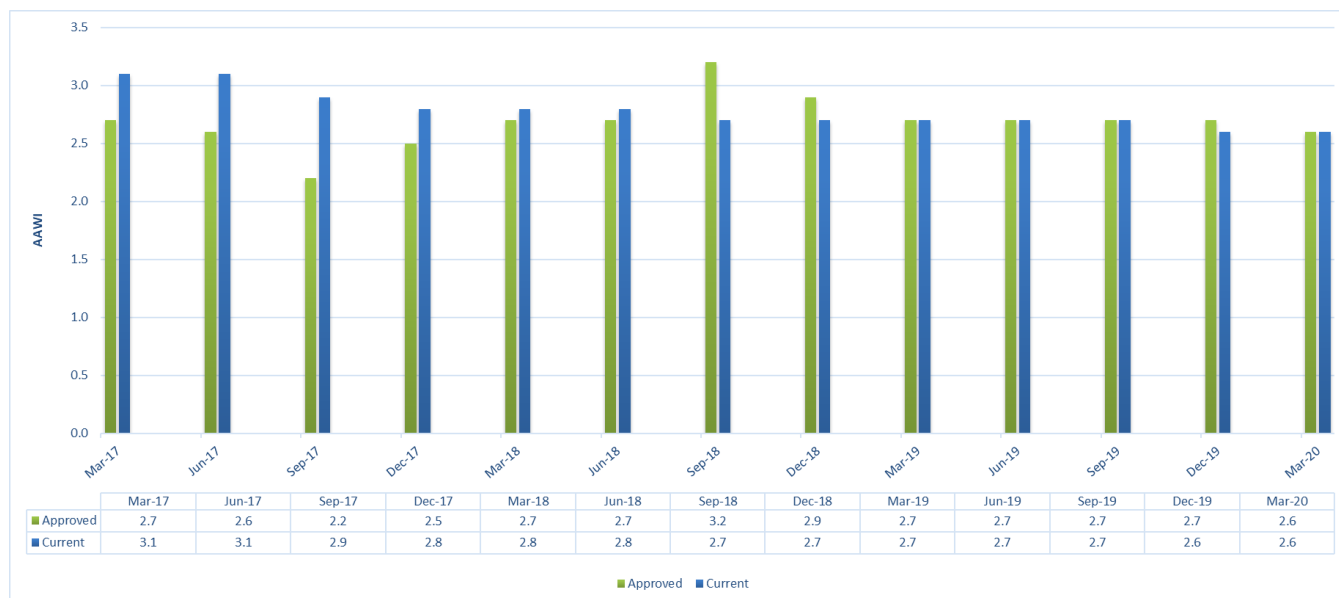
**Source:** Attorney-General’s Department, Workplace Agreements Database; Australian Bureau of Statistics, Wage Price Index, Australia, Cat. No. 6345.0 – March 2020; Australian Bureau of Statistics, Consumer Price Index, Australia, Cat. No. 6401.0 – March 2020.

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 March quarter 2020 and agreements current as at 31 March 2020 - Tables 3 and 4 in Trends report

Chart 2 - Approved and current agreements AAWI by quarter – March quarter 2017 to March 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 March quarter 2017, and the AAWI for all agreements current at the end of each quarter.

#### Approved agreements

There were 958 agreements approved in the March quarter 2020, of which 786 contained wage increases that could be quantified.

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

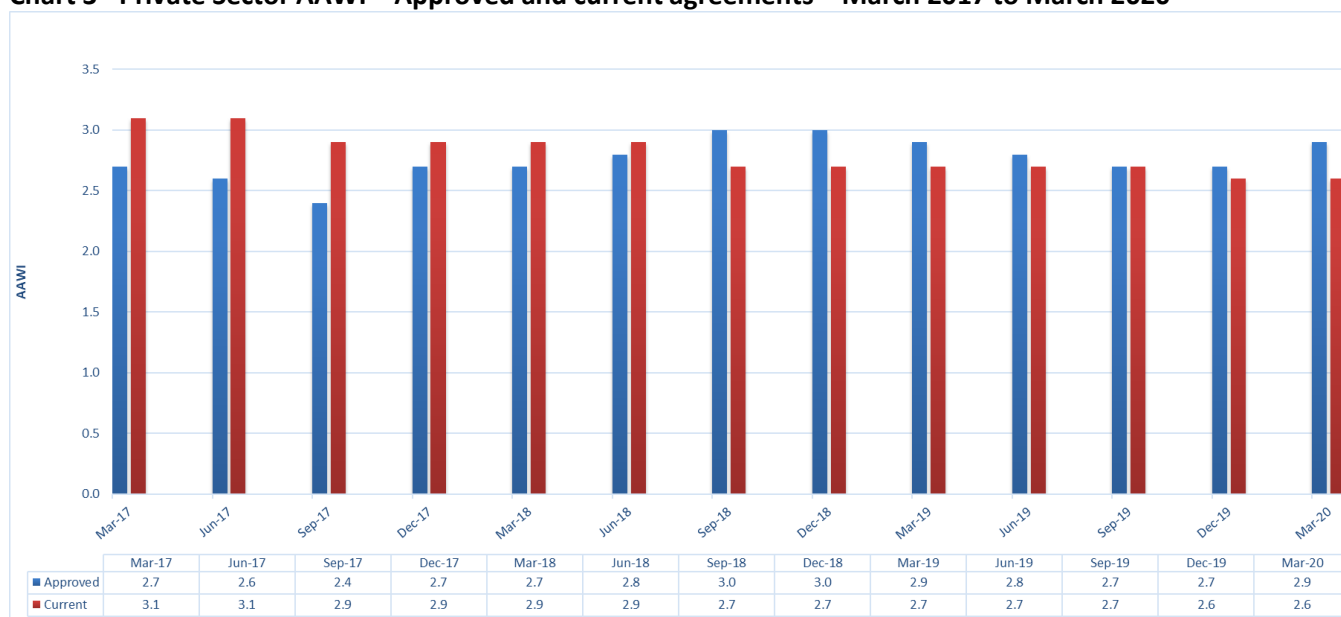
#### Current Agreements

There were 10,675 agreements current as at 31 March 2020, of which 7,793 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 31 March 2020 was 2.6 per cent, equal to the December quarter 2019 and down from 2.7 per cent in the March quarter 2019.

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

Chart 3 - Private Sector AAWI – Approved and current agreements – March 2017 to March 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 March 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 March quarter 2020 was 2.9 per cent, up from 2.7 per cent in the December quarter 2019, and equal to the March quarter 2019.

The industries with the highest AAWIs were Construction (4.6 per cent), Retail Trade (4.2 per cent) and Administrative and Support Services (3.2 per cent)

The industries with the lowest AAWIs were Accommodation and Food Services (1.8 per cent), Information Media and Telecommunications (2.1 per cent) and Public Administration and Safety (2.1 per cent)

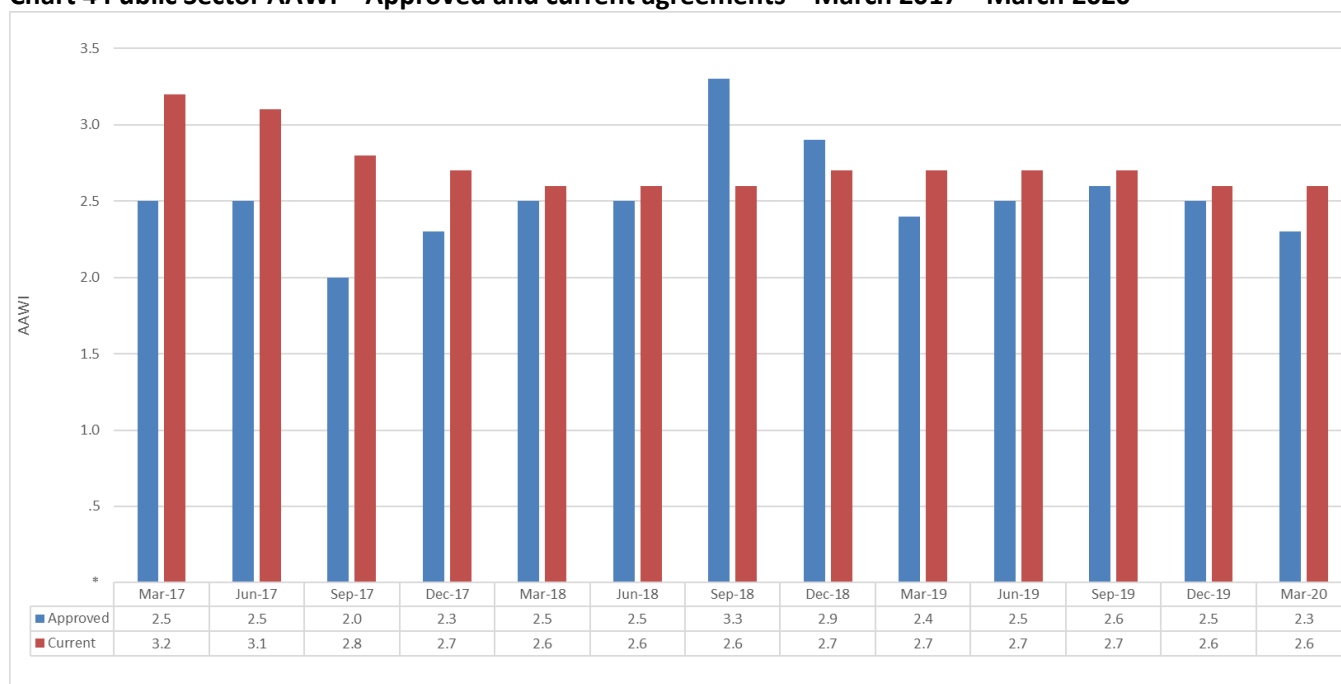
Large quantifiable private sector agreements approved in the March quarter 2020 include:

- *Hospitality Sector WA United Workers Union - Crown Perth Enterprise Agreement 2019 (3,696 employees)*
  - o AAWI of 2.5 per cent.
- *Ramsay Health Care WA Registered Nurses and Midwives Agreement 2019 (2,828 employees)*
  - o AAWI of 1.5 per cent.
- *Estia Health NSW Enterprise Agreement 2019 (2,160 employees)*
  - o AAWI of 2.9 per cent



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

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



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

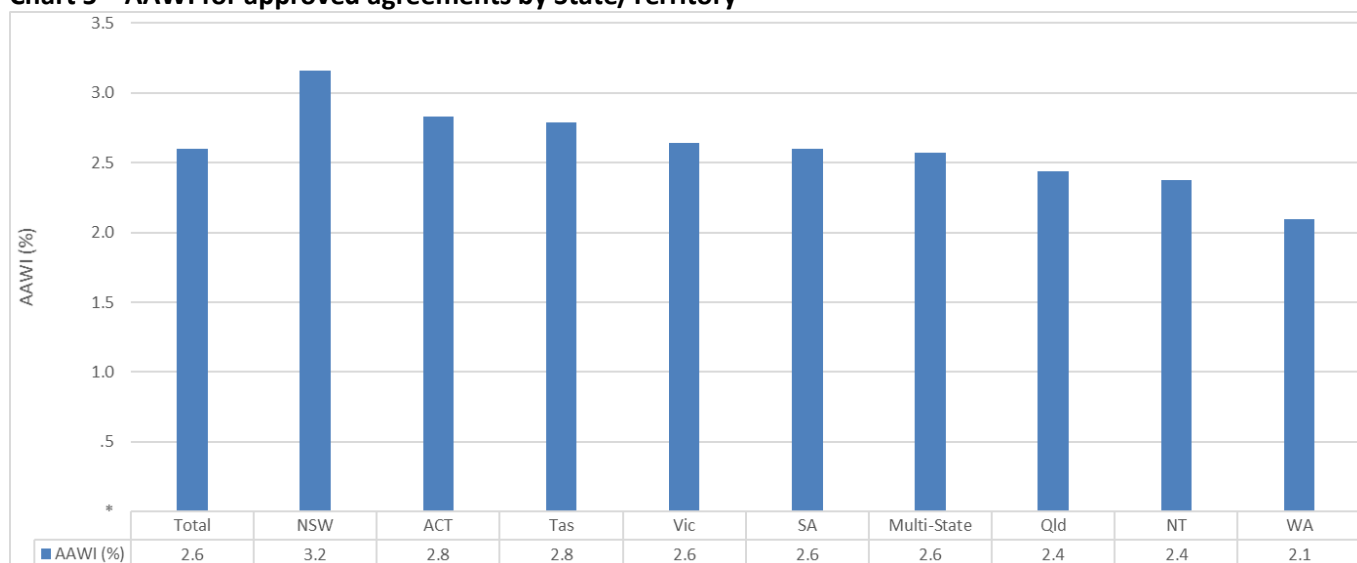
Chart 4 (above) shows the AAWI for public sector agreements approved in the March quarter 2020 was 2.3 per cent, down from 2.5 per cent in the December quarter 2019 and down from 2.4 per cent in the March quarter 2019.

Large quantifiable public sector agreements approved in the March quarter 2020 include:

- *Victoria Police (Police Officers, Protective Services Officers, Police Reservists and Police Recruits) Enterprise Agreement 2019 (17,718 employees)*
  - o AAWI of 2.0 per cent.
- *Monash University Enterprise Agreement (Academic and Professional Staff) 2019 (16,193 employees)*
  - o AAWI of 2.5 per cent.
- *ABC Enterprise Agreement - 2019-2022 (4,387 employees)*
  - o AAWI of 2.0 per cent.

## 7. State/Territory wages growth – March 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 March quarter 2020 were highest in New South Wales at 3.2 per cent.

Agreements in Western Australia had the lowest AAWIs at 2.1 per cent.

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

Agreements approved in the March quarter 2020 that formally covered unions had a combined AAWI of 2.6 per cent, down from 2.7 per cent in the December quarter 2019, whereas agreements with no unions formally covered had a combined AAWI of 2.7 per cent, up from 2.5 per cent in the December quarter 2019.

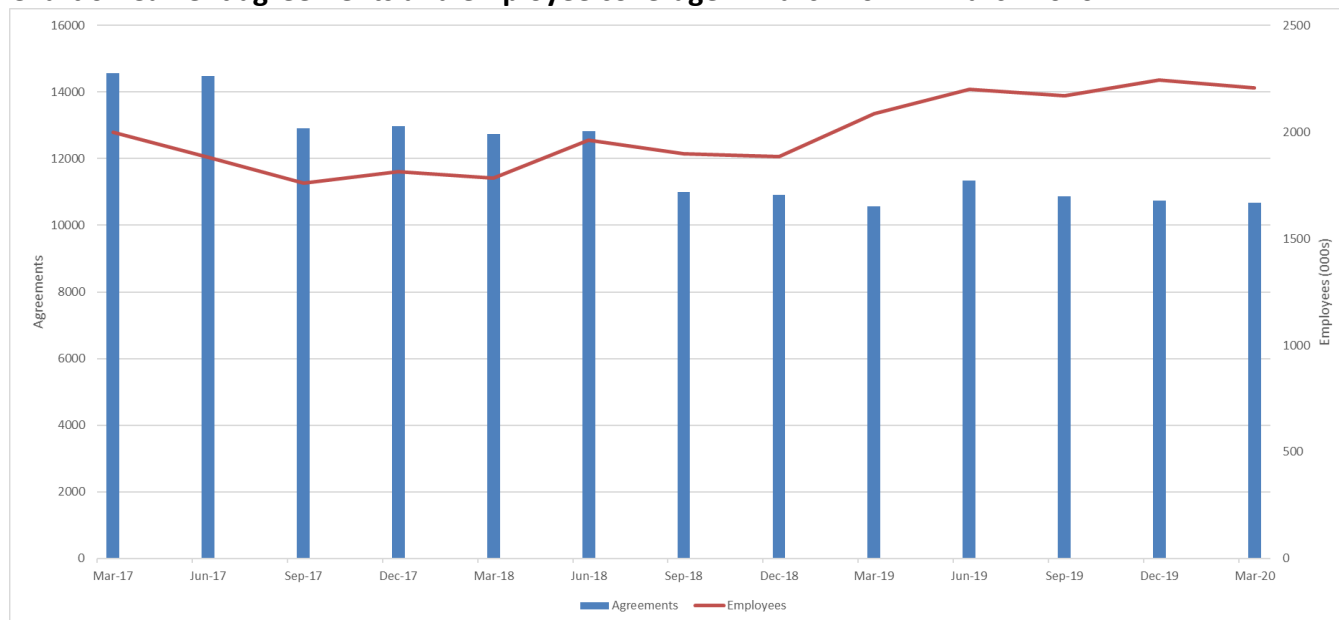
<sup>3</sup> See note 4 for more details.

## 9. Level of agreement making, as at 31 March 2020 - Table 4 in Trends report

### Approved agreements

There were 958 (145,626 employees) agreements approved in the March quarter 2020, down from 1,126 (201,805 employees) agreements in the December quarter 2019 and down from 1,331 (367,716 employees) in the March quarter 2019.

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



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

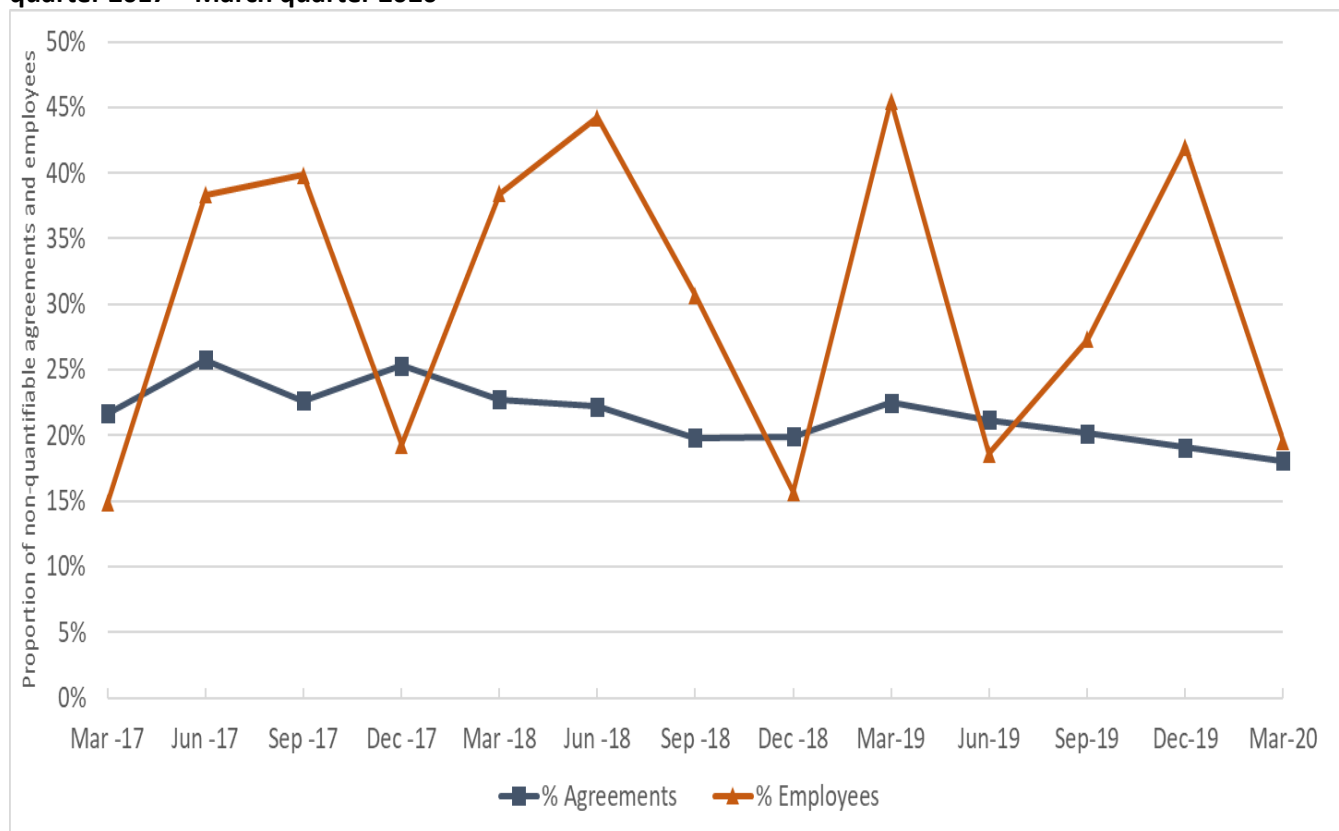
**Chart 6 (above)** shows there were 10,675 current (not expired or terminated) agreements as at 31 March 2020, covering 2.21 million employees.

This is lower than the 10,736 agreements current as at 31 December 2019 and is higher than the 10,574 agreements current at 31 March 2019.

The March quarter 2020 employee coverage of 2.21 million is lower than the 2.25 million employees covered at 31 December 2019 and is higher than the 2.09 million employees at 31 March 2019.

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

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



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

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

18.0 per cent of agreements approved in the March quarter 2020, covering 19.6 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 March quarter 2020, 2 agreements were approved that cover more than 2,000 employees each and did not have quantifiable wage increases including:

- *Super Retail Group Enterprise Agreement 2018 (10,145 employees)*
  - o Wage increases are inconsistent between employment types under the agreement.
- *Victorian Disability Service (NGO) Agreement 2019 (4,275 employees)*
  - o Wages increases are linked to future outcomes of the Fair Work Commission's annual wage review.

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

## NOTES

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series. AAWI data includes only increases to the base rate of pay and do not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the March quarter 2020, the calculated AAWI of 2.6 per cent is based on 786 agreements, covering 117,129 employees (that is, 82.0 per cent of the 959 agreements approved in the quarter, and covering 80.4 per cent of the 145,626 employees) with quantifiable wage increases.
  - A total of 173 agreements, covering 28,538 employees (that is, 18.0 per cent of the 959 agreements approved in the quarter, covering 19.6 per cent of the total of 145,667 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)*	0.0
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	37.3	38.7	36.4	37.3	37.3
Owner/managers of incorporated enterprises	4.1	3.3	3.4	3.6	3.8

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

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

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

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

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 (March quarter 2017 – March quarter 2020)**

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20
<b>Public sector agreements</b>	59	48	40	49	36	55	31	44	77	61	60	47	38
<b>Public sector AAWI (%)</b>	2.5	2.5	2.0	2.3	2.5	2.5	3.3	2.9	2.4	2.5	2.6	2.5	2.3
<b>Public sector duration (yrs.)</b>	3.2	3.3	3.3	3.1	3.3	3.2	3.9	3.9	3.1	3.1	3.0	2.9	3.4
<b>Public sector employees ('000)</b>	31.4	41.6	167.9	66.4	35.6	77.6	39.0	51.6	84.2	49.9	41.5	28.7	52.4
<b>Private sector agreements</b>	910	798	639	999	921	1056	842	879	1254	1519	1188	1079	920
<b>Private sector AAWI (%)</b>	2.7	2.6	2.4	2.7	2.7	2.8	3.0	3.0	2.9	2.8	2.7	2.7	2.9
<b>Private sector duration (yrs.)</b>	3.0	2.9	3.0	2.8	2.8	2.4	2.3	2.8	3.2	2.8	2.9	3.1	3.1
<b>Private sector employees ('000)</b>	120.4	72.6	68.3	83.5	90.7	193.4	93.8	86.8	283.5	145.4	127.1	173.1	93.3
<b>All sector agreements</b>	969	846	679	1048	957	1111	873	923	1331	1580	1248	1126	958
<b>All sectors AAWI (%)</b>	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.7	2.7	2.7	2.6
<b>All sectors duration (yrs.)</b>	3.0	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2
<b>All sectors employees ('000)</b>	151.8	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.5	201.8	145.6

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:** 38 public sector agreements were approved in the March quarter 2020, covering 52,400 employees. Their average AAWI was 2.3 per cent and their average duration was 3.4 years.

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

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20
<b>Public sector agreements</b>	539	560	479	508	509	541	502	513	544	582	567	568	562
<b>Public sector AAWI(%)</b>	3.2	3.1	2.8	2.7	2.6	2.6	2.6	2.7	2.7	2.7	2.7	2.6	2.6
<b>Public sector duration</b>	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.6	3.5	3.5	3.5	3.5	3.5
<b>Public sector employees ('000)</b>	530.0	523.9	572.1	618.1	618.2	673.6	699.8	730.0	780.5	817.4	827.2	819.5	790.7
<b>Private sector agreements</b>	14020	13929	12430	12475	12222	12290	10493	10389	10030	10755	10311	10168	10113
<b>Private sector AAWI(%)</b>	3.1	3.1	2.9	2.9	2.9	2.9	2.7	2.7	2.7	2.7	2.7	2.6	2.6
<b>Private sector duration</b>	3.1	3.0	3.1	3.1	3.1	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.1
<b>Private sector employees ('000)</b>	1467.1	1357.6	1189.2	1195.4	1166.7	1289.4	1198.5	1153.6	1306.0	1382.4	1343.4	1425.5	1416.3
<b>All sector agreements</b>	14559	14489	12909	12983	12731	12831	10995	10902	10574	11337	10878	10736	10675
<b>All sectors AAWI(%)</b>	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6
<b>All sectors duration</b>	3.2	3.2	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
<b>All sectors employees ('000)</b>	1997.1	1881.5	1761.2	1813.5	1784.9	1962.9	1898.3	1883.5	2086.5	2199.8	2170.6	2245.0	2207.0

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

**Notes:**

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

**How to read:** 562 public sector agreements were current as at 31 March 2020, covering 790,700 employees. Their average AAWI was 2.6 per cent and their average duration was 3.5 years.

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

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-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	8	5	4	3	7	3	5	6	1	14	5	4	3
Multi-enterprise non-greenfields AAWI(%)	2.5	2.5	2.7	2.2	2.1	*	2.2	4.8	3.2	4.3	3.8	2.7	2.5
Multi-enterprise non-greenfields duration	3.6	3.1	3.1	3.5	2.4	2.3	2.8	3.2	2.1	3.0	3.7	2.8	2.9
Multi-enterprise non-greenfields employees ('000)	24.8	3.3	1.4	0.5	1.9	2.8	4.7	13.7	27.4	5.3	0.5	2.2	5.6
Single-enterprise greenfields agreements	40	18	28	26	21	42	43	32	54	76	79	60	52
Single-enterprise greenfields AAWI(%)	3.1	1.8	2.5	2.5	2.6	3.5	3.4	3.8	2.7	3.7	3.7	2.6	3.7
Single-enterprise greenfields duration	3.0	3.3	3.3	2.2	3.3	3.2	2.8	1.8	2.8	1.8	2.6	2.6	2.8
Single-enterprise greenfields employees ('000)	4.6	2.1	1.4	2.4	1.7	2.3	2.2	0.7	3.2	3.5	2.0	3.1	1.9
Single-enterprise non-greenfields agreements	921	823	647	1019	929	1066	825	885	1276	1490	1164	1062	903
Single-enterprise non-greenfields AAWI(%)	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.6	2.6	2.7	2.7	2.6
Single-enterprise non-greenfields duration	2.9	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.3	2.9	2.9	3.0	3.2
Single-enterprise non-greenfields employees ('000)	122.4	108.7	233.4	147.1	122.7	265.9	126.0	123.9	337.1	186.5	166.0	196.5	138.1
<b>All agreements</b>	<b>969</b>	<b>846</b>	<b>679</b>	<b>1048</b>	<b>957</b>	<b>1111</b>	<b>873</b>	<b>923</b>	<b>1331</b>	<b>1580</b>	<b>1248</b>	<b>1126</b>	<b>958</b>
<b>All AAWI(%)</b>	<b>2.7</b>	<b>2.6</b>	<b>2.2</b>	<b>2.5</b>	<b>2.7</b>	<b>2.7</b>	<b>3.2</b>	<b>2.9</b>	<b>2.7</b>	<b>2.7</b>	<b>2.7</b>	<b>2.7</b>	<b>2.6</b>
<b>All duration</b>	<b>3.0</b>	<b>3.0</b>	<b>3.2</b>	<b>3.0</b>	<b>2.9</b>	<b>2.7</b>	<b>2.8</b>	<b>3.2</b>	<b>3.2</b>	<b>2.8</b>	<b>2.9</b>	<b>3.0</b>	<b>3.2</b>
<b>All employees ('000)</b>	<b>151.8</b>	<b>114.2</b>	<b>236.2</b>	<b>149.9</b>	<b>126.3</b>	<b>271.0</b>	<b>132.8</b>	<b>138.4</b>	<b>367.7</b>	<b>195.3</b>	<b>168.5</b>	<b>201.8</b>	<b>145.6</b>

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 March quarter 2020, covering an estimated 5,600 employees. Their average AAWI was 2.5 per cent and their average duration was 2.9 years.



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

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20
<b>Multi-enterprise greenfields agreements</b>	1	1	1	0	0	0	0	0	0	0	0	0	0
<b>Multi-enterprise greenfields AAWI (%)</b>	1.6	1.6	1.6	*	*	*	*	*	*	*	*	*	*
<b>Multi-enterprise greenfields duration (yrs.)</b>	2.1	2.1	2.1	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0	0
<b>Multi-enterprise greenfields employees ('000)</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0	0
<b>Multi-enterprise non-greenfields agreements</b>	63	62	57	58	58	60	57	59	56	67	69	69	60
<b>Multi-enterprise non-greenfields AAWI (%)</b>	2.6	2.6	2.7	2.6	2.6	2.6	2.5	2.9	3.0	3.1	3.1	3.1	3.1
<b>Multi-enterprise non-greenfields duration (yrs.)</b>	3.3	3.3	3.4	3.4	3.5	3.4	3.4	3.3	2.9	2.9	2.9	2.9	2.9
<b>Multi-enterprise non-greenfields employees ('000)</b>	52.2	54.6	50.4	49.9	47.4	48.6	49.2	62.7	89.6	94.6	89.5	87.9	88.1
<b>Single-enterprise greenfields agreements</b>	1073	980	792	710	621	543	455	413	330	359	337	383	387
<b>Single-enterprise greenfields AAWI (%)</b>	3.4	3.3	3.1	3.0	2.8	2.8	2.8	2.8	2.6	2.8	2.8	2.7	2.8
<b>Single-enterprise greenfields duration (yrs.)</b>	3.6	3.5	3.5	3.4	3.3	3.3	3.3	3.2	3.4	3.2	3.2	3.1	3.3
<b>Single-enterprise greenfields employees ('000)</b>	42.8	40.1	33.9	33.5	29.8	27.9	25.4	24.3	22.0	24.6	23.6	26.0	25.3
<b>Single-enterprise non-greenfields agreements</b>	13422	13446	12059	12215	12052	12228	10483	10430	10188	10911	10472	10284	10228
<b>Single-enterprise non-greenfields AAWI (%)</b>	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.6	2.6	2.6	2.6	2.6
<b>Single-enterprise non-greenfields duration (yrs.)</b>	3.2	3.1	3.2	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
<b>Single-enterprise non-greenfields employees ('000)</b>	1902.1	1786.8	1676.8	1730.1	1707.7	1886.5	1823.7	1796.5	1974.9	2080.7	2057.5	2131.1	2093.6
<b>All agreements</b>	14559	14489	12909	12983	12731	12831	10995	10902	10574	11337	10878	10736	10675
<b>All AAWI (%)</b>	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6
<b>All duration (yrs.)</b>	3.2	3.2	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
<b>All employees ('000)</b>	1997.1	1881.5	1761.2	1813.5	1784.9	1962.9	1898.3	1883.5	2086.5	2199.8	2170.6	2245.0	2207.0

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

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. \* 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:** 60 multi-enterprise non-greenfields agreements were current as at 31 March 2020, covering an estimated 88,100 employees. Their average AAWI was 3.1 per cent and their average duration was 2.9 years.

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

<b>FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER</b>	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20
<b>Agriculture, Forestry and Fishing agreements</b>	8	14	4	12	11	19	7	12	46	21	13	20	5
<b>Agriculture, Forestry and Fishing AAWI (%)</b>	2.4	2.7	2.5	2.7	2.1	2.6	3.0	2.4	2.2	2.7	2.4	2.6	2.4
<b>Agriculture, Forestry and Fishing duration (yrs.)</b>	3.5	3.1	3.4	3.3	3.5	3.0	3.4	3.6	3.9	3.5	3.3	3.5	3.8
<b>Agriculture, Forestry and Fishing employees ('000)</b>	2.5	1.6	0.9	0.7	0.7	1.1	0.7	1.2	2.4	1.4	1.5	2.7	0.2
<b>Mining agreements</b>	20	29	18	33	24	39	20	26	58	46	38	25	33
<b>Mining AAWI (%)</b>	1.4	2.3	1.9	1.8	2.0	2.2	2.2	2.7	2.3	2.6	2.3	2.3	2.5
<b>Mining duration (yrs.)</b>	2.6	3.4	3.5	3.1	2.8	2.7	3.6	2.8	3.4	3.0	3.3	3.3	3.2
<b>Mining employees ('000)</b>	1.2	3.6	1.5	3.6	2.3	7.1	2.6	2.1	6.1	8.3	5.1	4.5	4.2
<b>Manufacturing agreements</b>	158	162	112	205	152	139	145	148	240	314	192	209	180
<b>Manufacturing AAWI (%)</b>	2.4	2.4	2.4	2.5	2.5	2.6	2.7	2.8	2.6	2.6	2.6	2.5	2.5
<b>Manufacturing duration (yrs.)</b>	2.8	2.8	2.7	2.9	2.9	2.6	2.7	2.9	2.6	2.9	2.7	2.7	2.8
<b>Manufacturing employees ('000)</b>	10.3	8.5	7.7	15.3	8.6	12.0	10.3	12.6	17.8	22.6	11.5	18.2	14.1
<b>Non-metal manufacturing agreements</b>	108	113	79	130	96	89	93	94	152	199	129	142	134
<b>Non-metal manufacturing AAWI (%)</b>	2.3	2.4	2.4	2.7	2.5	2.5	2.4	2.9	2.6	2.5	2.5	2.5	2.5
<b>Non-metal manufacturing duration (yrs.)</b>	2.9	2.8	2.7	2.9	2.8	2.7	2.8	2.8	2.8	3.0	2.9	2.8	2.9
<b>Non-metal manufacturing employees ('000)</b>	7.4	5.9	4.4	8.8	5.6	8.4	5.6	8.6	12.5	14.9	8.2	11.0	11.1
<b>Metal manufacturing agreements</b>	50	49	33	75	56	50	52	54	88	115	63	67	46
<b>Metal manufacturing AAWI (%)</b>	2.6	2.4	2.5	2.3	2.4	2.9	3.0	2.6	2.6	2.9	2.7	2.6	2.5
<b>Metal manufacturing duration (yrs.)</b>	2.6	2.9	2.7	2.9	3.1	2.4	2.7	3.1	2.3	2.9	2.3	2.5	2.6
<b>Metal manufacturing employees ('000)</b>	2.8	2.6	3.2	6.5	3.0	3.6	4.7	4.0	5.3	7.8	3.2	7.2	3.0
<b>Electricity, Gas, Water and Waste Services agreements</b>	25	24	24	38	24	38	34	33	58	40	38	35	30
<b>Electricity, Gas, Water and Waste Services AAWI (%)</b>	3.5	3.2	2.3	2.9	3.1	2.5	3.2	2.8	2.5	2.6	3.0	3.2	3.0
<b>Electricity, Gas, Water and Waste Services duration (yrs.)</b>	2.9	3.0	3.1	2.9	2.6	2.9	3.3	2.8	2.7	3.3	3.1	3.4	2.2
<b>Electricity, Gas, Water and Waste Services Employees ('000)</b>	2.6	3.4	3.7	10.4	2.2	12.7	4.9	3.8	5.2	1.9	1.5	3.4	1.8
<b>Construction agreements</b>	246	212	202	319	279	358	328	323	329	520	430	400	371
<b>Construction AAWI (%)</b>	4.2	3.6	3.1	4.7	5.3	5.9	5.9	5.8	3.7	3.3	3.9	4.2	4.6
<b>Construction duration (yrs.)</b>	2.7	3.0	3.0	2.8	2.6	2.5	2.5	2.3	2.5	2.8	2.5	2.3	2.7
<b>Construction employees ('000)</b>	3.9	3.2	4.5	9.4	7.8	6.8	7.3	6.6	8.4	13.3	9.3	10.8	10.8
<b>Wholesale Trade agreements</b>	53	33	24	61	35	39	43	32	67	18	18	25	20
<b>Wholesale Trade AAWI (%)</b>	2.5	2.4	2.8	2.6	2.8	2.7	2.0	2.4	2.4	2.8	2.7	3.0	2.4
<b>Wholesale Trade duration (yrs.)</b>	2.9	2.9	2.6	2.3	2.8	2.9	2.8	3.3	2.8	2.7	3.3	3.7	3.0
<b>Wholesale Trade employees ('000)</b>	6.5	2.1	1.4	3.5	2.4	1.8	2.3	2.3	2.9	0.9	0.9	8.3	1.3

<b>FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER</b>	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20
<b>Retail Trade agreements</b>	17	11	10	19	6	7	8	14	30	21	18	12	13
<b>Retail Trade AAWI (%)</b>	2.4	2.4	1.1	2.3	3.0	2.9	3.2	3.4	3.1	2.3	2.8	2.4	4.2
<b>Retail Trade duration (yrs.)</b>	3.5	2.6	3.6	2.2	2.7	2.0	4.1	3.4	3.9	1.7	2.9	3.5	3.9
<b>Retail Trade employees ('000)</b>	5.0	1.3	2.6	3.5	3.1	82.8	1.2	6.2	122.5	7.9	30.4	60.9	15.6
<b>Accommodation and Food Services agreements</b>	21	15	16	4	4	15	3	14	9	9	12	11	8
<b>Accommodation and Food Services AAWI (%)</b>	2.4	2.4	2.9	2.1	3.2	2.2	3.8	2.7	3.2	2.9	2.5	3.2	1.8
<b>Accommodation and Food Services duration (yrs.)</b>	3.2	3.7	3.7	2.7	2.6	3.5	4.0	3.6	2.6	2.9	2.7	3.6	3.2
<b>Accommodation and Food Services Employees ('000)</b>	1.1	0.9	2.5	0.6	1.8	1.5	0.1	1.3	0.5	1.4	2.3	0.8	0.3
<b>Transport, Postal and Warehousing agreements</b>	79	71	52	86	73	111	89	55	117	191	144	104	86
<b>Transport, Postal and Warehousing AAWI (%)</b>	2.8	2.1	2.0	2.3	2.2	2.7	2.6	2.7	2.8	3.1	2.7	2.8	2.7
<b>Transport, Postal and Warehousing duration (yrs.)</b>	3.2	3.4	3.2	2.5	2.9	2.8	2.7	3.1	3.0	3.0	3.0	2.9	3.4
<b>Transport, Postal and Warehousing employees ('000)</b>	11.6	5.4	35.7	14.6	6.3	27.1	12.9	7.6	10.8	17.2	11.1	15.2	7.8
<b>Information Media and Telecommunications agreements</b>	10	1	4	4	3	8	7	7	11	10	9	7	7
<b>Information Media and Telecommunications AAWI (%)</b>	2.1	2.6	1.9	2.1	2.2	1.6	1.6	2.1	2.1	2.2	2.1	1.9	2.1
<b>Information Media and Telecommunications duration (yrs.)</b>	2.2	2.3	3.5	1.7	2.8	3.0	2.6	3.1	2.8	2.4	2.4	2.2	2.9
<b>Information Media and Telecommunications employees ('000)</b>	4.4	0.4	0.4	0.9	0.4	1.1	0.6	0.8	2.4	5.6	1.0	1.7	1.2
<b>Financial and Insurance Services agreements</b>	6	5	4	14	7	12	6	9	10	8	5	9	8
<b>Financial and Insurance Services AAWI (%)</b>	2.3	3.2	2.6	2.6	2.8	2.3	3.1	2.6	2.7	2.8	2.8	3.1	2.6
<b>Financial and Insurance Services duration (yrs.)</b>	2.6	3.0	3.8	2.9	3.2	2.6	1.9	2.9	2.9	3.0	2.9	2.5	3.0
<b>Financial and Insurance Services employees ('000)</b>	0.8	7.8	0.9	3.1	1.3	1.1	0.5	4.2	31.4	2.1	0.9	3.5	1.7
<b>Rental, Hiring and Real Estate Services agreements</b>	26	8	7	10	7	17	9	18	9	3	6	5	3
<b>Rental, Hiring and Real Estate Services AAWI (%)</b>	2.7	1.8	2.0	3.2	2.7	3.6	7.9	6.5	3.3	2.1	3.5	5.1	2.5
<b>Rental, Hiring and Real Estate Services duration (yrs.)</b>	3.2	2.1	3.8	3.0	2.8	2.9	1.8	1.9	2.6	2.2	3.1	2.9	3.5
<b>Rental, Hiring and Real Estate Services employees ('000)</b>	0.5	0.9	1.8	0.3	0.2	0.4	0.2	0.3	0.3	0.0	0.3	0.3	0.1
<b>Professional, Scientific and Technical Services agreements</b>	23	23	27	30	23	25	15	16	30	18	10	12	14
<b>Professional, Scientific and Technical Services AAWI (%)</b>	3.2	3.4	2.2	3.0	2.7	2.7	2.3	2.3	2.3	2.4	2.5	2.0	2.5
<b>Professional, Scientific and Technical Services duration (yrs.)</b>	3.1	3.0	3.3	2.6	3.3	3.5	2.7	2.9	2.6	3.0	2.6	3.4	3.1
<b>Professional, Scientific and Technical Services employees ('000)</b>	1.5	2.3	7.4	1.0	2.2	2.4	4.8	1.6	3.0	1.5	0.9	0.6	0.8
<b>Administrative and Support Services agreements</b>	30	26	13	21	20	20	25	17	26	32	26	36	17
<b>Administrative and Support Services AAWI (%)</b>	2.7	2.1	3.0	2.4	3.8	4.2	4.5	2.9	3.3	2.5	2.2	3.0	3.2
<b>Administrative and Support Services duration (yrs.)</b>	3.2	3.0	2.6	2.7	2.9	2.5	2.8	2.1	2.9	3.5	3.4	3.0	3.8
<b>Administrative and Support Services employees ('000)</b>	3.1	2.7	0.5	1.4	1.2	5.4	0.6	3.7	2.1	2.3	5.3	3.5	2.0

FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20
<b>Public Administration and Safety agreements</b>	50	50	25	43	42	49	26	35	53	55	53	51	36
<b>Public Administration and Safety AAWI (%)</b>	2.3	2.6	2.0	2.0	2.5	2.4	2.1	2.3	2.4	2.4	2.5	2.2	2.1
<b>Public Administration and Safety duration (yrs.)</b>	3.0	3.0	3.0	3.0	3.0	3.3	3.5	2.9	3.1	3.0	3.3	2.9	3.5
<b>Public Administration and Safety employees ('000)</b>	17.0	12.8	51.3	40.9	10.9	32.4	10.0	6.4	38.7	26.8	18.8	17.7	30.9
<b>Education and Training agreements</b>	64	40	27	41	67	75	38	50	76	87	50	53	47
<b>Education and Training AAWI (%)</b>	2.5	2.2	2.6	2.6	2.5	2.5	2.1	2.8	2.8	2.5	2.7	2.7	2.5
<b>Education and Training duration (yrs.)</b>	3.3	3.6	3.6	3.4	3.2	3.3	1.9	3.4	2.6	3.1	2.8	2.9	3.4
<b>Education and Training employees ('000)</b>	45.4	14.1	85.1	12.2	33.2	27.4	41.4	45.1	69.6	32.1	25.7	15.8	24.1
<b>Health Care and Social Assistance agreements</b>	87	76	88	79	147	107	48	85	116	143	137	77	52
<b>Health Care and Social Assistance AAWI (%)</b>	3.0	2.7	2.5	2.7	2.3	2.5	3.9	2.9	2.7	3.0	2.7	2.4	2.6
<b>Health Care and Social Assistance duration (yrs.)</b>	2.6	2.9	2.4	3.4	2.8	2.8	3.6	3.7	3.0	2.6	2.9	2.5	2.7
<b>Health Care and Social Assistance employees ('000)</b>	24.7	38.6	23.5	23.9	36.0	45.4	29.7	28.1	35.6	42.7	33.9	29.2	21.7
<b>Arts and Recreation Services agreements</b>	14	8	9	9	6	7	8	9	9	13	23	9	14
<b>Arts and Recreation Services AAWI (%)</b>	3.5	2.4	2.2	2.2	2.9	2.8	2.7	2.2	2.7	3.1	2.7	3.3	2.7
<b>Arts and Recreation Services duration (yrs.)</b>	3.3	3.0	3.1	3.4	2.9	2.7	3.1	3.1	3.1	3.1	2.8	2.7	3.1
<b>Arts and Recreation Services employees ('000)</b>	8.8	1.5	3.6	2.1	1.5	1.5	1.5	1.3	3.3	2.2	4.7	1.2	6.1
<b>Other Services agreements</b>	32	38	13	20	27	26	14	20	37	31	26	26	14
<b>Other Services AAWI (%)</b>	2.7	2.4	2.6	2.8	2.4	2.8	2.3	2.6	3.1	2.1	2.6	2.6	2.1
<b>Other Services duration (yrs.)</b>	2.9	2.4	2.0	2.7	2.9	2.9	3.0	2.5	2.9	3.0	2.8	3.1	3.0
<b>Other Services employees ('000)</b>	1.0	3.1	1.2	2.6	4.0	1.0	1.3	3.1	4.8	5.1	3.4	3.7	1.1
<b>All sector agreements</b>	969	846	679	1048	957	1111	873	923	1331	1580	1248	1126	958
<b>All sectors AAWI (%)</b>	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.7	2.7	2.7	2.6
<b>All sectors duration (yrs.)</b>	3.0	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2
<b>All sectors employees ('000)</b>	151.8	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.5	201.8	145.6

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:** 5 Agriculture, Forestry and Fishing agreements were approved in the March quarter 2020, covering 200 employees. Their average AAWI was 2.4 per cent and their average duration was 3.8 years.

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

<b>FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER</b>	<b>Mar-17</b>	<b>Jun-17</b>	<b>Sep-17</b>	<b>Dec-17</b>	<b>Mar-18</b>	<b>Jun-18</b>	<b>Sep-18</b>	<b>Dec-18</b>	<b>Mar-19</b>	<b>Jun-19</b>	<b>Sep-19</b>	<b>Dec-19</b>	<b>Mar-20</b>
<b>Agriculture, Forestry and Fishing agreements</b>	142	154	135	140	141	149	137	138	169	181	165	183	178
<b>Agriculture, Forestry and Fishing AAWI (%)</b>	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.5	2.5
<b>Agriculture, Forestry and Fishing duration (yrs.)</b>	3.3	3.3	3.4	3.5	3.5	3.5	3.5	3.5	3.6	3.6	3.7	3.7	3.7
<b>Agriculture, Forestry and Fishing employees ('000)</b>	11.2	12.8	12.1	12.3	12.6	12.9	12.5	12.3	14.4	15.3	13.2	15.8	15.7
<b>Mining agreements</b>	399	391	363	362	362	358	326	310	338	359	375	376	395
<b>Mining AAWI (%)</b>	2.6	2.3	2.2	1.9	1.9	2.0	2.0	2.1	2.1	2.3	2.3	2.3	2.3
<b>Mining duration (yrs.)</b>	3.4	3.4	3.5	3.5	3.4	3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.3
<b>Mining employees ('000)</b>	43.3	40.8	38.1	38.8	38.8	40.3	37.5	35.6	39.1	39.0	45.2	48.2	51.0
<b>Manufacturing agreements</b>	2296	2287	2012	2032	2000	1971	1717	1696	1731	1880	1816	1853	1919
<b>Manufacturing AAWI (%)</b>	2.8	2.8	2.7	2.7	2.7	2.7	2.5	2.6	2.5	2.5	2.5	2.5	2.5
<b>Manufacturing duration (yrs.)</b>	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.0
<b>Manufacturing employees ('000)</b>	146.0	144.8	129.3	132.0	126.5	126.0	109.5	109.8	117.4	128.9	125.1	135.0	140.1
<b>Non-metal manufacturing agreements</b>	1455	1455	1309	1315	1292	1272	1123	1117	1138	1225	1174	1207	1262
<b>Non-metal manufacturing AAWI (%)</b>	2.8	2.7	2.7	2.7	2.6	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5
<b>Non-metal manufacturing duration (yrs.)</b>	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	3.0
<b>Non-metal manufacturing employees ('000)</b>	97.9	97.9	87.0	85.9	83.1	82.8	73.8	74.2	80.5	86.6	84.0	91.0	95.0
<b>Metal manufacturing agreements</b>	841	832	703	717	708	699	594	579	593	655	642	646	657
<b>Metal manufacturing AAWI (%)</b>	2.9	2.8	2.8	2.8	2.7	2.7	2.6	2.6	2.5	2.6	2.6	2.6	2.6
<b>Metal manufacturing duration (yrs.)</b>	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
<b>Metal manufacturing employees ('000)</b>	48.1	46.9	42.3	46.0	43.4	43.2	35.7	35.5	36.9	42.3	41.1	44.0	45.1
<b>Electricity, Gas, Water and Waste Services agreements</b>	397	406	356	366	347	357	322	333	349	361	366	378	391
<b>Electricity, Gas, Water and Waste Services AAWI (%)</b>	3.0	3.0	3.0	2.9	2.9	2.9	2.9	2.9	2.8	2.8	2.8	2.8	2.8
<b>Electricity, Gas, Water and Waste Services duration (yrs.)</b>	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	3.0	3.0	3.0	3.0
<b>Electricity, Gas, Water and Waste Services Employees ('000)</b>	43.9	46.7	38.8	47.3	39.8	45.6	48.2	51.0	53.5	54.0	51.6	52.1	51.8
<b>Construction agreements</b>	4556	4549	4194	4255	4280	4271	3375	3325	2918	3151	3034	2748	2732
<b>Construction AAWI (%)</b>	4.4	4.4	4.3	4.3	4.5	4.7	4.2	4.3	3.3	3.3	3.2	3.2	3.2
<b>Construction duration (yrs.)</b>	3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.0	3.3	3.2	3.2	3.2	3.3
<b>Construction employees ('000)</b>	113.5	112.7	95.4	99.9	94.9	94.5	76.3	74.7	64.4	72.0	70.4	69.5	70.9
<b>Wholesale Trade agreements</b>	502	496	443	466	453	455	412	424	455	443	368	355	344
<b>Wholesale Trade AAWI (%)</b>	2.9	2.8	2.7	2.7	2.7	2.7	2.6	2.5	2.5	2.5	2.5	2.6	2.5
<b>Wholesale Trade duration (yrs.)</b>	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0	3.1	3.3	3.3
<b>Wholesale Trade employees ('000)</b>	33.3	32.7	27.4	29.5	26.5	26.6	25.6	27.2	27.4	27.4	20.0	26.1	26.2

<b>FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER</b>	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20
<b>Retail Trade agreements</b>	247	233	206	213	200	179	150	152	160	163	162	170	165
<b>Retail Trade AAWI (%)</b>	2.9	2.9	2.8	2.8	2.5	2.5	2.3	2.4	2.7	2.7	2.7	2.6	2.7
<b>Retail Trade duration (yrs.)</b>	3.3	3.3	3.4	3.3	3.2	2.4	2.3	2.4	3.2	3.1	3.1	3.2	3.2
<b>Retail Trade employees ('000)</b>	61.2	56.8	51.6	52.7	43.7	121.0	104.7	109.9	231.1	236.6	264.5	325.0	337.0
<b>Accommodation and Food Services agreements</b>	404	387	351	326	295	294	246	234	224	213	202	191	173
<b>Accommodation and Food Services AAWI (%)</b>	2.8	2.8	2.7	2.6	2.7	2.7	2.6	2.6	2.7	2.7	2.7	2.7	2.7
<b>Accommodation and Food Services duration (yrs.)</b>	3.8	3.4	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.4	3.3	3.4
<b>Accommodation and Food Services Employees ('000)</b>	139.5	37.6	31.4	24.0	23.5	23.8	20.8	19.9	18.5	18.5	20.3	17.9	17.3
<b>Transport, Postal and Warehousing agreements</b>	1169	1139	1027	1034	1024	1018	950	921	928	1057	1053	1115	1139
<b>Transport, Postal and Warehousing AAWI (%)</b>	3.2	3.1	2.7	2.6	2.6	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5
<b>Transport, Postal and Warehousing duration (yrs.)</b>	3.2	3.2	3.2	3.2	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.0	3.1
<b>Transport, Postal and Warehousing employees ('000)</b>	150.7	147.9	154.5	153.6	149.4	165.4	160.6	163.5	160.4	173.9	167.2	178.0	179.3
<b>Information Media and Telecommunications agreements</b>	100	94	82	74	69	69	60	60	63	71	72	74	74
<b>Information Media and Telecommunications AAWI (%)</b>	2.8	2.8	2.8	2.8	2.8	2.8	2.9	2.1	2.2	2.1	2.1	2.1	2.1
<b>Information Media and Telecommunications duration (yrs.)</b>	2.9	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.9	2.7	2.7	2.6	2.8
<b>Information Media and Telecommunications employees ('000)</b>	46.0	45.8	44.9	45.2	42.6	43.2	40.3	7.6	7.8	14.0	14.7	14.7	13.8
<b>Financial and Insurance Services agreements</b>	135	132	106	110	113	119	103	102	105	110	90	93	100
<b>Financial and Insurance Services AAWI (%)</b>	2.8	2.9	2.9	2.8	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7
<b>Financial and Insurance Services duration (yrs.)</b>	2.7	2.7	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1
<b>Financial and Insurance Services employees ('000)</b>	165.4	170.0	138.8	140.8	141.6	140.5	137.8	103.1	103.8	105.6	96.5	67.2	69.6
<b>Rental, Hiring and Real Estate Services agreements</b>	291	285	257	242	227	224	181	172	146	140	107	97	85
<b>Rental, Hiring and Real Estate Services AAWI (%)</b>	3.4	3.4	2.8	2.7	2.7	2.7	2.6	2.6	2.4	2.4	2.2	2.3	2.3
<b>Rental, Hiring and Real Estate Services duration (yrs.)</b>	3.4	3.4	3.4	3.3	3.3	3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.3
<b>Rental, Hiring and Real Estate Services employees ('000)</b>	7.3	7.2	8.5	8.4	8.2	8.2	7.2	6.8	6.2	5.8	5.2	5.4	5.2
<b>Professional, Scientific and Technical Services agreements</b>	400	395	359	370	355	354	308	299	297	290	258	241	230
<b>Professional, Scientific and Technical Services AAWI (%)</b>	3.1	3.0	2.7	2.7	2.7	2.7	2.6	2.5	2.4	2.4	2.4	2.4	2.4
<b>Professional, Scientific and Technical Services duration (yrs.)</b>	3.2	3.2	3.3	3.3	3.3	3.3	3.3	3.2	3.1	3.1	3.2	3.1	3.1
<b>Professional, Scientific and Technical Services employees ('000)</b>	30.0	29.5	30.9	29.6	27.7	28.9	30.7	30.5	30.4	30.1	28.8	27.7	27.0
<b>Administrative and Support Services agreements</b>	563	564	475	466	452	438	361	342	321	323	280	274	260
<b>Administrative and Support Services AAWI (%)</b>	3.1	3.0	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.8	2.7	2.7	2.6
<b>Administrative and Support Services duration (yrs.)</b>	3.2	3.2	3.4	3.4	3.4	3.3	3.3	3.1	3.1	3.1	3.2	3.2	3.2
<b>Administrative and Support Services employees ('000)</b>	44.7	44.8	36.2	35.6	33.6	37.2	29.5	30.7	29.7	29.9	31.1	32.5	30.6
<b>Public Administration and Safety agreements</b>	564	599	510	522	533	558	505	495	487	510	491	497	487
<b>Public Administration and Safety AAWI (%)</b>	2.8	2.8	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.3	2.2
<b>Public Administration and Safety duration (yrs.)</b>	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.2	3.1
<b>Public Administration and Safety employees ('000)</b>	244.6	254.6	251.1	284.9	289.0	314.9	316.8	302.5	308.6	325.2	316.2	299.6	260.1

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20
<b>Education and Training agreements</b>	575	595	564	573	435	497	496	520	499	583	588	620	586
<b>Education and Training AAWI (%)</b>	3.3	3.2	2.8	2.8	2.7	2.6	2.5	2.6	2.6	2.6	2.6	2.6	2.6
<b>Education and Training duration (yrs.)</b>	3.2	3.2	3.4	3.4	3.5	3.5	3.3	3.3	3.2	3.2	3.1	3.1	3.3
<b>Education and Training employees ('000)</b>	257.0	225.4	248.6	257.4	251.3	267.9	300.3	340.8	403.4	436.1	421.8	434.6	405.4
<b>Health Care and Social Assistance agreements</b>	1293	1243	986	960	982	1052	935	960	988	1093	1077	1100	1062
<b>Health Care and Social Assistance AAWI (%)</b>	3.2	3.2	3.1	3.0	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0
<b>Health Care and Social Assistance duration (yrs.)</b>	3.4	3.4	3.5	3.5	3.5	3.4	3.5	3.5	3.5	3.5	3.5	3.5	3.5
<b>Health Care and Social Assistance employees ('000)</b>	376.9	393.1	350.2	349.2	364.0	395.5	386.2	400.2	411.5	424.5	425.4	441.8	449.0
<b>Arts and Recreation Services agreements</b>	143	143	140	142	136	136	114	119	104	110	108	114	106
<b>Arts and Recreation Services AAWI (%)</b>	2.9	3.0	2.9	2.9	2.9	2.9	2.8	2.8	2.8	2.9	2.7	2.8	2.8
<b>Arts and Recreation Services duration (yrs.)</b>	3.2	3.1	3.1	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.3	3.2
<b>Arts and Recreation Services employees ('000)</b>	43.2	38.3	38.7	40.0	39.8	39.6	33.3	34.4	35.4	36.3	27.7	25.8	29.3
<b>Other Services agreements</b>	383	397	343	330	327	332	297	300	292	299	266	257	249
<b>Other Services AAWI (%)</b>	2.9	2.9	2.9	2.8	2.8	2.7	2.6	2.6	2.7	2.6	2.6	2.6	2.5
<b>Other Services duration (yrs.)</b>	2.8	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.9	2.9	3.0	3.0	3.0
<b>Other Services employees ('000)</b>	39.3	40.1	34.6	32.6	31.5	31.1	20.5	23.0	23.6	26.8	25.6	28.1	27.8
<b>All sector agreements</b>	14559	14489	12909	12983	12731	12831	10995	10902	10574	11337	10878	10736	10675
<b>All sectors AAWI (%)</b>	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6
<b>All sectors duration (yrs.)</b>	3.2	3.2	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
<b>All sectors employees ('000)</b>	1997.1	1881.5	1761.2	1813.5	1784.9	1962.9	1898.3	1883.5	2086.5	2199.8	2170.6	2245.0	2207.0

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

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. \* 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:** 178 Agriculture, Forestry and Fishing agreements current as at 31 March 2020, covering 15,700 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 (March quarter 2020 – March quarter 2023)**

FOR ALL CURRENT AGREEMENTS	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23
<b>Agriculture, Forestry and Fishing agreements</b>	7	20	6	14	4	13	18	11	5	10	11	7	30
<b>Agriculture, Forestry and Fishing AAWI (%)</b>	2.4	2.7	2.8	2.5	2.5	3.1	2.5	2.8	2.6	2.5	2.3	2.8	2.3
<b>Agriculture, Forestry and Fishing employees ('000)</b>	0.4	1.5	1.1	2.0	0.6	0.5	1.2	0.7	0.2	1.1	1.9	0.6	0.8
<b>Mining agreements</b>	14	25	31	33	28	39	21	23	29	34	17	13	33
<b>Mining AAWI (%)</b>	2.5	2.5	2.2	1.8	2.1	2.3	2.3	2.7	2.4	2.8	2.5	2.3	1.8
<b>Mining employees ('000)</b>	0.9	2.1	3.4	3.2	1.9	6.8	2.7	1.8	2.7	4.6	1.8	2.8	4.7
<b>Manufacturing agreements</b>	111	265	160	165	109	226	153	121	101	195	103	81	63
<b>Manufacturing AAWI (%)</b>	2.4	2.5	2.4	2.6	2.6	2.6	2.5	2.4	2.5	2.7	2.5	2.4	2.6
<b>Manufacturing employees ('000)</b>	6.9	21.0	10.5	11.6	6.6	16.0	8.6	9.2	6.6	16.7	9.1	7.0	4.6
<b>Non-metal manufacturing agreements</b>	80	160	106	114	67	156	99	78	65	141	69	48	39
<b>Non-metal manufacturing AAWI (%)</b>	2.5	2.6	2.4	2.6	2.6	2.5	2.5	2.5	2.4	2.6	2.4	2.3	2.6
<b>Non-metal manufacturing employees ('000)</b>	6.0	13.5	7.0	8.6	4.3	9.4	5.4	5.9	4.8	11.5	6.2	4.8	3.7
<b>Metal manufacturing agreements</b>	31	105	54	51	42	70	54	43	36	54	34	33	24
<b>Metal manufacturing AAWI (%)</b>	2.4	2.5	2.3	2.5	2.6	2.8	2.4	2.3	3.0	2.9	2.7	2.6	3.2
<b>Metal manufacturing employees ('000)</b>	0.9	7.5	3.5	3.0	2.3	6.6	3.2	3.3	1.8	5.2	2.9	2.2	0.9
<b>Electricity, Gas, Water and Waste Services agreements</b>	20	45	25	40	25	50	29	28	32	18	25	13	13
<b>Electricity, Gas, Water and Waste Services AAWI (%)</b>	2.4	2.1	3.1	3.1	2.9	2.8	2.7	3.0	2.8	2.4	2.8	2.4	3.3
<b>Electricity, Gas, Water and Waste Services Employees ('000)</b>	0.8	5.8	5.5	7.6	14.1	7.4	1.4	1.0	2.0	1.0	1.8	0.8	0.4
<b>Construction agreements</b>	378	259	172	149	311	143	156	181	127	183	142	266	100
<b>Construction AAWI (%)</b>	5.1	3.0	3.7	3.2	3.4	3.5	2.8	3.0	2.5	3.0	2.7	4.6	2.3
<b>Construction employees ('000)</b>	8.8	5.6	4.5	2.9	8.1	3.7	4.4	4.2	4.7	5.9	4.3	7.0	2.9
<b>Wholesale Trade agreements</b>	27	49	37	36	35	44	22	21	14	23	24	9	13
<b>Wholesale Trade AAWI (%)</b>	2.4	2.5	2.5	2.7	2.5	2.8	2.3	2.4	1.9	2.4	2.0	2.2	2.0
<b>Wholesale Trade employees ('000)</b>	1.2	2.1	2.0	2.2	1.1	2.4	1.0	1.3	0.4	1.1	2.4	1.2	0.8
<b>Retail Trade agreements</b>	15	23	7	11	11	18	12	11	9	18	11	9	8
<b>Retail Trade AAWI (%)</b>	3.3	2.4	2.3	2.4	2.3	3.3	2.3	2.3	2.9	2.9	4.9	3.3	2.1
<b>Retail Trade employees ('000)</b>	1.3	92.2	0.2	1.7	4.0	7.1	5.3	2.0	7.5	21.0	4.3	4.1	142.5
<b>Accommodation and Food Services agreements</b>	26	27	23	23	12	18	8	6	5	13	6	9	3
<b>Accommodation and Food Services AAWI (%)</b>	2.2	2.9	2.9	2.4	1.7	2.8	3.0	2.8	1.6	2.8	2.3	1.8	1.8
<b>Accommodation and Food Services Employees ('000)</b>	1.0	1.2	3.9	2.8	0.5	2.3	2.0	0.7	0.1	1.0	0.5	0.6	0.2



<b>FOR ALL CURRENT AGREEMENTS</b>	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23
<b>Transport, Postal and Warehousing agreements</b>	47	174	76	91	65	164	76	84	61	104	66	39	34
<b>Transport, Postal and Warehousing AAWI (%)</b>	2.5	2.4	2.2	2.7	2.6	2.8	3.0	2.9	2.4	2.7	2.6	2.5	2.4
<b>Transport, Postal and Warehousing employees ('000)</b>	4.0	37.8	36.6	9.5	5.6	29.3	6.4	10.5	3.6	8.9	5.1	10.2	3.4
<b>Information Media and Telecommunications agreements</b>	7	14	4	7	3	14	2	2	2	14	3	2	3
<b>Information Media and Telecommunications AAWI (%)</b>	2.3	2.3	1.5	1.7	2.4	2.7	2.1	2.0	2.0	2.0	2.1	2.1	2.0
<b>Information Media and Telecommunications employees ('000)</b>	0.4	1.4	1.0	0.8	0.1	1.2	0.1	0.4	0.9	5.9	0.5	0.2	1.1
<b>Financial and Insurance Services agreements</b>	2	21	8	9	2	16	7	8	3	12	1	4	4
<b>Financial and Insurance Services AAWI (%)</b>	2.9	2.8	3.1	2.8	2.2	2.3	2.7	1.3	3.7	2.5	2.2	2.4	2.5
<b>Financial and Insurance Services employees ('000)</b>	1.0	19.0	3.2	3.5	0.0	4.0	2.0	31.3	0.3	2.5	0.3	0.3	0.4
<b>Rental, Hiring and Real Estate Services agreements</b>	17	17	12	1	10	5	6	6	3	7	6	2	1
<b>Rental, Hiring and Real Estate Services AAWI (%)</b>	1.8	2.4	2.1	2.4	2.6	2.6	2.0	2.1	2.4	4.4	3.7	2.6	*
<b>Rental, Hiring and Real Estate Services ('000)</b>	1.1	0.8	0.6	0.0	0.3	0.1	1.4	0.3	0.1	0.2	0.3	0.1	0.1
<b>Professional, Scientific and Technical Services agreements</b>	20	45	14	29	23	30	13	10	11	17	8	4	8
<b>Professional, Scientific and Technical Services AAWI (%)</b>	2.4	2.4	2.2	2.3	2.6	3.3	2.5	2.4	1.8	2.5	2.3	*	2.8
<b>Professional, Scientific and Technical Services employees ('000)</b>	0.5	2.4	4.8	8.5	1.7	2.2	2.3	0.4	0.9	1.4	0.8	0.2	0.4
<b>Administrative and Support Services agreements</b>	31	36	24	22	18	22	12	20	6	15	10	15	12
<b>Administrative and Support Services AAWI (%)</b>	4.1	2.4	3.3	2.8	3.3	2.8	2.4	2.6	2.5	2.4	2.8	2.1	2.5
<b>Administrative and Support Services employees ('000)</b>	3.9	3.5	1.9	4.7	3.8	2.0	1.3	1.5	0.4	1.0	0.3	2.1	1.2
<b>Public Administration and Safety agreements</b>	25	98	37	38	21	55	28	41	31	59	21	11	7
<b>Public Administration and Safety AAWI (%)</b>	2.1	2.1	2.0	2.1	1.9	2.2	2.3	2.6	2.1	2.1	2.7	2.0	2.0
<b>Public Administration and Safety employees ('000)</b>	9.5	24.4	51.5	37.9	3.2	23.3	27.2	24.4	20.1	24.4	10.4	9.2	2.1
<b>Education and Training agreements</b>	18	35	25	138	46	69	21	101	23	35	14	32	15
<b>Education and Training AAWI (%)</b>	2.5	2.7	3.1	2.7	2.5	2.6	2.2	2.5	3.1	2.7	2.6	4.4	2.7
<b>Education and Training employees ('000)</b>	12.1	3.6	7.4	13.5	28.4	219.5	16.1	53.5	5.5	32.9	9.4	10.0	2.1
<b>Health Care and Social Assistance agreements</b>	77	311	65	62	33	175	69	67	43	74	45	24	37
<b>Health Care and Social Assistance AAWI (%)</b>	3.2	2.4	3.4	2.6	2.9	2.7	2.7	3.8	2.9	3.0	3.0	2.6	2.8
<b>Health Care and Social Assistance employees ('000)</b>	70.6	101.1	51.4	28.4	13.6	57.7	22.2	38.7	10.6	28.8	12.4	9.3	9.5
<b>Arts and Recreation Services agreements</b>	10	21	11	8	4	11	3	10	3	10	5	6	3
<b>Arts and Recreation Services AAWI (%)</b>	2.6	2.6	2.7	2.3	2.8	3.1	1.3	3.1	3.4	2.7	2.5	3.7	5.5
<b>Arts and Recreation Services employees ('000)</b>	0.8	5.7	1.2	0.7	2.1	4.4	0.5	2.9	1.0	4.2	4.0	0.7	0.1

FOR ALL CURRENT AGREEMENTS	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23
<b>Other Services agreements</b>	18	34	18	21	23	29	11	26	14	20	13	4	6
<b>Other Services AAWI (%)</b>	2.8	2.1	3.0	2.5	2.5	2.2	3.3	2.6	3.1	2.8	2.2	2.4	1.5
<b>Other Services employees ('000)</b>	1.0	4.4	1.4	1.3	0.7	7.4	3.1	1.3	1.5	2.9	0.6	0.4	0.6
<b>All sector agreements</b>	870	1519	755	897	783	1141	667	777	522	861	531	550	393
<b>All sectors AAWI (%)</b>	3.1	2.4	2.6	2.4	2.7	2.6	2.5	2.8	2.5	2.6	2.7	3.1	2.5
<b>All sectors employees ('000)</b>	126.1	335.5	192.0	142.8	96.5	397.4	109.3	186.2	69.0	165.5	70.3	66.9	177.9

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:** 30 Agriculture, Forestry and Fishing agreements, covering 800 employees, have an expiry date in the March quarter 2023. The average AAWI is 2.3 per cent.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20
<b>ACT agreements</b>	13	6	16	10	11	18	5	9	14	22	23	8	12
<b>ACT AAWI (%)</b>	2.2	2.6	2.5	2.3	2.1	1.9	2.9	3.2	2.6	2.7	2.9	2.7	2.8
<b>ACT duration (yrs.)</b>	2.9	3.0	2.5	3.3	2.7	3.2	3.4	2.4	4.0	3.0	4.0	3.4	3.7
<b>ACT employees ('000)</b>	1.5	1.1	1.6	1.0	1.7	1.8	0.2	0.9	10.0	10.7	9.2	0.4	0.4
<b>NSW agreements</b>	175	165	150	264	287	263	197	176	243	314	204	184	196
<b>NSW AAWI (%)</b>	2.5	2.5	2.3	3.4	2.9	2.8	2.9	2.5	2.7	2.9	2.7	2.5	3.2
<b>NSW duration (yrs.)</b>	3.1	2.9	2.6	2.7	2.5	2.9	2.8	2.8	2.8	2.6	2.8	2.4	2.9
<b>NSW employees ('000)</b>	35.5	21.0	19.3	15.2	31.3	67.2	9.9	27.8	26.3	29.2	19.2	30.4	17.3
<b>NT agreements</b>	10	11	9	10	6	22	9	7	15	14	14	16	14
<b>NT AAWI (%)</b>	2.6	3.7	2.5	1.3	2.3	2.5	2.4	3.0	2.6	2.9	2.0	2.8	2.4
<b>NT duration (yrs.)</b>	3.4	3.3	3.1	3.5	3.3	3.9	3.9	2.5	3.7	2.9	3.1	3.4	3.3
<b>NT employees ('000)</b>	0.4	0.6	0.5	1.5	0.4	12.3	3.6	0.7	4.5	3.1	1.2	2.2	0.7
<b>Qld agreements</b>	151	111	91	137	113	133	95	95	216	230	197	165	121
<b>Qld AAWI (%)</b>	3.0	2.6	2.5	2.6	2.3	2.4	2.5	2.5	2.5	2.5	2.7	2.6	2.4
<b>Qld duration (yrs.)</b>	2.9	2.7	2.8	3.0	3.1	2.9	3.4	3.0	2.8	2.8	3.0	2.9	2.9
<b>Qld employees ('000)</b>	17.4	13.3	12.1	13.2	14.9	13.2	7.9	18.6	34.2	21.6	20.6	20.2	9.5
<b>SA agreements</b>	54	53	34	59	68	60	40	49	85	129	64	77	39
<b>SA AAWI (%)</b>	2.7	2.2	2.3	2.7	2.3	2.1	2.9	2.8	2.9	2.9	2.7	2.7	2.6
<b>SA duration (yrs.)</b>	3.3	3.0	2.9	3.2	2.9	2.6	3.3	3.4	3.1	2.8	2.8	3.0	3.0
<b>SA employees ('000)</b>	6.6	2.8	10.0	6.6	12.0	5.7	5.7	3.8	5.4	10.1	4.3	4.3	2.0
<b>Tas agreements</b>	26	14	11	22	28	43	30	26	35	47	44	29	36
<b>Tas AAWI (%)</b>	2.3	2.7	1.5	2.9	2.8	4.0	3.1	2.8	2.9	3.1	3.1	3.1	2.8
<b>Tas duration (yrs.)</b>	3.3	3.1	2.5	3.0	2.3	2.3	2.6	3.2	2.9	2.7	2.7	3.0	3.1
<b>Tas employees ('000)</b>	1.9	1.5	0.6	1.0	2.4	3.9	3.6	2.5	2.0	4.7	5.7	2.5	1.4
<b>Vic agreements</b>	294	274	206	318	250	340	280	326	389	396	361	378	324
<b>Vic AAWI (%)</b>	3.2	2.9	3.1	2.9	2.9	3.2	4.1	3.5	2.9	3.0	2.9	3.2	2.6
<b>Vic duration (yrs.)</b>	3.0	3.3	3.6	3.2	3.1	3.0	3.6	3.7	2.7	2.9	3.1	2.8	3.2
<b>Vic employees ('000)</b>	30.6	43.7	88.4	30.6	26.0	35.3	35.8	46.7	83.4	41.2	33.4	33.1	45.4
<b>WA agreements</b>	103	73	59	92	84	87	75	55	112	155	124	91	80
<b>WA AAWI (%)</b>	1.9	2.0	2.1	1.8	2.1	1.8	1.8	2.1	1.8	1.8	1.9	2.1	2.1
<b>WA duration (yrs.)</b>	2.6	2.8	3.2	3.2	3.0	3.0	2.5	3.2	2.9	2.9	2.6	3.0	2.8
<b>WA employees ('000)</b>	10.2	5.1	9.1	15.5	11.3	19.6	5.8	4.4	11.1	11.4	15.6	13.3	13.0
<b>Multi-state agreements</b>	143	137	103	136	110	144	142	180	222	272	216	178	136
<b>Multi-state AAWI (%)</b>	2.5	2.2	2.0	2.2	2.6	2.5	2.6	2.9	2.5	2.6	2.8	2.5	2.6
<b>Multi-state duration (yrs.)</b>	3.1	2.9	3.1	2.8	3.1	2.2	2.1	3.0	3.5	3.0	2.8	3.4	3.5
<b>Multi-state employees ('000)</b>	47.7	25.1	94.5	65.4	26.2	111.9	60.4	33.0	190.7	63.3	59.1	95.3	55.9

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20
<b>Other agreements</b>	0	2	0	0	0	1	0	0	0	1	1	0	0
<b>Other AAWI (%)</b>	*	1.8	*	*	*	2.5	*	*	*	*	1.0	*	*
<b>Other duration (yrs.)</b>	0.0	4.2	0.0	0.0	0.0	2.0	0.0	0.0	0.0	4.0	2.0	0.0	0.0
<b>Other employees ('000)</b>	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.1	0.0	0.0
<b>All States agreements</b>	969	846	679	1048	957	1111	873	923	1331	1580	1248	1126	958
<b>All states AAWI (%)</b>	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.7	2.7	2.7	2.6
<b>All states duration (yrs.)</b>	3.0	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2
<b>All states employees ('000)</b>	151.8	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.5	201.8	145.6

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:** 12 agreements approved in the March quarter 2020 operate solely in the ACT. These agreements cover 400 employees, their average AAWI is 2.8 per cent, and their average duration is 3.7 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20
<b>ACT agreements</b>	189	189	134	133	127	142	134	133	134	141	149	146	144
<b>ACT AAWI (%)</b>	2.8	2.8	2.7	2.7	2.6	2.6	2.5	2.3	2.3	2.6	2.7	2.7	2.6
<b>ACT duration (yrs.)</b>	3.0	3.0	3.1	3.1	3.1	3.2	3.3	3.0	3.1	3.3	3.5	3.5	3.7
<b>ACT employees ('000)</b>	37.6	38.5	16.0	16.6	17.7	16.4	16.5	12.5	11.7	28.4	38.7	38.7	33.7
<b>NSW agreements</b>	2574	2591	2069	2129	2194	2293	2238	2263	1972	2113	2037	2071	2100
<b>NSW AAWI (%)</b>	3.0	2.9	2.7	2.7	2.7	2.7	2.7	2.7	2.5	2.6	2.6	2.6	2.6
<b>NSW duration (yrs.)</b>	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.9	3.0	3.0	3.0	2.9	2.9
<b>NSW employees ('000)</b>	270.8	261.8	217.1	205.3	212.3	263.3	252.1	266.9	268.5	281.3	275.1	299.2	287.3
<b>NT agreements</b>	297	279	254	230	209	211	192	154	142	138	141	149	150
<b>NT AAWI (%)</b>	3.5	3.4	3.3	3.0	2.8	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5
<b>NT duration (yrs.)</b>	3.1	3.1	3.2	3.3	3.3	3.7	3.8	3.8	3.8	3.7	3.7	3.7	3.7
<b>NT employees ('000)</b>	21.4	21.2	16.2	12.2	10.7	22.0	23.9	23.1	26.6	28.0	29.4	31.1	31.3
<b>Qld agreements</b>	2115	2078	1913	1883	1744	1747	1611	1565	1546	1688	1688	1630	1596
<b>Qld AAWI (%)</b>	3.0	2.9	2.8	2.8	2.7	2.7	2.6	2.5	2.5	2.5	2.5	2.5	2.5
<b>Qld duration (yrs.)</b>	3.2	3.1	3.2	3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.1	3.1	3.1
<b>Qld employees ('000)</b>	216.9	209.3	192.0	196.0	190.8	193.5	163.2	170.3	180.5	195.0	165.6	177.8	176.3
<b>SA agreements</b>	789	803	709	705	701	710	601	593	607	689	661	696	688
<b>SA AAWI (%)</b>	3.1	2.9	2.9	2.9	2.8	2.6	2.5	2.6	2.6	2.6	2.6	2.6	2.7
<b>SA duration (yrs.)</b>	3.0	3.0	3.1	3.2	3.1	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.1
<b>SA employees ('000)</b>	64.2	58.1	56.2	58.7	66.5	64.0	61.3	62.1	63.0	69.4	67.1	69.2	67.9
<b>Tas agreements</b>	327	326	273	278	268	299	270	277	271	304	301	314	327
<b>Tas AAWI (%)</b>	2.7	2.7	2.7	2.7	2.6	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0
<b>Tas duration (yrs.)</b>	2.8	2.9	3.0	3.0	3.0	2.8	2.8	2.9	2.9	2.9	3.0	3.0	3.0
<b>Tas employees ('000)</b>	28.1	29.0	22.0	21.7	21.4	23.6	21.3	22.5	22.3	26.0	27.3	28.9	26.9
<b>Vic agreements</b>	3981	3984	3658	3765	3768	3880	2670	2742	2854	3027	2853	2736	2711
<b>Vic AAWI (%)</b>	3.5	3.5	3.4	3.4	3.4	3.3	3.2	3.2	3.2	3.2	3.1	3.1	3.1
<b>Vic duration (yrs.)</b>	3.5	3.5	3.6	3.6	3.6	3.6	3.7	3.7	3.6	3.6	3.6	3.6	3.6
<b>Vic employees ('000)</b>	510.1	517.7	524.1	532.1	527.5	544.0	522.3	554.9	616.6	640.2	621.2	615.2	586.8
<b>WA agreements</b>	1940	1855	1589	1521	1406	1344	1175	1077	1037	1089	1056	1082	1084
<b>WA AAWI (%)</b>	3.1	3.0	2.7	2.6	2.4	2.2	2.1	2.1	2.0	2.0	1.9	1.9	1.9
<b>WA duration (yrs.)</b>	3.2	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1
<b>WA employees ('000)</b>	146.2	140.4	122.6	128.0	122.8	128.3	116.8	109.8	111.6	117.8	113.7	117.7	125.2

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20
<b>Multi-state agreements</b>	2345	2381	2307	2336	2311	2201	2100	2094	2008	2144	1987	1907	1870
<b>Multi-state AAWI (%)</b>	2.8	2.8	2.5	2.4	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3
<b>Multi-state duration (yrs.)</b>	3.2	3.0	3.2	3.1	3.1	3.0	2.9	2.9	3.0	3.0	3.0	3.1	3.1
<b>Multi-state employees ('000)</b>	701.3	605.3	594.9	642.8	615.1	707.5	720.6	661.1	785.5	813.4	832.2	866.9	871.3
<b>Other agreements</b>	2	3	3	3	3	4	4	4	3	4	5	5	5
<b>Other AAWI (%)</b>	2.1	2.0	2.0	2.0	2.0	2.3	2.3	2.3	2.4	2.4	2.1	2.1	2.1
<b>Other duration (yrs.)</b>	3.0	3.1	3.1	3.1	3.1	2.5	2.5	2.5	2.3	2.3	2.3	2.3	2.3
<b>Other employees ('000)</b>	0.6	0.2	0.2	0.2	0.2	0.3	0.3	0.3	0.2	0.2	0.3	0.3	0.3
<b>All sector agreements</b>	14559	14489	12909	12983	12731	12831	10995	10902	10574	11337	10878	10736	10675
<b>All sectors AAWI (%)</b>	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6
<b>All sectors duration (yrs.)</b>	3.2	3.2	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
<b>All sectors employees ('000)</b>	1997.1	1881.5	1761.2	1813.5	1784.9	1962.9	1898.3	1883.5	2086.5	2199.8	2170.6	2245.0	2207.0

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

#### Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal 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:** 144 agreements current as at 31 March 2020 operate solely in the ACT. These agreements cover 33,700 employees, their AAWI is 2.6 per cent, and their average duration is 3.7 years.

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

**Linked to minimum wage**

Agreement Type	Jun-19	Sep-19	Dec-19	Mar-20
Single-enterprise non-greenfields agreements	86	69	55	40
Single-enterprise non-greenfields employees ('000)	5.2	31.0	29.6	2.6
Single-enterprise greenfields agreements	1	0	0	0
Single-enterprise greenfields employees ('000)	0.1	0.0	0.0	0.0
Multi-enterprise non-greenfields agreements	1	0	0	1
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	4.3
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Sub-total agreements</b>	<b>88</b>	<b>69</b>	<b>55</b>	<b>41</b>
<b>Sub-total employees ('000)</b>	<b>5.3</b>	<b>31.0</b>	<b>29.6</b>	<b>6.9</b>

**Linked to CPI**

Agreement Type	Jun-19	Sep-19	Dec-19	Mar-20
Single-enterprise non-greenfields agreements	50	35	15	24
Single-enterprise non-greenfields employees ('000)	5.4	2.0	0.9	2.5
Single-enterprise greenfields agreements	0	1	0	2
Single-enterprise greenfields employees ('000)	0.0	0.1	0.0	0.1
Multi-enterprise non-greenfields agreements	0	0	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Sub-total agreements</b>	<b>50</b>	<b>36</b>	<b>15</b>	<b>26</b>
<b>Sub-total employees ('000)</b>	<b>5.4</b>	<b>2.0</b>	<b>0.9</b>	<b>2.7</b>

**Inconsistent Increase**

Agreement Type	Jun-19	Sep-19	Dec-19	Mar-20
Single-enterprise non-greenfields agreements	68	43	48	41
Single-enterprise non-greenfields employees ('000)	13.5	3.4	9.0	12.3
Single-enterprise greenfields agreements	2	3	4	4
Single-enterprise greenfields employees ('000)	0.0	0.0	0.1	0.1
Multi-enterprise non-greenfields agreements	0	0	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Sub-total agreements</b>	<b>70</b>	<b>46</b>	<b>52</b>	<b>45</b>
<b>Sub-total employees ('000)</b>	<b>13.6</b>	<b>3.4</b>	<b>9.1</b>	<b>12.4</b>

## Performance Linked

Agreement Type	Jun-19	Sep-19	Dec-19	Mar-20
Single-enterprise non-greenfields agreements	7	2	9	2
Single-enterprise non-greenfields employees ('000)	0.5	0.1	0.5	0.9
Single-enterprise greenfields agreements	0	0	0	0
Single-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise non-greenfields agreements	0	0	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Sub-total agreements</b>	<b>7</b>	<b>2</b>	<b>9</b>	<b>2</b>
<b>Sub-total employees ('000)</b>	<b>0.5</b>	<b>0.1</b>	<b>0.5</b>	<b>0.9</b>

## Other Reason

Agreement Type	Jun-19	Sep-19	Dec-19	Mar-20
Single-enterprise non-greenfields agreements	119	98	77	55
Single-enterprise non-greenfields employees ('000)	11.5	9.4	42.5	5.4
Single-enterprise greenfields agreements	1	1	6	3
Single-enterprise greenfields employees ('000)	0.1	0.1	0.3	0.2
Multi-enterprise non-greenfields agreements	0	0	1	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	1.8	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Sub-total agreements</b>	<b>120</b>	<b>99</b>	<b>84</b>	<b>58</b>
<b>Sub-total employees ('000)</b>	<b>11.6</b>	<b>9.5</b>	<b>44.7</b>	<b>5.6</b>

## Totals

Agreement Type	Jun-19	Sep-19	Dec-19	Mar-20
<b>Total non-quantifiable agreements</b>	<b>335</b>	<b>252</b>	<b>215</b>	<b>172</b>
<b>Total employees covered by non-quantifiable agreements</b>	<b>36.3</b>	<b>46.1</b>	<b>84.7</b>	<b>28.5</b>



## Quantifiable agreements

Agreement Type	Jun-19	Sep-19	Dec-19	Mar-20
Single-enterprise non-greenfields agreements	1160	917	858	741
Single-enterprise non-greenfields employees ('000)	150.4	120.1	114.0	114.3
Single-enterprise greenfields agreements	72	74	50	43
Single-enterprise greenfields employees ('000)	3.3	1.8	2.8	1.4
Multi-enterprise non-greenfields agreements	13	5	3	2
Multi-enterprise non-greenfields employees ('000)	5.2	0.5	0.3	1.3
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Total quantifiable agreements</b>	<b>1245</b>	<b>996</b>	<b>911</b>	<b>786</b>
<b>Total employees covered by quantifiable agreements ('000)</b>	<b>159.0</b>	<b>122.4</b>	<b>117.1</b>	<b>117.1</b>

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

### Notes:

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

**How to read:** 40 single enterprise non-greenfields agreements approved in the March quarter 2020 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 2,600 employees.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20
<b>Agreements (union covered)</b>	686	595	497	789	737	852	684	726	1034	1107	866	838	743
<b>AAWI (%) (union covered)</b>	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.7	2.7	2.7	2.6
<b>Duration (yrs.) (yrs.) (union covered)</b>	3.0	3.0	3.2	2.9	2.9	2.7	2.7	3.2	3.2	2.8	2.9	3.0	3.2
<b>Employees ('000) (union covered)</b>	144.4	106.7	227.4	141.3	120.0	263.9	127.2	131.8	357.4	178.3	156.9	192.3	138.8
<b>Agreements (no union covered)</b>	283	251	182	259	220	259	189	197	297	473	382	288	215
<b>AAWI (%) (no union covered)</b>	2.5	2.5	2.5	2.4	2.3	2.4	2.2	2.5	2.4	2.6	2.6	2.5	2.7
<b>Duration (yrs.) (yrs.) (no union covered)</b>	3.6	3.3	3.6	3.2	3.4	3.3	3.2	3.4	3.4	3.4	3.2	3.3	3.4
<b>Employees ('000) (no union covered)</b>	7.5	7.5	8.8	8.6	6.3	7.1	5.6	6.5	10.3	17.0	11.7	9.5	6.8
<b>All agreements</b>	969	846	679	1048	957	1111	873	923	1331	1580	1248	1126	958
<b>Overall AAWI (%)</b>	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.9	2.7	2.7	2.7	2.7	2.6
<b>Overall duration (yrs.) (yrs.)</b>	3.0	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2
<b>All employees ('000)</b>	151.8	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.5	201.8	145.6

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:** 743 agreements approved in the March quarter 2020, covering 138,800 employees, formally covered a union. Their average AAWI was 2.6 per cent and their average duration was 3.2 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20
<b>Agreements (union covered)</b>	9374	9389	8152	8347	8250	8460	6958	7080	6855	7462	7070	6944	6981
<b>AAWI (%) (union covered)</b>	3.2	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.6
<b>Duration (yrs.) (yrs.) (union covered)</b>	3.2	3.1	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
<b>Employees ('000) (union covered)</b>	1805.7	1697.4	1587.1	1644.0	1622.8	1806.1	1770.5	1762.2	1966.3	2074.2	2049.2	2125.5	2089.6
<b>Agreements (no union covered)</b>	5185	5100	4757	4636	4481	4371	4037	3822	3719	3875	3808	3792	3694
<b>AAWI (%) (no union covered)</b>	2.7	2.7	2.6	2.6	2.6	2.5	2.5	2.5	2.4	2.5	2.5	2.5	2.5
<b>Duration (yrs.) (yrs.) (no union covered)</b>	3.5	3.5	3.5	3.5	3.5	3.5	3.6	3.6	3.5	3.5	3.5	3.5	3.5
<b>Employees ('000) (no union covered)</b>	191.4	184.1	174.1	169.4	162.1	156.8	127.8	121.3	120.2	125.6	121.4	119.5	117.4
<b>All agreements</b>	14559	14489	12909	12983	12731	12831	10995	10902	10574	11337	10878	10736	10675
<b>Overall AAWI (%)</b>	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6
<b>Overall duration (yrs.) (yrs.)</b>	3.2	3.2	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
<b>All employees ('000)</b>	1997.1	1881.5	1761.2	1813.5	1784.9	1962.9	1898.3	1883.5	2086.5	2199.8	2170.6	2245.0	2207.0

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

**Notes:**

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. \* 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:** 6,981 agreements current as at 31 March 2020, covering 2,089,600 employees, formally covered a union. Their average AAWI was 2.6 per cent and their average duration was 3.2 years.

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

Agreement ID	Title	Employees	AAWI	ANZSIC	States
AE507544	Victoria Police (Police Officers, Protective Services Officers, Police Reservists and Police Recruits) Enterprise Agreement 2019	17718	2.0	Public Administration and Safety	Vic
AE506986	Monash University Enterprise Agreement (Academic and Professional Staff) 2019	16893	2.5	Education and Training	Aus
AE507015	Super Retail Group Enterprise Agreement 2018	10145	*	Retail Trade	Aus
AE506845	ABC Enterprise Agreement - 2019-2022	4387	2.0	Public Administration and Safety	Aus
AE507210	Victorian Disability Service (NGO) Agreement 2019	4275	*	Health Care and Social Assistance	Vic
AE507163	Hospitality Sector WA United Workers Union - Crown Perth Enterprise Agreement 2019	3696	2.5	Arts and Recreation Services	WA
AE507237	Ramsay Health Care WA Registered Nurses and Midwives Agreement 2019	2828	1.5	Health Care and Social Assistance	WA
AE507154	University of the Sunshine Coast Enterprise Agreement 2019 - 2022	2376	2.4	Education and Training	Aus, TER
AE507420	Estia Health NSW Enterprise Agreement 2019	2160	2.9	Health Care and Social Assistance	NSW
AE506789	Aerocare Collective Agreement 2018	2036	1.7	Transport, Postal and Warehousing	Aus

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

**Notes:**

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

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
<b>Agriculture, Forestry and Fishing agreements</b>	0	2	0	0	0	0	1	1	1	0	5
<b>Agriculture, Forestry and Fishing AAWI (%)</b>	*	2.4	*	*	*	*	2.4	2.0	*	*	2.4
<b>Agriculture, Forestry and Fishing duration (yrs.)</b>	0.0	4.1	0.0	0.0	0.0	0.0	3.3	3.0	4.0	0.0	3.8
<b>Agriculture, Forestry and Fishing employees ('000)</b>	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2
<b>Mining agreements</b>	0	6	1	9	0	0	2	2	13	0	33
<b>Mining AAWI (%)</b>	*	2.4	*	2.1	*	*	2.4	2.0	3.0	*	2.5
<b>Mining duration (yrs.)</b>	0.0	2.9	3.0	3.3	0.0	0.0	3.1	3.3	3.6	0.0	3.2
<b>Mining employees ('000)</b>	0.0	1.6	0.2	0.3	0.0	0.0	0.1	0.1	1.8	0.0	4.2
<b>Manufacturing agreements</b>	2	33	2	26	10	6	76	13	12	0	180
<b>Manufacturing AAWI (%)</b>	2.9	2.5	3.4	2.1	2.5	2.6	2.7	2.6	2.3	*	2.5
<b>Manufacturing duration (yrs.)</b>	3.0	2.8	2.0	2.6	3.4	2.7	3.1	2.8	2.7	0.0	2.8
<b>Manufacturing employees ('000)</b>	0.0	4.8	0.0	2.8	0.3	0.1	4.1	0.7	1.3	0.0	14.1
<b>Non-metal manufacturing agreements</b>	2	25	1	18	9	5	60	10	4	0	134
<b>Non-metal manufacturing AAWI (%)</b>	2.9	2.4	2.3	2.2	2.3	3.6	2.7	2.8	2.1	*	2.5
<b>Non-metal manufacturing duration (yrs.)</b>	3.0	3.0	2.0	2.4	3.5	3.0	3.1	2.7	2.7	0.0	2.9
<b>Non-metal manufacturing employees ('000)</b>	0.0	3.6	0.0	2.2	0.3	0.1	3.5	0.5	0.9	0.0	11.1
<b>Metal manufacturing agreements</b>	0	8	1	8	1	1	16	3	8	0	46
<b>Metal manufacturing AAWI (%)</b>	*	2.8	4.5	2.0	6.1	1.1	2.7	1.6	2.7	*	2.5
<b>Metal manufacturing duration (yrs.)</b>	0.0	2.1	2.0	3.1	1.0	2.2	2.9	3.3	2.8	0.0	2.6
<b>Metal manufacturing employees ('000)</b>	0.0	1.2	0.0	0.6	0.0	0.1	0.6	0.1	0.4	0.0	3.0
<b>Electricity, Gas, Water and Waste Services agreements</b>	0	6	0	6	1	1	12	2	2	0	30
<b>Electricity, Gas, Water and Waste Services AAWI (%)</b>	*	2.1	*	3.1	2.4	2.8	3.1	2.8	2.4	*	3.0
<b>Electricity, Gas, Water and Waste Services duration (yrs.)</b>	0.0	3.2	0.0	4.0	1.7	3.0	1.3	2.3	3.5	0.0	2.2
<b>Electricity, Gas, Water and Waste Services Employees ('000)</b>	0.0	0.1	0.0	0.5	0.0	0.0	1.2	0.0	0.0	0.0	1.8
<b>Construction agreements</b>	5	92	1	28	15	6	139	29	56	0	371
<b>Construction AAWI (%)</b>	3.1	5.3	*	2.9	3.2	5.3	5.9	2.0	3.0	*	4.6
<b>Construction duration (yrs.)</b>	3.6	3.3	3.3	2.9	2.9	2.2	1.2	3.1	3.2	0.0	2.7
<b>Construction employees ('000)</b>	0.1	3.3	0.0	1.0	0.4	0.1	2.6	1.0	2.3	0.0	10.8
<b>Wholesale Trade agreements</b>	0	5	0	6	0	1	2	4	2	0	20
<b>Wholesale Trade AAWI (%)</b>	*	2.5	*	2.2	*	3.0	4.0	1.9	2.9	*	2.4
<b>Wholesale Trade duration (yrs.)</b>	0.0	2.9	0.0	3.1	0.0	1.0	2.1	3.3	2.6	0.0	3.0
<b>Wholesale Trade employees ('000)</b>	0.0	0.7	0.0	0.3	0.0	0.0	0.1	0.2	0.0	0.0	1.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
<b>Retail Trade agreements</b>	0	1	0	1	1	1	1	2	6	0	13
<b>Retail Trade AAWI (%)</b>	*	3.0	*	2.7	2.1	2.3	3.0	2.9	4.9	*	4.2
<b>Retail Trade duration (yrs.)</b>	0.0	3.0	0.0	3.4	3.0	4.0	4.0	4.1	3.9	0.0	3.9
<b>Retail Trade employees ('000)</b>	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.8	14.6	0.0	15.6
<b>Accommodation and Food Services agreements</b>	0	1	0	1	0	1	2	0	3	0	8
<b>Accommodation and Food Services AAWI (%)</b>	*	1.9	*	*	*	*	2.5	*	1.5	*	1.8
<b>Accommodation and Food Services duration (yrs.)</b>	0.0	4.2	0.0	4.0	0.0	3.8	2.6	0.0	3.0	0.0	3.2
<b>Accommodation and Food Services Employees ('000)</b>	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.1	0.0	0.3
<b>Transport, Postal and Warehousing agreements</b>	0	16	5	10	4	4	22	11	14	0	86
<b>Transport, Postal and Warehousing AAWI (%)</b>	*	3.1	2.3	2.7	2.5	2.2	3.2	2.2	2.5	*	2.7
<b>Transport, Postal and Warehousing duration (yrs.)</b>	0.0	2.6	3.5	3.0	2.8	3.3	3.1	2.7	4.0	0.0	3.4
<b>Transport, Postal and Warehousing employees ('000)</b>	0.0	1.3	0.1	0.9	0.1	0.1	1.4	0.3	3.6	0.0	7.8
<b>Information Media and Telecommunications agreements</b>	0	1	0	0	0	0	3	0	3	0	7
<b>Information Media and Telecommunications AAWI (%)</b>	*	2.0	*	*	*	*	2.5	*	2.0	*	2.1
<b>Information Media and Telecommunications duration (yrs.)</b>	0.0	2.0	0.0	0.0	0.0	0.0	2.5	0.0	3.0	0.0	2.9
<b>Information Media and Telecommunications employees ('000)</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	1.0	0.0	1.2
<b>Financial and Insurance Services agreements</b>	0	2	0	0	0	1	1	0	4	0	8
<b>Financial and Insurance Services AAWI (%)</b>	*	*	*	*	*	2.3	4.7	*	2.6	*	2.6
<b>Financial and Insurance Services duration (yrs.)</b>	0.0	3.1	0.0	0.0	0.0	3.0	2.0	0.0	3.0	0.0	3.0
<b>Financial and Insurance Services employees ('000)</b>	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.0	1.7
<b>Rental, Hiring and Real Estate Services agreements</b>	0	1	0	0	0	1	0	0	1	0	3
<b>Rental, Hiring and Real Estate Services AAWI (%)</b>	*	2.6	*	*	*	2.2	*	*	3.0	*	2.5
<b>Rental, Hiring and Real Estate Services duration (yrs.)</b>	0.0	3.0	0.0	0.0	0.0	3.2	0.0	0.0	4.0	0.0	3.5
<b>Rental, Hiring and Real Estate Services employees ('000)</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
<b>Professional, Scientific and Technical Services agreements</b>	0	5	0	1	1	0	4	1	2	0	14
<b>Professional, Scientific and Technical Services AAWI (%)</b>	*	2.4	*	2.0	*	*	2.7	2.6	2.5	*	2.5
<b>Professional, Scientific and Technical Services duration (yrs.)</b>	0.0	3.7	0.0	4.1	3.0	0.0	2.8	2.6	3.2	0.0	3.1
<b>Professional, Scientific and Technical Services employees ('000)</b>	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.2	0.3	0.0	0.8
<b>Administrative and Support Services agreements</b>	0	2	0	0	0	0	9	0	6	0	17
<b>Administrative and Support Services AAWI (%)</b>	*	3.3	*	*	*	*	3.7	*	3.0	*	3.2
<b>Administrative and Support Services duration (yrs.)</b>	0.0	2.4	0.0	0.0	0.0	0.0	3.3	0.0	4.1	0.0	3.8
<b>Administrative and Support Services employees ('000)</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.0	1.3	0.0	2.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
<b>Public Administration and Safety agreements</b>	1	1	1	3	0	3	19	4	4	0	36
<b>Public Administration and Safety AAWI (%)</b>	2.7	*	*	2.1	*	2.4	2.1	2.0	2.0	*	2.1
<b>Public Administration and Safety duration (yrs.)</b>	4.1	3.8	4.0	2.7	0.0	3.8	3.6	2.2	3.0	0.0	3.5
<b>Public Administration and Safety employees ('000)</b>	0.2	0.0	0.0	0.3	0.0	0.2	23.0	1.0	6.1	0.0	30.9
<b>Education and Training agreements</b>	3	9	2	17	1	5	5	1	4	0	47
<b>Education and Training AAWI (%)</b>	3.3	2.2	2.2	2.6	1.9	2.1	2.4	1.3	2.6	*	2.5
<b>Education and Training duration (yrs.)</b>	3.1	2.4	3.0	3.2	2.9	3.3	3.2	4.0	3.5	0.0	3.4
<b>Education and Training employees ('000)</b>	0.0	1.0	0.2	1.3	0.2	0.3	1.0	0.1	20.0	0.0	24.1
<b>Health Care and Social Assistance agreements</b>	0	6	2	7	6	3	18	8	2	0	52
<b>Health Care and Social Assistance AAWI (%)</b>	*	2.9	2.5	2.4	2.7	3.1	2.9	1.6	3.0	*	2.6
<b>Health Care and Social Assistance duration (yrs.)</b>	0.0	2.7	3.8	2.6	3.0	2.8	3.0	2.3	2.1	0.0	2.7
<b>Health Care and Social Assistance employees ('000)</b>	0.0	3.3	0.2	1.6	0.9	0.3	8.9	4.5	2.0	0.0	21.7
<b>Arts and Recreation Services agreements</b>	0	4	0	3	0	2	4	1	0	0	14
<b>Arts and Recreation Services AAWI (%)</b>	*	2.6	*	3.1	*	2.0	3.3	2.5	*	*	2.7
<b>Arts and Recreation Services duration (yrs.)</b>	0.0	2.6	0.0	3.0	0.0	3.9	3.3	3.0	0.0	0.0	3.1
<b>Arts and Recreation Services employees ('000)</b>	0.0	0.5	0.0	0.2	0.0	0.1	1.7	3.7	0.0	0.0	6.1
<b>Other Services agreements</b>	1	3	0	3	0	1	4	1	1	0	14
<b>Other Services AAWI (%)</b>	2.5	2.6	*	2.5	*	*	3.1	.6	2.9	*	2.1
<b>Other Services duration (yrs.)</b>	3.2	3.1	0.0	2.9	0.0	2.1	3.0	3.0	2.6	0.0	3.0
<b>Other Services employees ('000)</b>	0.0	0.1	0.0	0.2	0.0	0.0	0.4	0.3	0.0	0.0	1.1
<b>All sector agreements</b>	12	196	14	121	39	36	324	80	136	0	958
<b>All sectors AAWI (%)</b>	2.8	3.2	2.4	2.4	2.6	2.8	2.6	2.1	2.6	*	2.7
<b>All sectors duration (yrs.)</b>	3.7	2.9	3.3	2.9	3.0	3.1	3.2	2.8	3.5	0.0	2.8
<b>All sectors employees ('000)</b>	0.4	17.3	0.7	9.5	2.0	1.4	45.4	13.0	55.9	0.0	145.6

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 5 Agriculture, Forestry and Fishing agreements approved in the March quarter 2020, 2 operate in solely in NSW. These agreements cover 100 employees, the average AAWI is 2.4, and their average duration is 4.1 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
<b>Agriculture, Forestry and Fishing agreements</b>	0	35	5	52	7	19	31	15	14	0	178
<b>Agriculture, Forestry and Fishing AAWI (%)</b>	*	2.4	4.2	2.5	2.1	3.0	2.7	2.2	2.6	*	2.5
<b>Agriculture, Forestry and Fishing duration (yrs.)</b>	0.0	3.6	3.1	4.0	3.7	3.3	3.3	3.5	3.8	0.0	3.7
<b>Agriculture, Forestry and Fishing employees ('000)</b>	0.0	5.4	0.0	3.4	0.6	1.5	1.6	0.9	2.3	0.0	15.7
<b>Mining agreements</b>	2	115	4	84	20	5	23	55	87	0	395
<b>Mining AAWI (%)</b>	*	2.3	2.1	2.3	2.1	2.5	2.6	2.0	2.5	*	2.3
<b>Mining duration (yrs.)</b>	4.0	3.0	3.0	3.0	3.7	3.1	3.1	3.8	3.5	0.0	3.3
<b>Mining employees ('000)</b>	0.0	13.8	1.1	12.1	2.1	0.2	1.3	7.1	13.4	0.0	51.0
<b>Manufacturing agreements</b>	7	443	6	290	144	58	689	127	155	0	1919
<b>Manufacturing AAWI (%)</b>	2.4	2.6	1.8	2.4	2.4	2.5	2.7	1.9	2.5	*	2.5
<b>Manufacturing duration (yrs.)</b>	3.3	3.0	3.7	2.9	3.0	3.0	3.1	3.4	3.0	0.0	3.0
<b>Manufacturing employees ('000)</b>	0.1	30.4	0.1	23.4	10.8	2.8	44.3	7.0	21.2	0.0	140.1
<b>Non-metal manufacturing agreements</b>	4	284	4	205	107	43	467	75	73	0	1262
<b>Non-metal manufacturing AAWI (%)</b>	2.4	2.5	1.8	2.4	2.4	2.6	2.6	2.0	2.6	*	2.5
<b>Non-metal manufacturing duration (yrs.)</b>	3.0	3.0	3.4	2.9	2.9	3.0	3.1	3.3	3.2	0.0	3.0
<b>Non-metal manufacturing employees ('000)</b>	0.1	20.4	0.1	18.5	6.8	2.1	31.5	3.9	11.6	0.0	95.0
<b>Metal manufacturing agreements</b>	3	159	2	85	37	15	222	52	82	0	657
<b>Metal manufacturing AAWI (%)</b>	2.4	2.7	1.4	2.4	2.4	2.0	2.8	1.8	2.5	*	2.6
<b>Metal manufacturing duration (yrs.)</b>	3.9	2.9	4.0	3.0	3.2	3.0	3.0	3.5	2.6	0.0	3.0
<b>Metal manufacturing employees ('000)</b>	0.0	10.1	0.1	4.9	3.9	0.6	12.8	3.1	9.6	0.0	45.1
<b>Electricity, Gas, Water and Waste Services agreements</b>	8	96	3	69	28	9	109	42	27	0	391
<b>Electricity, Gas, Water and Waste Services AAWI (%)</b>	3.0	2.5	2.0	2.9	2.9	2.6	3.2	1.9	2.9	*	2.8
<b>Electricity, Gas, Water and Waste Services duration (yrs.)</b>	3.0	3.0	3.4	3.2	3.3	3.2	2.9	2.8	3.0	0.0	3.0
<b>Electricity, Gas, Water and Waste Services Employees ('000)</b>	1.2	15.1	0.0	4.2	5.3	1.2	8.9	6.8	9.1	0.0	51.8
<b>Construction agreements</b>	33	431	27	349	150	56	667	294	724	1	2732
<b>Construction AAWI (%)</b>	3.1	3.5	2.6	3.1	3.0	4.8	3.6	2.2	2.8	*	3.2
<b>Construction duration (yrs.)</b>	3.7	3.3	3.6	3.2	3.1	2.6	3.0	3.4	3.5	4.0	3.3
<b>Construction employees ('000)</b>	0.7	13.9	0.5	9.7	4.1	1.9	15.5	6.8	17.8	0.0	70.9
<b>Wholesale Trade agreements</b>	5	82	6	46	18	17	86	39	45	0	344
<b>Wholesale Trade AAWI (%)</b>	2.3	2.6	2.3	2.3	2.8	2.5	2.8	2.0	2.6	*	2.5
<b>Wholesale Trade duration (yrs.)</b>	2.8	2.9	2.6	3.6	3.1	3.5	3.2	2.7	3.6	0.0	3.3
<b>Wholesale Trade employees ('000)</b>	0.1	4.0	0.1	3.3	1.0	1.0	3.8	2.3	10.5	0.0	26.2



FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
<b>Retail Trade agreements</b>	2	17	2	21	17	5	29	21	51	0	165
<b>Retail Trade AAWI (%)</b>	*	2.8	2.3	3.2	3.1	2.9	3.1	2.6	2.6	*	2.7
<b>Retail Trade duration (yrs.)</b>	4.0	3.1	3.6	3.1	3.7	3.0	3.0	3.1	3.2	0.0	3.2
<b>Retail Trade employees ('000)</b>	0.0	2.1	0.1	2.5	2.4	0.4	3.9	2.6	323.0	0.0	337.0
<b>Accommodation and Food Services agreements</b>	2	48	3	34	4	2	32	13	35	0	173
<b>Accommodation and Food Services AAWI (%)</b>	*	2.7	*	2.4	2.7	*	2.9	1.9	2.7	*	2.7
<b>Accommodation and Food Services duration (yrs.)</b>	3.3	3.1	3.5	3.8	2.3	3.8	3.4	3.7	3.7	0.0	3.4
<b>Accommodation and Food Services Employees ('000)</b>	0.2	5.7	0.5	1.1	1.4	0.1	1.7	2.4	4.1	0.0	17.3
<b>Transport, Postal and Warehousing agreements</b>	6	230	23	171	79	23	218	154	235	0	1139
<b>Transport, Postal and Warehousing AAWI (%)</b>	2.3	2.8	3.0	2.5	2.6	2.7	3.2	2.2	2.3	*	2.5
<b>Transport, Postal and Warehousing duration (yrs.)</b>	4.0	3.1	3.5	3.3	3.4	3.2	2.9	3.1	3.0	0.0	3.1
<b>Transport, Postal and Warehousing employees ('000)</b>	1.7	29.9	1.0	15.2	4.7	0.9	17.6	9.2	99.0	0.0	179.3
<b>Information Media and Telecommunications agreements</b>	1	10	0	2	1	2	22	5	31	0	74
<b>Information Media and Telecommunications AAWI (%)</b>	2.0	1.9	*	2.3	3.0	2.0	2.1	1.2	2.1	*	2.1
<b>Information Media and Telecommunications duration (yrs.)</b>	3.7	1.7	0.0	3.1	4.5	2.1	2.8	3.1	2.9	0.0	2.8
<b>Information Media and Telecommunications employees ('000)</b>	0.1	0.9	0.0	0.3	0.0	0.1	1.3	0.2	11.0	0.0	13.8
<b>Financial and Insurance Services agreements</b>	0	9	2	3	3	5	18	11	49	0	100
<b>Financial and Insurance Services AAWI (%)</b>	*	2.6	2.8	2.4	2.4	2.2	3.1	1.2	2.9	*	2.7
<b>Financial and Insurance Services duration (yrs.)</b>	0.0	3.1	2.4	3.4	3.8	3.2	3.4	3.0	3.1	0.0	3.1
<b>Financial and Insurance Services employees ('000)</b>	0.0	0.7	0.1	1.0	0.0	0.2	2.4	1.8	63.4	0.0	69.6
<b>Rental, Hiring and Real Estate Services agreements</b>	1	13	0	12	6	2	22	13	16	0	85
<b>Rental, Hiring and Real Estate Services AAWI (%)</b>	1.5	3.1	*	2.4	5.5	2.2	2.3	1.8	2.0	*	2.3
<b>Rental, Hiring and Real Estate Services duration (yrs.)</b>	4.1	2.8	0.0	3.5	2.6	3.2	3.5	3.7	3.3	0.0	3.3
<b>Rental, Hiring and Real Estate Services employees ('000)</b>	0.0	0.4	0.0	0.5	0.1	0.0	0.8	0.3	3.0	0.0	5.2
<b>Professional, Scientific and Technical Services agreements</b>	3	42	4	20	5	3	55	19	79	0	230
<b>Professional, Scientific and Technical Services AAWI (%)</b>	2.0	2.9	*	2.3	2.3	4.7	3.1	2.1	2.2	*	2.4
<b>Professional, Scientific and Technical Services duration (yrs.)</b>	3.1	2.8	4.0	2.5	3.2	3.4	3.2	3.1	3.2	0.0	3.1
<b>Professional, Scientific and Technical Services employees ('000)</b>	0.1	2.0	0.1	1.1	0.2	0.1	3.7	1.3	18.4	0.0	27.0
<b>Administrative and Support Services agreements</b>	2	44	2	33	7	5	59	29	79	0	260
<b>Administrative and Support Services AAWI (%)</b>	*	2.6	2.2	2.6	2.5	3.2	2.7	1.6	2.6	*	2.6
<b>Administrative and Support Services duration (yrs.)</b>	3.7	3.3	4.0	3.1	3.5	3.5	3.4	3.5	3.1	0.0	3.2
<b>Administrative and Support Services employees ('000)</b>	0.1	3.0	0.2	2.1	0.2	0.5	7.4	2.1	15.0	0.0	30.6

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
<b>Public Administration and Safety agreements</b>	24	28	26	38	12	30	139	93	94	3	487
<b>Public Administration and Safety AAWI (%)</b>	2.7	2.6	2.4	2.5	2.3	2.6	2.4	1.9	2.0	2.1	2.2
<b>Public Administration and Safety duration (yrs.)</b>	3.9	3.0	3.8	2.9	3.4	3.5	3.0	2.9	3.0	2.0	3.1
<b>Public Administration and Safety employees ('000)</b>	21.8	3.0	19.3	3.5	0.7	2.9	59.0	14.1	135.5	0.3	260.1
<b>Education and Training agreements</b>	16	149	7	189	49	23	88	30	35	0	586
<b>Education and Training AAWI (%)</b>	2.4	2.5	3.0	2.5	2.5	2.4	3.0	1.8	2.5	*	2.6
<b>Education and Training duration (yrs.)</b>	3.4	3.1	2.8	3.1	3.1	2.6	3.4	3.4	3.3	0.0	3.3
<b>Education and Training employees ('000)</b>	3.9	67.1	2.0	42.7	17.5	3.8	160.7	22.6	85.1	0.0	405.4
<b>Health Care and Social Assistance agreements</b>	21	245	25	123	116	48	327	87	70	0	1062
<b>Health Care and Social Assistance AAWI (%)</b>	2.9	2.5	2.5	2.6	2.8	3.3	3.4	1.8	2.8	*	3.0
<b>Health Care and Social Assistance duration (yrs.)</b>	2.6	2.5	3.8	2.9	3.1	2.9	4.1	2.6	2.9	0.0	3.5
<b>Health Care and Social Assistance employees ('000)</b>	2.7	83.0	6.0	34.2	14.8	8.4	237.3	30.7	32.0	0.0	449.0
<b>Arts and Recreation Services agreements</b>	6	15	0	19	7	7	42	4	6	0	106
<b>Arts and Recreation Services AAWI (%)</b>	2.0	2.9	*	2.6	2.2	2.0	3.1	2.4	3.0	*	2.8
<b>Arts and Recreation Services duration (yrs.)</b>	3.0	2.8	0.0	3.4	2.4	2.5	3.5	3.0	3.0	0.0	3.2
<b>Arts and Recreation Services employees ('000)</b>	0.8	3.3	0.0	7.0	1.2	0.9	10.8	4.3	0.9	0.0	29.3
<b>Other Services agreements</b>	5	48	5	41	15	8	55	33	38	1	249
<b>Other Services AAWI (%)</b>	2.7	2.5	3.6	2.2	2.4	2.5	2.7	2.5	2.8	1.7	2.5
<b>Other Services duration (yrs.)</b>	3.7	3.0	3.3	2.8	3.1	2.8	3.3	2.7	3.1	4.6	3.0
<b>Other Services employees ('000)</b>	0.2	3.4	0.1	9.2	0.8	0.2	4.6	2.8	6.6	0.0	27.8
<b>All sector agreements</b>	144	2100	150	1596	688	327	2711	1084	1870	5	10675
<b>All sectors AAWI (%)</b>	2.6	2.6	2.5	2.5	2.7	3.0	3.1	1.9	2.3	2.1	2.6
<b>All sectors duration (yrs.)</b>	3.7	2.9	3.7	3.1	3.1	3.0	3.6	3.1	3.1	2.3	3.2
<b>All sectors employees ('000)</b>	33.7	287.3	31.3	176.3	67.9	26.9	586.8	125.2	871.3	0.3	2207.0

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

#### Notes:

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

**How to read:** Of the 178 Agriculture, Forestry and Fishing agreements current as at 31 March 2020, 35 operate solely in NSW. These agreements cover 5,400 employees, their average AAWI is 2.4 per cent and their average duration is 3.6 year.

## Trends in Federal Enterprise Bargaining - Technical Notes

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### The Workplace Agreements Database

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

### Agreements included in the WAD

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

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

### Wider context for Trends data

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

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

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

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

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

### Presentation of Trends in Federal Enterprise Bargaining data

A typical row of data in Trends appears as follows:

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

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

## Employee coverage

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

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

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

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

## Duration of agreements

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

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

## Average annualised wage increases

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

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

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

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

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

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

$d$  = the effective duration of the agreement in years

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

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

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

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

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

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

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

### **Union Coverage**

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

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

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

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

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

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

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

## Types of Enterprise Agreements

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

Enterprise agreements made under the *Fair Work Act 2009*

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

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

## Recent methodological change

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