



Australian Government
Attorney-General's Department

Trends in Federal Enterprise Bargaining Report

June quarter 2021

Trends in Federal Enterprise Bargaining Report Initial Tables

Table 1:

Average Annualised Wage Increases for agreements approved in the June quarter 2021 which contained quantifiable wage increases (841 agreements)

Enterprise agreements approved in the quarter	March Quarter 2021 (%)	June quarter 2021 (%)	Change (% Points)
All sectors	2.6	2.4	-0.2
Private sector	2.6	2.6	0.0
Public sector	2.4	2.1	-0.3

Table 2:

Average Annualised Wage Increases for agreements current on 30 June 2021 which contained quantifiable wage increases (7,708 agreements)

All current enterprise agreements	March Quarter 2021 (%)	June quarter 2021 (%)	Change (% Points)
All sectors	2.6	2.6	0.0
Private sector	2.7	2.7	0.0
Public sector	2.5	2.4	-0.1

Table of Contents

Table 1: Average Annualised Wage Increases for agreements approved in the June quarter 2021	2
Table 2: Average Annualised Wage Increases for agreements current on 30 June 2021	2
Table 3: Agreements approved in the quarter, by sector	16
Table 4: Agreements current on the last day of the quarter, by sector	17
Table 5: Agreements approved in the quarter, by agreement type	18
Table 6: Agreements current on the last day of the quarter, by agreement type	19
Table 7: Agreements approved in the quarter, by ANZSIC Division	20
Table 8: Agreements current on the last day of the quarter, by ANZSIC Division	23
Table 9: Agreements, by ANZSIC Division, expiring by quarter	26
Table 10: Agreements approved in the quarter, by state	29
Table 11: Agreements current on the last day of the quarter, by state	31
Table 12: Agreements approved in the quarter – non-quantifiable wage increases, by reason	33
Table 13: Agreements approved in the quarter, by union coverage	36
Table 14: Agreements current on the last day of the quarter, by union coverage	37
Table 15: Agreements approved in the June quarter 2021, covering 2,000 employees or more	38
Table 16: Agreements approved in the quarter, by state and ANZSIC Division	39
Table 17: Agreements current on the last day of the quarter, by state and ANZSIC Division	42
Trends Technical Notes	45

Further Information

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

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

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

Disclaimer

The Commonwealth, its employees, officers and agents do not accept any liability for any action taken in reliance upon or based on or in connection with this document. To the extent legally possible, the Commonwealth, its employees, officers and agents disclaim all liability arising by reason of breach of any duty (including liability for negligence and negligent misstatement) or as a result of any errors or omissions contained in this document.

© 2021 Commonwealth of Australia.

Trends in Federal Enterprise Bargaining Report Summary

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

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the June quarter 2021 was 2.4 per cent, down from the 2.6 per cent in the March quarter 2021, and down from 2.8 per cent in the June quarter 2020.¹ The 2.4 per cent AAWI result is above the historic low of 2.2 per cent from the December quarter 2020.

The 2.4 per cent AAWI result is based on the 78.9 per cent of agreements approved in the June quarter 2021, covering 75.7 per cent of employees, which contained quantifiable wage increases.²

For the 7,708 enterprise agreements current as at 30 June 2021 (that is, agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 2.6 per cent, equal to the 2.6 per cent in March quarter 2021 and equal to the 2.6 per cent in the June quarter 2020.

2. Federal enterprise agreements – Proportion of employees covered

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

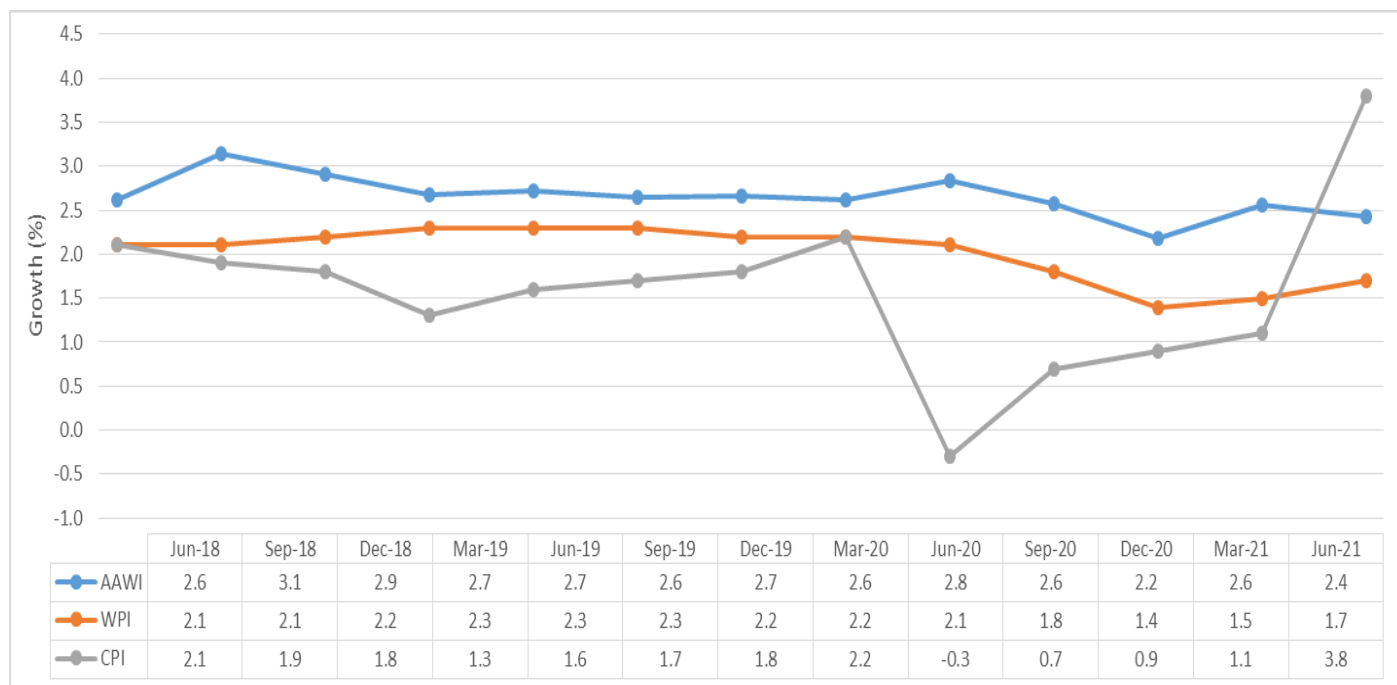
Federal enterprise agreements covered 30.4 per cent of all Australian employees as at May 2018¹ (latest available data).

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

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

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

Chart 1 - AAWI in approved agreements, ABS Wage Price Index (WPI) and ABS Consumer Price Index (CPI) – June quarter 2018 to June quarter 2021



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

Notes:

The headline CPI figure for the June quarter 2021 has been significantly influenced by price changes relating to the COVID-19 pandemic over the last year including the unwinding of the free child care package implemented in the June quarter 2020.

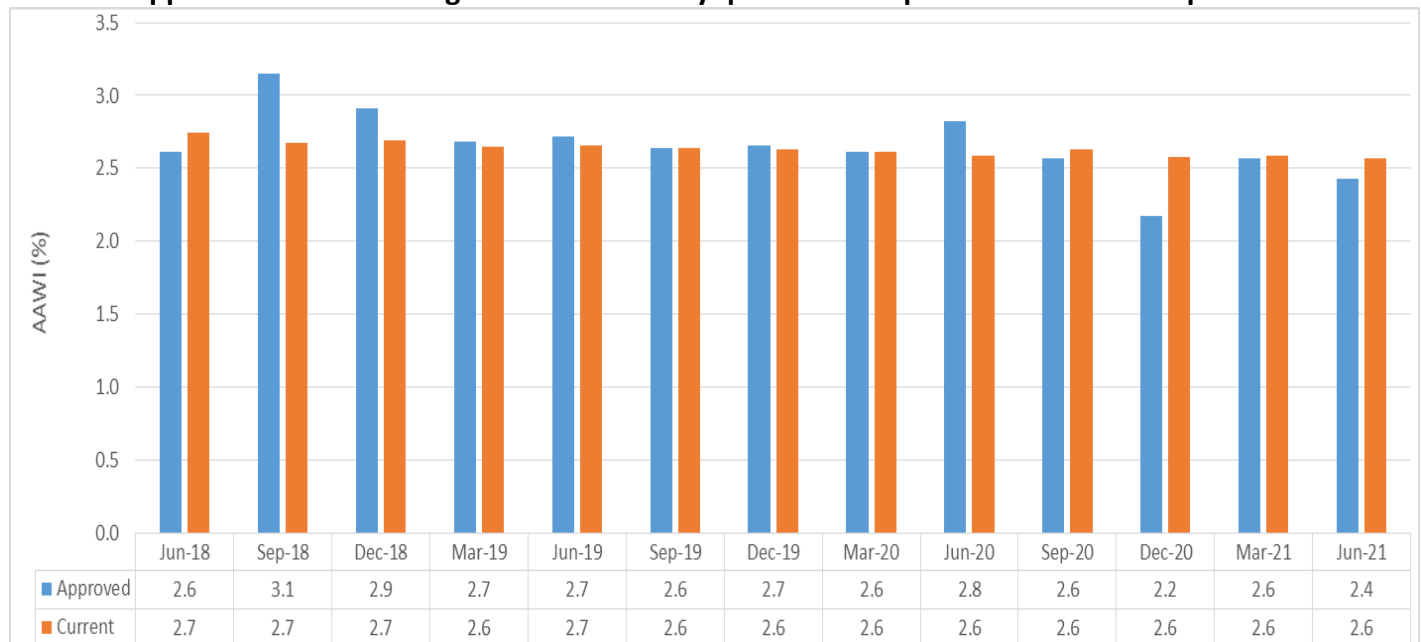
The trimmed mean inflation, while not included in Chart 1, is designed to remove large “one off” price impacts, and was 1.6 per cent for the June quarter 2021.

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

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

4. AAWI - agreements approved in the June quarter 2021 and agreements current as at 30 June 2021 - Tables 3 and 4 in Trends report

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



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

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

Approved agreements

There were 1,066 agreements approved in the June quarter 2021, of which 841 contained wage increases that could be quantified.

The AAWI for agreements approved in the June quarter 2021 was 2.4 per cent, down from 2.6 per cent in the March quarter 2021, and down from 2.8 per cent in the June quarter 2020.

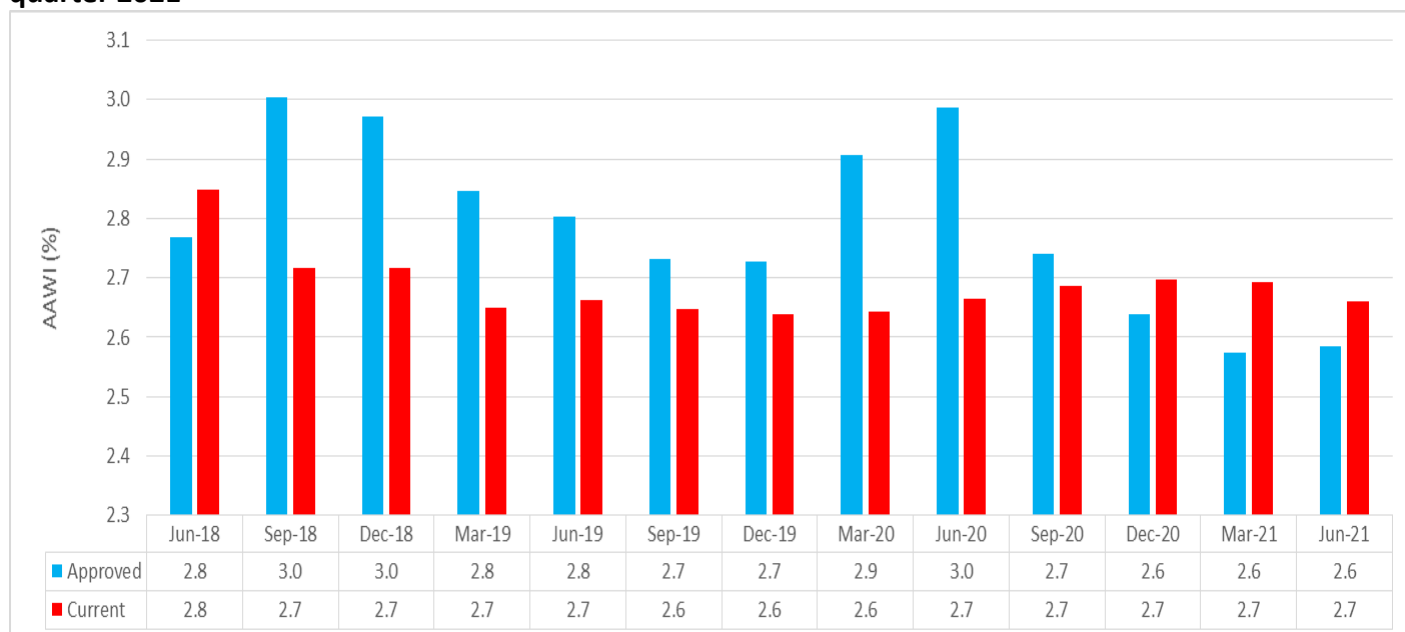
Current agreements

There were 10,182 agreements current as at 30 June 2021, of which 7,708 contained quantifiable wage increases.

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

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

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



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

Chart 3 (above) shows the AAWI results for private sector agreements approved in each quarter since the June quarter 2018, and the AAWI for private sector agreements current as at the end of each quarter.

The AAWI for private sector enterprise agreements approved in the June quarter 2021 was 2.6 per cent, equal to the March quarter 2021, and down from 3.0 per cent in the June quarter 2020.

The industries with the highest AAWIs were Administrative and Support Services (4.0 per cent), Construction (3.9 per cent), Professional, Scientific, Technical Services (3.0 per cent).

The industries with the lowest AAWIs were Electricity, Gas, Water, Waste Services (1.3 per cent), Information, Media, Telecommunications (1.3 per cent) and Accommodation and Food Services (1.6 per cent).

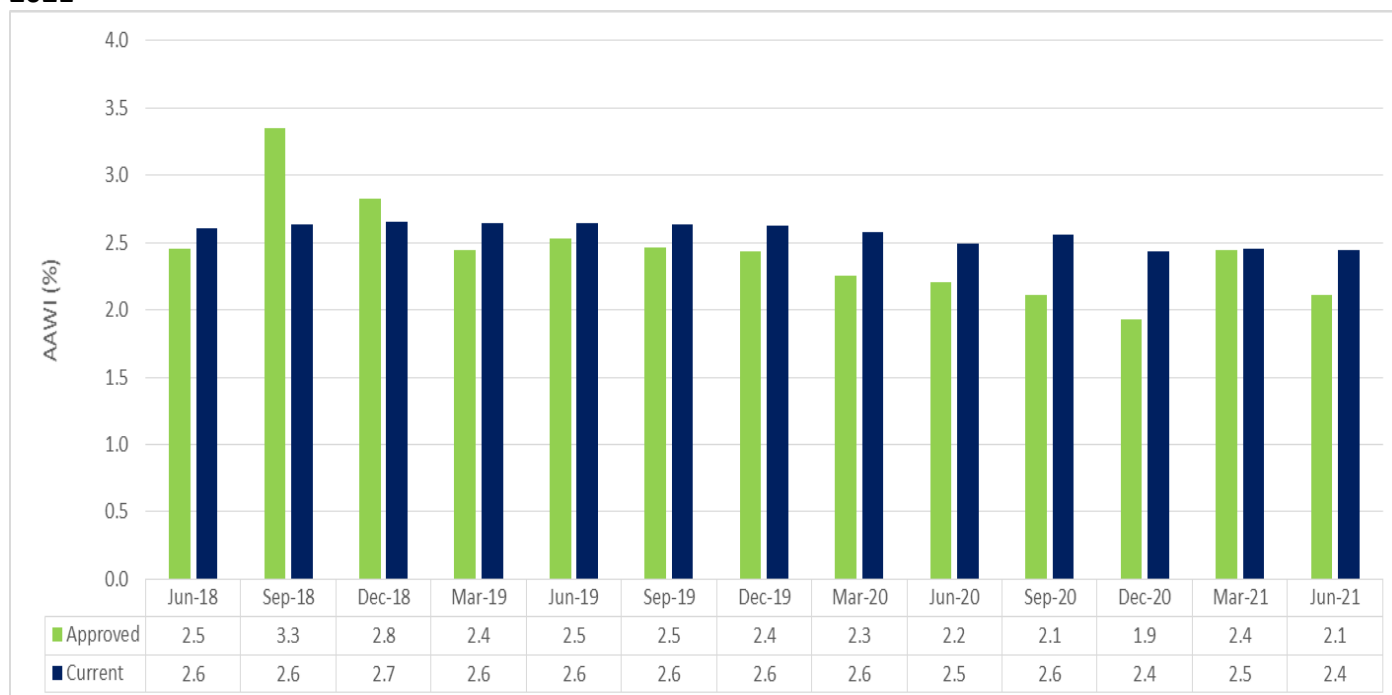
Large quantifiable private sector agreements approved in the June quarter 2021 include:

- *Epworth Healthcare Nurses and Midwives Enterprise Agreement 2020-2024 (3,963 employees)*
 - o AAWI of 2.4 per cent.
- *Ramsay Health Care WA - Enrolled Nurses & Support Services Union Collective Agreement 2020 (1,741 employees)*
 - o AAWI of 2.0 per cent.
- *Virgin Australia Cabin Crew Agreement 2021 (1,655 employees)*
 - o AAWI of 1.8 per cent

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

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

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



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

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

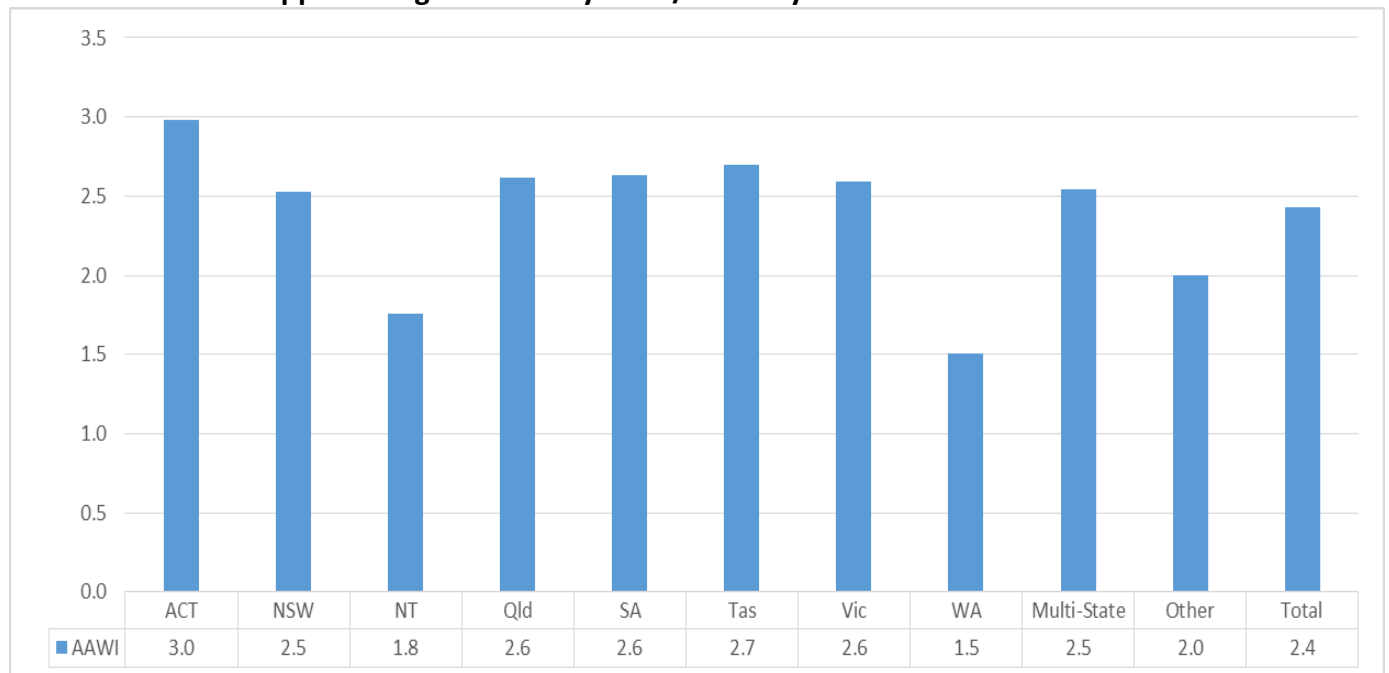
The AAWI for public sector enterprise agreements approved in the June quarter 2021 was 2.1 per cent, down from 2.4 per cent in the March quarter 2021 and down from 2.2 per cent in the June quarter 2020.

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

- *Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2021 (13,301 employees)*
 - o AAWI of 2.5 per cent.
- *Water Corporation Enterprise Agreement 2021 (3,442 employees)*
 - o AAWI of 1.3 per cent.
- *Western Power and Australian Services Union Enterprise Agreement 2021 (2,073 employees)*
 - o AAWI of 0.8 per cent.

7. State/Territory wages growth – June quarter 2021 - Table 10 in Trends report

Chart 5 – AAWI for approved agreements by State/Territory



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

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

AAWI results for agreements approved in the June quarter 2021 were highest in the Australian Capital Territory at 3.0 per cent.

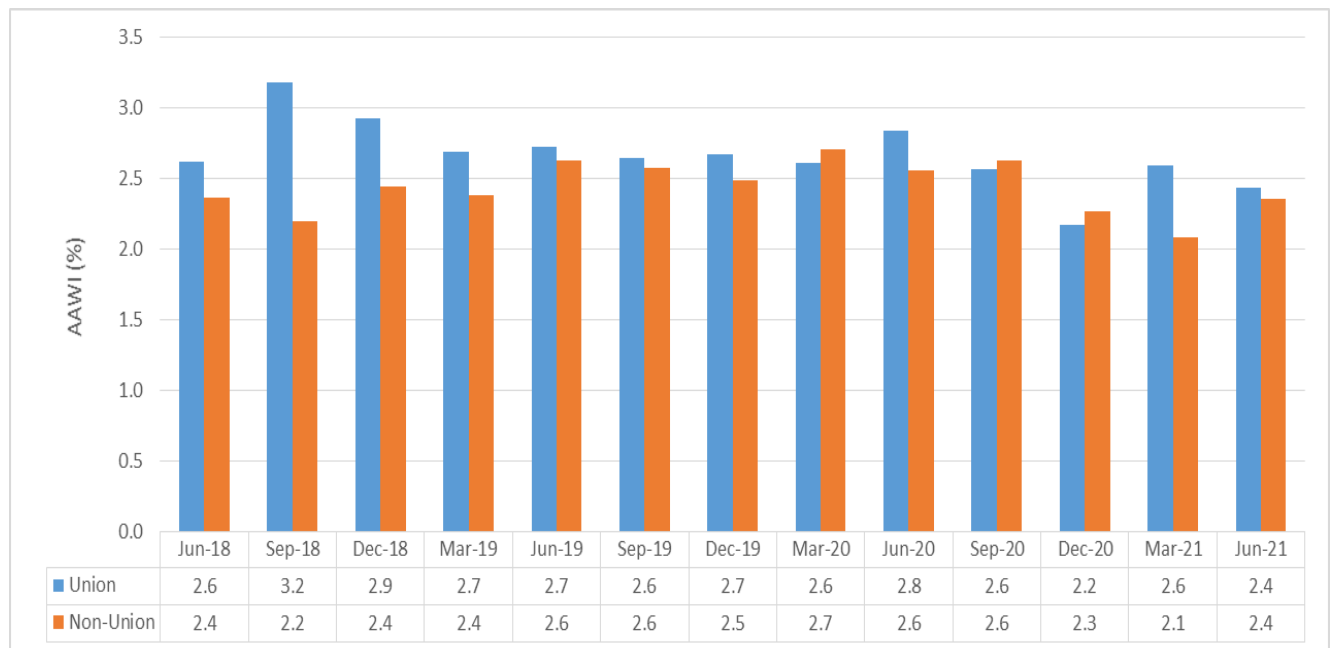
Agreements in Western Australia had the lowest combined AAWI of 1.5 per cent.

8. Wages growth for agreements that cover union/s and agreements with no union/s covered – June quarter 2021 ³ - Table 13 in Trends report

Agreements approved in the June quarter 2021 that formally covered unions had a combined AAWI of 2.4 per cent, down from 2.6 per cent in the March quarter 2021 and down from 2.8 per cent in the June quarter 2020.

Agreements with no unions formally covered had a combined AAWI of 2.4 per cent, up from 2.1 per cent in the March quarter 2021 and down from 2.6 per cent in the June quarter 2020.

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



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

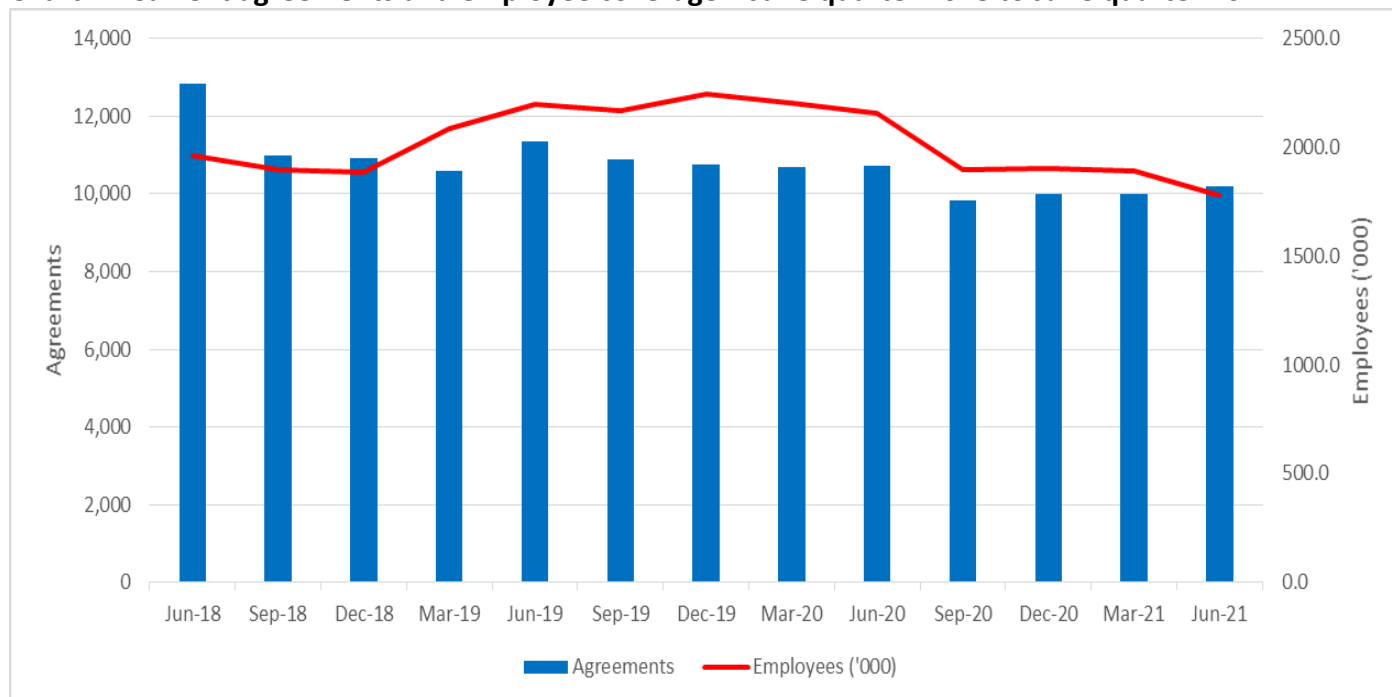
³ See note 4 for more details.

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

Approved agreements

There were 1,066 (100,114 employees) agreements approved in the June quarter 2021, up from 880 (116,025 employees) agreements in the March quarter 2021 and up from 761 (142,519 employees) in the June quarter 2020.

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



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

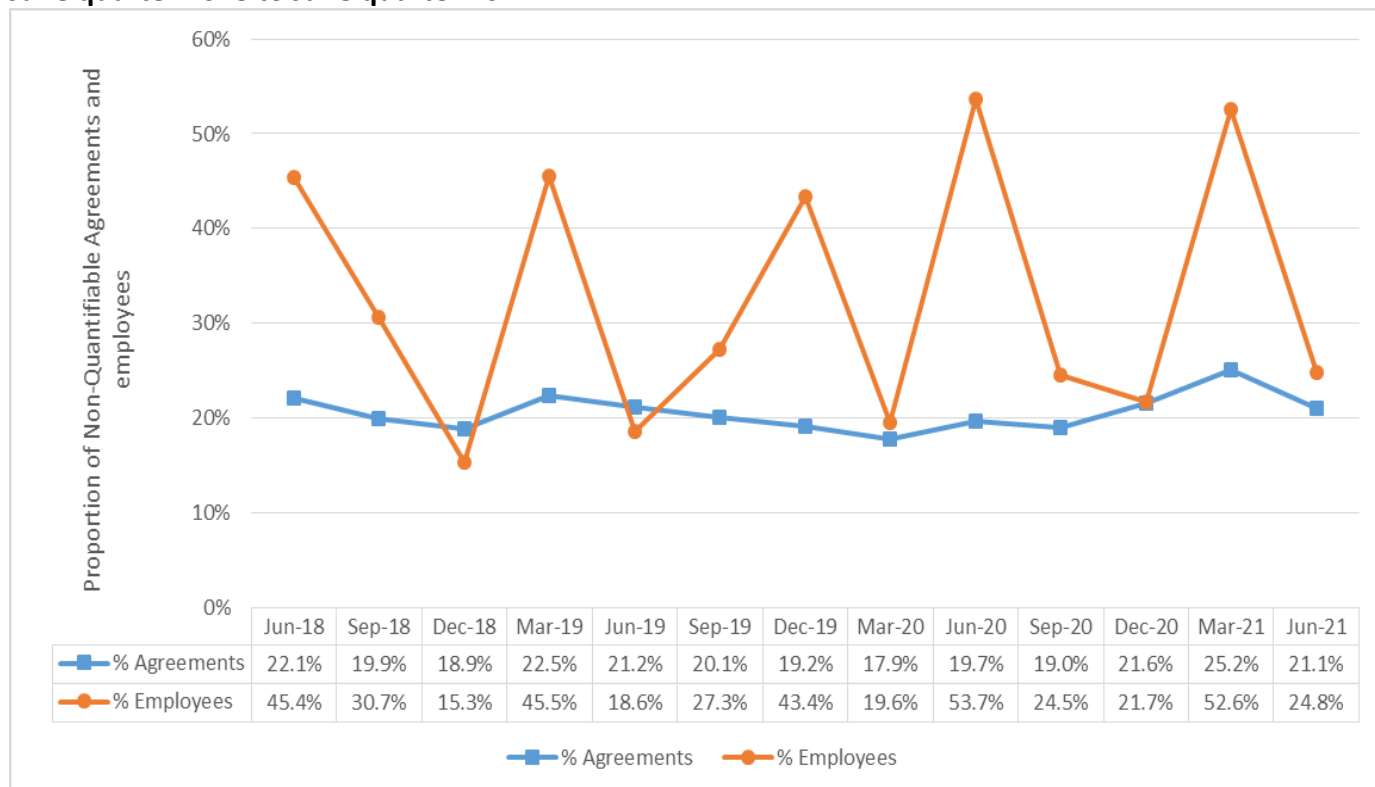
Current agreements

Chart 7 (above) shows there were 10,182 current (not expired or terminated) agreements as at 30 June 2021. This is more than the 9,995 agreements current as at 31 March 2021 and is lower than the 10,713 agreements current at 30 June 2020.

The June quarter 2021 employee coverage of 1.78 million is lower than the 1.89 million employees covered at 31 March 2021 and is lower than the 2.16 million employees at 30 June 2020.

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

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



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

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

21.1 per cent of agreements approved in the June quarter 2021, covering 24.3 per cent of employees, do not contain quantifiable wage increases, and are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered or wage adjustments are linked to other sources, such as the Fair Work Commission’s Annual Wage Review or CPI or WPI movements.

In the June quarter 2021, 3 agreements were approved that cover more than 2,000 employees each and did not have quantifiable wage increase, including:

- *IAG Enterprise Agreement 2020 (8,455 employees)*
 - o Wage increases are linked to the Annual Wage Review.
- *ByrneCut Australia Enterprise Agreement 2021 (2,846 employees)*
 - o Piece rates, subject to a minimum hourly rate, are paid and are adjusted over the life of the agreement at the company’s discretion.
- *Lutheran Schools SA Enterprise Agreement 2020 (2,107 employees)*
 - o Wage increases are inconsistent across classifications.

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

NOTES

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series. AAWI data includes only increases to the base rate of pay and do not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the June quarter 2021, the calculated AAWI of 2.4 per cent is based on 841 agreements, covering 75,295 employees (that is, 78.9 per cent of the 1,066 agreements approved in the quarter, and covering 75.7 per cent of the 100,114 employees) with quantifiable wage increases.
 - A total of 225 agreements, covering 24,819 employees (that is, 21.1 per cent of the 1,066 agreements approved in the quarter, covering 24.8 per cent of the total of 100,114 employees), have wage increases that could not be quantified. For example an agreement would be non-quantifiable if different increases were given to different classifications, increases were based on individual performance or business unit performance. Refer to Table 12 in the Trends report for related data.
3. Context for wages growth in federally registered enterprise agreements:
 - 37.9 per cent (rounded) of all employees in Australia (as measured by the ABS 2018 Employee Earnings and Hours (EEH) survey) had their pay set by an enterprise agreement.

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

Instrument providing rate of pay	2010 (%)	2012(%)	2014(%)	2016(%)	2018(%)
Award	15.2	16.1	18.8	20.6	21.0
Collective Agreement (Federally Registered)	31.5	32.0	32.6	38.5 (across	30.4
Collective Agreement (State Registered)	11.9	9.8	8.6	all collective	7.4
Collective Agreement (Unregistered)	0.1	0.2	0.2	agreements)*	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 s.201(2) of the *Fair Work Act 2009* that the agreement covers the union(s). A union must have given notice under s.183(1) that it wants the agreement to cover them. It is recognised that this is a proxy measure as the data measure coverage rather than bargaining presence.

Trends in Federal Enterprise Bargaining Report Main Tables

Table 3 - Agreements approved in the quarter by sector (June quarter 2018 – June quarter 2021)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
Public sector agreements	54	31	44	78	61	60	48	37	27	25	32	15	28
Public sector AAWI (%)	2.5	3.3	2.8	2.4	2.5	2.5	2.4	2.3	2.2	2.1	1.9	2.4	2.1
Public sector duration (yrs.)	3.3	3.9	3.9	3.1	3.1	3.0	3.0	3.4	3.2	3.3	3.4	2.6	1.4
Public sector employees ('000)	76.7	38.6	51.6	84.3	49.9	41.5	29.1	51.9	14.4	12.6	88.8	3.7	27.3
Private sector agreements	1,057	842	879	1,253	1,519	1,187	1,078	920	734	691	815	865	1,038
Private sector AAWI (%)	2.8	3.0	3.0	2.8	2.8	2.7	2.7	2.9	3.0	2.7	2.6	2.6	2.6
Private sector duration (yrs.)	2.5	2.3	2.8	3.2	2.7	2.9	3.0	3.1	3.1	2.8	2.6	2.3	2.8
Private sector employees ('000)	194.3	94.3	86.8	283.5	145.5	127.1	172.7	91.7	128.1	48.1	85.9	112.3	72.8
All sector agreements	1,111	873	923	1,331	1,580	1,247	1,126	957	761	716	847	880	1,066
All sectors AAWI (%)	2.6	3.1	2.9	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4
All sectors duration (yrs.)	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.1	2.9	3.0	2.3	2.4
All sectors employees ('000)	271.0	132.8	138.4	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	116.0	100.1

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: 28 public sector agreements were approved in the June quarter 2021, covering 27,300 employees. Their AAWI was 2.1 per cent and their average duration was 1.4 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
Public sector agreements	558	517	527	555	592	573	575	567	567	488	476	457	458
Public sector AAWI (%)	2.6	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.4	2.5	2.4
Public sector duration (yrs.)	3.5	3.6	3.6	3.6	3.5	3.6	3.5	3.5	3.4	3.5	3.4	3.5	3.4
Public sector employees ('000)	678.5	704.0	734.2	782.4	819.2	828.3	821.1	791.8	761.5	650.2	654.0	624.0	541.3
Private sector agreements	12,272	10,478	10,376	10,020	10,746	10,305	10,165	10,116	10,146	9,332	9,516	9,538	9,724
Private sector AAWI (%)	2.8	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.7	2.7	2.7	2.7	2.7
Private sector duration (yrs.)	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.1	3.1	3.2	3.2	3.1	3.2
Private sector employees ('000)	1,283.9	1,193.8	1,148.9	1,303.7	1,380.9	1,342.5	1,424.5	1,413.9	1,394.5	1,244.0	1,246.6	1,267.6	1,240.5
All sector agreements	12,830	10,995	10,903	10,575	11,338	10,878	10,740	10,683	10,713	9,820	9,992	9,995	10,182
All sectors AAWI (%)	2.7	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.2
All sectors employees ('000)	1,962.4	1,897.8	1,883.1	2,086.0	2,200.0	2,170.8	2,245.6	2,205.7	2,156.0	1,894.2	1,900.6	1,891.6	1,781.8

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: 458 public sector agreements were current as at 30 June 2021, covering 541,300 employees. Their AAWI was 2.4 per cent and their average duration was 3.4 years.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi-enterprise Greenfields duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	3	5	6	1	14	5	4	3	2	3	6	3	2
Multi-enterprise non-Greenfields AAWI (%)	*	2.2	4.8	3.2	4.3	3.8	2.7	1.9	3.3	2.4	2.5	2.1	2.5
Multi-enterprise non-Greenfields duration (yrs.)	2.3	2.8	3.2	2.1	3.0	3.7	2.8	2.9	3.8	2.1	2.6	1.7	3.4
Multi-enterprise non-Greenfields employees ('000)	2.8	4.7	13.7	27.4	5.3	0.5	2.2	5.6	1.5	1.2	5.1	1.1	1.3
Single-enterprise Greenfields agreements	42	43	32	54	76	79	60	52	51	69	71	73	92
Single-enterprise Greenfields AAWI (%)	3.4	3.4	3.9	2.7	4.1	3.7	2.6	3.7	3.6	3.5	2.2	4.0	4.4
Single-enterprise Greenfields duration (yrs.)	3.2	2.8	1.9	2.8	1.6	2.6	2.6	2.8	3.0	3.1	2.4	2.4	2.1
Single-enterprise Greenfields employees ('000)	2.3	2.2	0.8	3.2	3.6	2.0	3.1	1.9	1.4	2.1	3.6	2.3	2.6
Single-enterprise non-Greenfields agreements	1,066	825	885	1,276	1,490	1,163	1,062	902	708	644	770	804	972
Single-enterprise non-Greenfields AAWI (%)	2.6	3.2	2.8	2.6	2.6	2.6	2.7	2.6	2.8	2.5	2.2	2.5	2.4
Single-enterprise non-Greenfields duration (yrs.)	2.7	2.8	3.2	3.3	2.9	3.0	3.0	3.2	3.1	2.9	3.1	2.3	2.4
Single-enterprise non-Greenfields employees ('000)	265.9	126.0	123.9	337.1	186.5	166.0	196.5	136.1	139.6	57.4	166.1	112.7	96.2
All agreements	1,111	873	923	1,331	1,580	1,247	1,126	957	761	716	847	880	1,066
All AAWI (%)	2.6	3.1	2.9	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4
All duration (yrs.)	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.1	2.9	3.0	2.3	2.4
All employees ('000)	271.0	132.8	138.4	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	116.0	100.1

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

Notes:

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

How to read: 2 multi-enterprise non-Greenfields agreements were approved in the June quarter 2021, covering 1,300 employees. Their AAWI was 2.5 per cent and their average duration was 3.4 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi-enterprise Greenfields duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	60	57	59	56	67	69	69	60	59	56	58	48	47
Multi-enterprise non-Greenfields AAWI (%)	2.6	2.5	2.9	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.4	3.7
Multi-enterprise non-Greenfields duration (yrs.)	3.4	3.4	3.3	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0	2.7	3.2
Multi-enterprise non-Greenfields employees ('000)	48.6	49.2	62.7	89.6	94.6	89.5	87.9	88.1	89.2	83.4	82.0	58.3	32.0
Single-enterprise Greenfields agreements	543	455	413	330	359	337	383	389	399	404	461	503	551
Single-enterprise Greenfields AAWI (%)	2.9	2.9	2.9	2.7	2.9	2.9	2.8	2.8	2.9	2.7	2.6	2.7	2.8
Single-enterprise Greenfields duration (yrs.)	3.3	3.3	3.2	3.4	3.2	3.1	3.1	3.2	3.2	3.3	3.2	3.2	3.2
Single-enterprise Greenfields employees ('000)	28.0	25.5	24.4	22.1	24.8	23.8	26.3	25.6	24.6	20.3	23.5	23.5	24.2
Single-enterprise non-Greenfields agreements	12,227	10,483	10,431	10,189	10,912	10,472	10,288	10,234	10,255	9,360	9,473	9,444	9,584
Single-enterprise non-Greenfields AAWI (%)	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.5
Single-enterprise non-Greenfields duration (yrs.)	3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.3	3.2	3.3	3.3	3.3	3.2
Single-enterprise non-Greenfields employees ('000)	1,885.9	1,823.1	1,795.9	1,974.3	2,080.7	2,057.5	2,131.4	2,092.0	2,042.2	1,790.5	1,795.1	1,809.8	1,725.6
All agreements	12,830	10,995	10,903	10,575	11,338	10,878	10,740	10,683	10,713	9,820	9,992	9,995	10,182
All AAWI (%)	2.7	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.2
All employees ('000)	1,962.4	1,897.8	1,883.1	2,086.0	2,200.0	2,170.8	2,245.6	2,205.7	2,156.0	1,894.2	1,900.6	1,891.6	1,781.8

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: 47 multi-enterprise non-Greenfields agreements were current as at 30 June 2021, covering 32,000 employees. Their AAWI was 3.7 per cent and their average duration was 3.2 years.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
Agriculture, Forestry and Fishing agreements	19	7	12	46	21	13	20	5	8	12	5	3	10
Agriculture, Forestry and Fishing AAWI (%)	2.6	3.0	2.4	2.2	2.7	2.4	2.6	2.4	3.4	2.5	1.9	2.4	2.2
Agriculture, Forestry and Fishing duration (yrs.)	3.0	3.4	3.6	3.9	3.5	3.3	3.5	3.8	2.4	3.2	3.5	3.2	3.1
Agriculture, Forestry and Fishing employees ('000)	1.1	0.7	1.2	2.4	1.4	1.5	2.7	0.2	0.7	0.3	0.2	0.4	0.8
Mining agreements	39	20	26	58	46	37	25	33	17	14	20	25	37
Mining AAWI (%)	2.2	2.2	2.7	2.3	2.6	2.3	2.3	2.5	2.2	2.2	2.0	2.0	2.3
Mining duration (yrs.)	2.7	3.6	2.8	3.4	3.0	3.3	3.3	3.2	3.9	2.9	3.3	3.5	3.4
Mining employees ('000)	7.1	2.6	2.1	6.1	8.3	5.1	4.5	4.2	2.0	0.9	2.3	3.7	6.4
Manufacturing agreements	139	146	148	241	314	192	209	180	112	111	147	135	153
Manufacturing AAWI (%)	2.6	2.7	2.8	2.6	2.6	2.6	2.5	2.5	2.4	2.3	2.1	2.2	2.4
Manufacturing duration (yrs.)	2.6	2.7	2.9	2.6	2.9	2.7	2.7	2.8	2.7	2.7	2.4	2.6	3.0
Manufacturing employees ('000)	12.0	10.6	12.6	17.8	22.6	11.5	18.2	14.1	8.0	7.4	9.4	10.2	10.2
Non-Metal Manufacturing agreements	89	94	94	152	199	129	142	134	83	78	96	86	109
Non-Metal Manufacturing AAWI (%)	2.5	2.4	2.9	2.6	2.4	2.5	2.5	2.5	2.4	2.2	2.1	2.2	2.4
Non-Metal Manufacturing duration (yrs.)	2.7	2.8	2.8	2.8	3.0	2.9	2.8	2.9	2.8	2.6	2.4	2.8	2.9
Non-Metal Manufacturing employees ('000)	8.4	5.6	8.6	12.5	14.9	8.2	11.0	11.1	5.3	5.5	6.9	6.6	6.9
Metal Manufacturing agreements	50	52	54	89	115	63	67	46	29	33	51	49	44
Metal Manufacturing AAWI (%)	2.9	3.1	2.6	2.6	2.9	2.7	2.6	2.5	2.4	2.6	2.0	2.2	2.3
Metal Manufacturing duration (yrs.)	2.4	2.6	3.1	2.3	2.9	2.3	2.5	2.6	2.5	2.8	2.2	2.3	3.1
Metal Manufacturing employees ('000)	3.6	5.0	4.0	5.4	7.8	3.2	7.2	3.0	2.7	1.9	2.5	3.6	3.3
Electricity, Gas, Water and Waste Services agreements	38	34	33	57	41	38	35	30	16	26	31	24	37
Electricity, Gas, Water and Waste Services AAWI (%)	2.1	3.2	2.8	2.6	2.6	3.0	3.2	3.0	3.7	1.9	2.8	3.4	1.3
Electricity, Gas, Water and Waste Services duration (yrs.)	3.0	3.5	2.8	2.9	3.2	3.1	3.4	2.2	3.7	2.5	3.2	2.3	2.0
Electricity, Gas, Water and Waste Services Employees ('000)	12.7	4.9	3.8	4.5	2.7	1.5	3.4	1.8	2.2	4.3	11.5	1.2	7.2
Construction agreements	358	328	323	329	521	430	400	370	323	306	347	404	532
Construction AAWI (%)	5.8	5.9	5.8	3.7	3.3	3.9	4.2	4.5	4.4	4.0	4.0	3.5	3.9
Construction duration (yrs.)	2.5	2.5	2.3	2.5	2.8	2.5	2.3	2.8	3.1	2.9	2.9	2.7	2.6
Construction employees ('000)	6.9	7.3	6.6	8.4	13.4	9.3	10.8	10.8	8.2	6.4	9.9	13.9	11.9
Wholesale Trade agreements	39	43	32	67	18	18	24	20	19	19	13	10	24
Wholesale Trade AAWI (%)	2.7	2.0	2.4	2.4	2.8	2.7	3.0	2.4	2.9	2.5	2.3	2.0	2.1
Wholesale Trade duration (yrs.)	2.9	2.8	3.3	2.8	2.7	3.3	3.5	3.0	2.4	2.7	2.5	2.7	2.8
Wholesale Trade employees ('000)	1.8	2.3	2.3	2.9	0.9	0.9	4.9	1.3	1.4	1.0	0.5	0.3	1.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
Retail Trade agreements	7	8	14	29	21	18	14	13	11	6	7	14	6
Retail Trade AAWI (%)	2.9	3.2	3.4	3.1	2.3	2.8	2.4	4.2	2.0	3.5	2.2	2.1	2.4
Retail Trade duration (yrs.)	2.0	4.1	3.4	3.9	1.7	2.9	3.4	3.9	2.7	3.7	3.9	3.6	2.3
Retail Trade employees ('000)	82.8	1.2	6.2	122.5	7.9	30.4	64.3	15.6	7.9	2.7	3.1	8.4	0.7
Accommodation and Food Services agreements	15	3	13	9	9	12	11	8	6	4	9	4	6
Accommodation and Food Services AAWI (%)	2.2	3.0	2.7	3.2	3.0	2.5	3.2	1.8	3.5	1.5	3.3	2.5	1.6
Accommodation and Food Services duration (yrs.)	3.5	4.0	3.6	2.6	2.9	2.7	3.6	3.2	4.0	4.0	3.9	3.9	2.1
Accommodation and Food Services Employees ('000)	1.5	0.1	1.3	0.5	1.4	2.3	0.8	0.3	37.2	3.2	1.9	1.4	1.7
Transport, Postal and Warehousing agreements	111	89	55	117	190	144	103	85	69	83	73	96	81
Transport, Postal and Warehousing AAWI (%)	2.7	2.6	2.7	2.7	3.2	2.7	2.8	3.2	3.1	2.2	2.5	2.6	2.1
Transport, Postal and Warehousing duration (yrs.)	2.8	2.7	3.1	3.0	3.0	3.0	2.9	3.0	3.7	3.4	3.0	2.3	2.6
Transport, Postal and Warehousing employees ('000)	27.1	12.9	7.6	10.8	17.2	11.1	15.1	5.8	11.3	12.4	7.5	10.9	7.8
Information Media and Telecommunications agreements	8	7	7	11	10	9	7	7	2	2	3	4	3
Information Media and Telecommunications AAWI (%)	1.6	1.6	2.1	1.9	2.2	2.1	1.9	2.1	3.2	1.3	1.5	2.4	1.3
Information Media and Telecommunications duration (yrs.)	3.0	2.6	3.1	2.8	2.4	2.4	2.2	2.9	1.3	2.0	1.0	3.0	1.0
Information Media and Telecommunications employees ('000)	1.1	0.6	0.8	2.4	5.6	1.0	1.7	1.2	20.5	0.7	1.2	0.5	0.6
Financial and Insurance Services agreements	12	6	9	10	8	5	9	8	5	3	1	7	4
Financial and Insurance Services AAWI (%)	2.3	3.1	2.6	2.7	2.8	2.8	3.1	2.0	2.8	3.7	*	2.1	2.1
Financial and Insurance Services duration (yrs.)	2.6	1.9	2.9	2.9	3.0	2.9	2.5	3.0	3.7	2.5	2.5	3.0	2.7
Financial and Insurance Services employees ('000)	1.1	0.5	4.2	31.4	2.1	0.9	3.5	1.7	4.4	0.7	0.3	7.0	9.1
Rental, Hiring and Real Estate Services agreements	17	9	18	9	3	6	5	3	4	6	3	4	11
Rental, Hiring and Real Estate Services AAWI (%)	3.6	7.9	6.5	3.3	2.1	3.5	5.1	2.5	2.2	2.3	2.3	2.6	2.5
Rental, Hiring and Real Estate Services duration (yrs.)	2.9	1.8	1.9	2.6	2.2	3.1	2.9	3.5	2.4	3.0	2.6	3.1	3.5
Rental, Hiring and Real Estate Services employees ('000)	0.4	0.2	0.3	0.3	0.0	0.3	0.3	0.1	0.1	0.3	0.1	0.2	0.2
Professional, Scientific and Technical Services agreements	25	14	16	30	18	10	12	15	10	6	10	6	11
Professional, Scientific and Technical Services AAWI (%)	2.7	2.2	2.3	2.3	2.4	2.5	2.0	2.5	3.4	1.7	2.0	1.8	3.0
Professional, Scientific and Technical Services duration (yrs.)	3.5	2.7	2.9	2.6	3.0	2.6	3.4	3.1	3.1	1.5	2.8	2.6	3.7
Professional, Scientific and Technical Services employees ('000)	2.4	4.5	1.6	3.0	1.5	0.9	0.6	0.8	1.1	0.4	6.9	0.2	1.2
Administrative and Support Services agreements	20	25	17	26	32	26	36	17	13	12	11	9	22
Administrative and Support Services AAWI (%)	4.2	4.5	2.9	3.3	2.5	2.2	3.0	3.2	3.4	3.1	2.8	4.0	4.0
Administrative and Support Services duration (yrs.)	2.5	2.8	2.1	2.9	3.5	3.4	3.0	3.8	3.9	3.1	3.5	2.5	3.3
Administrative and Support Services employees ('000)	5.4	0.6	3.7	2.1	2.3	5.3	3.5	2.0	2.2	0.4	2.0	0.9	1.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
Public Administration and Safety agreements	49	26	35	54	53	53	51	36	20	19	30	26	32
Public Administration and Safety AAWI (%)	2.4	2.1	2.3	2.4	2.3	2.5	2.2	2.1	2.1	2.1	2.0	2.4	2.2
Public Administration and Safety duration (yrs.)	3.4	3.5	2.9	3.1	2.9	3.3	2.9	3.5	3.1	3.2	3.7	2.9	3.1
Public Administration and Safety employees ('000)	32.4	10.0	6.4	39.3	24.4	18.8	17.7	30.9	12.5	3.5	57.1	4.1	8.3
Education and Training agreements	75	38	50	76	87	50	53	47	33	25	46	38	27
Education and Training AAWI (%)	2.5	2.1	2.8	2.8	2.5	2.5	2.7	2.5	2.6	2.7	1.2	2.2	2.0
Education and Training duration (yrs.)	3.3	1.9	3.4	2.6	3.1	2.8	2.9	3.4	3.6	2.5	2.3	1.5	2.6
Education and Training employees ('000)	27.4	41.4	45.1	69.6	32.1	25.7	15.8	24.1	5.0	2.7	39.7	43.6	3.8
Health Care and Social Assistance agreements	107	48	85	116	144	137	77	52	62	46	72	49	42
Health Care and Social Assistance AAWI (%)	2.4	3.9	2.9	2.7	3.0	2.7	2.4	2.6	2.5	3.0	2.4	2.3	2.4
Health Care and Social Assistance duration (yrs.)	2.9	3.6	3.7	3.1	2.7	2.9	2.5	2.7	2.9	2.6	2.8	2.8	1.6
Health Care and Social Assistance employees ('000)	45.4	29.7	28.1	35.6	44.3	33.9	29.2	21.7	10.0	12.7	18.7	7.3	25.0
Arts and Recreation Services agreements	7	8	10	10	13	23	9	14	8	5	9	12	11
Arts and Recreation Services AAWI (%)	2.8	2.7	2.1	2.6	3.1	2.7	3.3	2.7	2.9	2.2	1.6	2.4	2.0
Arts and Recreation Services duration (yrs.)	2.7	3.1	3.2	3.1	3.1	2.8	2.7	3.1	3.2	2.4	1.8	1.9	1.1
Arts and Recreation Services employees ('000)	1.5	1.5	1.3	3.4	2.2	4.7	1.2	6.1	6.5	0.4	0.9	1.2	2.0
Other Services agreements	26	14	20	36	31	26	26	14	23	11	10	10	17
Other Services AAWI (%)	2.8	2.3	2.6	3.1	2.1	2.6	2.6	2.1	2.6	2.0	2.7	2.3	2.3
Other Services duration (yrs.)	2.9	3.0	2.5	2.9	3.0	2.8	3.1	3.0	3.0	4.0	2.7	2.0	3.1
Other Services employees ('000)	1.0	1.3	3.1	4.7	5.1	3.4	3.7	1.1	1.3	0.3	1.5	0.7	1.0
All sector agreements	1,111	873	923	1,331	1,580	1,247	1,126	957	761	716	847	880	1,066
All sectors AAWI (%)	2.6	3.1	2.9	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4
All sectors duration (yrs.)	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.1	2.9	3.0	2.3	2.4
All sectors employees ('000)	271.0	132.8	138.4	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	116.0	100.1

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: 10 Agriculture, Forestry and Fishing agreements were approved in the June quarter 2021, covering 800 employees. Their AAWI was 2.2 per cent and their average duration was 3.1 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
Agriculture, Forestry and Fishing agreements	148	136	137	168	180	164	182	177	174	173	165	162	164
Agriculture, Forestry and Fishing AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Agriculture, Forestry and Fishing duration (yrs.)	3.5	3.5	3.5	3.6	3.6	3.7	3.7	3.7	3.6	3.7	3.6	3.6	3.6
Agriculture, Forestry and Fishing employees ('000)	12.8	12.5	12.3	14.3	15.2	13.1	15.8	15.6	15.8	14.9	12.5	12.1	12.7
Mining agreements	358	326	310	338	359	374	375	394	388	372	361	354	356
Mining AAWI (%)	2.0	2.0	2.1	2.1	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3
Mining duration (yrs.)	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.4	3.4
Mining employees ('000)	40.3	37.5	35.6	39.1	39.0	45.3	48.2	51.1	51.1	48.8	48.3	49.7	49.8
Manufacturing agreements	1,980	1,727	1,705	1,740	1,888	1,824	1,865	1,931	1,911	1,743	1,735	1,732	1,756
Manufacturing AAWI (%)	2.7	2.5	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Manufacturing duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.1	3.0	3.0	3.0
Manufacturing employees ('000)	126.6	110.3	110.6	118.0	129.1	125.4	135.6	140.8	140.5	126.7	125.5	125.7	127.2
Non-Metal Manufacturing agreements	1,277	1,129	1,123	1,144	1,230	1,179	1,216	1,271	1,259	1,174	1,160	1,157	1,176
Non-Metal Manufacturing AAWI (%)	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4
Non-Metal Manufacturing duration (yrs.)	3.0	3.0	3.1	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.1
Non-Metal Manufacturing employees ('000)	83.2	74.2	74.7	80.9	86.7	84.2	91.5	95.5	93.9	87.0	85.6	85.8	86.9
Metal Manufacturing agreements	703	598	582	596	658	645	649	660	652	569	575	575	580
Metal Manufacturing AAWI (%)	2.7	2.6	2.6	2.5	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.5
Metal Manufacturing duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.0	3.0
Metal Manufacturing employees ('000)	43.3	36.1	35.9	37.1	42.4	41.3	44.2	45.3	46.7	39.8	39.9	39.9	40.3
Electricity, Gas, Water and Waste Services agreements	361	325	336	351	363	369	380	392	389	360	364	352	356
Electricity, Gas, Water and Waste Services AAWI (%)	2.8	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.7	2.7	2.7	2.6	2.5
Electricity, Gas, Water and Waste Services duration (yrs.)	3.0	3.1	3.0	3.0	3.0	3.1	3.1	3.1	3.1	3.1	3.2	3.2	3.0
Electricity, Gas, Water and Waste Services Employees ('000)	47.6	49.3	52.1	53.9	54.3	52.8	53.0	52.7	54.3	50.3	58.2	43.1	45.3
Construction agreements	4,271	3,376	3,327	2,920	3,153	3,035	2,749	2,733	2,807	2,828	3,048	3,276	3,484
Construction AAWI (%)	4.7	4.2	4.3	3.3	3.3	3.2	3.2	3.2	3.3	3.3	3.4	3.4	3.5
Construction duration (yrs.)	3.0	3.1	3.0	3.3	3.2	3.2	3.2	3.3	3.3	3.3	3.3	3.2	3.2
Construction employees ('000)	93.8	75.7	74.0	63.8	71.4	69.9	69.0	70.4	75.5	74.6	81.3	91.7	96.5
Wholesale Trade agreements	451	408	420	451	439	364	350	340	334	296	277	253	244
Wholesale Trade AAWI (%)	2.7	2.6	2.5	2.5	2.5	2.5	2.6	2.5	2.6	2.6	2.6	2.6	2.5
Wholesale Trade duration (yrs.)	2.9	2.9	2.9	3.0	3.0	3.1	3.2	3.2	3.2	3.3	3.2	3.3	3.3
Wholesale Trade employees ('000)	26.6	25.5	27.1	27.4	27.3	20.0	22.6	22.7	22.6	21.0	19.3	18.3	17.8

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
Retail Trade agreements	177	148	150	157	161	161	171	166	169	154	152	153	151
Retail Trade AAWI (%)	2.5	2.3	2.4	2.7	2.7	2.7	2.6	2.7	2.7	2.7	2.7	2.7	2.7
Retail Trade duration (yrs.)	2.4	2.3	2.4	3.2	3.1	3.1	3.1	3.2	3.5	3.6	3.6	3.7	3.7
Retail Trade employees ('000)	120.3	104.0	109.2	230.3	236.5	264.5	328.4	340.4	265.9	258.8	259.2	261.1	259.8
Accommodation and Food Services agreements	294	246	233	223	212	201	190	172	161	136	122	112	101
Accommodation and Food Services AAWI (%)	2.7	2.6	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.3
Accommodation and Food Services duration (yrs.)	3.6	3.6	3.6	3.6	3.5	3.4	3.3	3.4	3.8	3.8	3.9	3.9	3.9
Accommodation and Food Services Employees ('000)	23.8	20.8	19.9	18.5	18.5	20.2	17.9	17.3	53.9	54.8	52.1	52.7	51.8
Transport, Postal and Warehousing agreements	1,018	950	921	928	1,056	1,052	1,113	1,138	1,143	1,040	1,048	1,046	1,066
Transport, Postal and Warehousing AAWI (%)	2.6	2.5	2.5	2.5	2.6	2.5	2.5	2.5	2.6	2.7	2.7	2.7	2.6
Transport, Postal and Warehousing duration (yrs.)	3.2	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.1	3.3	3.3	3.2	3.1
Transport, Postal and Warehousing employees ('000)	165.4	160.6	163.5	160.4	173.9	167.2	177.9	177.2	183.9	125.8	126.5	129.0	117.6
Information Media and Telecommunications agreements	69	60	60	63	71	72	74	74	71	57	56	53	51
Information Media and Telecommunications AAWI (%)	2.8	2.9	2.1	2.2	2.1	2.1	2.0	2.0	2.0	1.9	1.9	1.9	1.9
Information Media and Telecommunications duration (yrs.)	2.8	2.9	2.8	2.9	2.7	2.7	2.6	2.8	1.9	1.8	1.8	1.8	1.8
Information Media and Telecommunications employees ('000)	43.2	40.3	7.6	7.8	14.0	14.7	14.7	13.8	33.9	33.0	33.5	33.2	33.0
Financial and Insurance Services agreements	119	103	102	105	110	90	93	100	96	78	70	74	72
Financial and Insurance Services AAWI (%)	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.5	2.5
Financial and Insurance Services duration (yrs.)	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.0	3.0	3.0
Financial and Insurance Services employees ('000)	140.5	137.8	103.1	103.8	105.6	96.5	67.2	69.6	54.3	51.0	47.7	54.4	62.6
Rental, Hiring and Real Estate Services agreements	223	180	171	145	140	107	97	85	76	65	64	58	65
Rental, Hiring and Real Estate Services AAWI (%)	2.7	2.6	2.6	2.4	2.4	2.2	2.3	2.3	2.4	2.5	2.5	2.5	2.5
Rental, Hiring and Real Estate Services duration (yrs.)	3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.3	3.5	3.6	3.6	3.6	3.6
Rental, Hiring and Real Estate Services employees ('000)	8.2	7.2	6.8	6.2	5.8	5.2	5.4	5.2	4.0	3.4	3.3	3.3	3.4
Professional, Scientific and Technical Services agreements	350	303	296	295	289	257	240	231	222	191	180	158	143
Professional, Scientific and Technical Services AAWI (%)	2.7	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.3	2.3
Professional, Scientific and Technical Services duration (yrs.)	3.3	3.3	3.2	3.1	3.1	3.2	3.1	3.1	3.1	3.2	3.0	3.0	3.1
Professional, Scientific and Technical Services employees ('000)	28.3	29.8	29.9	30.0	30.0	28.8	27.6	27.0	27.3	25.1	21.5	18.9	17.8
Administrative and Support Services agreements	438	361	341	320	322	279	273	259	249	227	216	210	212
Administrative and Support Services AAWI (%)	3.0	2.9	2.9	2.8	2.8	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.7
Administrative and Support Services duration (yrs.)	3.3	3.3	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.4	3.5	3.6	3.6
Administrative and Support Services employees ('000)	37.4	29.7	30.7	29.6	29.8	31.1	32.4	30.6	29.2	28.7	25.1	22.5	22.0
Public Administration and Safety agreements	555	503	493	486	508	489	496	486	476	401	396	397	396
Public Administration and Safety AAWI (%)	2.4	2.4	2.4	2.4	2.4	2.4	2.3	2.2	2.2	2.2	2.2	2.2	2.2
Public Administration and Safety duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.2	3.2	3.3	3.5	3.5	3.5
Public Administration and Safety employees ('000)	313.6	316.4	302.2	308.9	324.0	314.2	298.0	258.4	281.0	220.3	238.6	238.9	237.3

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
Education and Training agreements	497	496	520	499	583	588	620	587	603	582	609	488	496
Education and Training AAWI (%)	2.6	2.5	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.5
Education and Training duration (yrs.)	3.5	3.3	3.3	3.2	3.2	3.1	3.1	3.3	3.3	3.3	3.2	3.1	3.0
Education and Training employees ('000)	267.9	300.3	340.8	403.4	436.1	421.8	434.6	405.4	409.7	401.7	436.8	435.0	323.9
Health Care and Social Assistance agreements	1,054	937	962	990	1,095	1,078	1,101	1,063	1,079	798	812	810	755
Health Care and Social Assistance AAWI (%)	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	2.9	3.0	2.9	2.9	2.8
Health Care and Social Assistance duration (yrs.)	3.4	3.5	3.6	3.6	3.5	3.6	3.5	3.5	3.2	3.4	3.3	3.3	3.1
Health Care and Social Assistance employees ('000)	395.6	386.3	400.3	411.6	426.1	426.9	443.3	450.5	390.3	301.2	257.8	248.8	249.2
Arts and Recreation Services agreements	136	114	120	106	112	110	116	108	111	88	95	97	104
Arts and Recreation Services AAWI (%)	2.9	2.8	2.8	2.8	2.9	2.7	2.8	2.8	2.8	2.8	2.8	2.8	2.7
Arts and Recreation Services duration (yrs.)	3.2	3.2	3.2	3.3	3.3	3.3	3.3	3.2	3.2	3.3	3.2	3.2	3.0
Arts and Recreation Services employees ('000)	39.6	33.3	34.4	35.5	36.4	27.8	25.9	29.3	34.6	29.4	30.2	29.1	30.0
Other Services agreements	331	296	299	290	297	264	255	247	254	231	222	210	210
Other Services AAWI (%)	2.7	2.6	2.6	2.7	2.6	2.6	2.6	2.5	2.5	2.6	2.6	2.6	2.6
Other Services duration (yrs.)	2.8	2.9	2.8	2.9	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.0	3.0
Other Services employees ('000)	31.1	20.5	23.0	23.6	26.8	25.5	28.1	27.8	28.1	24.6	23.2	24.0	24.1
All sector agreements	12,830	10,995	10,903	10,575	11,338	10,878	10,740	10,683	10,713	9,820	9,992	9,995	10,182
All sectors AAWI (%)	2.7	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.2
All sectors employees ('000)	1,962.4	1,897.8	1,883.1	2,086.0	2,200.0	2,170.8	2,245.6	2,205.7	2,156.0	1,894.2	1,900.6	1,891.6	1,781.8

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: 164 Agriculture, Forestry and Fishing agreements current as at 30 June 2021, covering 12,700 employees. Their AAWI was 2.5 per cent and their average duration was 3.6 years.

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

FOR ALL CURRENT AGREEMENTS	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Agriculture, Forestry and Fishing agreements	13	18	11	5	16	12	8	31	22	5	6	6	4
Agriculture, Forestry and Fishing AAWI (%)	3.1	2.5	2.8	2.6	2.6	2.5	2.8	2.2	2.5	2.1	1.4	2.0	2.4
Agriculture, Forestry and Fishing employees ('000)	0.5	1.2	0.7	0.2	1.5	2.2	0.6	1.1	2.6	0.9	0.1	0.7	0.1
Mining agreements	40	24	25	31	37	23	21	36	28	24	21	28	14
Mining AAWI (%)	2.3	2.2	2.7	2.4	3.0	2.5	2.2	1.9	2.6	1.8	2.3	2.1	2.0
Mining employees ('000)	6.8	2.9	2.1	2.8	5.0	2.0	3.6	5.0	5.5	3.0	3.2	3.3	1.9
Manufacturing agreements	249	168	134	125	240	140	121	105	191	108	88	62	55
Manufacturing AAWI (%)	2.5	2.4	2.4	2.5	2.7	2.5	2.3	2.6	2.4	2.3	2.2	2.2	2.3
Manufacturing employees ('000)	18.5	10.4	10.5	7.6	19.2	12.3	9.9	7.1	11.9	6.8	7.2	5.3	3.4
Non-Metal Manufacturing agreements	171	108	85	83	173	98	80	73	113	81	58	38	42
Non-Metal Manufacturing AAWI (%)	2.4	2.5	2.5	2.3	2.6	2.4	2.3	2.5	2.4	2.3	2.4	2.3	2.3
Non-Metal Manufacturing employees ('000)	11.3	6.3	6.2	5.5	12.6	9.1	6.6	5.9	7.3	5.3	5.3	4.0	2.9
Metal Manufacturing agreements	78	60	49	42	67	42	41	32	78	27	30	24	13
Metal Manufacturing AAWI (%)	2.7	2.4	2.3	2.8	2.9	2.7	2.4	2.9	2.4	2.6	1.8	2.1	2.4
Metal Manufacturing employees ('000)	7.1	4.1	4.3	2.0	6.5	3.2	3.3	1.2	4.6	1.5	1.9	1.3	0.5
Electricity, Gas, Water and Waste Services agreements	56	35	34	36	23	40	20	16	38	22	15	17	12
Electricity, Gas, Water and Waste Services AAWI (%)	2.5	2.6	2.3	2.6	2.5	1.6	2.4	3.2	2.0	2.7	3.0	3.0	4.1
Electricity, Gas, Water and Waste Services Employees ('000)	8.9	2.8	2.5	2.3	1.7	5.4	1.0	0.7	6.8	1.9	1.8	9.1	1.5
Construction agreements	155	177	193	152	225	163	597	127	568	287	424	170	93
Construction AAWI (%)	3.4	2.9	2.9	2.6	3.2	2.7	4.6	2.6	3.8	3.0	4.1	3.4	2.5
Construction employees ('000)	4.8	4.8	4.5	5.2	7.1	5.4	13.0	3.6	19.4	6.8	11.8	4.2	2.5
Wholesale Trade agreements	51	24	23	15	28	30	15	24	14	9	7	12	7
Wholesale Trade AAWI (%)	2.7	2.3	2.3	2.0	2.6	2.0	2.3	2.0	2.9	3.2	2.6	2.3	2.0
Wholesale Trade employees ('000)	2.8	1.1	1.3	0.4	1.4	2.8	1.5	1.1	1.2	3.7	0.1	0.5	0.7
Retail Trade agreements	19	13	12	11	21	12	10	10	11	8	6	8	7
Retail Trade AAWI (%)	3.3	2.3	2.3	2.9	2.9	4.8	3.2	2.6	2.7	2.3	2.3	2.0	2.4
Retail Trade employees ('000)	7.1	5.3	2.9	7.6	21.2	4.4	4.1	143.0	11.1	1.7	26.2	13.6	6.4
Accommodation and Food Services agreements	19	8	7	5	16	6	9	3	9	8	4	7	5
Accommodation and Food Services AAWI (%)	2.9	3.0	2.8	1.6	2.0	2.2	1.8	1.8	3.0	2.0	1.6	1.9	2.7
Accommodation and Food Services Employees ('000)	2.4	2.0	0.7	0.1	1.7	0.5	0.6	0.2	0.6	0.5	0.2	0.6	37.6

FOR ALL CURRENT AGREEMENTS	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Transport, Postal and Warehousing agreements	187	79	89	70	138	82	63	57	119	52	54	29	54
Transport, Postal and Warehousing AAWI (%)	2.8	2.9	2.9	2.4	2.8	2.6	2.4	2.2	2.9	2.7	2.0	2.8	2.7
Transport, Postal and Warehousing employees ('000)	30.5	7.1	10.7	4.0	10.9	6.3	13.2	12.0	18.1	5.6	6.9	2.9	5.0
Information Media and Telecommunications agreements	15	4	3	2	16	3	2	4	1	1	1	2	1
Information Media and Telecommunications AAWI (%)	2.7	1.4	1.8	2.0	1.7	2.1	2.1	2.0	2.0	4.3	1.3	2.2	*
Information Media and Telecommunications employees ('000)	1.3	20.9	1.0	0.9	7.1	0.5	0.2	1.1	0.1	0.0	0.0	0.5	0.0
Financial and Insurance Services agreements	19	7	9	3	12	1	5	4	7	1	4	2	1
Financial and Insurance Services AAWI (%)	2.3	2.7	2.0	3.7	2.2	2.2	2.8	2.5	3.1	*	1.8	2.1	1.9
Financial and Insurance Services employees ('000)	4.3	2.0	31.5	0.3	2.5	0.3	3.1	0.4	1.9	0.9	8.6	6.8	0.4
Rental, Hiring and Real Estate Services agreements	5	6	6	3	7	6	4	1	3	7	2	3	5
Rental, Hiring and Real Estate Services AAWI (%)	2.6	2.0	2.1	2.4	4.4	3.7	3.0	*	2.3	2.4	*	3.0	2.2
Rental, Hiring and Real Estate Services ('000)	0.1	1.4	0.3	0.1	0.2	0.3	0.1	0.1	0.1	0.3	0.0	0.1	0.1
Professional, Scientific and Technical Services agreements	33	14	10	12	18	10	7	9	5	5	10	10	9
Professional, Scientific and Technical Services AAWI (%)	2.9	2.5	2.4	1.8	2.5	2.4	3.4	2.4	2.9	2.0	2.0	3.2	2.2
Professional, Scientific and Technical Services employees ('000)	2.6	3.4	0.4	0.9	1.5	1.1	0.8	0.4	0.2	0.3	5.6	0.4	0.7
Administrative and Support Services agreements	22	14	21	7	15	11	26	15	32	9	20	10	10
Administrative and Support Services AAWI (%)	2.8	2.4	2.6	2.5	2.4	2.7	2.4	2.6	2.5	2.8	3.9	3.0	2.8
Administrative and Support Services employees ('000)	2.0	1.3	1.6	0.4	1.0	0.3	2.5	1.3	4.5	0.4	1.5	1.9	3.5
Public Administration and Safety agreements	66	28	44	31	62	24	15	12	40	15	18	13	18
Public Administration and Safety AAWI (%)	2.1	2.3	2.6	2.1	2.1	2.7	2.0	2.0	2.1	2.3	2.0	2.0	2.2
Public Administration and Safety employees ('000)	29.6	26.5	25.6	20.1	26.9	10.9	9.9	3.1	11.2	2.6	18.6	51.9	3.7
Education and Training agreements	70	21	122	25	40	20	48	22	23	14	64	12	22
Education and Training AAWI (%)	2.6	2.1	2.4	3.0	2.4	2.6	4.2	2.7	2.4	3.8	2.5	2.1	2.9
Education and Training employees ('000)	219.6	16.1	94.7	5.7	34.9	9.6	11.7	3.4	31.9	1.0	6.7	0.9	0.6
Health Care and Social Assistance agreements	196	74	77	49	110	63	44	44	62	26	32	18	29
Health Care and Social Assistance AAWI (%)	2.6	2.6	3.7	2.9	2.9	3.0	2.5	2.7	2.4	2.9	2.0	2.1	2.3
Health Care and Social Assistance employees ('000)	75.9	24.3	48.7	13.2	35.4	16.3	12.5	10.5	7.7	4.7	5.2	8.6	5.7
Arts and Recreation Services agreements	14	5	19	3	15	5	8	5	6	6	8	4	3
Arts and Recreation Services AAWI (%)	3.0	1.6	2.8	3.4	2.9	2.5	3.2	2.5	2.8	1.9	2.3	2.7	1.9
Arts and Recreation Services employees ('000)	5.1	1.6	3.8	1.0	9.8	4.0	1.1	0.4	1.5	0.5	0.7	0.5	0.2

FOR ALL CURRENT AGREEMENTS	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24
Other Services agreements	30	11	29	19	30	16	9	7	27	9	9	6	9
Other Services AAWI (%)	2.2	3.3	2.7	3.1	2.8	2.3	2.2	1.5	2.6	2.1	2.7	3.1	2.4
Other Services employees ('000)	7.5	3.1	1.4	1.9	3.5	0.7	0.7	0.6	2.2	0.9	0.8	0.4	0.6
All sector agreements	1,259	730	868	604	1,069	667	1,032	532	1,206	616	793	419	358
All sectors AAWI (%)	2.6	2.4	2.8	2.5	2.6	2.6	3.1	2.4	2.7	2.7	2.4	2.2	2.5
All sectors employees ('000)	430.4	138.4	244.9	74.6	192.5	85.2	90.1	195.1	138.7	42.5	105.3	112.2	74.4

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

Notes:

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

How to read: 4 Agriculture, Forestry and Fishing agreements, covering 100 employees, have an expiry date in the June quarter 2024. Their AAWI is 2.4 per cent.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
ACT agreements	18	5	9	14	22	23	8	12	10	14	23	9	10
ACT AAWI (%)	1.9	2.4	3.2	2.6	2.7	2.9	2.7	2.8	2.8	2.5	2.8	3.0	3.0
ACT duration (yrs.)	3.2	3.4	2.4	4.0	3.0	4.0	3.4	3.7	3.6	3.6	2.7	1.6	3.0
ACT employees ('000)	1.8	0.2	0.9	10.0	10.7	9.2	0.4	0.4	1.2	1.4	1.7	1.5	1.2
NSW agreements	263	197	176	243	314	204	184	196	196	173	190	157	179
NSW AAWI (%)	2.8	2.9	2.5	2.7	2.9	2.3	2.4	3.1	3.3	3.2	1.6	2.3	2.5
NSW duration (yrs.)	2.9	2.8	2.8	3.0	2.6	2.8	2.4	3.0	3.0	2.5	2.1	2.8	2.9
NSW employees ('000)	67.2	9.9	27.8	26.3	29.3	19.2	30.4	17.3	14.0	13.3	22.7	9.8	10.2
NT agreements	22	9	7	15	14	14	15	14	5	6	8	4	8
NT AAWI (%)	2.5	2.4	3.0	2.6	2.9	2.0	2.8	2.4	2.9	1.4	2.5	1.8	1.8
NT duration (yrs.)	3.9	3.9	2.5	3.7	2.9	3.1	3.4	3.3	3.0	4.6	3.6	3.6	3.3
NT employees ('000)	12.3	3.6	0.7	4.5	3.1	1.2	2.2	0.7	0.4	0.1	0.6	0.1	0.7
Qld agreements	133	95	95	216	230	197	165	121	106	116	149	118	131
Qld AAWI (%)	2.4	2.5	2.5	2.5	2.5	2.7	2.6	2.4	2.7	2.3	2.7	2.5	2.6
Qld duration (yrs.)	2.9	3.4	3.0	2.8	2.8	3.0	2.9	2.9	3.2	3.4	2.7	3.2	3.0
Qld employees ('000)	13.2	7.9	18.6	34.2	21.6	20.6	20.2	9.5	8.2	11.1	37.0	13.9	8.1
SA agreements	60	40	49	85	129	64	77	39	35	24	34	52	55
SA AAWI (%)	2.1	3.0	2.8	2.9	2.9	2.7	2.7	2.6	2.4	2.3	1.9	2.9	2.6
SA duration (yrs.)	2.6	3.6	3.4	3.1	2.8	2.8	3.0	3.0	2.7	2.7	2.7	2.5	2.2
SA employees ('000)	5.7	5.7	3.8	5.4	10.1	4.3	4.3	2.0	3.9	1.5	3.3	2.8	5.9
Tas agreements	43	30	26	35	47	44	29	36	19	19	22	20	25
Tas AAWI (%)	4.0	3.1	2.8	2.8	3.1	3.1	3.1	2.8	3.6	3.1	3.7	2.4	2.7
Tas duration (yrs.)	2.3	2.6	3.2	3.0	2.7	2.7	3.0	3.1	3.4	2.7	2.3	2.4	3.1
Tas employees ('000)	3.9	3.6	2.5	2.0	4.7	5.7	2.5	1.4	2.3	1.3	2.4	1.5	2.9
Vic agreements	340	280	326	389	396	361	378	324	207	190	232	325	412
Vic AAWI (%)	3.1	4.1	3.5	2.9	3.0	2.9	3.2	2.6	3.1	2.5	2.2	3.1	2.6
Vic duration (yrs.)	3.1	3.6	3.7	2.7	2.9	3.1	2.8	3.2	3.2	2.7	3.6	2.6	2.0
Vic employees ('000)	35.3	35.8	46.7	83.4	41.3	33.4	33.2	45.4	23.1	14.5	75.0	17.8	37.8
WA agreements	87	75	55	112	155	122	91	80	43	53	56	68	64
WA AAWI (%)	1.7	1.8	2.1	1.8	1.8	1.9	2.1	2.1	2.2	2.1	1.8	2.2	1.5
WA duration (yrs.)	3.1	2.5	3.2	2.9	2.9	2.7	3.0	2.8	2.7	3.2	2.3	2.8	2.4
WA employees ('000)	19.6	5.8	4.4	11.1	11.4	15.6	13.3	13.0	3.6	3.5	8.0	6.0	11.3
Multi-state agreements	144	142	180	222	272	217	179	135	139	121	133	127	181
Multi-state AAWI (%)	2.5	2.6	2.9	2.5	2.6	2.8	2.5	2.6	2.4	2.4	2.4	2.3	2.5
Multi-state duration (yrs.)	2.2	2.1	3.0	3.5	2.9	2.8	3.3	3.4	3.1	3.1	3.1	2.0	2.7
Multi-state employees ('000)	111.9	60.4	33.0	190.7	63.3	59.1	95.3	53.9	85.7	14.0	24.1	62.8	21.9

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
Other agreements	1	0	0	0	1	1	0	0	1	0	0	0	1
Other AAWI (%)	2.5	*	*	*	*	1.0	*	*	2.5	*	*	*	2.0
Other duration (yrs.)	2.0	0.0	0.0	0.0	4.0	2.0	0.0	0.0	3.0	0.0	0.0	0.0	3.0
Other employees ('000)	0.2	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.0	0.0	0.0	0.1
All States agreements	1,111	873	923	1,331	1,580	1,247	1,126	957	761	716	847	880	1,066
All states AAWI (%)	2.6	3.1	2.9	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4
All states duration (yrs.)	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.1	2.9	3.0	2.3	2.4
All states employees ('000)	271.0	132.8	138.4	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	116.0	100.1

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

Notes:

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

How to read: 10 agreements approved in the June quarter 2021 operate solely in the ACT covering 1,200 employees. Their AAWI is 3.0 per cent and their average duration is 3.0 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
ACT agreements	142	134	133	134	141	149	146	144	148	131	148	146	143
ACT AAWI (%)	2.6	2.5	2.3	2.3	2.6	2.7	2.7	2.6	2.6	2.6	2.6	2.7	2.7
ACT duration (yrs.)	3.2	3.3	3.0	3.1	3.3	3.5	3.5	3.7	3.7	3.8	3.8	3.7	3.7
ACT employees ('000)	16.4	16.5	12.5	11.7	28.4	38.7	38.7	33.7	34.5	32.3	33.5	32.8	33.7
NSW agreements	2,293	2,238	2,263	1,972	2,113	2,037	2,071	2,102	2,167	1,946	2,004	1,981	2,037
NSW AAWI (%)	2.7	2.7	2.7	2.5	2.6	2.6	2.5	2.6	2.6	2.7	2.6	2.7	2.7
NSW duration (yrs.)	2.9	2.9	2.9	3.0	3.0	3.0	3.0	2.9	3.0	3.1	3.0	3.1	3.1
NSW employees ('000)	263.4	252.1	267.0	268.6	281.4	275.3	299.3	287.5	290.4	241.6	243.8	216.0	207.9
NT agreements	211	192	154	142	138	141	148	149	149	132	131	126	125
NT AAWI (%)	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4
NT duration (yrs.)	3.7	3.8	3.8	3.8	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.8	3.8
NT employees ('000)	22.0	23.9	23.1	26.6	28.0	29.4	31.1	31.3	31.2	29.7	29.6	27.5	28.0
Qld agreements	1,747	1,611	1,565	1,546	1,688	1,688	1,630	1,597	1,613	1,556	1,581	1,534	1,557
Qld AAWI (%)	2.7	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Qld duration (yrs.)	3.2	3.3	3.3	3.2	3.2	3.1	3.1	3.1	3.1	3.2	3.1	3.1	3.1
Qld employees ('000)	193.5	163.2	170.3	180.5	195.0	165.6	177.8	176.4	180.2	173.7	200.5	204.8	202.2
SA agreements	710	601	593	607	689	661	698	690	693	610	590	590	602
SA AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.7	2.6	2.6	2.5	2.5
SA duration (yrs.)	3.1	3.1	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.1
SA employees ('000)	64.0	61.3	62.1	63.0	69.4	67.1	69.5	68.2	70.3	55.2	53.6	49.6	51.5
Tas agreements	299	270	277	271	304	301	314	327	331	291	295	291	295
Tas AAWI (%)	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.2	3.2	3.2	3.1
Tas duration (yrs.)	2.8	2.8	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0
Tas employees ('000)	23.6	21.3	22.5	22.3	26.0	27.3	28.9	26.9	28.3	24.8	25.7	25.5	27.2
Vic agreements	3,880	2,671	2,743	2,855	3,028	2,854	2,737	2,713	2,690	2,426	2,506	2,622	2,635
Vic AAWI (%)	3.3	3.2	3.2	3.2	3.2	3.1	3.1	3.1	3.0	3.0	2.8	2.8	2.7
Vic duration (yrs.)	3.6	3.7	3.7	3.6	3.6	3.6	3.6	3.6	3.4	3.4	3.4	3.4	3.4
Vic employees ('000)	544.0	522.3	554.9	616.7	640.3	621.3	615.3	586.9	560.7	513.8	530.8	526.9	421.6
WA agreements	1,344	1,175	1,077	1,037	1,089	1,054	1,081	1,083	1,036	961	958	928	932
WA AAWI (%)	2.2	2.0	2.0	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9
WA duration (yrs.)	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.0
WA employees ('000)	128.3	116.8	109.8	111.6	117.8	113.7	117.8	125.3	121.4	109.8	109.4	109.4	109.7

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
Multi-state agreements	2,200	2,099	2,094	2,008	2,144	1,988	1,910	1,873	1,882	1,764	1,776	1,774	1,853
Multi-state AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.5	2.4	2.4
Multi-state duration (yrs.)	3.0	2.9	2.9	3.0	3.0	3.0	3.0	3.1	3.2	3.3	3.4	3.2	3.2
Multi-state employees ('000)	706.9	720.0	660.5	784.9	813.4	832.2	866.9	869.4	838.6	713.1	673.5	698.8	699.7
Other agreements	4	4	4	3	4	5	5	5	4	3	3	3	3
Other AAWI (%)	2.3	2.3	2.3	2.4	2.4	2.1	2.1	2.1	2.1	2.4	2.4	2.4	2.4
Other duration (yrs.)	2.5	2.5	2.5	2.3	2.3	2.3	2.3	2.3	2.9	3.2	3.2	3.2	3.0
Other employees ('000)	0.3	0.3	0.3	0.2	0.2	0.3	0.3	0.3	0.3	0.2	0.2	0.2	0.3
All sector agreements	12,830	10,995	10,903	10,575	11,338	10,878	10,740	10,683	10,713	9,820	9,992	9,995	10,182
All sectors AAWI (%)	2.7	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.2
All sectors employees ('000)	1,962.4	1,897.8	1,883.1	2,086.0	2,200.0	2,170.8	2,245.6	2,205.7	2,156.0	1,894.2	1,900.6	1,891.6	1,781.8

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: 143 agreements current as at 30 June 2021 operate solely in the ACT covering 33,700 employees. Their AAWI is 2.7 per cent and their average duration is 3.7 years.

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

Linked to minimum wage

Agreement Type	Sep-20	Dec-20	Mar-21	Jun-21
Single-enterprise non-Greenfields agreements	32	40	33	44
Single-enterprise non-Greenfields employees ('000)	1.1	2.7	2.8	1.7
Single-enterprise Greenfields agreements	2	3	1	0
Single-enterprise Greenfields employees ('000)	0.1	0.3	0.1	0.0
Multi-enterprise non-Greenfields agreements	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	34	43	34	44
Sub-total employees ('000)	1.3	3.0	2.8	1.7

Linked to CPI

Agreement Type	Sep-20	Dec-20	Mar-21	Jun-21
Single-enterprise non-Greenfields agreements	23	19	24	22
Single-enterprise non-Greenfields employees ('000)	1.4	0.5	0.8	1.0
Single-enterprise Greenfields agreements	0	0	0	0
Single-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	23	19	24	22
Sub-total employees ('000)	1.4	0.5	0.8	1.0

Inconsistent Increase

Agreement Type	Sep-20	Dec-20	Mar-21	Jun-21
Single-enterprise non-Greenfields agreements	30	37	87	87
Single-enterprise non-Greenfields employees ('000)	6.2	4.8	38.6	4.7
Single-enterprise Greenfields agreements	3	7	4	11
Single-enterprise Greenfields employees ('000)	0.1	0.2	0.3	0.1
Multi-enterprise non-Greenfields agreements	1	0	0	1
Multi-enterprise non-Greenfields employees ('000)	0.3	0.0	0.0	1.2
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	34	44	91	99
Sub-total employees ('000)	6.6	5.0	39.0	6.1

Performance Linked

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

Other Reason

Agreement Type	Sep-20	Dec-20	Mar-21	Jun-21
Single-enterprise non-Greenfields agreements	44	76	68	57
Single-enterprise non-Greenfields employees ('000)	5.2	29.3	17.4	15.1
Single-enterprise Greenfields agreements	1	1	4	2
Single-enterprise Greenfields employees ('000)	0.4	0.1	0.2	0.9
Multi-enterprise non-Greenfields agreements	0	0	1	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	45	77	73	59
Sub-total employees ('000)	5.6	29.3	17.6	16.0

Totals

Agreement Type	Sep-20	Dec-20	Mar-21	Jun-21
Total non-quantifiable agreements	137	183	223	225
Total employees covered by non-quantifiable agreements	14.9	37.9	61.0	24.8

Quantifiable agreements

Agreement Type	Sep-20	Dec-20	Mar-21	Jun-21
Single-enterprise non-Greenfields agreements	514	598	591	761
Single-enterprise non-Greenfields employees ('000)	43.4	128.8	52.2	73.6
Single-enterprise Greenfields agreements	63	60	64	79
Single-enterprise Greenfields employees ('000)	1.5	3.0	1.7	1.6
Multi-enterprise non-Greenfields agreements	2	6	2	1
Multi-enterprise non-Greenfields employees ('000)	0.8	5.1	1.1	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Total quantifiable agreements	579	664	657	841
Total employees covered by quantifiable agreements ('000)	45.7	136.8	55.0	75.3

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

Notes:

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

How to read: 44 single enterprise non-Greenfields agreements approved in the June quarter 2021 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 1,700 employees.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
Agreements (union covered)	852	684	726	1,034	1,107	866	837	742	598	562	645	717	869
AAWI (%) (union covered)	2.6	3.2	2.9	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4
Duration (yrs.) (union covered)	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.1	2.9	3.0	2.3	2.3
Employees ('000) (union covered)	263.9	127.2	131.9	357.4	178.4	156.9	192.3	136.8	135.9	56.2	169.5	110.4	91.3
Agreements (no union covered)	259	189	197	297	473	381	289	215	163	154	202	163	197
AAWI (%) (no union covered)	2.4	2.2	2.4	2.4	2.6	2.6	2.5	2.7	2.6	2.6	2.3	2.1	2.4
Duration (yrs.) (no union covered)	3.3	3.2	3.4	3.4	3.4	3.2	3.3	3.4	3.7	3.1	3.4	3.1	3.6
Employees ('000) (no union covered)	7.1	5.6	6.5	10.3	17.0	11.7	9.6	6.8	6.7	4.4	5.2	5.6	8.8
All agreements	1,111	873	923	1,331	1,580	1,247	1,126	957	761	716	847	880	1,066
All AAWI (%)	2.6	3.1	2.9	2.7	2.7	2.6	2.7	2.6	2.8	2.6	2.2	2.6	2.4
All duration (yrs.)	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.1	2.9	3.0	2.3	2.4
All employees ('000)	271.0	132.8	138.4	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	116.0	100.1

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: 869 agreements approved in the June quarter 2021 covering 91,300 employees formally covered a union. Their AAWI was 2.4 per cent and their average duration was 2.3 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21
Agreements (union covered)	8,460	6,959	7,081	6,856	7,463	7,071	6,946	6,986	7,111	6,433	6,659	6,763	7,003
AAWI (%) (union covered)	2.8	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
Duration (yrs.) (union covered)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.2	3.2
Employees ('000) (union covered)	1,806.2	1,770.6	1,762.4	1,966.4	2,074.4	2,049.4	2,126.0	2,088.2	2,041.2	1,783.3	1,790.4	1,783.1	1,671.9
Agreements (no union covered)	4,370	4,036	3,822	3,719	3,875	3,807	3,794	3,697	3,602	3,387	3,333	3,232	3,179
AAWI (%) (no union covered)	2.5	2.5	2.5	2.4	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4
Duration (yrs.) (no union covered)	3.5	3.6	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5
Employees ('000) (no union covered)	156.2	127.2	120.7	119.6	125.6	121.4	119.6	117.5	114.8	110.8	110.2	108.4	109.9
All agreements	12,830	10,995	10,903	10,575	11,338	10,878	10,740	10,683	10,713	9,820	9,992	9,995	10,182
Overall AAWI (%)	2.7	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
Overall duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.2
All employees ('000)	1,962.4	1,897.8	1,883.1	2,086.0	2,200.0	2,170.8	2,245.6	2,205.7	2,156.0	1,894.2	1,900.6	1,891.6	1,781.8

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

Notes:

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

How to read: 7,003 agreements current as at 30 June 2021 covering 1,671,900 employees formally covered a union. Their AAWI was 2.6 per cent and their average duration was 3.2 years.

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

Agreement ID	Title	Employees	AAWI	ANZSIC	States
AE511407	ALLIED HEALTH PROFESSIONALS (VICTORIAN PUBLIC SECTOR) (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2020-2021	13,301	2.5	Health Care and Social Assistance	Vic
AE511110	IAG Enterprise Agreement 2020	8,455	*	Financial and Insurance Services	Aus
AE511210	EPWORTH HEALTHCARE NURSES AND MIDWIVES ENTERPRISE AGREEMENT 2020-2024	3,963	2.4	Health Care and Social Assistance	Vic
AE511338	Water Corporation Enterprise Agreement 2021	3,442	1.3	Electricity, Gas, Water and Waste Services	WA
AE511883	ByrneCut Australia Enterprise Agreement 2021	2,846	*	Mining	Aus
AE511740	Lutheran Schools SA Enterprise Agreement 2020	2,107	*	Education and Training	SA
AE511900	Western Power and Australian Services Union Enterprise Agreement 2021	2,073	0.8	Electricity, Gas, Water and Waste Services	WA

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

Notes:

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

How to read: the Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2021 covering 13,301 employees with an AAWI of 2.5 per cent

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	2	0	1	1	1	3	1	1	0	10
Agriculture, Forestry and Fishing AAWI (%)	*	2.1	*	*	2.5	3.1	2.0	*	3.1	*	2.2
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.6	0.0	4.0	4.0	2.6	3.0	4.0	2.4	0.0	3.1
Agriculture, Forestry and Fishing employees ('000)	0.0	0.2	0.0	0.0	0.0	0.0	0.5	0.0	0.1	0.0	0.8
Mining agreements	0	10	0	7	3	0	4	4	8	1	37
Mining AAWI (%)	*	2.0	*	2.0	6.1	*	2.8	2.0	2.0	2.0	2.3
Mining duration (yrs.)	0.0	2.7	0.0	3.4	2.2	0.0	3.4	2.7	3.9	3.0	3.4
Mining employees ('000)	0.0	1.2	0.0	1.2	0.2	0.0	0.5	0.1	3.2	0.1	6.4
Manufacturing agreements	1	40	1	23	15	6	54	5	8	0	153
Manufacturing AAWI (%)	2.1	2.2	1.7	2.4	2.5	3.5	2.3	2.2	1.7	*	2.4
Manufacturing duration (yrs.)	2.8	3.0	3.8	2.8	3.3	3.0	3.1	2.7	2.8	0.0	3.0
Manufacturing employees ('000)	0.0	2.4	0.0	2.4	1.0	0.4	3.1	0.2	0.5	0.0	10.2
Non-Metal Manufacturing agreements	1	28	1	15	13	4	39	4	4	0	109
Non-Metal Manufacturing AAWI (%)	2.1	2.2	1.7	2.3	2.9	3.2	2.4	2.2	2.1	*	2.4
Non-Metal Manufacturing duration (yrs.)	2.8	3.0	3.8	2.6	3.5	3.1	3.0	2.8	3.0	0.0	2.9
Non-Metal Manufacturing employees ('000)	0.0	1.7	0.0	1.8	0.7	0.3	2.0	0.2	0.1	0.0	6.9
Metal Manufacturing agreements	0	12	0	8	2	2	15	1	4	0	44
Metal Manufacturing AAWI (%)	*	2.2	*	2.7	2.0	4.6	2.2	*	1.7	*	2.3
Metal Manufacturing duration (yrs.)	0.0	3.0	0.0	3.2	2.9	2.9	3.2	1.2	2.8	0.0	3.1
Metal Manufacturing employees ('000)	0.0	0.6	0.0	0.6	0.4	0.1	1.1	0.0	0.4	0.0	3.3
Electricity, Gas, Water and Waste Services agreements	0	14	0	6	0	0	7	7	3	0	37
Electricity, Gas, Water and Waste Services AAWI (%)	*	1.9	*	1.6	*	*	2.0	1.2	1.7	*	1.3
Electricity, Gas, Water and Waste Services duration (yrs.)	0.0	3.0	0.0	1.7	0.0	0.0	2.3	1.9	2.0	0.0	2.0
Electricity, Gas, Water and Waste Services Employees ('000)	0.0	0.5	0.0	0.2	0.0	0.0	0.8	5.6	0.1	0.0	7.2
Construction agreements	4	57	1	50	16	5	274	16	109	0	532
Construction AAWI (%)	5.3	4.6	2.0	4.3	6.0	1.5	3.9	2.6	3.7	*	3.9
Construction duration (yrs.)	2.5	3.5	3.1	3.1	2.6	2.4	2.5	3.0	2.2	0.0	2.6
Construction employees ('000)	0.1	1.1	0.2	1.0	0.3	0.1	6.0	0.4	2.7	0.0	11.9
Wholesale Trade agreements	1	1	0	4	1	0	9	2	6	0	24
Wholesale Trade AAWI (%)	2.3	2.2	*	1.7	2.2	*	2.6	3.4	2.1	*	2.1
Wholesale Trade duration (yrs.)	2.0	2.0	0.0	2.2	3.0	0.0	2.7	3.0	3.0	0.0	2.8
Wholesale Trade employees ('000)	0.1	0.1	0.0	0.2	0.0	0.0	0.2	0.0	0.8	0.0	1.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	0	0	0	2	1	0	1	0	2	0	6
Retail Trade AAWI (%)	*	*	*	2.8	2.5	*	2.3	*	2.1	*	2.4
Retail Trade duration (yrs.)	0.0	0.0	0.0	2.6	3.0	0.0	3.0	0.0	1.6	0.0	2.3
Retail Trade employees ('000)	0.0	0.0	0.0	0.2	0.0	0.0	0.2	0.0	0.3	0.0	0.7
Accommodation and Food Services agreements	0	1	0	0	0	0	2	2	1	0	6
Accommodation and Food Services AAWI (%)	*	1.0	*	*	*	*	2.2	2.0	*	*	1.6
Accommodation and Food Services duration (yrs.)	0.0	0.5	0.0	0.0	0.0	0.0	0.8	2.1	4.0	0.0	2.1
Accommodation and Food Services Employees ('000)	0.0	0.5	0.0	0.0	0.0	0.0	0.2	0.5	0.6	0.0	1.7
Transport, Postal and Warehousing agreements	2	21	2	9	4	3	9	14	17	0	81
Transport, Postal and Warehousing AAWI (%)	2.0	2.1	*	2.2	1.9	2.9	2.5	2.3	1.9	*	2.1
Transport, Postal and Warehousing duration (yrs.)	3.0	3.1	4.0	3.1	3.0	3.0	3.5	3.3	1.8	0.0	2.6
Transport, Postal and Warehousing employees ('000)	0.0	1.6	0.2	0.3	0.5	0.4	0.6	0.8	3.3	0.0	7.8
Information Media and Telecommunications agreements	0	0	0	0	0	0	0	0	3	0	3
Information Media and Telecommunications AAWI (%)	*	*	*	*	*	*	*	*	1.3	*	1.3
Information Media and Telecommunications duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0
Information Media and Telecommunications employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.0	0.6
Financial and Insurance Services agreements	0	1	0	0	0	0	2	0	1	0	4
Financial and Insurance Services AAWI (%)	*	1.9	*	*	*	*	3.0	*	*	*	2.1
Financial and Insurance Services duration (yrs.)	0.0	3.0	0.0	0.0	0.0	0.0	2.7	0.0	2.7	0.0	2.7
Financial and Insurance Services employees ('000)	0.0	0.4	0.0	0.0	0.0	0.0	0.2	0.0	8.5	0.0	9.1
Rental, Hiring and Real Estate Services agreements	0	1	1	1	0	0	6	0	2	0	11
Rental, Hiring and Real Estate Services AAWI (%)	*	1.5	3.0	*	*	*	2.3	*	3.3	*	2.5
Rental, Hiring and Real Estate Services duration (yrs.)	0.0	3.0	3.0	4.0	0.0	0.0	3.6	0.0	2.6	0.0	3.5
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.2
Professional, Scientific and Technical Services agreements	0	1	0	1	0	0	6	1	2	0	11
Professional, Scientific and Technical Services AAWI (%)	*	2.6	*	6.7	*	*	2.8	2.4	*	*	3.0
Professional, Scientific and Technical Services duration (yrs.)	0.0	3.9	0.0	3.0	0.0	0.0	3.6	4.0	4.0	0.0	3.7
Professional, Scientific and Technical Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.1	0.2	0.0	1.2
Administrative and Support Services agreements	0	5	0	2	0	0	5	0	10	0	22
Administrative and Support Services AAWI (%)	*	5.1	*	5.6	*	*	3.4	*	3.2	*	4.0
Administrative and Support Services duration (yrs.)	0.0	4.0	0.0	2.5	0.0	0.0	2.4	0.0	3.3	0.0	3.3
Administrative and Support Services employees ('000)	0.0	0.3	0.0	0.1	0.0	0.0	0.1	0.0	0.5	0.0	1.0
Public Administration and Safety agreements	1	2	0	2	2	2	13	6	4	0	32
Public Administration and Safety AAWI (%)	*	*	*	5.1	2.8	2.4	2.2	1.7	*	*	2.2
Public Administration and Safety duration (yrs.)	3.2	2.7	0.0	2.1	3.1	4.0	3.0	2.9	4.0	0.0	3.1
Public Administration and Safety employees ('000)	1.0	0.1	0.0	0.1	0.0	0.6	5.4	1.0	0.1	0.0	8.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	0	7	0	16	3	0	1	0	0	0	27
Education and Training AAWI (%)	*	2.4	*	2.2	1.7	*	.5	*	*	*	2.0
Education and Training duration (yrs.)	0.0	3.6	0.0	3.5	2.1	0.0	2.8	0.0	0.0	0.0	2.6
Education and Training employees ('000)	0.0	0.3	0.0	1.1	2.2	0.0	0.2	0.0	0.0	0.0	3.8
Health Care and Social Assistance agreements	0	8	3	3	4	7	12	4	1	0	42
Health Care and Social Assistance AAWI (%)	*	2.4	1.4	2.9	2.9	2.7	2.5	1.7	*	*	2.4
Health Care and Social Assistance duration (yrs.)	0.0	2.9	2.9	3.2	2.8	2.8	1.1	3.1	4.0	0.0	1.6
Health Care and Social Assistance employees ('000)	0.0	1.3	0.2	1.1	0.3	1.3	18.2	2.4	0.1	0.0	25.0
Arts and Recreation Services agreements	0	3	0	3	2	0	2	1	0	0	11
Arts and Recreation Services AAWI (%)	*	2.1	*	1.7	1.8	*	2.5	2.2	*	*	2.0
Arts and Recreation Services duration (yrs.)	0.0	2.6	0.0	2.4	0.7	0.0	0.6	1.8	0.0	0.0	1.1
Arts and Recreation Services employees ('000)	0.0	0.3	0.0	0.2	1.0	0.0	0.5	0.0	0.0	0.0	2.0
Other Services agreements	1	5	0	1	3	1	2	1	3	0	17
Other Services AAWI (%)	2.3	3.1	*	2.0	2.4	*	1.6	2.0	2.1	*	2.3
Other Services duration (yrs.)	3.0	2.1	0.0	3.0	3.1	3.9	2.4	3.0	4.1	0.0	3.1
Other Services employees ('000)	0.0	0.2	0.0	0.0	0.2	0.0	0.1	0.0	0.3	0.0	1.0
All sector agreements	10	179	8	131	55	25	412	64	181	1	1,066
All sectors AAWI (%)	3.0	2.5	1.8	2.6	2.6	2.7	2.6	1.5	2.5	2.0	2.4
All sectors duration (yrs.)	3.0	2.9	3.3	3.0	2.2	3.1	2.0	2.4	2.7	3.0	2.4
All sectors employees ('000)	1.2	10.2	0.7	8.1	5.9	2.9	37.8	11.3	21.9	0.1	100.1

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 10 Agriculture, Forestry and Fishing agreements approved in the June quarter 2021, 2 operate in solely in NSW. This agreement covers 200 employees, the AAWI is 2.1 per cent and the duration is 3.6 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	34	3	44	9	13	26	17	18	0	164
Agriculture, Forestry and Fishing AAWI (%)	*	2.2	*	2.5	3.0	3.2	2.3	2.2	2.6	*	2.5
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.7	4.0	3.7	3.0	3.5	3.3	3.4	3.7	0.0	3.6
Agriculture, Forestry and Fishing employees ('000)	0.0	3.9	0.0	2.0	0.9	0.9	1.3	1.1	2.5	0.0	12.7
Mining agreements	1	99	4	76	19	6	26	40	84	1	356
Mining AAWI (%)	*	2.3	2.2	2.3	3.1	2.1	2.7	2.0	2.5	2.0	2.3
Mining duration (yrs.)	4.0	3.1	3.0	3.4	3.2	3.6	3.0	3.9	3.6	3.0	3.4
Mining employees ('000)	0.0	11.4	1.0	11.7	1.3	0.9	1.5	6.2	16.0	0.1	49.8
Manufacturing agreements	8	414	10	242	126	54	638	120	144	0	1,756
Manufacturing AAWI (%)	2.3	2.5	1.9	2.3	2.4	2.7	2.6	2.1	2.5	*	2.5
Manufacturing duration (yrs.)	3.2	2.9	2.9	3.0	3.1	2.9	3.1	3.2	3.2	0.0	3.0
Manufacturing employees ('000)	0.2	29.2	0.1	19.5	10.3	2.7	42.1	6.2	16.8	0.0	127.2
Non-Metal Manufacturing agreements	5	277	7	166	97	41	441	69	73	0	1,176
Non-Metal Manufacturing AAWI (%)	2.3	2.4	1.8	2.2	2.4	2.8	2.5	2.2	2.5	*	2.4
Non-Metal Manufacturing duration (yrs.)	3.0	3.0	3.0	3.1	3.2	2.9	3.0	3.3	3.2	0.0	3.1
Non-Metal Manufacturing employees ('000)	0.1	19.7	0.1	14.6	6.9	2.3	30.4	3.2	9.6	0.0	86.9
Metal Manufacturing agreements	3	137	3	76	29	13	197	51	71	0	580
Metal Manufacturing AAWI (%)	2.4	2.6	3.0	2.4	2.4	2.7	2.7	2.1	2.4	*	2.5
Metal Manufacturing duration (yrs.)	3.9	2.9	2.5	2.9	3.0	2.9	3.1	3.1	3.0	0.0	3.0
Metal Manufacturing employees ('000)	0.0	9.4	0.0	4.9	3.4	0.4	11.7	3.1	7.3	0.0	40.3
Electricity, Gas, Water and Waste Services agreements	8	89	5	66	24	10	88	41	25	0	356
Electricity, Gas, Water and Waste Services AAWI (%)	2.1	2.7	2.5	3.2	1.9	3.6	2.7	1.3	2.6	*	2.5
Electricity, Gas, Water and Waste Services duration (yrs.)	2.7	3.2	3.0	3.2	3.7	3.6	3.1	2.3	3.2	0.0	3.0
Electricity, Gas, Water and Waste Services Employees ('000)	1.1	7.8	0.9	6.1	3.0	2.1	7.5	7.8	9.0	0.0	45.3
Construction agreements	42	663	20	480	154	49	904	294	877	1	3,484
Construction AAWI (%)	3.5	4.0	2.0	3.5	3.5	4.0	3.6	2.4	3.1	*	3.5
Construction duration (yrs.)	3.2	3.5	3.5	3.1	3.1	2.6	2.8	3.4	3.4	4.0	3.2
Construction employees ('000)	0.9	19.2	0.6	11.4	3.7	1.7	27.5	7.6	23.9	0.0	96.5
Wholesale Trade agreements	2	55	2	39	10	8	71	23	34	0	244
Wholesale Trade AAWI (%)	2.4	2.5	2.5	2.2	3.0	2.5	2.8	1.9	2.6	*	2.5
Wholesale Trade duration (yrs.)	2.6	3.0	3.1	3.4	3.0	3.3	3.1	3.1	3.4	0.0	3.3
Wholesale Trade employees ('000)	0.1	3.1	0.0	3.2	0.4	0.3	2.7	1.3	6.8	0.0	17.8

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	1	18	1	20	14	3	27	15	52	0	151
Retail Trade AAWI (%)	*	3.2	2.3	3.2	3.1	3.0	3.2	3.1	2.5	*	2.7
Retail Trade duration (yrs.)	4.0	2.9	3.9	3.2	3.8	3.0	3.2	3.9	3.7	0.0	3.7
Retail Trade employees ('000)	0.0	2.3	0.0	3.4	2.2	0.3	5.0	2.8	243.8	0.0	259.8
Accommodation and Food Services agreements	3	23	2	16	2	1	20	13	21	0	101
Accommodation and Food Services AAWI (%)	*	2.0	*	3.2	1.9	*	2.7	1.9	3.3	*	2.3
Accommodation and Food Services duration (yrs.)	3.8	2.9	3.0	3.9	2.8	3.8	3.3	3.9	4.0	0.0	3.9
Accommodation and Food Services Employees ('000)	0.2	2.0	0.3	1.0	0.0	0.1	1.1	3.6	43.5	0.0	51.8
Transport, Postal and Warehousing agreements	10	250	21	153	67	27	207	137	194	0	1,066
Transport, Postal and Warehousing AAWI (%)	2.3	2.8	3.0	2.3	2.1	2.7	3.2	2.2	2.5	*	2.6
Transport, Postal and Warehousing duration (yrs.)	3.9	3.1	3.5	3.5	3.1	3.3	3.2	3.2	2.9	0.0	3.1
Transport, Postal and Warehousing employees ('000)	1.8	22.0	0.6	19.1	4.8	1.9	22.1	8.6	36.8	0.0	117.6
Information Media and Telecommunications agreements	0	5	0	2	0	0	11	5	28	0	51
Information Media and Telecommunications AAWI (%)	*	2.3	*	1.7	*	*	2.4	1.1	1.9	*	1.9
Information Media and Telecommunications duration (yrs.)	0.0	2.7	0.0	1.1	0.0	0.0	3.2	3.0	1.8	0.0	1.8
Information Media and Telecommunications employees ('000)	0.0	0.2	0.0	0.7	0.0	0.0	0.5	0.2	31.3	0.0	33.0
Financial and Insurance Services agreements	0	7	0	2	3	4	14	5	37	0	72
Financial and Insurance Services AAWI (%)	*	1.9	*	2.3	2.8	2.6	2.6	1.3	2.6	*	2.5
Financial and Insurance Services duration (yrs.)	0.0	2.6	0.0	3.5	4.2	3.3	2.7	3.1	3.0	0.0	3.0
Financial and Insurance Services employees ('000)	0.0	1.0	0.0	0.8	0.0	0.1	0.8	1.2	58.6	0.0	62.6
Rental, Hiring and Real Estate Services agreements	2	8	1	11	2	2	16	10	13	0	65
Rental, Hiring and Real Estate Services AAWI (%)	1.5	3.2	3.0	2.7	5.9	2.2	2.5	2.2	2.2	*	2.5
Rental, Hiring and Real Estate Services duration (yrs.)	4.0	3.0	3.0	3.2	2.5	3.2	3.4	3.5	3.8	0.0	3.6
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.3	0.0	0.3	0.1	0.0	0.4	0.3	1.8	0.0	3.4
Professional, Scientific and Technical Services agreements	3	26	3	13	6	3	28	12	49	0	143
Professional, Scientific and Technical Services AAWI (%)	2.0	2.7	2.5	2.8	2.3	3.2	2.8	2.0	2.2	*	2.3
Professional, Scientific and Technical Services duration (yrs.)	3.1	2.9	4.0	2.6	3.1	3.2	3.2	3.3	3.1	0.0	3.1
Professional, Scientific and Technical Services employees ('000)	0.1	1.2	0.3	0.7	0.2	0.1	1.5	0.9	12.9	0.0	17.8
Administrative and Support Services agreements	0	31	1	31	3	4	58	16	68	0	212
Administrative and Support Services AAWI (%)	*	3.2	*	2.6	2.2	2.8	2.7	1.5	2.8	*	2.7
Administrative and Support Services duration (yrs.)	0.0	3.4	4.0	3.2	3.0	4.0	3.4	3.4	3.8	0.0	3.6
Administrative and Support Services employees ('000)	0.0	1.9	0.1	1.9	0.1	0.4	6.9	1.5	9.2	0.0	22.0
Public Administration and Safety agreements	25	21	21	29	7	21	126	70	75	1	396
Public Administration and Safety AAWI (%)	2.7	2.7	2.4	2.7	2.2	2.5	2.1	1.8	2.0	2.5	2.2
Public Administration and Safety duration (yrs.)	3.8	3.0	3.9	3.2	3.5	3.7	3.6	2.9	3.1	3.0	3.5
Public Administration and Safety employees ('000)	21.9	2.1	17.5	2.7	0.6	1.8	129.0	10.8	50.7	0.2	237.3

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	15	130	4	169	39	21	63	22	33	0	496
Education and Training AAWI (%)	2.5	2.3	2.6	2.4	2.2	2.3	3.1	1.8	2.4	*	2.5
Education and Training duration (yrs.)	3.5	3.1	3.0	3.0	3.0	2.5	3.5	3.4	2.5	0.0	3.0
Education and Training employees ('000)	3.5	59.8	0.4	69.4	11.5	3.8	47.5	18.3	109.8	0.0	323.9
Health Care and Social Assistance agreements	13	100	26	112	98	54	237	61	54	0	755
Health Care and Social Assistance AAWI (%)	2.8	2.7	2.5	2.5	2.8	3.4	3.1	1.9	3.0	*	2.8
Health Care and Social Assistance duration (yrs.)	3.6	2.9	3.8	2.9	3.1	2.8	3.4	2.5	3.0	0.0	3.1
Health Care and Social Assistance employees ('000)	3.1	34.5	6.1	34.1	10.5	9.3	108.4	24.4	18.7	0.0	249.2
Arts and Recreation Services agreements	2	20	0	25	6	3	35	5	8	0	104
Arts and Recreation Services AAWI (%)	*	2.5	*	2.6	1.9	2.0	3.1	2.4	2.9	*	2.7
Arts and Recreation Services duration (yrs.)	3.5	2.7	0.0	3.4	1.2	3.6	3.1	3.0	2.9	0.0	3.0
Arts and Recreation Services employees ('000)	0.6	2.8	0.0	6.6	1.3	0.1	13.0	4.3	1.2	0.0	30.0
Other Services agreements	8	44	1	27	13	12	40	26	39	0	210
Other Services AAWI (%)	2.5	2.6	4.5	2.1	2.3	2.3	2.6	2.5	3.0	*	2.6
Other Services duration (yrs.)	3.6	2.8	3.0	2.9	3.2	1.9	3.2	2.9	3.2	0.0	3.0
Other Services employees ('000)	0.2	3.4	0.1	7.5	0.8	0.6	3.0	2.4	6.2	0.0	24.1
All sector agreements	143	2,037	125	1,557	602	295	2,635	932	1,853	3	10,182
All sectors AAWI (%)	2.7	2.7	2.4	2.5	2.5	3.1	2.7	1.9	2.4	2.4	2.6
All sectors duration (yrs.)	3.7	3.1	3.8	3.1	3.1	3.0	3.4	3.0	3.2	3.0	3.2
All sectors employees ('000)	33.7	207.9	28.0	202.2	51.5	27.2	421.6	109.7	699.7	0.3	1,781.8

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 164 Agriculture, Forestry and Fishing agreements current as at 30 June 2021, 34 operate solely in NSW. These agreements cover 3,900 employees, their AAWI is 2.2 per cent and their average duration is 3.7 years.

Trends in Federal Enterprise Bargaining - Technical Notes

The Workplace Agreements Database

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

Agreements included in the WAD

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

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

Wider context for Trends data

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

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

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

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

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

Presentation of Trends in Federal Enterprise Bargaining data

A typical row of data in Trends appears as follows:

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

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

Employee coverage

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

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

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

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

Duration of agreements

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

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

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

Average annualised wage increases

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

AAWI data examines only increases to the base rate of pay and do not take into account allowances and bonus payments that are paid separate to the base wage. The ABS produces a more comprehensive dataset on total labour costs ([Wages Price Index](#)). For agreements with quantifiable wage increases, the average annualised wage increase (AAWI) per agreement is calculated using the following formula:

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

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

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

d = the effective duration of the agreement in years

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

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

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

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

Australian and New Zealand Standard Industrial Classification (ANZSIC)

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

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

Union Coverage

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

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

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

Non-quantifiable wage increases

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

Reason	Definition
Inconsistent Increase	Percentage wage increases vary between classifications in the agreement.
Performance Linked	Wage increases are awarded only if certain productivity improvements are made, or if wage increases are dependent upon individual or company performance.
Linked to CPI	Wage increases in the agreement are linked to future CPI movements and cannot be quantified at the time of calculating the AAWIs in this report.
Linked to Minimum Wages	Wage increases in the agreement are linked to future minimum wage or award wage increase decisions and cannot be quantified at the time of calculating the AAWIs in this report.
Other Reason	Wage increases cannot be quantified due to a reason not elsewhere classified.

Types of Enterprise Agreements

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

Enterprise agreements made under the *Fair Work Act 2009*

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

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