



Australian Government  
Attorney-General's Department

# **Trends in Federal Enterprise Bargaining Report**

**September quarter 2019**

## Trends in Federal Enterprise Bargaining Report Initial Tables

**Table 1:**

**Average Annualised Wage Increases for agreements approved in the September quarter 2019 which contained quantifiable wage increases (997 agreements)**

Enterprise agreements approved in the quarter	June Quarter 2019 (%)	September Quarter 2019 (%)	Change (% Points)
All sectors	2.7	2.7	0.0
Private sector	2.8	2.7	-0.1
Public sector	2.5	2.6	+0.1

**Table 2:**

**Average Annualised Wage Increases for agreements current on 30 September 2019 which contained quantifiable wage increases (7,773 agreements)**

All current enterprise agreements	June Quarter 2019 (%)	September Quarter 2019 (%)	Change (% Points)
All sectors	2.7	2.6	-0.1
Private sector	2.7	2.7	0.0
Public sector	2.6	2.6	0.0

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## Further Information

[Trends in Federal Enterprise Bargaining](https://www.ag.gov.au/industrial-relations/enterprise-agreements-data/Pages/trends-in-federal-enterprise-bargaining.aspx) is available online at:

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

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

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## **Trends in Federal Enterprise Bargaining Report Summary**

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### **1. Wages growth under federal enterprise agreements September quarter 2019 - Tables 1 and 2 in Trends report**

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the September quarter 2019 was 2.7 per cent, equal to the June quarter 2019, and down from 3.2 per cent in the September quarter 2018.<sup>1</sup>

The 2.7 per cent AAWI result is based on the 79.8 per cent of agreements approved in the September quarter 2019, covering 76.7 per cent of employees, which contained quantifiable wage increases.<sup>2</sup>

For the 7,773 enterprise agreements current as at 30 September 2019 (that is, agreements that have not passed the nominal expiry date and not been terminated) that had a quantifiable wage increase, the AAWI was 2.6 per cent, down from 2.7 per cent in the June quarter 2019 and the September quarter 2018.

### **2. Federal enterprise agreements – Proportion of Australian employees covered**

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

Federal enterprise agreements covered 30.4 per cent of all Australian employees as at May 2018<sup>1</sup>.

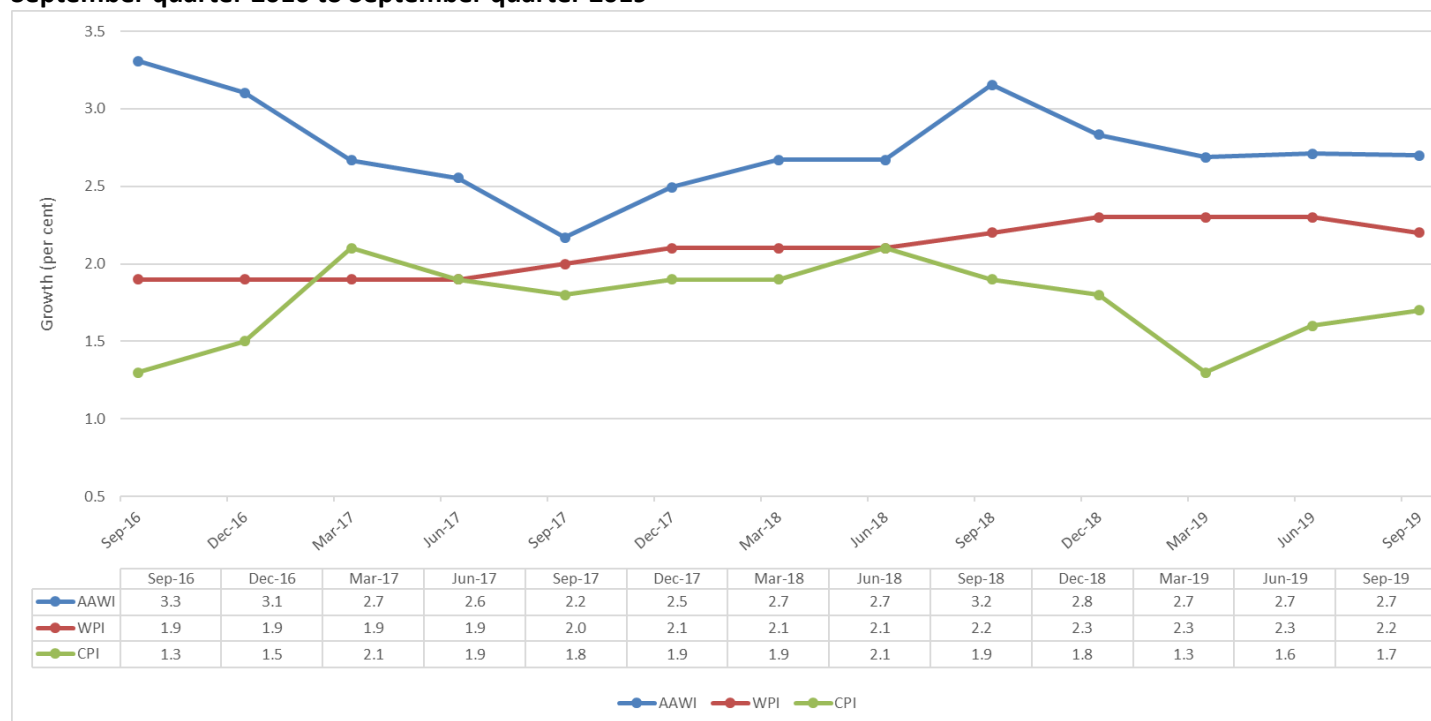
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<sup>1</sup> - See Note 1 at the end of this summary for more details

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

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

**Chart 1 - AAWI in approved agreements, ABS Wage Price Index (WPI) and ABS Consumer Price Index (CPI) – September quarter 2016 to September quarter 2019**



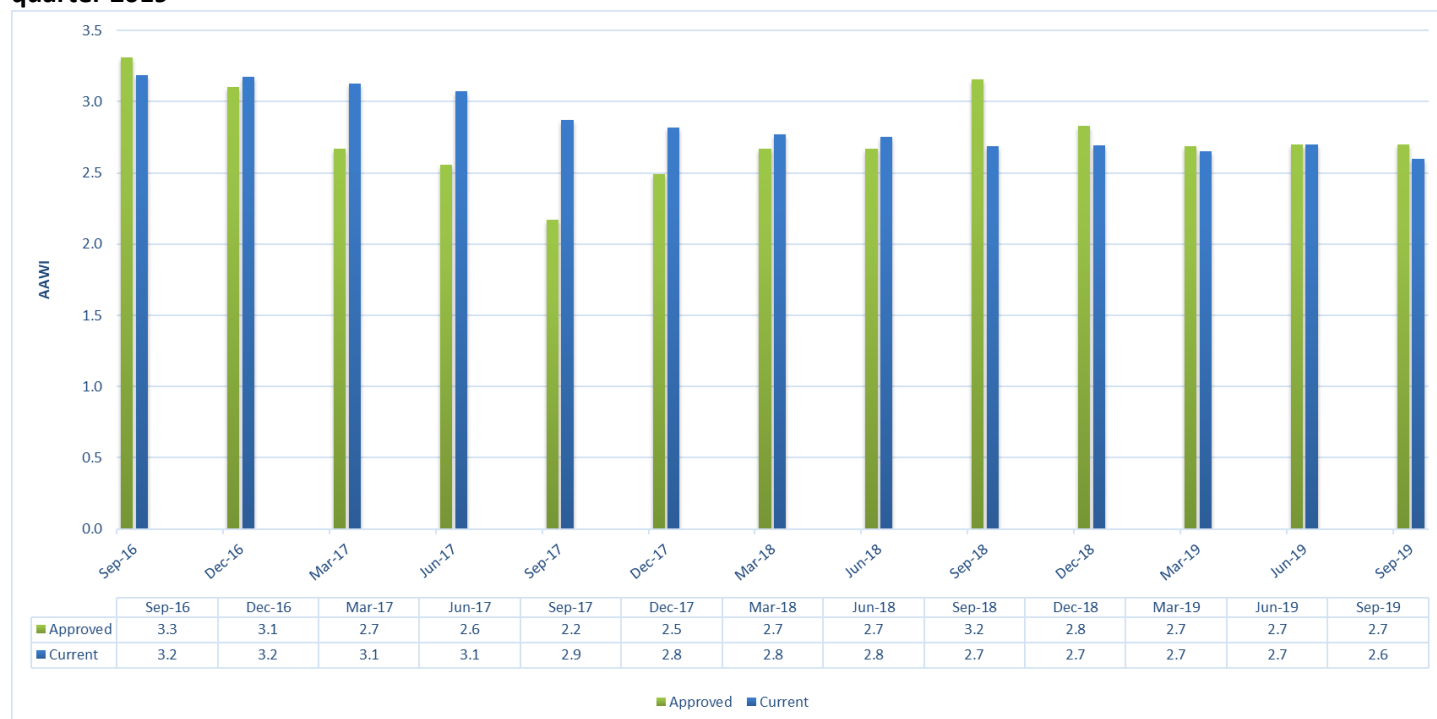
**Source:** Attorney-General's Department, Workplace Agreements Database; Australian Bureau of Statistics, Wage Price Index, Australia, Cat. No. 6345.0 – September 2019; Australian Bureau of Statistics, Consumer Price Index, Australia, Cat. No. 6401.0 – September 2019.

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

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

#### 4. AAWI - agreements approved in the September quarter 2019 and agreements current as at 30 September 2019 - *Tables 3 and 4 in Trends report*

**Chart 2 - Approved and current agreements AAWI by quarter – September quarter 2016 to September quarter 2019**



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

**Chart 2 (above)** shows quarterly AAWI results for agreements approved in each quarter since the September quarter 2016, and the AAWI for all agreements current at the end of each quarter.

##### **Approved agreements**

There were 1,249 agreements approved in the September quarter 2019, of which 997 contained wage increases that could be quantified.

The AAWI for agreements approved in the September quarter 2019 was 2.7 per cent, equal to the June quarter 2019 and down from 3.2 per cent in the September quarter 2018.

##### **Current Agreements**

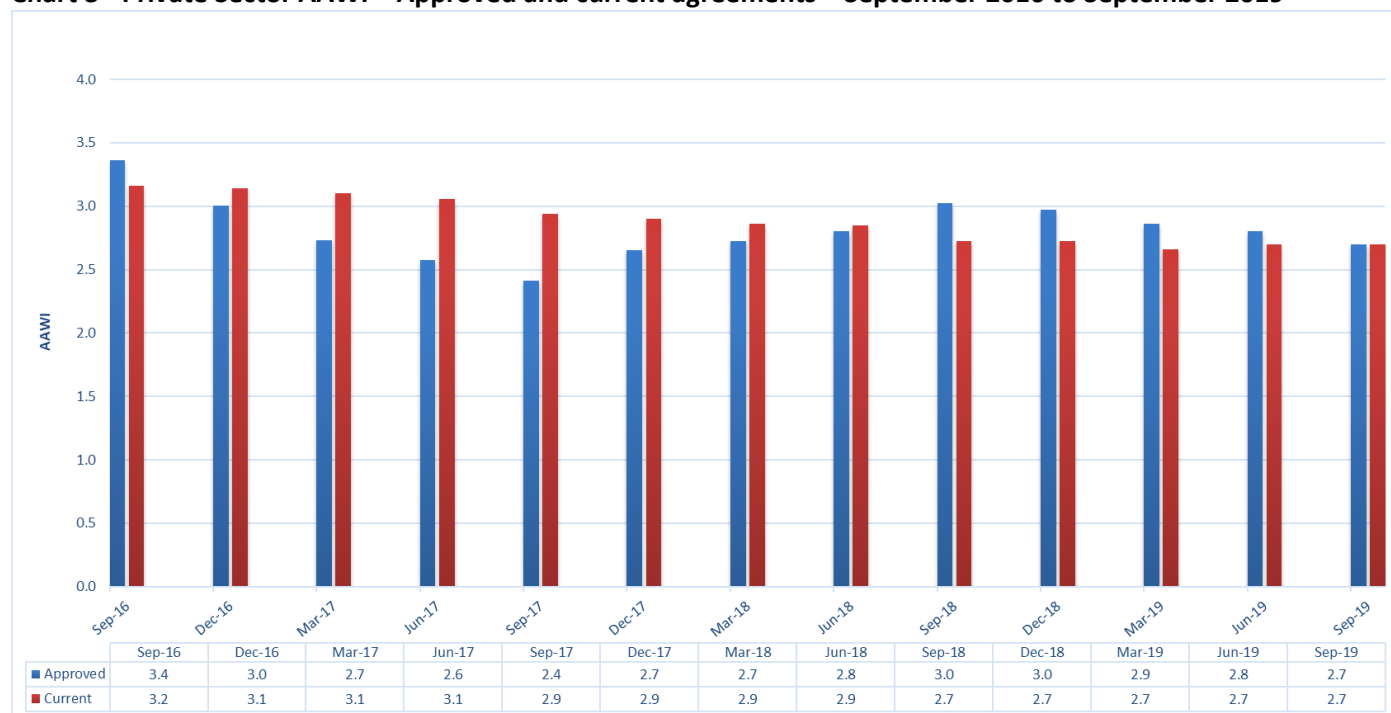
There were 10,877 agreements current as at 30 September 2019, of which 7,773 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 30 September 2019 was 2.6 per cent, down from 2.7 per cent in the June quarter 2019 and the September quarter 2018.

Due to the cumulative effect of low AAWIs for new agreements over recent quarters, the approved and current agreement AAWIs have converged.

## 5. Private sector wages growth – September quarter 2019 - *Table 3 and 7 in Trends report*

**Chart 3 - Private Sector AAWI – Approved and current agreements – September 2016 to September 2019**



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

**Chart 3 (above)** shows the quarterly AAWI for private sector agreements approved in each quarter since the September quarter 2016, and the AAWI for private sector agreements current as at the end of each quarter. The AAWI for private sector enterprise agreements approved in the September quarter 2019 was 2.7 per cent, down from 2.8 per cent in to the June quarter 2019, and down from 3.0 per cent in the September quarter 2018.

The industries with the highest AAWIs were Construction (3.9 per cent), Rental, hiring and real estate services (3.5 per cent) and Electricity, gas, water and waste services (3.0 per cent)

The industries with the lowest AAWIs were Information media and telecommunications (2.1 per cent), Administrative and support services (2.2 per cent) and Mining (2.3 per cent).

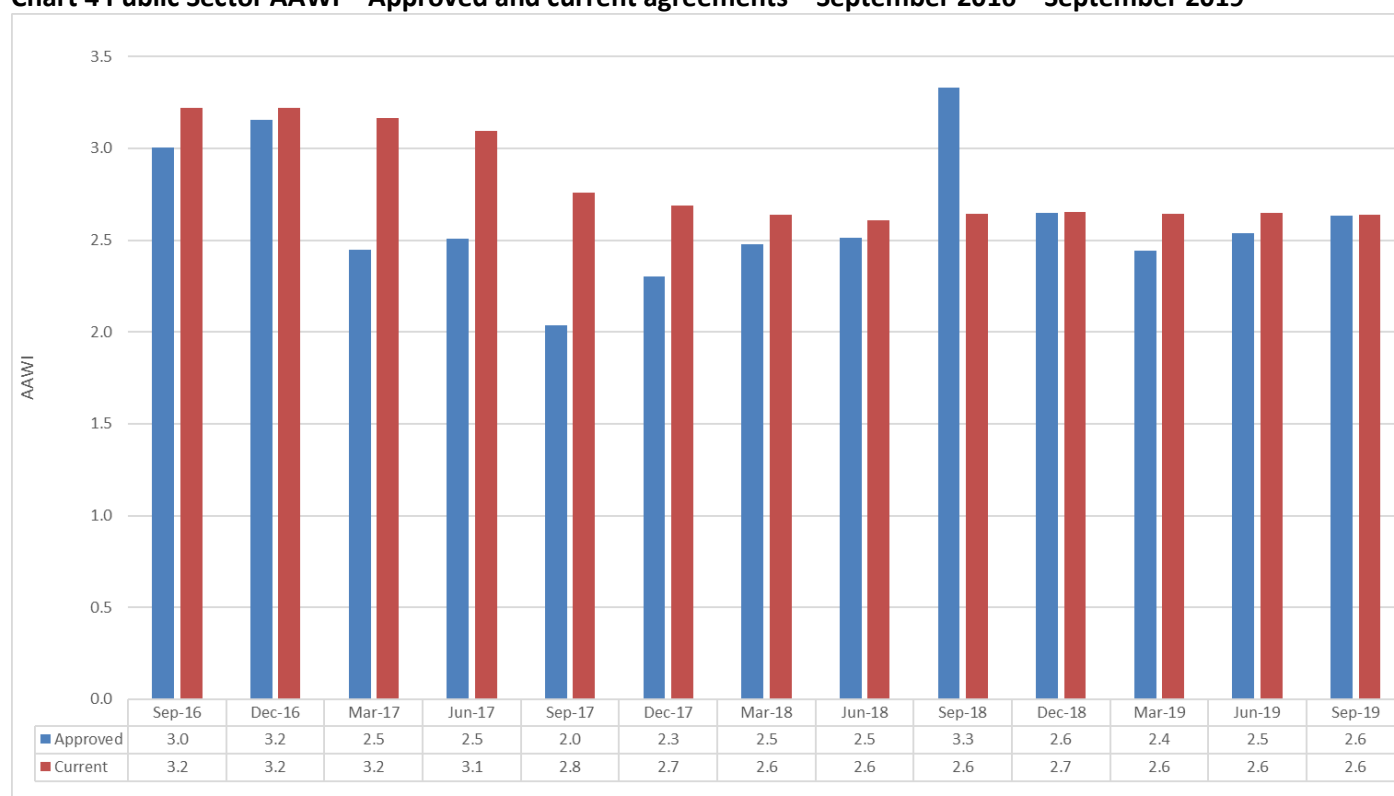
Large quantifiable private sector agreements approved in the September quarter 2019 include:

- *St John of God Health Care - ANMF - Registered Nurses' and Midwives' Agreement 2018* (3,473 employees, 1.8 per cent AAWI);
- *United Voice & Spotless Hospitality Services (Victoria) Enterprise Agreement 2019 – 2023* (2,768 employees, 2.0 per cent AAWI); and
- *Royal Freemasons' Benevolent Institution Enterprise Agreement 2018* (1,586 employees, 3.1 per cent AAWI).



## 6. Public sector wages growth – September quarter 2019 - *Table 3 in Trends report*

**Chart 4 Public Sector AAWI – Approved and current agreements – September 2016 – September 2019**



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

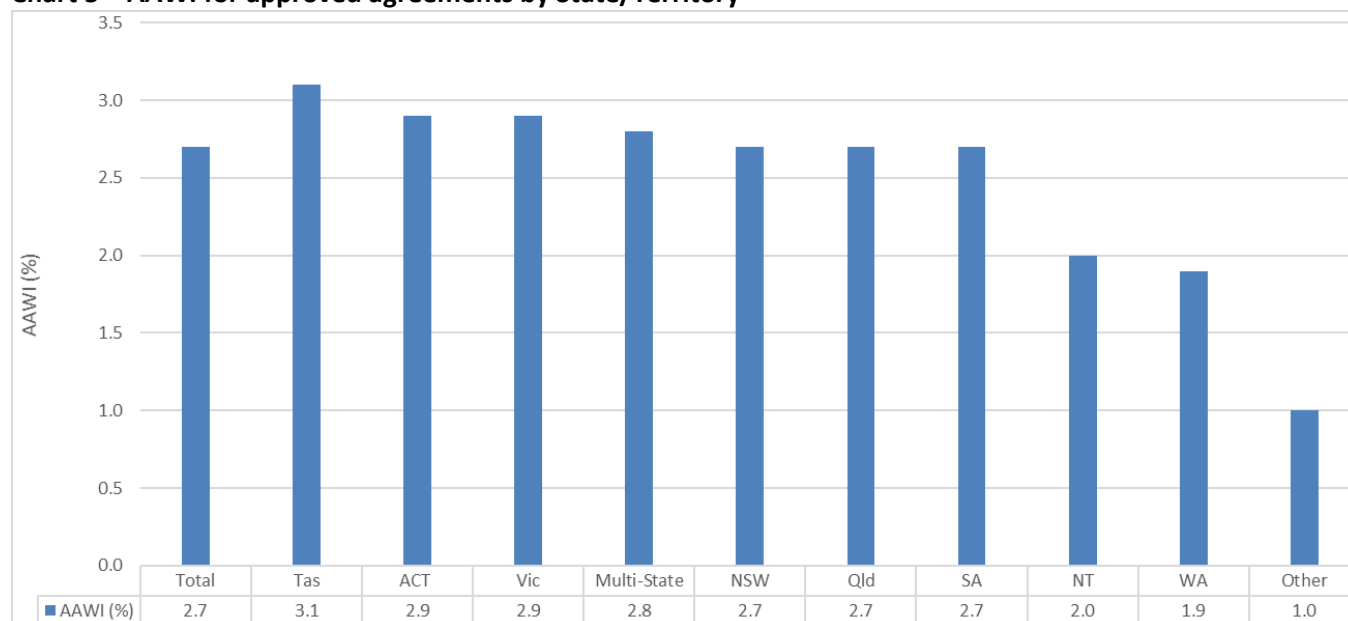
**Chart 4 (above)** shows the AAWI for public sector agreements approved in the September quarter 2019 was 2.6 per cent, up from 2.5 per cent in the June quarter 2019, and down from 3.3 per cent in the September quarter 2018.

Large quantifiable public sector agreements approved in the September quarter 2019 include:

- *ACT Public Sector Education Directorate (Teaching Staff) Enterprise Agreement 2018-2022* (5,305 employees, 3.0 per cent);
- *University of South Australia Enterprise Agreement 2019* (4,967 employees, 2.7 per cent AAWI); and
- *Queensland University of Technology Enterprise Agreement (Professional Staff) 2018 – 2021* (3,747 employees, 2.7 per cent AAWI).

## 7. State/Territories wages growth – September quarter 2019 - *Table 10 in Trends report*

**Chart 5 – AAWI for approved agreements by State/Territory**



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

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

AAWIs for agreements approved in the September quarter 2019 was highest in Tasmania at 3.1 per cent.

Agreements in "Other" (which includes Australia's external territories) had the lowest AAWI at 1.0 per cent. There was only one quantifiable agreement in the Other States category in the September quarter 2019 which was the *Shire of Christmas Island – Union of Christmas Island Workers Enterprise Agreement 2018-2020*, covering 57 employees.

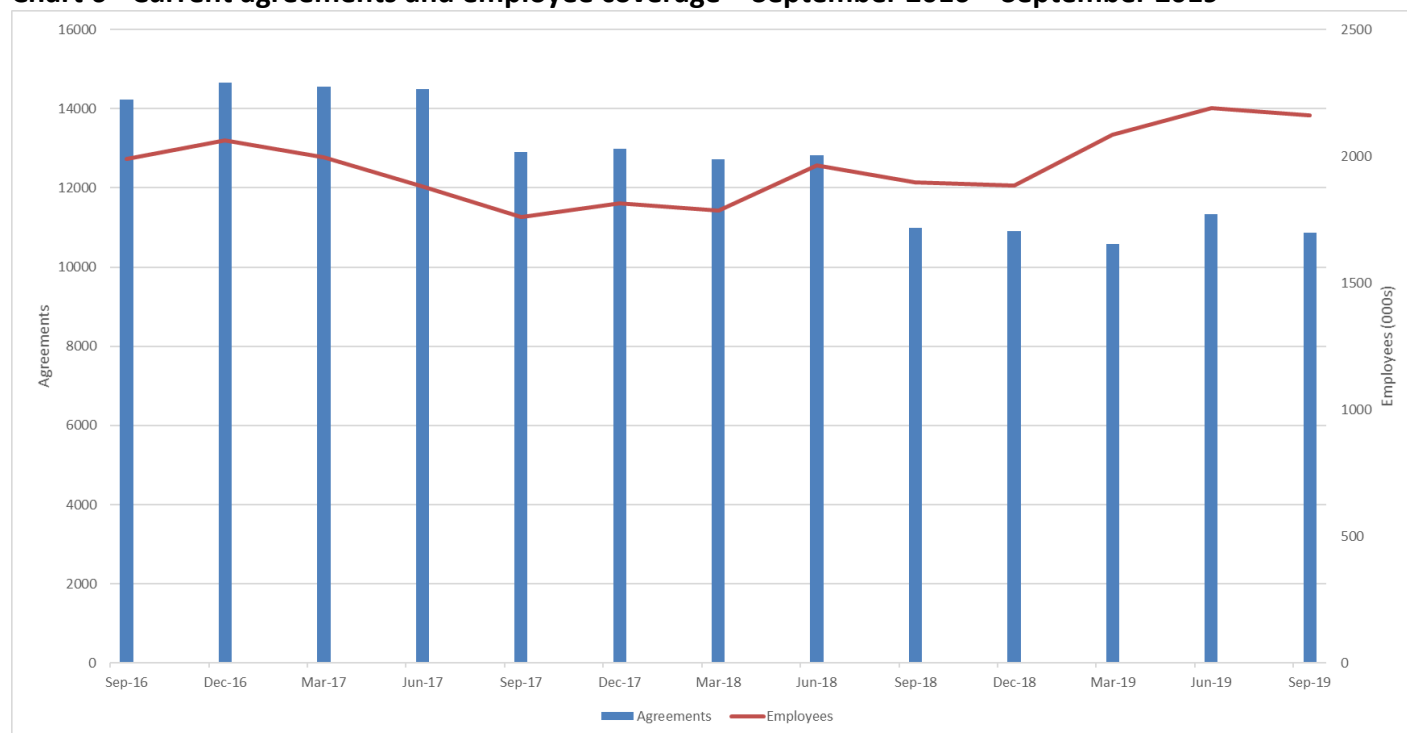
## 8. Wages growth for agreements that cover union/s and agreements with no union/s covered – September quarter 2019 <sup>3</sup> - *Table 13 in Trends report*

Agreements approved in the September quarter 2019 that formally covered unions had a combined AAWI of 2.7 per cent whereas agreements with no unions formally covered had a combined AAWI of 2.6 per cent.

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

## 9. Level of agreement making, as at 30 September 2019 - *Table 4 in Trends report*

**Chart 6 - Current agreements and employee coverage – September 2016 – September 2019**



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

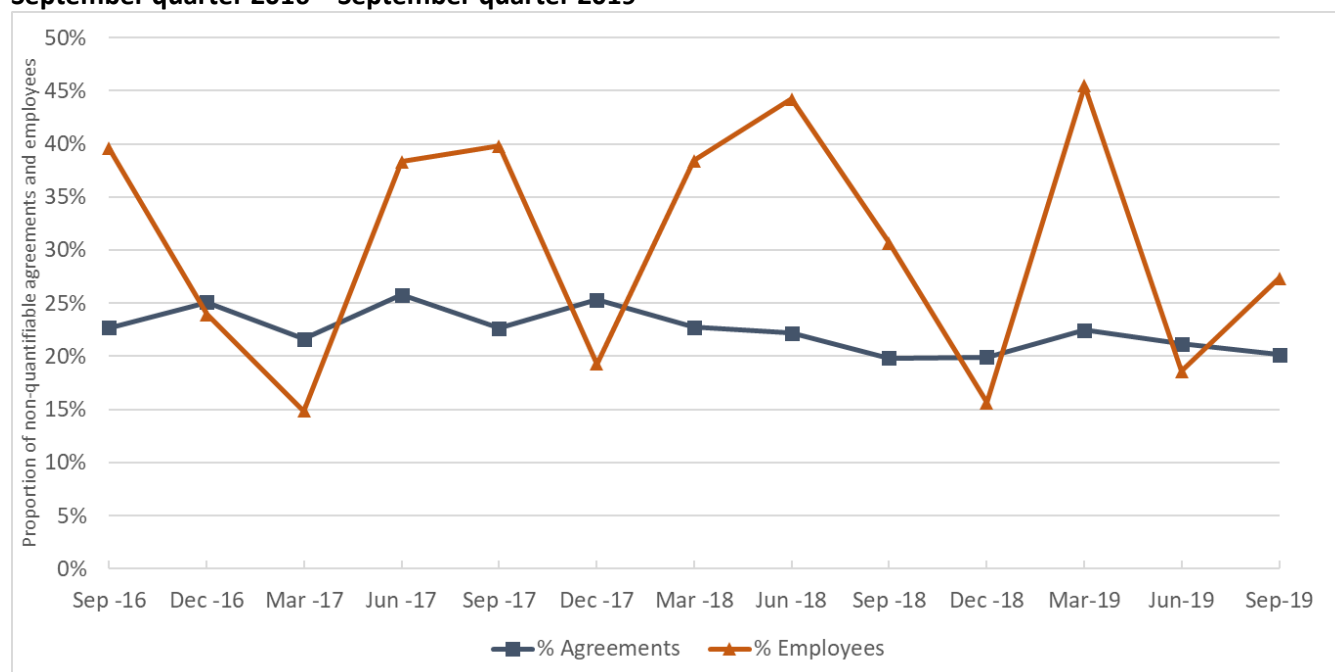
**Chart 6 (above)** shows there were 10,877 current (not expired or terminated) agreements as at 30 September 2019, covering 2.16 million employees.

This is lower than the 11,335 agreements current as at 30 June 2019, and is lower than the 10,996 agreements current at 30 September 2018.

The September quarter 2019 employee coverage of 2.16 million is lower than the 2.19 million employees covered at 30 June 2019, and is higher than the 1.90 million employees at 30 September 2018.

## 10. Non-quantifiable agreements<sup>4</sup> – September quarter 2019 - *Table 12 in Trends report*

**Chart 7 - Non-quantifiable agreements, proportion of approved agreements and employees covered, September quarter 2016 – September quarter 2019**



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

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

20.2 per cent of agreements approved in the September quarter 2019, covering 27.3 per cent of employees, do not contain quantifiable wage increases, and thus are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered or wage adjustments are linked to other sources, such as the Fair Work Commission's Annual Wage Review or CPI or WPI movements.

In the September quarter 2019, three agreements were approved that cover more than 2,000 employees each and did not have quantifiable wage increases:

- *BIGW Stores Agreement 2019* (15,900 employees);
  - Wage increases are linked to the Fair Work Commission's Annual Wage Review.
- *The Just Group Retail Agreement 2019* (5,546 employees);
  - Wage increases are linked to the Fair Work Commission's Annual Wage Review.
- *BWS Agreement 2019* (4,125 employees);
  - Wage increases are linked to the Fair Work Commission's Annual Wage Review.

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

## NOTES

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series. AAWI data includes only increases to the base rate of pay and do not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the September quarter 2019, the calculated AAWI of 2.7 per cent is based on 997 agreements, covering 122,483 employees (that is, 79.8 per cent of the 1,249 agreements approved in the quarter, and covering 72.7 per cent of the 168,550 employees).
  - A total of 252 agreements, covering 46,067 employees (that is, 20.2 per cent of the 1,249 agreements approved in the quarter, covering 27.3 per cent of the total of 168,550 employees), have across-the-board wage increases that could not be quantified because, for example, different increases were given to different classifications, increases were based on individual performance or business unit performance. Refer to Table 12 in the Trends report for related data.
3. Context for the on wages growth in federally registered enterprise agreements:
  - 37.9 per cent of all employees in Australia (as measured by the ABS 2018 Employee Earnings and Hours (EEH) survey) had their pay set by an enterprise agreement.

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

Instrument providing rate of pay	2010 (%)	2012(%)	2014(%)	2016(%)	2018(%)
Award	15.2	16.1	18.8	20.6	21.0
Collective Agreement (Federally Registered)	31.5	32.0	32.6	38.5 (across 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 2010, May 2012, May 2014, May 2016, May 2018), unpublished data, including revised data for the 2016 Award and all Collective Agreement categories released at the time of the 2018 data – all employees.

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

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

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

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

## Trends in Federal Enterprise Bargaining Report

### Main Tables

**Table 3 - Agreements approved in the quarter by sector (September quarter 2016 – September quarter 2019)**

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
Public sector agreements	37	70	58	48	39	49	36	55	31	44	77	61	60
Public sector AAWI (%)	3.0	3.2	2.5	2.5	2.0	2.3	2.5	2.5	3.3	2.6	2.4	2.5	2.6
Public sector duration (yrs.)	2.9	4.3	3.2	3.3	3.3	3.1	3.3	3.2	3.9	3.9	3.1	3.1	3.0
Public sector employees ('000)	15.5	124.0	31.3	41.6	167.9	66.4	35.6	77.6	39.0	51.6	84.2	49.9	41.5
Private sector agreements	1649	1286	911	798	640	999	921	1056	842	880	1253	1520	1189
Private sector AAWI (%)	3.4	3.0	2.7	2.6	2.4	2.7	2.7	2.8	3.0	3.0	2.9	2.8	2.7
Private sector duration (yrs.)	3.0	2.3	3.0	2.9	3.0	2.8	2.8	2.4	2.3	2.8	3.2	2.8	2.9
Private sector employees ('000)	132.9	122.2	120.5	72.6	68.3	83.5	90.7	193.4	93.8	86.8	283.5	145.4	127.1
All sector agreements	1686	1356	969	846	679	1048	957	1111	873	924	1330	1581	1249
All sectors AAWI (%)	3.3	3.1	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.7	2.7	2.7
All sectors duration (yrs.)	3.0	3.3	3.0	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.9	2.9
All sectors employees ('000)	148.4	246.2	151.8	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.6

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

**Notes:**

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

**How to read:** 60 public sector agreements were approved in the September quarter 2019, covering 41,500 employees. Their average AAWI was 2.6 per cent and their average duration was 3.0 years.

**Table 4 - Agreements current on the last day of the quarter, by sector (September Quarter 2016 – September Quarter 2019)**

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
<b>Public sector agreements</b>	472	509	536	557	475	504	506	538	499	510	541	579	564
<b>Public sector AAWI (%)</b>	3.2	3.2	3.2	3.1	2.8	2.7	2.6	2.6	2.6	2.7	2.6	2.6	2.6
<b>Public sector duration (yrs.)</b>	3.2	3.4	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.6	3.5	3.5	3.5
<b>Public sector employees ('000)</b>	553.8	575.6	529.2	523.1	571.2	617.3	617.6	672.9	699.2	729.3	779.8	816.7	826.5
<b>Private sector agreements</b>	13752	14156	14024	13933	12435	12480	12226	12294	10497	10394	10034	10759	10313
<b>Private sector AAWI (%)</b>	3.2	3.1	3.1	3.1	2.9	2.9	2.9	2.9	2.7	2.7	2.7	2.7	2.7
<b>Private sector duration (yrs.)</b>	3.1	3.0	3.1	3.0	3.1	3.1	3.1	3.0	3.0	3.0	3.0	3.0	3.0
<b>Private sector employees ('000)</b>	1436.2	1486.4	1467.9	1358.4	1190.0	1196.2	1167.4	1290.1	1199.2	1154.2	1306.7	1372.9	1333.9
<b>All sector agreements</b>	14224	14665	14560	14490	12910	12984	12732	12832	10996	10904	10575	11338	10877
<b>All sectors AAWI (%)</b>	3.2	3.2	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.6
<b>All sectors duration (yrs.)</b>	3.1	3.1	3.2	3.1	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2
<b>All sectors employees ('000)</b>	1990.1	2062.0	1997.1	1881.5	1761.3	1813.5	1784.9	1963.0	1898.3	1883.6	2086.5	2189.7	2160.4

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

**Notes:**

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

**How to read:** 564 public sector agreements were current as at 30 September 2019, covering 826,500 employees. Their average AAWI was 2.6 per cent and their average duration was 3.5 years.



**Table 5 - Agreements approved in the quarter by agreement type (September Quarter 2016 – September Quarter 2019)**

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
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	8	6	8	5	4	3	7	3	5	6	1	14	5
Multi-enterprise non-greenfields AAWI (%)	2.5	2.8	2.5	2.5	2.7	2.2	2.1	*	2.2	3.4	3.2	4.3	3.8
Multi-enterprise non-greenfields duration (yrs.)	4.0	2.2	3.6	3.1	3.1	3.5	2.4	2.3	2.8	3.2	2.1	3.0	3.7
Multi-enterprise non-greenfields employees ('000)	5.0	5.5	24.8	3.3	1.4	0.5	1.9	2.8	4.7	13.7	27.4	5.3	0.5
Single-enterprise greenfields agreements	47	48	40	18	28	26	21	42	43	32	54	76	79
Single-enterprise greenfields AAWI (%)	3.1	3.4	3.1	1.8	2.5	2.5	2.6	3.5	3.4	3.8	2.7	3.7	3.7
Single-enterprise greenfields duration (yrs.)	2.6	3.1	3.0	3.3	3.3	2.2	3.3	3.2	2.8	1.8	2.8	1.8	2.6
Single-enterprise greenfields employees ('000)	1.7	1.6	4.6	2.1	1.4	2.4	1.7	2.3	2.2	0.7	3.2	3.5	2.0
Single-enterprise non-greenfields agreements	1631	1302	921	823	647	1019	929	1066	825	886	1275	1491	1165
Single-enterprise non-greenfields AAWI (%)	3.4	3.1	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.6	2.6	2.7
Single-enterprise non-greenfields duration (yrs.)	2.9	3.3	2.9	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.3	2.9	2.9
Single-enterprise non-greenfields employees ('000)	141.7	239.2	122.4	108.7	233.4	147.1	122.7	265.9	126.0	123.9	337.1	186.5	166.0
All agreements	1686	1356	969	846	679	1048	957	1111	873	924	1330	1581	1249
All AAWI (%)	3.3	3.1	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.7	2.7	2.7
All duration (yrs.)	3.0	3.3	3.0	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.9	2.9
All employees ('000)	148.4	246.2	151.8	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.6

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

**Notes:**

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

**How to read:** 5 multi-enterprise non-greenfields agreements were approved in the September Quarter 2019, covering an estimated 500 employees. Their average AAWI was 3.8 per cent and their average duration was 3.7 years.

**Table 6 - Agreements current on the last day of the quarter, by agreement type (September Quarter 2016 – September Quarter 2019)**

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
Multi-enterprise greenfields agreements	1	1	1	1	1	0	0	0	0	0	0	0	0
Multi-enterprise greenfields AAWI (%)	1.6	1.6	1.6	1.6	1.6	*	*	*	*	*	*	*	*
Multi-enterprise greenfields duration (yrs.)	2.1	2.1	2.1	2.1	2.1	0.0	0.0	0.0	0.0	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0	0
Multi-enterprise non-greenfields agreements	65	65	63	62	57	58	58	60	57	59	56	67	69
Multi-enterprise non-greenfields AAWI (%)	2.5	2.5	2.6	2.6	2.7	2.6	2.6	2.6	2.5	2.7	2.8	2.9	3.0
Multi-enterprise non-greenfields duration (yrs.)	2.6	2.4	3.3	3.3	3.4	3.4	3.5	3.4	3.4	3.3	2.9	2.9	2.9
Multi-enterprise non-greenfields employees ('000)	76.3	51.5	52.2	54.6	50.4	49.9	47.4	48.6	49.2	62.7	89.6	94.6	89.5
Single-enterprise greenfields agreements	1164	1128	1073	980	792	710	621	543	455	413	330	359	337
Single-enterprise greenfields AAWI (%)	3.6	3.5	3.4	3.3	3.1	3.0	2.8	2.8	2.8	2.8	2.6	2.8	2.8
Single-enterprise greenfields duration (yrs.)	3.6	3.6	3.6	3.5	3.5	3.4	3.3	3.3	3.3	3.2	3.4	3.2	3.2
Single-enterprise greenfields employees ('000)	43.0	42.4	42.8	40.1	33.9	33.5	29.8	27.9	25.4	24.3	22.0	24.6	23.6
Single-enterprise non-greenfields agreements	12994	13471	13423	13447	12060	12216	12053	12229	10484	10432	10189	10912	10471
Single-enterprise non-greenfields AAWI (%)	3.2	3.2	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.6	2.6	2.6
Single-enterprise non-greenfields duration (yrs.)	3.1	3.1	3.2	3.1	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
Single-enterprise non-greenfields employees ('000)	1870.7	1968.0	1902.1	1786.8	1676.9	1730.1	1707.7	1886.5	1823.7	1796.5	1974.9	2070.5	2047.4
All agreements	14224	14665	14560	14490	12910	12984	12732	12832	10996	10904	10575	11338	10877
All AAWI (%)	3.2	3.2	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.6
All duration (yrs.)	3.1	3.1	3.2	3.1	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2
All employees ('000)	1990.1	2062.0	1997.1	1881.5	1761.3	1813.5	1784.9	1963.0	1898.3	1883.6	2086.5	2189.7	2160.4

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

**Notes:**

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

**How to read:** 69 multi-enterprise non-greenfields agreements were current as at 30 September 2019, covering an estimated 89,500 employees. Their average AAWI was 3.0 per cent and their average duration was 2.9 years.

**Table 7 - Agreements approved in the quarter, by ANZSIC Division (September Quarter 2016 – September Quarter 2019)**

FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
<b>Agriculture, Forestry and Fishing agreements</b>	9	16	8	14	4	12	11	19	7	12	46	21	13
<b>Agriculture, Forestry and Fishing AAWI (%)</b>	2.4	3.0	2.4	2.7	2.5	2.7	2.1	2.6	3.0	2.4	2.2	2.7	2.4
<b>Agriculture, Forestry and Fishing duration (yrs.)</b>	3.3	2.6	3.5	3.1	3.4	3.3	3.5	3.0	3.4	3.6	3.9	3.5	3.3
<b>Agriculture, Forestry and Fishing employees ('000)</b>	0.3	0.7	2.5	1.6	0.9	0.7	0.7	1.1	0.7	1.2	2.4	1.4	1.5
<b>Mining agreements</b>	27	17	20	29	18	33	24	39	20	26	58	46	38
<b>Mining AAWI (%)</b>	1.6	2.3	1.4	2.3	1.9	1.8	2.0	2.2	2.2	2.7	2.3	2.6	2.3
<b>Mining duration (yrs.)</b>	2.7	3.6	2.6	3.4	3.5	3.1	2.8	2.7	3.6	2.8	3.4	3.0	3.3
<b>Mining employees ('000)</b>	4.2	0.9	1.2	3.6	1.5	3.6	2.3	7.1	2.6	2.1	6.1	8.3	5.1
<b>Manufacturing agreements</b>	216	250	158	161	112	203	151	138	145	148	239	313	193
<b>Manufacturing AAWI (%)</b>	2.9	2.8	2.4	2.4	2.4	2.5	2.5	2.6	2.7	2.8	2.6	2.6	2.6
<b>Manufacturing duration (yrs.)</b>	2.5	2.5	2.8	2.8	2.7	2.9	2.9	2.6	2.7	2.9	2.6	3.0	2.7
<b>Manufacturing employees ('000)</b>	11.4	14.5	10.3	8.5	7.7	15.2	8.5	12.0	10.3	12.6	17.8	22.4	11.5
<b>Non-metal manufacturing agreements</b>	119	163	108	111	79	128	96	88	93	94	151	199	130
<b>Non-metal manufacturing AAWI (%)</b>	2.8	2.8	2.3	2.4	2.4	2.7	2.5	2.5	2.4	2.9	2.6	2.4	2.5
<b>Non-metal manufacturing duration (yrs.)</b>	2.7	2.5	2.9	2.8	2.7	2.9	2.8	2.7	2.8	2.8	2.8	3.0	2.9
<b>Non-metal manufacturing employees ('000)</b>	7.0	8.8	7.4	5.8	4.4	8.6	5.6	8.4	5.6	8.6	12.4	14.9	8.3
<b>Metal manufacturing agreements</b>	97	87	50	50	33	75	55	50	52	54	88	114	63
<b>Metal manufacturing AAWI (%)</b>	3.0	2.8	2.6	2.4	2.5	2.2	2.4	2.9	3.0	2.6	2.6	2.9	2.7
<b>Metal manufacturing duration (yrs.)</b>	2.2	2.5	2.6	2.9	2.7	2.9	3.1	2.4	2.7	3.1	2.3	2.9	2.3
<b>Metal manufacturing employees ('000)</b>	4.3	5.7	2.8	2.7	3.2	6.5	3.0	3.6	4.7	4.0	5.3	7.5	3.2
<b>Electricity, Gas, Water and Waste Services agreements</b>	27	27	25	24	24	38	24	38	34	33	58	40	38
<b>Electricity, Gas, Water and Waste Services AAWI (%)</b>	3.0	3.0	3.5	3.2	2.3	2.9	3.1	2.5	3.2	2.8	2.5	2.6	3.0
<b>Electricity, Gas, Water and Waste Services duration (yrs.)</b>	2.4	2.9	2.9	3.0	3.1	2.9	2.6	2.9	3.3	2.8	2.7	3.3	3.1
<b>Electricity, Gas, Water and Waste Services Employees ('000)</b>	1.3	3.5	2.6	3.4	3.7	10.4	2.2	12.7	4.9	3.8	5.2	1.9	1.5
<b>Construction agreements</b>	825	470	246	212	202	319	279	359	328	323	329	522	430
<b>Construction AAWI (%)</b>	6.0	5.3	4.2	3.7	3.1	4.7	5.3	5.9	5.9	5.8	3.7	3.3	3.9
<b>Construction duration (yrs.)</b>	2.7	2.7	2.7	3.0	3.0	2.8	2.6	2.5	2.5	2.3	2.5	2.8	2.5
<b>Construction employees ('000)</b>	18.7	8.4	3.9	3.2	4.5	9.4	7.8	6.8	7.3	6.6	8.4	13.6	9.3
<b>Wholesale Trade agreements</b>	59	57	53	34	24	61	35	39	43	32	67	18	18
<b>Wholesale Trade AAWI (%)</b>	3.0	2.7	2.5	2.4	2.8	2.6	2.8	2.7	2.0	2.4	2.4	2.8	2.7
<b>Wholesale Trade duration (yrs.)</b>	2.2	2.5	2.9	2.9	2.6	2.3	2.8	2.9	2.8	3.3	2.8	2.7	3.3
<b>Wholesale Trade employees ('000)</b>	2.6	2.4	6.5	2.1	1.4	3.5	2.4	1.8	2.3	2.3	2.9	0.9	0.9

FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
Retail Trade agreements	17	14	17	11	10	20	6	7	8	14	30	21	18
Retail Trade AAWI (%)	4.2	2.7	2.4	2.4	1.1	2.3	3.0	2.9	3.2	3.4	3.1	2.3	2.8
Retail Trade duration (yrs.)	3.0	3.1	3.5	2.6	3.6	2.2	2.7	2.0	4.1	3.4	3.9	1.7	2.9
Retail Trade employees ('000)	0.3	1.0	5.0	1.3	2.6	3.6	3.1	82.8	1.2	6.2	122.5	7.9	30.4
Accommodation and Food Services agreements	27	28	21	15	16	4	4	15	3	14	9	9	12
Accommodation and Food Services AAWI (%)	2.2	2.5	2.4	2.4	2.9	2.1	3.2	2.2	3.8	2.7	3.2	2.9	2.5
Accommodation and Food Services duration (yrs.)	3.5	3.6	3.2	3.7	3.7	2.7	2.6	3.5	4.0	3.6	2.6	2.9	2.7
Accommodation and Food Services Employees ('000)	2.0	1.8	1.1	0.9	2.5	0.6	1.8	1.5	0.1	1.3	0.5	1.4	2.3
Transport, Postal and Warehousing agreements	84	90	79	71	52	87	73	111	89	55	117	191	144
Transport, Postal and Warehousing AAWI (%)	3.0	3.0	2.8	2.1	2.0	2.4	2.2	2.7	2.6	2.7	2.8	3.1	2.7
Transport, Postal and Warehousing duration (yrs.)	2.7	3.1	3.2	3.4	3.2	2.5	2.9	2.8	2.7	3.1	3.0	3.0	3.0
Transport, Postal and Warehousing employees ('000)	5.5	14.3	11.6	5.4	35.7	14.9	6.3	27.1	12.9	7.6	10.8	17.2	11.1
Information Media and Telecommunications agreements	6	10	10	1	4	4	3	8	7	7	11	10	9
Information Media and Telecommunications AAWI (%)	2.4	2.0	2.1	2.6	1.9	2.1	2.2	1.6	1.6	2.1	2.1	2.2	2.1
Information Media and Telecommunications duration (yrs.)	2.2	2.9	2.2	2.3	3.5	1.7	2.8	3.0	2.6	3.1	2.8	2.4	2.4
Information Media and Telecommunications employees ('000)	0.6	1.7	4.4	0.4	0.4	0.9	0.4	1.1	0.6	0.8	2.4	5.6	1.0
Financial and Insurance Services agreements	13	19	6	5	4	14	8	12	6	9	10	8	5
Financial and Insurance Services AAWI (%)	2.1	2.8	2.3	3.2	2.6	2.6	2.8	2.3	3.1	2.6	2.7	2.8	2.8
Financial and Insurance Services duration (yrs.)	3.0	1.0	2.6	3.0	2.9	2.9	3.1	2.6	1.9	2.9	2.9	3.0	2.9
Financial and Insurance Services employees ('000)	32.0	34.3	0.8	7.8	0.9	3.1	1.3	1.1	0.5	4.2	31.4	2.1	0.9
Rental, Hiring and Real Estate Services agreements	31	26	26	8	7	10	7	17	9	18	9	3	6
Rental, Hiring and Real Estate Services AAWI (%)	6.0	3.7	2.7	1.8	2.0	3.2	2.7	3.6	7.9	6.5	3.3	2.1	3.5
Rental, Hiring and Real Estate Services duration (yrs.)	2.8	2.6	3.2	2.1	3.8	3.0	2.8	2.9	1.8	1.9	2.6	2.2	3.1
Rental, Hiring and Real Estate Services employees ('000)	0.6	0.8	0.5	0.9	1.8	0.3	0.2	0.4	0.2	0.3	0.3	0.0	0.3
Professional, Scientific and Technical Services agreements	38	41	23	22	27	30	23	25	15	16	30	18	10
Professional, Scientific and Technical Services AAWI (%)	2.7	2.5	3.2	3.5	2.2	3.0	2.7	2.7	2.3	2.3	2.3	2.4	2.5
Professional, Scientific and Technical Services duration (yrs.)	2.9	2.5	3.1	3.0	3.3	2.6	3.3	3.5	2.7	2.9	2.6	3.0	2.6
Professional, Scientific and Technical Services employees ('000)	2.2	2.4	1.5	2.1	7.4	1.0	2.2	2.4	4.8	1.6	3.0	1.5	0.9
Administrative and Support Services agreements	64	50	30	26	13	21	20	20	25	18	26	32	26
Administrative and Support Services AAWI (%)	3.4	2.3	2.7	2.1	3.0	2.4	3.9	4.2	4.5	2.9	3.3	2.5	2.2
Administrative and Support Services duration (yrs.)	2.8	2.0	3.2	3.0	2.6	2.7	2.9	2.5	2.8	2.1	2.9	3.5	3.4
Administrative and Support Services employees ('000)	3.1	5.0	3.1	2.7	0.5	1.4	1.2	5.4	0.6	3.7	2.1	2.3	5.3

FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
<b>Public Administration and Safety agreements</b>	59	65	50	51	25	43	42	49	26	35	53	55	53
<b>Public Administration and Safety AAWI (%)</b>	2.9	2.2	2.3	2.6	2.0	2.0	2.5	2.4	2.1	2.3	2.4	2.4	2.5
<b>Public Administration and Safety duration (yrs.)</b>	2.8	2.8	3.0	3.0	3.0	2.9	3.0	3.3	3.5	2.9	3.1	3.0	3.3
<b>Public Administration and Safety employees ('000)</b>	14.1	27.6	17.0	13.0	51.3	41.0	10.9	32.4	10.0	6.4	38.7	26.8	18.8
<b>Education and Training agreements</b>	31	48	64	40	27	40	67	75	38	50	76	87	50
<b>Education and Training AAWI (%)</b>	2.6	3.3	2.5	2.2	2.6	2.6	2.5	2.5	2.1	2.6	2.8	2.5	2.7
<b>Education and Training duration (yrs.)</b>	3.9	2.5	3.3	3.6	3.6	3.5	3.2	3.3	1.9	3.4	2.6	3.1	2.8
<b>Education and Training employees ('000)</b>	25.9	9.5	45.4	14.1	85.1	11.7	33.2	27.4	41.4	45.1	69.6	32.1	25.7
<b>Health Care and Social Assistance agreements</b>	108	81	87	76	88	79	147	107	48	85	116	143	137
<b>Health Care and Social Assistance AAWI (%)</b>	2.7	3.4	3.0	2.7	2.5	2.7	2.3	2.5	3.9	2.9	2.7	3.0	2.7
<b>Health Care and Social Assistance duration (yrs.)</b>	2.6	4.6	2.6	2.9	2.4	3.4	2.8	2.8	3.6	3.7	3.0	2.6	2.9
<b>Health Care and Social Assistance employees ('000)</b>	20.8	109.2	24.7	38.6	23.5	23.9	36.0	45.4	29.7	28.1	35.6	42.7	33.9
<b>Arts and Recreation Services agreements</b>	13	13	14	8	9	10	6	7	8	9	9	13	23
<b>Arts and Recreation Services AAWI (%)</b>	2.7	2.7	3.5	2.4	2.2	2.5	2.9	2.8	2.7	2.2	2.7	3.2	2.7
<b>Arts and Recreation Services duration (yrs.)</b>	2.7	3.0	3.3	3.0	3.1	3.3	2.9	2.7	3.1	3.1	3.1	3.1	2.8
<b>Arts and Recreation Services employees ('000)</b>	1.8	5.9	8.8	1.5	3.6	2.2	1.5	1.5	1.5	1.3	3.3	2.2	4.7
<b>Other Services agreements</b>	32	34	32	38	13	20	27	26	14	20	37	31	26
<b>Other Services AAWI (%)</b>	3.0	2.7	2.7	2.4	2.6	2.8	2.4	2.8	2.3	2.6	3.1	2.1	2.6
<b>Other Services duration (yrs.)</b>	2.9	2.4	2.9	2.4	2.0	2.7	2.9	2.9	3.0	2.5	2.9	3.0	2.8
<b>Other Services employees ('000)</b>	1.1	2.5	1.0	3.1	1.2	2.6	4.0	1.0	1.3	3.1	4.8	5.1	3.4
<b>All sector agreements</b>	1686	1356	969	846	679	1048	957	1111	873	924	1330	1581	1249
<b>All sectors AAWI (%)</b>	3.3	3.1	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.7	2.7	2.7
<b>All sectors duration (yrs.)</b>	3.0	3.3	3.0	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.9	2.9
<b>All sectors employees ('000)</b>	148.4	246.2	151.8	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.6

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

**Notes:**

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

**How to read:** 13 Agriculture, Forestry and Fishing agreements were approved in the September Quarter 2019, covering 1,500 employees. Their average AAWI was 2.4 per cent and their average duration was 3.3 years.

**Table 8 - Agreements current on the last day of the quarter, by ANZSIC Division (September Quarter 2016 – September Quarter 2019)**

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
<b>Agriculture, Forestry and Fishing agreements</b>	133	146	142	154	135	140	141	149	137	138	169	181	165
<b>Agriculture, Forestry and Fishing AAWI (%)</b>	2.8	2.8	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.5
<b>Agriculture, Forestry and Fishing duration (yrs.)</b>	3.3	3.3	3.3	3.3	3.4	3.5	3.5	3.5	3.5	3.5	3.6	3.6	3.7
<b>Agriculture, Forestry and Fishing employees ('000)</b>	8.8	9.3	11.2	12.8	12.1	12.3	12.6	12.9	12.5	12.3	14.4	15.3	13.2
<b>Mining agreements</b>	429	412	398	390	362	361	361	357	325	309	338	359	375
<b>Mining AAWI (%)</b>	2.7	2.7	2.6	2.3	2.2	1.9	1.9	2.0	2.0	2.1	2.1	2.3	2.3
<b>Mining duration (yrs.)</b>	3.4	3.4	3.4	3.4	3.5	3.5	3.4	3.3	3.3	3.2	3.3	3.3	3.3
<b>Mining employees ('000)</b>	50.5	46.8	43.3	40.8	38.1	38.8	38.8	40.3	37.5	35.6	39.1	39.0	45.2
<b>Manufacturing agreements</b>	2287	2328	2295	2285	2010	2028	1995	1965	1711	1690	1724	1872	1811
<b>Manufacturing AAWI (%)</b>	2.9	2.9	2.8	2.8	2.7	2.7	2.7	2.7	2.5	2.6	2.5	2.5	2.5
<b>Manufacturing duration (yrs.)</b>	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1
<b>Manufacturing employees ('000)</b>	146.3	148.6	145.9	144.7	129.2	131.8	126.2	125.8	109.3	109.6	117.2	128.4	124.7
<b>Non-metal manufacturing agreements</b>	1460	1480	1456	1454	1308	1312	1289	1268	1119	1113	1133	1219	1171
<b>Non-metal manufacturing AAWI (%)</b>	2.9	2.8	2.8	2.7	2.7	2.7	2.6	2.6	2.5	2.5	2.5	2.5	2.5
<b>Non-metal manufacturing duration (yrs.)</b>	3.0	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1
<b>Non-metal manufacturing employees ('000)</b>	99.3	100.5	97.9	97.8	87.0	85.8	82.9	82.6	73.6	74.1	80.3	86.3	83.9
<b>Metal manufacturing agreements</b>	827	848	839	831	702	716	706	697	592	577	591	653	640
<b>Metal manufacturing AAWI (%)</b>	2.9	2.9	2.9	2.8	2.9	2.8	2.7	2.7	2.6	2.6	2.5	2.6	2.6
<b>Metal manufacturing duration (yrs.)</b>	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
<b>Metal manufacturing employees ('000)</b>	47.0	48.1	48.0	46.9	42.3	46.0	43.3	43.2	35.7	35.5	36.9	42.0	40.9
<b>Electricity, Gas, Water and Waste Services agreements</b>	397	400	396	405	355	365	346	356	321	332	348	360	366
<b>Electricity, Gas, Water and Waste Services AAWI (%)</b>	3.1	3.1	3.0	3.0	3.0	2.9	2.9	2.9	2.9	2.9	2.8	2.8	2.8
<b>Electricity, Gas, Water and Waste Services duration (yrs.)</b>	3.0	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	3.0	3.0
<b>Electricity, Gas, Water and Waste Services Employees ('000)</b>	46.3	45.0	43.7	46.4	38.5	47.0	39.5	45.3	47.9	50.7	53.2	53.7	51.6
<b>Construction agreements</b>	4305	4546	4555	4548	4193	4254	4279	4271	3375	3325	2918	3154	3034
<b>Construction AAWI (%)</b>	4.3	4.4	4.4	4.4	4.2	4.3	4.5	4.7	4.2	4.3	3.3	3.3	3.2
<b>Construction duration (yrs.)</b>	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.0	3.3	3.2	3.2
<b>Construction employees ('000)</b>	111.2	115.0	113.5	112.7	95.4	99.9	94.8	94.5	76.3	74.7	64.4	72.3	70.7
<b>Wholesale Trade agreements</b>	463	484	503	498	445	468	455	457	414	426	457	446	369
<b>Wholesale Trade AAWI (%)</b>	3.0	3.0	2.9	2.8	2.7	2.7	2.7	2.7	2.6	2.5	2.5	2.5	2.5
<b>Wholesale Trade duration (yrs.)</b>	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.1
<b>Wholesale Trade employees ('000)</b>	29.2	29.1	33.6	33.1	27.8	29.8	26.8	26.9	25.9	27.5	27.7	27.8	20.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
Retail Trade agreements	239	240	246	233	206	214	201	180	151	153	161	163	162
Retail Trade AAWI (%)	3.0	3.0	2.9	2.9	2.8	2.8	2.5	2.5	2.3	2.4	2.7	2.7	2.7
Retail Trade duration (yrs.)	3.3	3.3	3.3	3.3	3.4	3.3	3.2	2.4	2.3	2.4	3.2	3.1	3.1
Retail Trade employees ('000)	65.2	61.8	60.7	56.8	51.6	52.8	43.8	121.0	104.8	110.0	231.2	236.6	264.5
Accommodation and Food Services agreements	419	413	405	388	352	327	296	295	247	235	225	214	203
Accommodation and Food Services AAWI (%)	2.8	2.8	2.8	2.8	2.7	2.6	2.7	2.7	2.6	2.6	2.7	2.7	2.7
Accommodation and Food Services duration (yrs.)	3.8	3.8	3.8	3.4	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.4
Accommodation and Food Services Employees ('000)	143.9	143.3	139.5	37.6	31.4	24.0	23.5	23.8	20.8	20.0	18.5	18.5	20.3
Transport, Postal and Warehousing agreements	1173	1192	1172	1141	1029	1037	1026	1020	952	923	930	1058	1054
Transport, Postal and Warehousing AAWI (%)	3.2	3.2	3.2	3.1	2.7	2.6	2.6	2.6	2.5	2.5	2.5	2.6	2.5
Transport, Postal and Warehousing duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.1
Transport, Postal and Warehousing employees ('000)	172.3	182.6	151.3	148.0	154.7	154.0	149.7	165.8	161.0	163.9	160.8	174.3	167.6
Information Media and Telecommunications agreements	95	95	100	94	82	74	69	69	60	60	63	71	72
Information Media and Telecommunications AAWI (%)	2.9	2.9	2.8	2.8	2.8	2.8	2.8	2.8	2.9	2.1	2.2	2.1	2.1
Information Media and Telecommunications duration (yrs.)	2.9	2.9	2.8	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.9	2.7	2.7
Information Media and Telecommunications employees ('000)	41.2	42.3	46.0	45.8	44.9	45.2	42.6	43.2	40.3	7.6	7.8	14.0	14.7
Financial and Insurance Services agreements	122	134	134	131	105	109	113	119	103	102	105	109	89
Financial and Insurance Services AAWI (%)	2.9	2.8	2.8	2.9	2.9	2.8	2.8	2.8	2.8	2.7	2.7	2.7	2.7
Financial and Insurance Services duration (yrs.)	3.1	2.6	2.6	2.6	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Financial and Insurance Services employees ('000)	101.4	164.3	164.8	169.5	138.2	140.2	141.1	139.9	137.3	102.6	103.2	94.9	86.3
Rental, Hiring and Real Estate Services agreements	272	278	291	285	257	242	227	224	181	172	146	140	107
Rental, Hiring and Real Estate Services AAWI (%)	3.1	3.4	3.4	3.4	2.8	2.7	2.7	2.7	2.6	2.6	2.4	2.4	2.2
Rental, Hiring and Real Estate Services duration (yrs.)	3.4	3.4	3.4	3.4	3.4	3.3	3.3	3.3	3.3	3.2	3.3	3.3	3.3
Rental, Hiring and Real Estate Services employees ('000)	8.0	7.2	7.3	7.2	8.5	8.4	8.2	8.2	7.2	6.8	6.2	5.8	5.2
Professional, Scientific and Technical Services agreements	397	407	403	397	361	372	357	356	310	301	298	291	258
Professional, Scientific and Technical Services AAWI (%)	3.2	3.1	3.1	3.0	2.7	2.7	2.7	2.7	2.6	2.5	2.4	2.4	2.4
Professional, Scientific and Technical Services duration (yrs.)	3.1	3.2	3.2	3.2	3.3	3.3	3.3	3.3	3.3	3.2	3.1	3.1	3.2
Professional, Scientific and Technical Services employees ('000)	34.2	30.1	30.1	29.4	30.8	29.5	27.6	28.8	30.6	30.4	30.2	29.9	28.7
Administrative and Support Services agreements	542	569	565	566	477	468	454	440	363	345	323	325	281
Administrative and Support Services AAWI (%)	3.5	3.2	3.1	3.0	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.8	2.7
Administrative and Support Services duration (yrs.)	3.3	3.2	3.2	3.2	3.4	3.4	3.4	3.3	3.3	3.1	3.1	3.1	3.2
Administrative and Support Services employees ('000)	43.5	44.3	45.2	45.4	36.7	36.1	34.2	37.7	30.0	31.3	30.2	30.4	31.1
Public Administration and Safety agreements	511	547	565	601	511	523	534	559	506	496	488	511	492
Public Administration and Safety AAWI (%)	2.9	2.8	2.8	2.8	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4
Public Administration and Safety duration (yrs.)	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3
Public Administration and Safety employees ('000)	217.5	233.5	245.0	255.1	251.3	285.2	289.3	315.2	317.1	302.8	308.9	325.5	316.5



FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
Education and Training agreements	607	633	575	595	565	573	435	497	496	519	498	582	587
Education and Training AAWI (%)	3.4	3.4	3.3	3.2	2.8	2.8	2.7	2.6	2.5	2.5	2.6	2.6	2.6
Education and Training duration (yrs.)	2.9	2.8	3.2	3.2	3.4	3.4	3.5	3.5	3.3	3.3	3.2	3.2	3.1
Education and Training employees ('000)	397.7	299.2	256.6	225.0	248.7	256.9	250.8	267.4	299.8	340.3	402.9	435.6	421.3
Health Care and Social Assistance agreements	1326	1313	1291	1241	984	958	980	1050	933	958	987	1092	1077
Health Care and Social Assistance AAWI (%)	3.2	3.2	3.2	3.2	3.1	3.0	3.0	2.9	3.0	3.0	3.0	3.0	3.0
Health Care and Social Assistance duration (yrs.)	3.0	3.4	3.4	3.4	3.5	3.5	3.5	3.4	3.5	3.5	3.5	3.5	3.5
Health Care and Social Assistance employees ('000)	294.3	380.0	376.9	393.0	350.2	349.1	364.0	395.4	386.1	400.1	411.4	424.5	425.4
Arts and Recreation Services agreements	137	143	141	141	138	141	136	136	114	120	105	111	109
Arts and Recreation Services AAWI (%)	2.9	2.7	2.9	3.0	2.9	2.9	2.9	2.9	2.8	2.8	2.8	2.9	2.7
Arts and Recreation Services duration (yrs.)	3.1	3.1	3.2	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.3	3.3	3.3
Arts and Recreation Services employees ('000)	35.8	35.7	43.1	38.1	38.5	39.9	39.8	39.6	33.4	34.4	35.5	36.4	27.8
Other Services agreements	370	385	383	397	343	330	327	332	297	300	292	299	266
Other Services AAWI (%)	2.9	2.9	2.9	2.9	2.9	2.8	2.8	2.7	2.6	2.6	2.7	2.6	2.6
Other Services duration (yrs.)	2.7	2.7	2.8	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.9	2.9	3.0
Other Services employees ('000)	42.7	43.9	39.3	40.1	34.6	32.6	31.5	31.1	20.5	23.0	23.6	26.8	25.6
All sector agreements	14224	14665	14560	14490	12910	12984	12732	12832	10996	10904	10575	11338	10877
All sectors AAWI (%)	3.2	3.2	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.6
All sectors duration (yrs.)	3.1	3.1	3.2	3.1	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2
All sectors employees ('000)	1990.1	2062.0	1997.1	1881.5	1761.3	1813.5	1784.9	1963.0	1898.3	1883.6	2086.5	2189.7	2160.4

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

**Notes:**

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

**How to read:** 165 Agriculture, Forestry and Fishing agreements current as at 30 September 2019, covering 13,200 employees. Their average AAWI was 2.5 per cent and their average duration was 3.7 years.



**Table 9 - Agreements, by ANZSIC Division, expiring by quarter (September Quarter 2019 – September quarter 2022)**

FOR ALL CURRENT AGREEMENTS	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Agriculture, Forestry and Fishing agreements	7	5	7	20	6	14	4	13	17	9	4	8	9
Agriculture, Forestry and Fishing AAWI (%)	2.9	2.7	2.4	2.7	2.8	2.5	2.5	3.1	2.5	2.9	2.2	2.1	2.2
Agriculture, Forestry and Fishing employees ('000)	0.6	0.1	0.4	1.5	1.1	2.0	0.6	0.5	1.2	0.6	0.1	0.7	1.8
Mining agreements	24	26	13	25	32	32	28	38	18	23	24	32	15
Mining AAWI (%)	2.0	1.8	2.5	2.5	2.3	1.8	2.1	2.3	2.2	2.7	2.4	2.8	2.5
Mining employees ('000)	2.1	2.2	0.9	2.1	3.5	3.1	1.9	6.8	2.3	1.8	2.3	4.4	1.8
Manufacturing agreements	177	156	109	254	159	159	102	201	132	104	81	112	51
Manufacturing AAWI (%)	2.7	2.4	2.4	2.5	2.4	2.6	2.6	2.7	2.4	2.4	2.7	2.7	2.5
Manufacturing employees ('000)	11.6	7.9	6.8	18.7	10.3	10.9	6.2	14.5	7.8	8.2	4.9	11.1	3.5
Non-metal manufacturing agreements	123	96	78	154	106	111	63	137	80	65	49	78	31
Non-metal manufacturing AAWI (%)	2.7	2.4	2.4	2.6	2.4	2.6	2.6	2.6	2.5	2.5	2.5	2.5	2.5
Non-metal manufacturing employees ('000)	7.5	4.7	5.9	13.2	6.9	8.4	4.2	8.3	4.8	5.0	3.2	6.8	2.6
Metal manufacturing agreements	54	60	31	100	53	48	39	64	52	39	32	34	20
Metal manufacturing AAWI (%)	2.7	2.4	2.4	2.5	2.3	2.5	2.6	2.8	2.3	2.3	3.1	2.9	2.9
Metal manufacturing employees ('000)	4.2	3.2	0.9	5.5	3.5	2.6	2.0	6.2	3.0	3.2	1.6	4.4	0.9
Electricity, Gas, Water and Waste Services agreements	28	23	20	45	25	37	23	47	28	24	28	15	17
Electricity, Gas, Water and Waste Services AAWI (%)	2.9	3.2	2.4	2.1	3.1	3.1	2.8	2.8	2.7	2.9	2.8	2.4	2.7
Electricity, Gas, Water and Waste Services Employees ('000)	1.6	4.3	0.8	5.8	5.5	7.2	13.7	7.2	1.4	0.9	1.9	0.9	0.8
Construction agreements	608	551	164	251	167	145	279	136	146	167	114	153	123
Construction AAWI (%)	4.5	4.1	3.1	3.0	3.6	3.2	3.1	3.5	2.7	3.0	2.6	2.9	2.7
Construction employees ('000)	13.8	9.7	4.1	5.3	4.4	2.8	7.6	3.4	4.3	3.8	4.4	4.5	3.4
Wholesale Trade agreements	56	43	27	48	36	36	35	42	21	19	12	14	15
Wholesale Trade AAWI (%)	2.6	2.7	2.4	2.5	2.5	2.7	2.5	2.8	2.3	2.3	1.8	2.5	1.4
Wholesale Trade employees ('000)	5.8	2.6	1.2	2.1	2.0	2.2	1.1	2.3	1.0	1.2	0.3	0.5	1.0
Retail Trade agreements	16	6	15	23	7	11	11	18	12	10	9	17	7
Retail Trade AAWI (%)	2.7	2.2	3.3	2.4	2.3	2.4	2.3	3.3	2.3	2.3	2.9	2.9	3.3
Retail Trade employees ('000)	2.3	0.3	1.3	92.2	0.2	1.7	4.0	7.1	5.3	1.4	7.5	20.9	0.7
Accommodation and Food Services agreements	16	23	26	27	23	22	12	18	8	5	5	12	5
Accommodation and Food Services AAWI (%)	3.0	2.8	2.2	2.9	2.9	2.4	1.7	2.8	3.0	2.8	1.6	2.3	2.3
Accommodation and Food Services Employees ('000)	0.5	3.2	1.0	1.2	3.9	2.8	0.5	2.3	2.0	0.7	0.1	0.9	0.5

FOR ALL CURRENT AGREEMENTS	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
Transport, Postal and Warehousing agreements	80	60	44	169	76	90	61	146	65	71	53	73	49
Transport, Postal and Warehousing AAWI (%)	2.7	2.5	2.4	2.4	2.2	2.7	2.4	2.8	2.9	2.9	2.4	2.7	2.6
Transport, Postal and Warehousing employees ('000)	5.2	8.5	3.9	37.6	36.6	9.5	5.2	27.6	5.6	9.1	3.3	7.0	4.5
Information Media and Telecommunications agreements	2	8	7	14	4	5	3	10	2	2	2	11	2
Information Media and Telecommunications AAWI (%)	2.5	2.2	2.3	2.3	1.5	2.2	2.4	2.7	2.1	2.0	2.0	2.0	2.0
Information Media and Telecommunications employees ('000)	0.0	3.5	0.4	1.4	1.0	0.1	0.1	1.0	0.1	0.4	0.9	5.1	0.4
Financial and Insurance Services agreements	11	5	2	21	7	9	2	15	4	8	2	9	0
Financial and Insurance Services AAWI (%)	3.2	2.1	2.9	2.8	3.1	2.8	2.2	2.3	2.7	1.3	4.7	2.4	*
Financial and Insurance Services employees ('000)	2.9	31.7	1.0	9.5	3.2	3.5	0.0	1.9	1.4	31.3	0.2	1.4	0.0
Rental, Hiring and Real Estate Services agreements	23	16	17	17	12	1	10	5	6	6	3	5	5
Rental, Hiring and Real Estate Services AAWI (%)	3.2	4.3	1.8	2.4	2.1	2.4	2.6	2.6	2.0	2.1	2.4	2.6	3.9
Rental, Hiring and Real Estate Services ('000)	0.5	0.2	1.1	0.8	0.6	0.0	0.3	0.1	1.4	0.3	0.1	0.1	0.3
Professional, Scientific and Technical Services agreements	29	28	19	45	14	29	23	30	13	9	11	12	6
Professional, Scientific and Technical Services AAWI (%)	2.6	2.8	2.3	2.4	2.2	2.3	2.6	3.3	2.5	2.3	1.8	2.4	2.2
Professional, Scientific and Technical Services employees ('000)	1.5	2.3	0.5	2.4	4.8	8.5	1.7	2.2	2.3	0.4	0.9	1.0	0.7
Administrative and Support Services agreements	52	36	27	35	24	22	16	21	12	18	6	11	10
Administrative and Support Services AAWI (%)	3.0	4.0	3.4	2.3	3.3	2.8	3.2	2.8	2.4	2.4	2.5	2.1	2.8
Administrative and Support Services employees ('000)	2.5	1.5	3.5	3.5	1.9	4.7	3.8	2.0	1.3	1.1	0.4	0.8	0.3
Public Administration and Safety agreements	21	63	25	97	35	35	20	48	25	36	31	42	13
Public Administration and Safety AAWI (%)	3.4	3.0	2.1	2.1	2.0	2.1	1.9	2.2	2.4	2.6	2.1	2.1	2.9
Public Administration and Safety employees ('000)	7.7	76.1	9.5	24.3	50.8	37.6	3.1	21.8	25.7	22.3	20.1	16.5	7.0
Education and Training agreements	26	80	18	34	25	132	46	68	18	82	16	27	9
Education and Training AAWI (%)	3.1	2.7	2.5	2.7	3.1	2.6	2.5	2.6	2.2	2.5	3.1	2.7	2.6
Education and Training employees ('000)	8.3	45.9	12.1	3.4	7.4	12.6	28.4	219.3	16.1	51.7	4.3	9.6	1.6
Health Care and Social Assistance agreements	67	71	76	309	64	62	32	155	62	59	42	52	34
Health Care and Social Assistance AAWI (%)	3.0	2.4	3.2	2.4	3.5	2.6	2.9	2.9	2.7	3.8	2.9	3.2	3.0
Health Care and Social Assistance employees ('000)	12.7	12.3	70.5	100.6	48.1	28.4	13.4	46.6	20.6	36.8	10.5	16.4	10.6
Arts and Recreation Services agreements	13	18	10	20	10	5	4	9	3	7	2	10	4
Arts and Recreation Services AAWI (%)	2.9	3.0	2.6	2.6	2.7	2.3	2.8	3.0	1.3	2.8	3.4	2.7	3.1
Arts and Recreation Services employees ('000)	13.5	2.5	0.9	5.6	1.1	0.5	2.1	3.5	0.5	2.0	0.9	4.2	0.3
Other Services agreements	32	38	19	34	18	20	18	28	9	25	12	13	10
Other Services AAWI (%)	2.7	3.2	2.8	2.1	3.0	2.5	2.6	2.2	3.3	2.6	3.1	2.6	2.3
Other Services employees ('000)	1.4	1.4	1.0	4.4	1.4	1.3	0.6	7.4	3.0	1.3	1.3	0.5	0.6

FOR ALL CURRENT AGREEMENTS	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22
All sector agreements	1288	1256	645	1488	744	866	729	1048	601	684	457	628	384
All sectors AAWI (%)	3.0	2.9	2.9	2.4	2.6	2.4	2.6	2.7	2.5	2.9	2.5	2.6	2.7
All sectors employees ('000)	94.5	216.2	120.7	322.3	187.7	139.4	94.2	377.6	103.1	175.4	64.6	106.7	39.9

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

**Notes:**

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

**How to read:** 9 Agriculture, Forestry and Fishing agreements, covering 1,800 employees, have an expiry date in the September quarter 2022. The average AAWI is 2.2 per cent.

**Table 10 - Agreements approved in the quarter, by state (September Quarter 2016 – September Quarter 2019)**

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
<b>ACT agreements</b>	14	17	13	6	16	10	11	18	5	9	14	22	23
<b>ACT AAWI (%)</b>	3.0	2.3	2.2	2.6	2.5	2.3	2.1	1.9	2.9	3.2	2.6	2.7	2.9
<b>ACT duration (yrs.)</b>	1.9	3.1	2.9	3.0	2.5	3.3	2.7	3.2	3.4	2.4	4.0	3.0	4.0
<b>ACT employees ('000)</b>	0.5	0.7	1.5	1.1	1.6	1.0	1.7	1.8	0.2	0.9	10.0	10.7	9.2
<b>NSW agreements</b>	195	215	175	165	150	264	287	263	197	176	243	314	204
<b>NSW AAWI (%)</b>	2.5	2.6	2.5	2.5	2.3	3.4	2.9	2.8	2.9	2.5	2.7	2.9	2.7
<b>NSW duration (yrs.)</b>	2.6	2.3	3.1	2.9	2.6	2.7	2.5	2.9	2.8	2.8	2.8	2.6	2.8
<b>NSW employees ('000)</b>	19.5	19.6	35.5	21.0	19.3	15.2	31.3	67.2	9.9	27.8	26.3	29.2	19.2
<b>NT agreements</b>	16	15	10	11	9	10	6	22	9	7	15	14	14
<b>NT AAWI (%)</b>	2.9	2.7	2.6	3.7	2.5	1.3	2.3	2.5	2.4	3.0	2.6	2.9	2.0
<b>NT duration (yrs.)</b>	1.9	3.2	3.4	3.3	3.1	3.5	3.3	3.9	3.9	2.5	3.7	2.9	3.1
<b>NT employees ('000)</b>	1.2	0.8	0.4	0.6	0.5	1.5	0.4	12.3	3.6	0.7	4.5	3.1	1.2
<b>Qld agreements</b>	192	132	151	111	91	137	113	133	95	95	215	230	197
<b>Qld AAWI (%)</b>	2.6	2.5	3.0	2.6	2.5	2.6	2.3	2.4	2.5	2.5	2.5	2.5	2.7
<b>Qld duration (yrs.)</b>	3.7	2.6	2.9	2.7	2.8	3.0	3.1	2.9	3.4	3.0	2.8	2.8	3.0
<b>Qld employees ('000)</b>	34.1	8.8	17.4	13.3	12.1	13.2	14.9	13.2	7.9	18.6	34.2	21.6	20.6
<b>SA agreements</b>	72	61	54	53	34	59	68	60	40	49	85	129	64
<b>SA AAWI (%)</b>	2.3	2.7	2.7	2.2	2.3	2.7	2.3	2.1	2.9	2.8	2.9	2.9	2.7
<b>SA duration (yrs.)</b>	2.8	2.8	3.3	3.0	2.9	3.2	2.9	2.6	3.3	3.4	3.0	2.8	2.8
<b>SA employees ('000)</b>	5.6	3.8	6.6	2.8	10.0	6.6	12.0	5.7	5.7	3.8	5.4	10.1	4.3
<b>Tas agreements</b>	28	35	26	14	11	22	28	43	30	26	35	47	44
<b>Tas AAWI (%)</b>	2.6	2.7	2.3	2.7	1.5	2.9	2.8	4.0	3.1	2.8	2.9	3.1	3.1
<b>Tas duration (yrs.)</b>	2.9	2.8	3.3	3.1	2.5	3.0	2.3	2.3	2.6	3.2	2.9	2.7	2.7
<b>Tas employees ('000)</b>	1.7	3.6	1.9	1.5	0.6	1.0	2.4	3.9	3.6	2.5	2.0	4.7	5.7
<b>Vic agreements</b>	852	552	294	274	206	318	250	340	280	327	389	396	362
<b>Vic AAWI (%)</b>	5.0	3.5	3.2	2.9	3.1	2.9	2.9	3.2	4.1	3.2	2.9	3.0	2.9
<b>Vic duration (yrs.)</b>	2.7	4.3	3.0	3.3	3.6	3.2	3.1	3.0	3.6	3.7	2.7	2.9	3.1
<b>Vic employees ('000)</b>	30.5	129.0	30.6	43.7	88.4	30.6	26.0	35.3	35.8	46.7	83.4	41.2	33.5
<b>WA agreements</b>	89	103	103	73	59	92	84	87	75	55	112	155	124
<b>WA AAWI (%)</b>	2.1	2.5	1.9	2.0	2.1	1.8	2.1	1.8	1.8	2.1	1.8	1.8	1.9
<b>WA duration (yrs.)</b>	2.5	2.7	2.6	2.8	3.2	3.2	3.0	3.0	2.5	3.2	2.9	2.9	2.6
<b>WA employees ('000)</b>	9.2	12.7	10.2	5.1	9.1	15.5	11.3	19.6	5.8	4.4	11.1	11.4	15.6
<b>Multi-state agreements</b>	228	226	143	137	103	136	110	144	142	180	222	273	216
<b>Multi-state AAWI (%)</b>	2.6	2.4	2.5	2.2	2.0	2.2	2.6	2.5	2.6	2.9	2.5	2.6	2.8
<b>Multi-state duration (yrs.)</b>	2.9	2.0	3.1	2.9	3.1	2.8	3.1	2.2	2.1	3.0	3.5	3.0	2.8
<b>Multi-state employees ('000)</b>	46.1	67.3	47.7	25.1	94.5	65.4	26.2	111.9	60.4	33.0	190.7	63.3	59.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
Other agreements	0	0	0	2	0	0	0	1	0	0	0	1	1
Other AAWI (%)	*	*	*	1.8	*	*	*	2.5	*	*	*	*	1.0
Other duration (yrs.)	0.0	0.0	0.0	4.2	0.0	0.0	0.0	2.0	0.0	0.0	0.0	4.0	2.0
Other employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.1
All States agreements	1686	1356	969	846	679	1048	957	1111	873	924	1330	1581	1249
All states AAWI (%)	3.3	3.1	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.7	2.7	2.7
All states duration (yrs.)	3.0	3.3	3.0	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.9	2.9
All states employees ('000)	148.4	246.2	151.8	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.6

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

**Notes:**

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

**How to read:** 23 agreements approved in the September quarter 2019 operate solely in the ACT. These agreements cover 9,200 employees, their average AAWI is 2.9 per cent, and their average duration is 4.0 years.

**Table 11 - Agreements current on the last day of the quarter, by state (September Quarter 2016 – September Quarter 2019)**

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
ACT agreements	185	188	190	190	135	134	128	143	135	134	135	142	150
ACT AAWI (%)	2.9	2.8	2.8	2.8	2.7	2.7	2.6	2.6	2.5	2.3	2.3	2.6	2.7
ACT duration (yrs.)	2.9	2.9	3.0	3.0	3.1	3.1	3.1	3.2	3.3	3.0	3.1	3.3	3.5
ACT employees ('000)	37.3	37.7	37.6	38.5	16.0	16.6	17.7	16.5	16.5	12.6	11.7	28.4	38.7
NSW agreements	2569	2603	2574	2591	2069	2129	2194	2293	2238	2263	1972	2113	2036
NSW AAWI (%)	3.1	3.1	3.0	2.9	2.7	2.7	2.7	2.7	2.7	2.7	2.5	2.6	2.6
NSW duration (yrs.)	2.8	2.8	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.9	3.0	3.0	3.0
NSW employees ('000)	272.6	278.0	270.8	261.8	217.1	205.3	212.3	263.3	252.1	266.9	268.5	281.3	275.1
NT agreements	342	331	297	279	254	230	209	211	192	154	142	138	141
NT AAWI (%)	3.7	3.6	3.5	3.4	3.3	3.0	2.8	2.6	2.5	2.5	2.5	2.5	2.5
NT duration (yrs.)	3.1	3.1	3.1	3.1	3.2	3.3	3.3	3.7	3.8	3.8	3.8	3.7	3.7
NT employees ('000)	23.6	23.7	21.4	21.2	16.2	12.2	10.7	22.0	23.9	23.1	26.6	28.0	29.4
Qld agreements	2194	2176	2115	2078	1913	1883	1744	1747	1611	1565	1545	1687	1687
Qld AAWI (%)	3.1	3.0	3.0	2.9	2.8	2.8	2.7	2.7	2.6	2.5	2.5	2.5	2.5
Qld duration (yrs.)	3.2	3.1	3.2	3.1	3.2	3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.1
Qld employees ('000)	230.0	224.3	216.9	209.3	192.0	196.0	190.8	193.5	163.2	170.3	180.5	195.0	165.5
SA agreements	820	814	789	803	709	705	701	710	601	593	607	689	661
SA AAWI (%)	3.1	3.1	3.1	2.9	2.9	2.9	2.8	2.6	2.5	2.6	2.6	2.6	2.6
SA duration (yrs.)	3.0	3.0	3.0	3.0	3.1	3.2	3.1	3.0	3.1	3.1	3.1	3.1	3.1
SA employees ('000)	61.9	62.6	64.2	58.1	56.2	58.7	66.5	64.0	61.3	62.1	63.0	69.4	67.1
Tas agreements	327	339	327	326	273	278	268	299	270	277	271	304	301
Tas AAWI (%)	2.8	2.8	2.7	2.7	2.7	2.7	2.6	2.9	2.9	3.0	3.0	3.0	3.0
Tas duration (yrs.)	2.8	2.8	2.8	2.9	3.0	3.0	3.0	2.8	2.8	2.9	2.9	2.9	3.0
Tas employees ('000)	27.2	29.6	28.1	29.0	22.0	21.7	21.4	23.6	21.3	22.5	22.3	26.0	27.3
Vic agreements	3513	3879	3981	3984	3658	3765	3768	3880	2670	2743	2855	3028	2854
Vic AAWI (%)	3.4	3.5	3.5	3.5	3.4	3.4	3.3	3.3	3.2	3.2	3.2	3.1	3.1
Vic duration (yrs.)	3.2	3.5	3.5	3.5	3.6	3.6	3.6	3.6	3.7	3.7	3.6	3.6	3.6
Vic employees ('000)	512.1	513.4	510.1	517.7	524.1	532.1	527.5	544.0	522.3	554.9	616.6	640.2	621.2
WA agreements	2006	1989	1940	1855	1589	1521	1406	1344	1175	1077	1037	1089	1055
WA AAWI (%)	3.4	3.2	3.1	3.0	2.7	2.6	2.4	2.2	2.1	2.1	2.0	2.0	1.9
WA duration (yrs.)	3.2	3.2	3.2	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.1
WA employees ('000)	153.8	146.3	146.2	140.4	122.6	128.0	122.8	128.3	116.8	109.8	111.6	117.8	113.7

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
Multi-state agreements	2266	2344	2345	2381	2307	2336	2311	2201	2100	2094	2008	2144	1987
Multi-state AAWI (%)	3.0	2.9	2.8	2.8	2.5	2.4	2.3	2.3	2.3	2.3	2.3	2.3	2.3
Multi-state duration (yrs.)	3.2	3.1	3.1	3.0	3.1	3.1	3.1	3.0	2.9	2.9	3.0	3.0	3.0
Multi-state employees ('000)	671.0	745.8	701.3	605.3	594.9	642.8	615.1	707.5	720.6	661.1	785.5	803.2	822.0
Other agreements	2	2	2	3	3	3	3	4	4	4	3	4	5
Other AAWI (%)	2.1	2.1	2.1	2.0	2.0	2.0	2.0	2.3	2.3	2.3	2.4	2.4	2.1
Other duration (yrs.)	3.0	3.0	3.0	3.1	3.1	3.1	3.1	2.5	2.5	2.5	2.3	2.3	2.3
Other employees ('000)	0.6	0.6	0.6	0.2	0.2	0.2	0.2	0.3	0.3	0.3	0.2	0.2	0.3
All sector agreements	14224	14665	14560	14490	12910	12984	12732	12832	10996	10904	10575	11338	10877
All sectors AAWI (%)	3.2	3.2	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.6
All sectors duration (yrs.)	3.1	3.1	3.2	3.1	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2
All sectors employees ('000)	1990.1	2062.0	1997.1	1881.5	1761.3	1813.5	1784.9	1963.0	1898.3	1883.6	2086.5	2189.7	2160.4

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

#### Notes:

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

**How to read:** 150 agreements current as at 30 September 2019 operate solely in the ACT. These agreements cover 38,700 employees, their AAWI is 2.7 per cent, and their average duration is 3.5 years.

**Table 12 - Agreements approved in the quarter – non-quantifiable wage increases, by reason (December quarter 2018 – September Quarter 2019)**

**Linked to minimum wage**

Agreement Type	Dec-18	Mar-19	Jun-19	Sep-19
Single-enterprise non-greenfields agreements	34	76	86	69
Single-enterprise non-greenfields employees ('000)	5.9	9.9	5.2	31.0
Single-enterprise greenfields agreements	1	0	1	0
Single-enterprise greenfields employees ('000)	0.0	0.0	0.1	0.0
Multi-enterprise non-greenfields agreements	1	0	1	0
Multi-enterprise non-greenfields employees ('000)	2.2	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Sub-total agreements</b>	<b>36</b>	<b>76</b>	<b>88</b>	<b>69</b>
<b>Sub-total employees ('000)</b>	<b>8.1</b>	<b>9.9</b>	<b>5.3</b>	<b>31.0</b>

**Linked to CPI**

Agreement Type	Dec-18	Mar-19	Jun-19	Sep-19
Single-enterprise non-greenfields agreements	25	33	50	35
Single-enterprise non-greenfields employees ('000)	1.7	2.5	5.4	2.0
Single-enterprise greenfields agreements	1	0	0	1
Single-enterprise greenfields employees ('000)	0.1	0.0	0.0	0.1
Multi-enterprise non-greenfields agreements	0	0	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Sub-total agreements</b>	<b>26</b>	<b>33</b>	<b>50</b>	<b>36</b>
<b>Sub-total employees ('000)</b>	<b>1.8</b>	<b>2.5</b>	<b>5.4</b>	<b>2.0</b>

**Inconsistent Increase**

Agreement Type	Dec-18	Mar-19	Jun-19	Sep-19
Single-enterprise non-greenfields agreements	56	75	68	43
Single-enterprise non-greenfields employees ('000)	5.3	7.7	13.5	3.4
Single-enterprise greenfields agreements	4	5	2	3
Single-enterprise greenfields employees ('000)	0.1	0.1	0.0	0.0
Multi-enterprise non-greenfields agreements	2	0	0	0
Multi-enterprise non-greenfields employees ('000)	3.3	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Sub-total agreements</b>	<b>62</b>	<b>80</b>	<b>70</b>	<b>46</b>
<b>Sub-total employees ('000)</b>	<b>8.7</b>	<b>7.8</b>	<b>13.6</b>	<b>3.4</b>



## Performance Linked

Agreement Type	Dec-18	Mar-19	Jun-19	Sep-19
Single-enterprise non-greenfields agreements	0	7	7	2
Single-enterprise non-greenfields employees ('000)	0.0	30.3	0.5	0.1
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	0	7	7	2
Sub-total employees ('000)	0.0	30.3	0.5	0.1

## Other Reason

Agreement Type	Dec-18	Mar-19	Jun-19	Sep-19
Single-enterprise non-greenfields agreements	50	94	119	98
Single-enterprise non-greenfields employees ('000)	2.7	116.3	11.5	9.4
Single-enterprise greenfields agreements	0	9	1	1
Single-enterprise greenfields employees ('000)	0.0	0.5	0.1	0.1
Multi-enterprise non-greenfields agreements	0	0	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	50	103	120	99
Sub-total employees ('000)	2.7	116.8	11.6	9.5

## Totals

Agreement Type	Dec-18	Mar-19	Jun-19	Sep-19
Total non-quantifiable agreements	174	299	335	252
Total employees covered by non-quantifiable agreements	21.3	167.3	36.3	46.1

## Quantifiable agreements

Agreement Type	Dec-18	Mar-19	Jun-19	Sep-19
Single-enterprise non-greenfields agreements	721	990	1161	918
Single-enterprise non-greenfields employees ('000)	108.4	170.4	150.4	120.2
Single-enterprise greenfields agreements	26	40	72	74
Single-enterprise greenfields employees ('000)	0.6	2.5	3.3	1.8
Multi-enterprise non-greenfields agreements	3	1	13	5
Multi-enterprise non-greenfields employees ('000)	8.3	27.4	5.2	0.5
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
<b>Total quantifiable agreements</b>	<b>750</b>	<b>1031</b>	<b>1246</b>	<b>997</b>
<b>Total employees covered by quantifiable agreements ('000)</b>	<b>117.2</b>	<b>200.4</b>	<b>159.0</b>	<b>122.5</b>

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

### Notes:

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

**How to read:** 69 single enterprise non-greenfields agreements approved in the September Quarter 2019 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 31,000 employees.

**Table 13 - Agreements approved in the quarter, by union coverage (September Quarter 2016 – September Quarter 2019)**

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
Agreements (union covered)	1314	1028	686	595	497	789	737	852	684	727	1033	1107	866
AAWI (%) (union covered)	3.4	3.1	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.7	2.7	2.7
Duration (yrs.) (yrs.) (union covered)	2.9	3.3	3.0	3.0	3.2	2.9	2.9	2.7	2.7	3.2	3.2	2.8	2.9
Employees ('000) (union covered)	135.9	238.3	144.4	106.7	227.4	141.3	120.0	263.9	127.2	131.8	357.4	178.3	156.8
Agreements (no union covered)	372	328	283	251	182	259	220	259	189	197	297	474	383
AAWI (%) (no union covered)	2.5	2.5	2.5	2.5	2.5	2.4	2.3	2.4	2.2	2.5	2.4	2.6	2.6
Duration (yrs.) (yrs.) (no union covered)	3.2	3.2	3.6	3.3	3.6	3.2	3.4	3.3	3.2	3.4	3.4	3.4	3.2
Employees ('000) (no union covered)	12.5	8.0	7.5	7.5	8.8	8.6	6.3	7.1	5.6	6.5	10.3	17.0	11.7
All agreements	1686	1356	969	846	679	1048	957	1111	873	924	1330	1581	1249
Overall AAWI (%)	3.3	3.1	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.7	2.7	2.7
Overall duration (yrs.) (yrs.)	3.0	3.3	3.0	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.9	2.9
All employees ('000)	148.4	246.2	151.8	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.6

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

**Notes:**

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

**How to read:** 866 agreements approved in the September Quarter 2019, covering 156,800 employees, formally covered a union. Their average AAWI was 2.7 per cent and their average duration was 2.9 years.

**Table 14 - Agreements current on the last day of the quarter, by union coverage (September Quarter 2016 – September Quarter 2019)**

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19
<b>Agreements (union covered)</b>	8897	9393	9374	9389	8152	8347	8250	8460	6958	7081	6855	7461	7068
<b>AAWI (%) (union covered)</b>	3.2	3.2	3.2	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7
<b>Duration (yrs.) (yrs.) (union covered)</b>	3.1	3.1	3.2	3.1	3.2	3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.2
<b>Employees ('000) (union covered)</b>	1789.7	1867.7	1805.7	1697.4	1587.1	1644.0	1622.8	1806.1	1770.5	1762.3	1966.3	2064.0	2039.0
<b>Agreements (no union covered)</b>	5327	5272	5186	5101	4758	4637	4482	4372	4038	3823	3720	3877	3809
<b>AAWI (%) (no union covered)</b>	2.8	2.8	2.7	2.7	2.6	2.6	2.6	2.5	2.5	2.5	2.4	2.5	2.5
<b>Duration (yrs.) (yrs.) (no union covered)</b>	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.6	3.6	3.5	3.5	3.5
<b>Employees ('000) (no union covered)</b>	200.3	194.3	191.4	184.1	174.1	169.5	162.1	156.8	127.8	121.3	120.2	125.6	121.4
<b>All agreements</b>	14224	14665	14560	14490	12910	12984	12732	12832	10996	10904	10575	11338	10877
<b>Overall AAWI (%)</b>	3.2	3.2	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.6
<b>Overall duration (yrs.) (yrs.)</b>	3.1	3.1	3.2	3.1	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2
<b>All employees ('000)</b>	1990.1	2062.0	1997.1	1881.5	1761.3	1813.5	1784.9	1963.0	1898.3	1883.6	2086.5	2189.7	2160.4

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

**Notes:**

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

**How to read:** 7,068 agreements current as at 30 September 2019, covering 2,039,000 employees, formally covered a union. Their average AAWI was 2.7 per cent and their average duration was 3.2 years.

**Table 15 - Agreements approved in the September Quarter 2019, covering 2,000 employees or more**

Agreement ID	Title	Employees	AAWI	ANZSIC	States
AE505337	BIGW Stores Agreement 2019	15900	*	Retail Trade	Aus
AE504591	The Just Group Retail Agreement 2019	5546	*	Retail Trade	Aus
AE504891	ACT Public Sector Education Directorate (Teaching Staff) Enterprise Agreement 2018- 2022	5305	3.0	Public Administration and Safety	ACT
AE504380	University of South Australia Enterprise Agreement 2019	4967	2.6	Education and Training	ACT, NSW, NT, Qld, SA, Vic, WA
AE504385	BWS Agreement 2019	4125	*	Retail Trade	Aus
AE505348	Queensland University of Technology Enterprise Agreement (Professional Staff) 2018 - 2021	3747	2.7	Education and Training	Qld
AE505137	St John of God Health Care - ANMF - Registered Nurses' and Midwives' Agreement 2018	3473	1.8	Health Care and Social Assistance	WA
AE505269	Flinders University Enterprise Agreement 2019 to 2022	3465	2.6	Education and Training	Aus
AE504763	Queensland University of Technology Enterprise Agreement (Academic Staff) 2018 - 2021	3316	2.7	Education and Training	Qld
AE505459	University of Wollongong (Professional Services Employees) Enterprise Agreement 2019	2812	2.7	Education and Training	NSW
AE504259	United Voice & Spotless Hospitality Services (Victoria) Enterprise Agreement 2019 - 2023	2768	2.0	Administrative and Support Services	Vic

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

**Notes:**

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

**Table 16 - Agreements approved in the quarter, by state and ANZSIC Division, September Quarter 2019**

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
<b>Agriculture, Forestry and Fishing agreements</b>	0	7	0	3	0	1	2	0	0	0	13
<b>Agriculture, Forestry and Fishing AAWI (%)</b>	*	2.2	*	3.0	*	3.5	2.9	*	*	*	2.4
<b>Agriculture, Forestry and Fishing duration (yrs.)</b>	0.0	3.5	0.0	2.7	0.0	2.8	3.0	0.0	0.0	0.0	3.3
<b>Agriculture, Forestry and Fishing employees ('000)</b>	0.0	1.2	0.0	0.2	0.0	0.0	0.2	0.0	0.0	0.0	1.5
<b>Mining agreements</b>	0	10	1	11	3	0	4	4	5	0	38
<b>Mining AAWI (%)</b>	*	2.5	1.0	2.5	2.0	*	3.1	*	3.0	*	2.3
<b>Mining duration (yrs.)</b>	0.0	2.7	3.0	3.2	3.2	0.0	3.1	3.7	3.9	0.0	3.3
<b>Mining employees ('000)</b>	0.0	1.2	0.3	1.3	0.5	0.0	0.1	0.8	0.9	0.0	5.1
<b>Manufacturing agreements</b>	2	49	0	27	8	7	66	13	21	0	193
<b>Manufacturing AAWI (%)</b>	2.4	2.6	*	2.5	2.5	2.4	2.6	2.7	2.6	*	2.6
<b>Manufacturing duration (yrs.)</b>	3.9	2.5	0.0	2.7	2.4	3.4	2.7	2.9	3.1	0.0	2.7
<b>Manufacturing employees ('000)</b>	0.0	3.4	0.0	2.0	0.2	0.5	3.4	0.5	1.4	0.0	11.5
<b>Non-metal manufacturing agreements</b>	0	30	0	21	6	5	46	10	12	0	130
<b>Non-metal manufacturing AAWI (%)</b>	*	2.4	*	2.6	2.2	2.4	2.6	2.7	2.4	*	2.5
<b>Non-metal manufacturing duration (yrs.)</b>	0.0	3.0	0.0	2.8	2.0	3.4	2.7	2.9	3.7	0.0	2.9
<b>Non-metal manufacturing employees ('000)</b>	0.0	2.2	0.0	1.8	0.1	0.4	2.6	0.5	0.7	0.0	8.3
<b>Metal manufacturing agreements</b>	2	19	0	6	2	2	20	3	9	0	63
<b>Metal manufacturing AAWI (%)</b>	2.4	2.8	*	2.2	2.9	*	2.7	2.1	2.8	*	2.7
<b>Metal manufacturing duration (yrs.)</b>	3.9	1.7	0.0	2.3	3.0	2.8	2.8	2.9	2.5	0.0	2.3
<b>Metal manufacturing employees ('000)</b>	0.0	1.2	0.0	0.3	0.1	0.0	0.8	0.0	0.7	0.0	3.2
<b>Electricity, Gas, Water and Waste Services agreements</b>	1	12	0	9	7	0	7	2	0	0	38
<b>Electricity, Gas, Water and Waste Services AAWI (%)</b>	2.0	2.8	*	2.8	3.0	*	3.5	3.7	*	*	3.0
<b>Electricity, Gas, Water and Waste Services duration (yrs.)</b>	4.0	3.5	0.0	3.1	3.7	0.0	2.3	3.9	0.0	0.0	3.1
<b>Electricity, Gas, Water and Waste Services Employees ('000)</b>	0.0	0.4	0.0	0.3	0.3	0.0	0.4	0.1	0.0	0.0	1.5
<b>Construction agreements</b>	6	52	3	60	17	6	141	48	97	0	430
<b>Construction AAWI (%)</b>	3.6	3.8	2.7	4.4	4.0	5.2	4.5	2.8	3.1	*	3.9
<b>Construction duration (yrs.)</b>	4.1	2.9	3.3	3.3	2.7	2.7	2.2	3.3	1.9	0.0	2.5
<b>Construction employees ('000)</b>	0.1	1.1	0.1	1.1	0.5	0.3	2.2	1.0	2.9	0.0	9.3
<b>Wholesale Trade agreements</b>	0	1	0	3	1	1	10	2	0	0	18
<b>Wholesale Trade AAWI (%)</b>	*	2.0	*	2.5	3.3	2.3	2.8	1.8	*	*	2.7
<b>Wholesale Trade duration (yrs.)</b>	0.0	3.4	0.0	2.7	4.0	2.0	3.7	1.5	0.0	0.0	3.3
<b>Wholesale Trade employees ('000)</b>	0.0	0.0	0.0	0.1	0.1	0.0	0.6	0.1	0.0	0.0	0.9

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	1	3	0	2	0	0	2	0	10	0	18
Retail Trade AAWI (%)	*	2.5	*	3.2	*	*	2.3	*	2.8	*	2.8
Retail Trade duration (yrs.)	4.0	3.1	0.0	2.7	0.0	0.0	3.4	0.0	2.9	0.0	2.9
Retail Trade employees ('000)	0.0	0.2	0.0	0.0	0.0	0.0	0.7	0.0	29.4	0.0	30.4
Accommodation and Food Services agreements	0	4	1	1	1	0	1	3	1	0	12
Accommodation and Food Services AAWI (%)	*	2.2	*	2.0	2.7	*	*	1.9	*	*	2.5
Accommodation and Food Services duration (yrs.)	0.0	3.6	3.0	4.0	2.3	0.0	4.0	3.5	4.0	0.0	2.7
Accommodation and Food Services Employees ('000)	0.0	0.3	0.2	0.0	1.4	0.0	0.0	0.3	0.0	0.0	2.3
Transport, Postal and Warehousing agreements	1	27	4	22	9	5	30	16	30	0	144
Transport, Postal and Warehousing AAWI (%)	3.4	2.5	4.2	2.6	2.4	2.8	3.1	2.3	2.4	*	2.7
Transport, Postal and Warehousing duration (yrs.)	3.1	2.5	3.0	2.8	3.1	2.5	2.8	3.2	3.3	0.0	3.0
Transport, Postal and Warehousing employees ('000)	0.1	1.1	0.1	1.5	0.3	0.2	2.9	1.6	3.4	0.0	11.1
Information Media and Telecommunications agreements	0	0	0	0	0	0	4	1	4	0	9
Information Media and Telecommunications AAWI (%)	*	*	*	*	*	*	2.8	2.3	2.0	*	2.1
Information Media and Telecommunications duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	3.5	3.0	2.1	0.0	2.4
Information Media and Telecommunications employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.8	0.0	1.0
Financial and Insurance Services agreements	0	0	0	0	0	0	2	0	3	0	5
Financial and Insurance Services AAWI (%)	*	*	*	*	*	*	2.5	*	2.8	*	2.8
Financial and Insurance Services duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	3.0	0.0	2.9
Financial and Insurance Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.7	0.0	0.9
Rental, Hiring and Real Estate Services agreements	0	2	0	1	0	0	1	0	2	0	6
Rental, Hiring and Real Estate Services AAWI (%)	*	3.4	*	*	*	*	2.6	*	4.2	*	3.5
Rental, Hiring and Real Estate Services duration (yrs.)	0.0	3.0	0.0	4.0	0.0	0.0	4.0	0.0	3.5	0.0	3.1
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.3
Professional, Scientific and Technical Services agreements	0	1	0	0	0	0	3	0	6	0	10
Professional, Scientific and Technical Services AAWI (%)	*	*	*	*	*	*	2.7	*	2.5	*	2.5
Professional, Scientific and Technical Services duration (yrs.)	0.0	2.0	0.0	0.0	0.0	0.0	2.2	0.0	2.6	0.0	2.6
Professional, Scientific and Technical Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0	0.9
Administrative and Support Services agreements	0	4	0	5	0	0	12	0	5	0	26
Administrative and Support Services AAWI (%)	*	2.7	*	2.3	*	*	2.1	*	3.5	*	2.2
Administrative and Support Services duration (yrs.)	0.0	1.4	0.0	3.2	0.0	0.0	3.6	0.0	3.5	0.0	3.4
Administrative and Support Services employees ('000)	0.0	0.3	0.0	0.8	0.0	0.0	3.7	0.0	0.5	0.0	5.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Public Administration and Safety agreements	6	1	3	5	1	7	11	14	4	1	53
Public Administration and Safety AAWI (%)	2.9	2.0	2.0	3.1	2.5	2.6	2.1	1.9	2.5	1.0	2.5
Public Administration and Safety duration (yrs.)	4.0	2.0	3.1	3.0	3.6	3.3	2.8	2.8	3.0	2.0	3.3
Public Administration and Safety employees ('000)	7.7	0.0	0.5	0.8	0.0	0.5	6.5	1.8	0.9	0.1	18.8
Education and Training agreements	3	12	0	17	5	0	5	3	5	0	50
Education and Training AAWI (%)	2.6	2.7	*	2.7	2.8	*	3.1	2.0	2.7	*	2.7
Education and Training duration (yrs.)	3.8	2.7	0.0	3.0	2.4	0.0	4.1	0.9	2.3	0.0	2.8
Education and Training employees ('000)	1.2	3.4	0.0	8.1	0.2	0.0	2.0	0.3	10.5	0.0	25.7
Health Care and Social Assistance agreements	2	12	2	23	9	13	47	12	17	0	137
Health Care and Social Assistance AAWI (%)	2.5	2.5	2.4	2.8	2.9	3.3	3.1	1.8	3.3	*	2.7
Health Care and Social Assistance duration (yrs.)	2.5	2.9	3.7	3.0	3.4	2.7	3.5	2.2	3.2	0.0	2.9
Health Care and Social Assistance employees ('000)	0.1	3.8	0.0	3.7	0.5	3.6	8.8	8.4	5.0	0.0	33.9
Arts and Recreation Services agreements	0	3	0	4	2	2	10	1	1	0	23
Arts and Recreation Services AAWI (%)	*	3.0	*	1.9	2.4	2.0	3.3	1.2	3.3	*	2.7
Arts and Recreation Services duration (yrs.)	0.0	2.9	0.0	3.7	3.1	2.0	2.6	3.0	2.8	0.0	2.8
Arts and Recreation Services employees ('000)	0.0	1.1	0.0	0.6	0.2	0.5	1.3	0.4	0.7	0.0	4.7
Other Services agreements	1	4	0	4	1	2	4	5	5	0	26
Other Services AAWI (%)	4.0	2.4	*	3.0	2.5	2.1	2.3	1.9	2.8	*	2.6
Other Services duration (yrs.)	3.6	2.7	0.0	2.1	3.5	2.4	2.9	3.7	2.9	0.0	2.8
Other Services employees ('000)	0.0	1.5	0.0	0.1	0.1	0.0	0.3	0.2	1.1	0.0	3.4
All sector agreements	23	204	14	197	64	44	362	124	216	1	1249
All sectors AAWI (%)	2.9	2.7	2.0	2.7	2.7	3.1	2.9	1.9	2.8	1.0	2.7
All sectors duration (yrs.)	4.0	2.8	3.1	3.0	2.8	2.7	3.1	2.6	2.8	2.0	2.9
All sectors employees ('000)	9.2	19.2	1.2	20.6	4.3	5.7	33.5	15.6	59.1	0.1	168.6

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

#### Notes:

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

**How to read:** Of the 13 Agriculture, Forestry and Fishing agreements approved in the September Quarter 2019, 7 operate in NSW. These agreements cover 1,200 employees, the average AAWI is 2.2, and their average duration is 3.5 years.



**Table 17 - Agreements current on the last day of the quarter, by state and ANZSIC Division, September Quarter 2019**

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
<b>Agriculture, Forestry and Fishing agreements</b>	0	31	4	51	10	16	27	13	13	0	165
<b>Agriculture, Forestry and Fishing AAWI (%)</b>	*	2.4	*	2.5	2.1	3.0	2.7	2.2	2.7	*	2.5
<b>Agriculture, Forestry and Fishing duration (yrs.)</b>	0.0	3.7	4.0	4.1	3.7	3.3	3.3	3.7	3.6	0.0	3.7
<b>Agriculture, Forestry and Fishing employees ('000)</b>	0.0	4.6	0.0	3.3	0.7	1.2	1.6	1.0	0.9	0.0	13.2
<b>Mining agreements</b>	2	109	3	82	20	8	20	56	75	0	375
<b>Mining AAWI (%)</b>	*	2.3	2.1	2.3	2.1	2.5	2.6	1.8	2.5	*	2.3
<b>Mining duration (yrs.)</b>	4.0	3.0	3.0	3.0	3.7	2.2	3.2	3.8	3.5	0.0	3.3
<b>Mining employees ('000)</b>	0.0	11.9	0.9	11.1	2.1	0.7	0.9	5.6	12.0	0.0	45.2
<b>Manufacturing agreements</b>	5	433	8	283	133	51	630	117	151	0	1811
<b>Manufacturing AAWI (%)</b>	2.3	2.6	1.7	2.4	2.3	2.8	2.6	1.9	2.5	*	2.5
<b>Manufacturing duration (yrs.)</b>	3.4	2.9	3.5	3.0	3.1	3.0	3.1	3.4	3.1	0.0	3.1
<b>Manufacturing employees ('000)</b>	0.1	26.2	0.2	21.9	11.2	2.6	38.3	6.1	18.2	0.0	124.7
<b>Non-metal manufacturing agreements</b>	2	281	6	197	97	37	408	68	75	0	1171
<b>Non-metal manufacturing AAWI (%)</b>	2.2	2.6	1.7	2.4	2.4	2.9	2.6	1.8	2.6	*	2.5
<b>Non-metal manufacturing duration (yrs.)</b>	3.0	3.0	3.3	3.0	3.0	3.0	3.1	3.3	3.2	0.0	3.1
<b>Non-metal manufacturing employees ('000)</b>	0.1	16.3	0.1	16.9	7.6	1.9	26.3	3.4	11.4	0.0	83.9
<b>Metal manufacturing agreements</b>	3	152	2	86	36	14	222	49	76	0	640
<b>Metal manufacturing AAWI (%)</b>	2.4	2.7	1.4	2.4	2.3	2.2	2.8	1.9	2.4	*	2.6
<b>Metal manufacturing duration (yrs.)</b>	3.9	2.8	4.0	2.9	3.2	3.0	3.1	3.5	3.0	0.0	3.0
<b>Metal manufacturing employees ('000)</b>	0.0	9.9	0.1	5.0	3.6	0.8	12.0	2.7	6.8	0.0	40.9
<b>Electricity, Gas, Water and Waste Services agreements</b>	7	98	3	58	24	10	97	43	26	0	366
<b>Electricity, Gas, Water and Waste Services AAWI (%)</b>	3.0	2.4	2.0	2.8	3.0	2.6	3.2	1.9	3.0	*	2.8
<b>Electricity, Gas, Water and Waste Services duration (yrs.)</b>	3.0	3.0	3.4	2.9	3.4	3.3	3.0	2.9	3.0	0.0	3.0
<b>Electricity, Gas, Water and Waste Services Employees ('000)</b>	1.2	15.3	0.0	3.6	4.6	2.0	7.6	7.1	10.1	0.0	51.6
<b>Construction agreements</b>	37	365	29	442	132	51	860	282	835	1	3034
<b>Construction AAWI (%)</b>	3.2	3.0	2.5	3.6	3.0	4.8	3.5	2.3	3.0	*	3.2
<b>Construction duration (yrs.)</b>	3.6	3.3	2.5	3.2	3.1	2.6	3.1	3.4	3.4	4.0	3.2
<b>Construction employees ('000)</b>	0.7	11.0	0.8	9.9	3.7	1.7	18.4	6.0	18.4	0.0	70.7
<b>Wholesale Trade agreements</b>	6	86	7	46	20	17	98	39	50	0	369
<b>Wholesale Trade AAWI (%)</b>	2.4	2.6	1.9	2.1	2.8	2.5	2.8	2.0	2.2	*	2.5
<b>Wholesale Trade duration (yrs.)</b>	2.8	2.9	2.6	3.5	3.0	3.5	3.2	2.6	3.1	0.0	3.1
<b>Wholesale Trade employees ('000)</b>	0.2	3.3	0.1	2.9	1.3	0.9	4.6	2.1	4.6	0.0	20.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	2	18	2	22	17	4	33	21	43	0	162
Retail Trade AAWI (%)	*	3.0	2.3	3.2	3.1	2.9	3.1	2.6	2.4	*	2.7
Retail Trade duration (yrs.)	4.0	2.9	3.6	3.1	3.7	3.0	3.0	3.4	3.1	0.0	3.1
Retail Trade employees ('000)	0.0	2.6	0.1	2.4	2.4	0.4	4.1	1.9	250.7	0.0	264.5
Accommodation and Food Services agreements	3	58	2	40	5	1	36	20	38	0	203
Accommodation and Food Services AAWI (%)	*	2.7	*	2.9	2.7	*	2.8	1.9	2.6	*	2.7
Accommodation and Food Services duration (yrs.)	2.7	3.2	3.5	3.8	2.3	3.6	3.5	3.8	3.8	0.0	3.4
Accommodation and Food Services Employees ('000)	0.6	6.2	0.5	1.3	1.4	0.0	2.0	2.7	5.6	0.0	20.3
Transport, Postal and Warehousing agreements	5	205	22	168	76	18	191	144	225	0	1054
Transport, Postal and Warehousing AAWI (%)	2.3	2.8	3.0	2.5	2.6	2.8	3.2	2.2	2.3	*	2.5
Transport, Postal and Warehousing duration (yrs.)	4.0	3.2	3.6	3.3	3.3	3.3	2.8	3.2	3.0	0.0	3.1
Transport, Postal and Warehousing employees ('000)	1.7	27.9	1.3	13.9	4.8	0.6	15.1	8.9	93.3	0.0	167.6
Information Media and Telecommunications agreements	1	9	0	6	1	2	21	5	27	0	72
Information Media and Telecommunications AAWI (%)	2.0	2.8	*	2.1	3.0	2.0	2.6	2.5	2.0	*	2.1
Information Media and Telecommunications duration (yrs.)	3.7	2.7	0.0	1.1	4.5	2.1	3.3	3.5	2.8	0.0	2.7
Information Media and Telecommunications employees ('000)	0.1	0.3	0.0	1.5	0.0	0.1	1.5	0.3	11.0	0.0	14.7
Financial and Insurance Services agreements	0	8	2	3	4	3	16	11	42	0	89
Financial and Insurance Services AAWI (%)	*	2.2	2.8	2.7	2.8	2.2	3.2	1.2	2.8	*	2.7
Financial and Insurance Services duration (yrs.)	0.0	3.0	2.4	3.1	3.3	3.3	3.4	3.0	3.0	0.0	3.0
Financial and Insurance Services employees ('000)	0.0	0.8	0.1	1.0	0.0	0.1	2.2	1.8	80.3	0.0	86.3
Rental, Hiring and Real Estate Services agreements	2	17	1	15	6	4	23	17	22	0	107
Rental, Hiring and Real Estate Services AAWI (%)	1.8	3.7	*	2.4	3.0	3.2	2.3	2.0	2.0	*	2.2
Rental, Hiring and Real Estate Services duration (yrs.)	3.9	2.7	4.0	3.5	3.5	2.4	3.6	3.7	3.3	0.0	3.3
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.4	0.0	0.5	0.1	0.1	0.8	0.4	2.9	0.0	5.2
Professional, Scientific and Technical Services agreements	3	45	3	29	4	4	60	20	90	0	258
Professional, Scientific and Technical Services AAWI (%)	2.0	2.9	*	2.4	2.2	2.0	3.1	2.1	2.3	*	2.4
Professional, Scientific and Technical Services duration (yrs.)	3.1	2.7	4.0	2.7	3.2	3.1	3.2	3.2	3.2	0.0	3.2
Professional, Scientific and Technical Services employees ('000)	0.1	2.0	0.0	1.4	0.2	0.1	3.9	1.1	19.8	0.0	28.7
Administrative and Support Services agreements	2	46	2	32	6	5	63	32	93	0	281
Administrative and Support Services AAWI (%)	*	2.6	2.2	2.6	2.5	3.2	2.8	2.8	2.6	*	2.7
Administrative and Support Services duration (yrs.)	3.6	3.3	4.0	3.1	3.5	3.5	3.3	3.7	3.1	0.0	3.2
Administrative and Support Services employees ('000)	0.1	3.1	0.1	1.9	0.2	0.5	7.0	1.4	17.0	0.0	31.1

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Public Administration and Safety agreements	31	31	25	39	9	29	142	83	100	3	492
Public Administration and Safety AAWI (%)	2.7	2.6	2.4	2.4	2.2	2.6	2.9	1.9	2.0	2.1	2.4
Public Administration and Safety duration (yrs.)	3.6	3.1	3.8	3.1	3.9	3.4	3.5	3.1	3.0	2.0	3.3
Public Administration and Safety employees ('000)	26.7	4.2	18.8	2.9	0.4	3.1	108.0	11.4	140.7	0.3	316.5
Education and Training agreements	13	157	6	186	41	20	94	36	34	0	587
Education and Training AAWI (%)	2.4	2.5	3.2	2.5	2.5	2.5	2.9	1.7	2.4	*	2.6
Education and Training duration (yrs.)	3.4	3.2	2.8	3.1	3.0	2.5	3.4	3.3	2.6	0.0	3.1
Education and Training employees ('000)	3.8	69.8	1.6	41.9	16.6	3.7	161.8	24.1	97.8	0.0	421.3
Health Care and Social Assistance agreements	20	250	17	128	127	49	336	83	67	0	1077
Health Care and Social Assistance AAWI (%)	2.9	2.6	2.4	2.5	2.7	3.2	3.5	1.8	2.8	*	3.0
Health Care and Social Assistance duration (yrs.)	2.6	2.7	3.9	3.0	3.1	2.9	4.1	2.6	3.0	0.0	3.5
Health Care and Social Assistance employees ('000)	2.5	78.6	4.7	28.9	15.0	8.6	228.9	26.4	31.7	0.0	425.4
Arts and Recreation Services agreements	6	16	0	14	9	4	47	4	9	0	109
Arts and Recreation Services AAWI (%)	2.0	2.8	*	2.7	2.1	2.0	3.0	2.2	2.4	*	2.7
Arts and Recreation Services duration (yrs.)	3.0	2.9	0.0	3.4	2.5	2.4	3.6	3.0	3.5	0.0	3.3
Arts and Recreation Services employees ('000)	0.8	3.4	0.0	6.7	1.3	0.8	10.4	4.0	0.4	0.0	27.8
Other Services agreements	5	54	5	43	17	5	60	29	47	1	266
Other Services AAWI (%)	2.4	2.6	3.6	2.2	2.5	2.6	2.9	2.1	2.8	1.7	2.6
Other Services duration (yrs.)	3.7	3.0	3.3	2.8	3.1	3.0	3.3	2.7	3.0	4.6	3.0
Other Services employees ('000)	0.1	3.7	0.1	8.6	0.8	0.1	4.2	1.4	6.6	0.0	25.6
All sector agreements	150	2036	141	1687	661	301	2854	1055	1987	5	10877
All sectors AAWI (%)	2.7	2.6	2.5	2.5	2.6	3.0	3.1	1.9	2.3	2.1	2.6
All sectors duration (yrs.)	3.5	3.0	3.7	3.1	3.1	3.0	3.6	3.1	3.0	2.3	3.2
All sectors employees ('000)	38.7	275.1	29.4	165.5	67.1	27.3	621.2	113.7	822.0	0.3	2160.4

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

#### Notes:

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

**How to read:** Of the 165 Agriculture, Forestry and Fishing agreements current as at 30 September 2019, 31 operate in NSW. These agreements cover 4,600 employees, their average AAWI is 2.4 per cent and their average duration is 3.7 years.

# Trends in Federal Enterprise Bargaining - Technical Notes

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## The Workplace Agreements Database

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

## Agreements included in the WAD

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

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

## Wider context for Trends data

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

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

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

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

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

### Presentation of Trends in Federal Enterprise Bargaining data

A typical row of data in Trends appears as follows:

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

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

## Employee coverage

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

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

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

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

## Duration of agreements

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

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

## Average annualised wage increases

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

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

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

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

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

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

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

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

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

The “all current wage” estimates are the AAWI per employee for all quantifiable federal wage agreements that are current on the last day of the quarter. Current agreements are those agreements that have been approved and have commenced, but have neither been terminated nor nominally expired 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.

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



## Types of Enterprise Agreements

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

Enterprise agreements made under the *Fair Work Act 2009*

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

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

## Recent methodological change

The definition of 'current' agreements has changed from "*those agreements that have been certified but have neither been terminated nor expired at a given point in time*" to "*those agreements that have commenced operating, but have neither been terminated nor expired at a given point in time*". As a result of this change, there have been small revisions to historical data.