

## **Bargaining**

### **HEADLINE**

- The Government has modernised bargaining to deliver better productivity and flexibility for employers and better pay and conditions for workers.

### **KEY ISSUES**

s 22(1)(a)(ii)

## BACKGROUND

### Bargaining is important but is in decline

- As of 31 March 2022, there were 57% fewer current enterprise agreements than there were in December 2010 (Department of Employment and Workplace Relations, *Workplace Agreements Database*, 2022).
- Bargained outcomes for small business employees are 74% higher than for small business employees on awards (ABS, *Employee Earnings and Hours*, May 2021).

s 22(1)(a)(ii)

## Industrial Action

s 22(1)(a)(ii)

## BACKGROUND

### Industrial dispute trends

- There has been a large reduction in industrial dispute since the mid-1990s, noting industrial dispute data is volatile and can vary significantly from quarter to quarter.
- Latest data from the ABS shows in the March quarter 2023 there were:
  - 0.6 working days lost per thousand employees due to industrial dispute (compared to 1.7 in the December quarter 2022, and 2.3 in the September quarter 2022).
  - 7,700 working days lost due to industrial dispute (compared to 21,000 in the December quarter 2022, and 28,100 in the September quarter 2022).
- In the March quarter 2023, the highest rates of working days lost per thousand employees across all industries were:
  - Manufacturing: Metal product etc: 6.6
  - Construction: 1.6
  - Transport, postal and warehousing: 1.6.
- The Manufacturing: Metal product etc industry accounted for 28.6% (2,200 days) of the total working days lost in the March quarter 2023, followed by Construction, Accounting for 22.1% (1,700 days).
- By State and Territory, the highest dispute rates were in:
  - South Australia: 0.8 working days lost per thousand employees
  - Victoria: 0.7 days lost per thousand employees.
- By State and Territory, nearly one third (32.5%, 2,500 days) of total days lost occurred in New South Wales and 28.6% (2,200 days) occurred in Victoria.

s 22(1)(a)(ii)

## Early Childhood Educators' Wages

### HEADLINE

- The Albanese Labor Government has taken action to get wages moving in the early childhood education and care sector.

s 22(1)(a)(ii)

- <sup>1</sup>• The Government introduced reforms as part of our Secure Jobs, Better Pay Act so that these workers can more easily bargain for higher wages.

s 22(1)(a)(ii)

s 22(1)(a)(ii)

s 22(1)(a)(ii)

## Bargaining reforms

- The Government has reinvigorated the enterprise bargaining system to deliver better productivity and flexibility for employers and better pay and conditions for workers.

### KEY ISSUES

- From 7 December 2022, the Secure Jobs, Better Pay Act has made it easier for workers to initiate bargaining.
- Workers covered by enterprise agreements benefit from better pay and conditions – and employers on agreements benefit from better productivity.
- Bargaining reforms (including those relating to multi-enterprise bargaining) commence from 6 June 2023, streamlining agreement approval processes and giving businesses and workers more options to reach agreements and settle disputes quicker.

s 22(1)(a)(ii)



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- Bargained outcomes for small business employees have been 74% higher than for small business employees on awards (ABS, *Employee Earnings and Hours*, May 2021).

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