



Australian Government
Attorney-General's Department

Trends in Federal Enterprise Bargaining Report

March quarter 2021

Trends in Federal Enterprise Bargaining Report Initial Tables

Table 1:

Average Annualised Wage Increases for agreements approved in the March quarter 2021 which contained quantifiable wage increases (651 agreements)

Enterprise agreements approved in the quarter	December Quarter 2020 (%)	March quarter 2021 (%)	Change (% Points)
All sectors	2.2	2.6	+0.4
Private sector	2.6	2.6	0.0
Public sector	1.9	2.4	+0.5

Table 2:

Average Annualised Wage Increases for agreements current on 31 March 2021 which contained quantifiable wage increases (7,375 agreements)

All current enterprise agreements	December Quarter 2020 (%)	March quarter 2021 (%)	Change (% Points)
All sectors	2.6	2.6	0.0
Private sector	2.7	2.7	0.0
Public sector	2.4	2.5	+0.1

Table of Contents

Table 1: Average Annualised Wage Increases for agreements approved in the March quarter 2021	2
Table 2: Average Annualised Wage Increases for agreements current on 31 March 2021	2
Table 3: Agreements approved in the quarter, by sector	17
Table 4: Agreements current on the last day of the quarter, by sector	18
Table 5: Agreements approved in the quarter, by agreement type	19
Table 6: Agreements current on the last day of the quarter, by agreement type	20
Table 7: Agreements approved in the quarter, by ANZSIC Division	21
Table 8: Agreements current on the last day of the quarter, by ANZSIC Division	24
Table 9: Agreements, by ANZSIC Division, expiring by quarter	27
Table 10: Agreements approved in the quarter, by state	30
Table 11: Agreements current on the last day of the quarter, by state	32
Table 12: Agreements approved in the quarter – non-quantifiable wage increases, by reason	34
Table 13: Agreements approved in the quarter, by union coverage	37
Table 14: Agreements current on the last day of the quarter, by union coverage	38
Table 15: Agreements approved in the March quarter 2021, covering 2,000 employees or more	39
Table 16: Agreements approved in the quarter, by state and ANZSIC Division	40
Table 17: Agreements current on the last day of the quarter, by state and ANZSIC Division	43
Trends Technical Notes	46

Further Information

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

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

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

Disclaimer

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

© 2021 Commonwealth of Australia.

Trends in Federal Enterprise Bargaining Report Summary

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

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the March quarter 2021 was 2.6 per cent, up from the 2.2 per cent in the December quarter 2020, and equal to the March quarter 2020.¹

The 2.6 per cent AAWI result is based on the 74.8 per cent of agreements approved in the March quarter 2021, covering 47.4 per cent of employees, which contained quantifiable wage increases.²

For the 7,375 enterprise agreements current as at 31 March 2021 (that is, agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 2.6 per cent, equal to the 2.6 per cent in December quarter 2020 and equal to the 2.6 per cent in the March quarter 2020.

2. Federal enterprise agreements – Proportion of employees covered

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

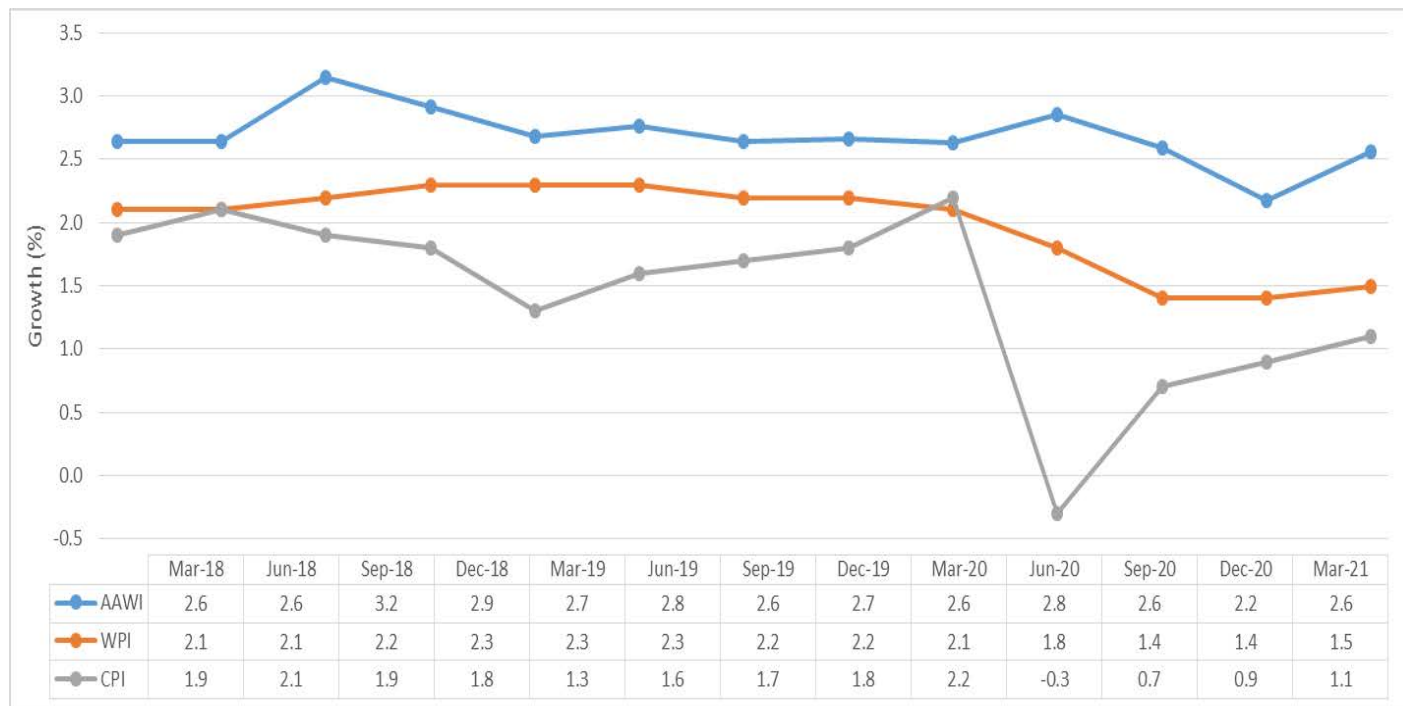
Federal enterprise agreements covered 30.4 per cent of all Australian employees as at May 2018¹ (latest available data).

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

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

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

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



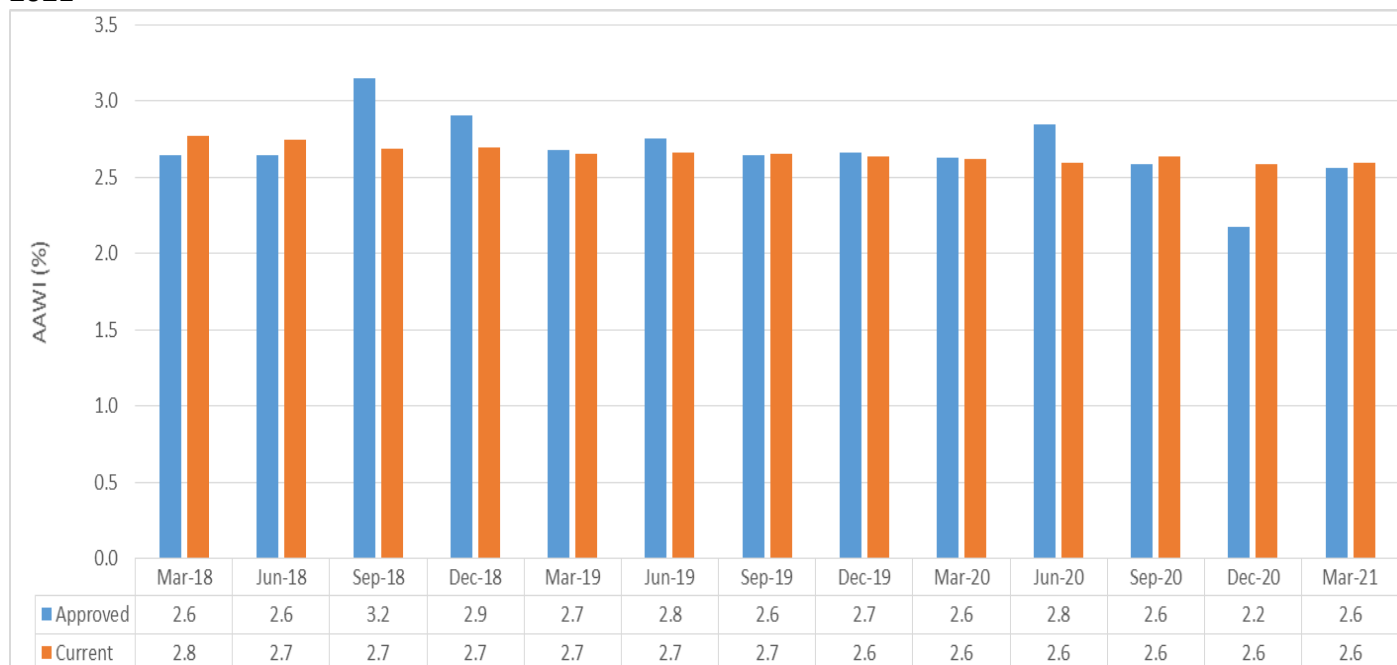
Source: Attorney-General’s Department, Workplace Agreements Database; Australian Bureau of Statistics, Wage Price Index, Australia, Cat. No. 6345.0 – March 2021; Australian Bureau of Statistics, Consumer Price Index, Australia, Cat. No. 6401.0 – March 2021.

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

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

4. AAWI - agreements approved in the March quarter 2021 and agreements current as at 31 March 2021 - Tables 3 and 4 in Trends report

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



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

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

Approved agreements

There were 870 agreements approved in the March quarter 2021, of which 651 contained wage increases that could be quantified.

The AAWI for agreements approved in the March quarter 2021 was 2.6 per cent, up from 2.2 per cent the December quarter 2020 and equal to the March quarter 2020.

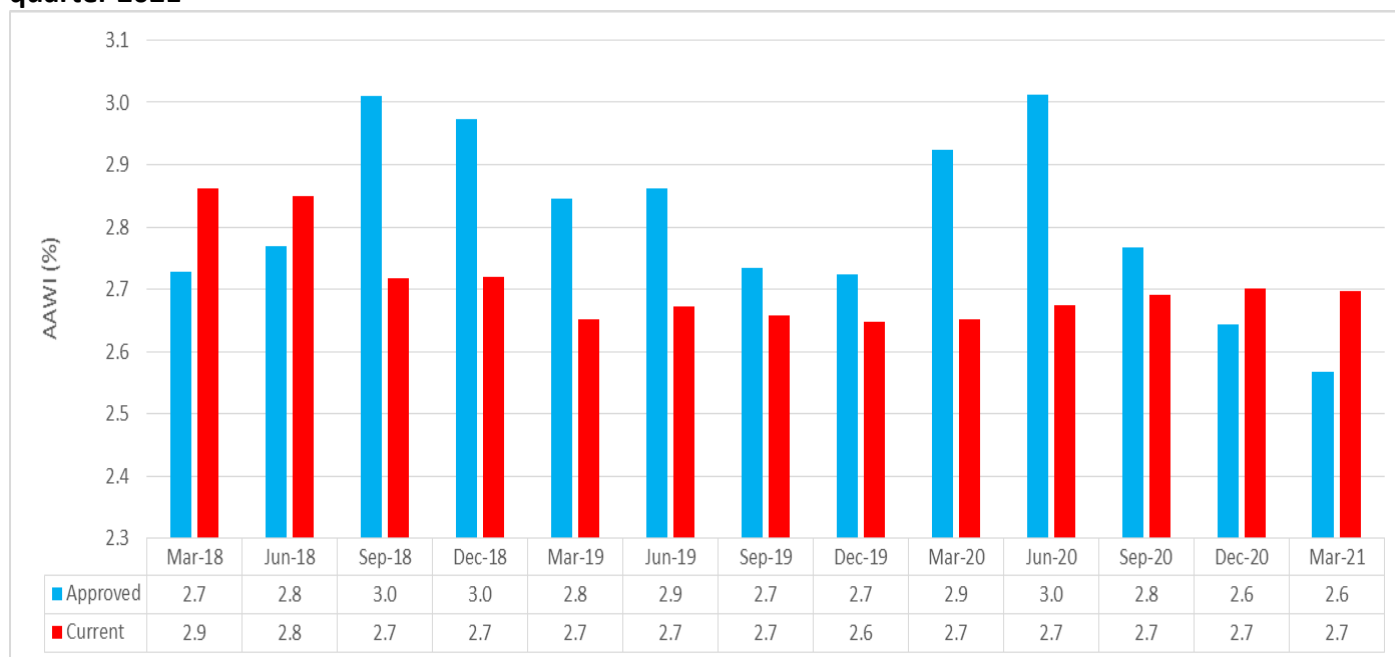
Current agreements

There were 9,982 agreements current as at 31 March 2021, of which 7,375 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 31 March 2021 was 2.6 per cent, equal to the December quarter 2020 and equal to the March quarter 2020.

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

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



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

Chart 3 (above) shows the AAWI results for private sector agreements approved in each quarter since the March quarter 2018, and the AAWI for private sector agreements current as at the end of each quarter. The AAWI for private sector enterprise agreements approved in the March quarter 2021 was 2.6 per cent, equal to the December quarter 2020, and down from 2.9 per cent in the March quarter 2020.

The industries with the highest AAWIs were Electricity, Gas Water and Waste Services (3.4 per cent), Construction (3.3 per cent) and Administrative and Support Services (3.2 per cent).

The industries with the lowest AAWIs were Professional Scientific and Technical Services (1.8 per cent), Wholesale Trade (2.0 per cent) and Mining, Retail Trade and Financial and Insurance Services (all 2.1 per cent).

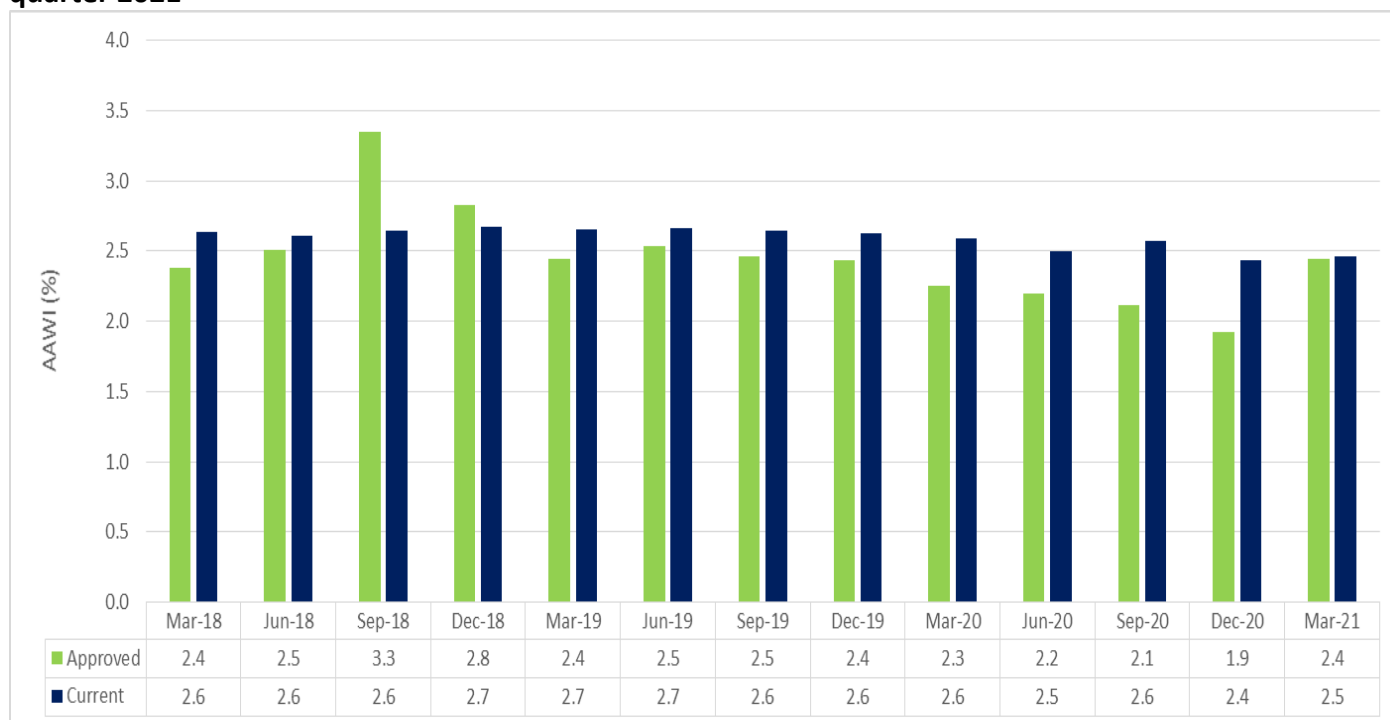
Large quantifiable private sector agreements approved in the March quarter 2021 include:

- *Queensland Lutheran Schools Single Enterprise Agreement 2020 (3,244 employees)*
 - o AAWI of 2.5 per cent.
- *Bupa Australia Enterprise Agreement 2020 (2,143 employees)*
 - o AAWI of 2.1 per cent.
- *The University of Notre Dame Australia Staff Enterprise Agreement 2018 - 2021 (2,135 employees)*
 - o AAWI of 1.8 per cent

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

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

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



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

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

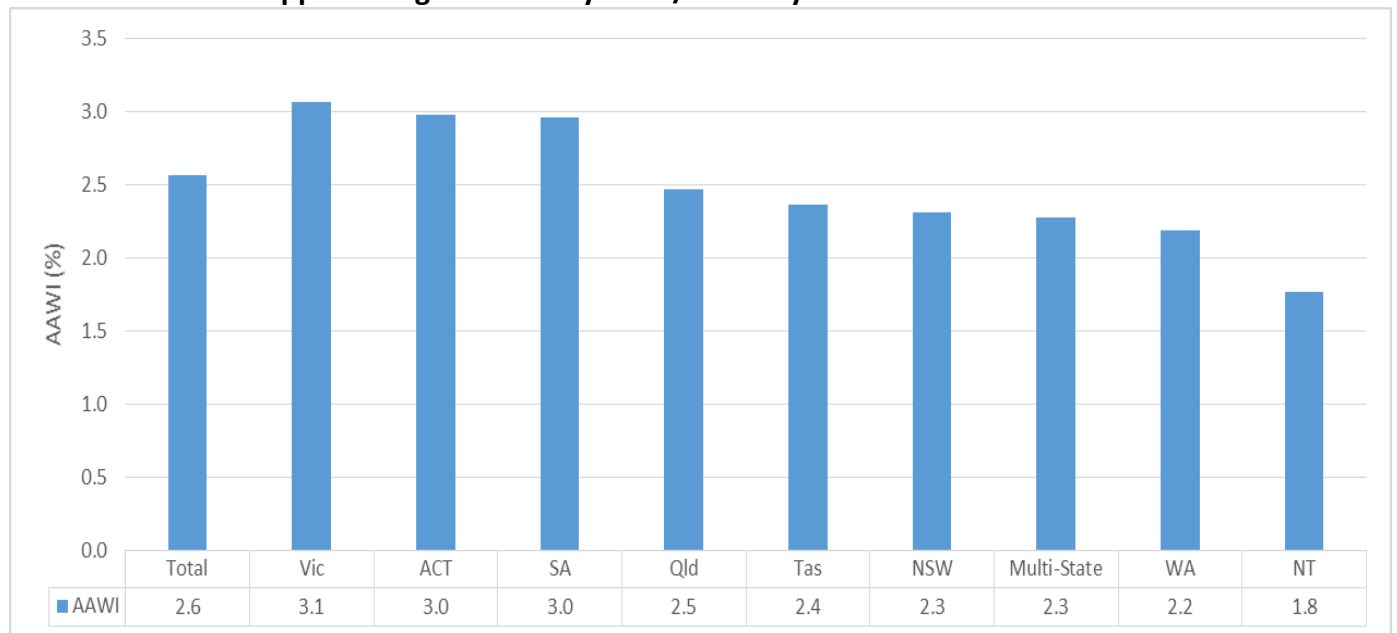
The AAWI for public sector enterprise agreements approved in the March quarter 2021 was 2.4 per cent, up from 1.9 per cent in the December quarter 2020 and up from 2.3 per cent in the March quarter 2020.

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

- *ACT Public Sector Medical Practitioners Enterprise Agreement 2017-2021 (1,149 employees)*
 - o AAWI of 2.9 per cent.
- *VicRoads EA9 (1,092 employees)*
 - o AAWI of 2.1 per cent.
- *Defence Housing Australia Enterprise Agreement 2021 (523 employees)*
 - o AAWI of 2.0 per cent.

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

Chart 5 – AAWI for approved agreements by State/Territory



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

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

AAWI results for agreements approved in the March quarter 2021 were highest in Victoria at 3.1 per cent.

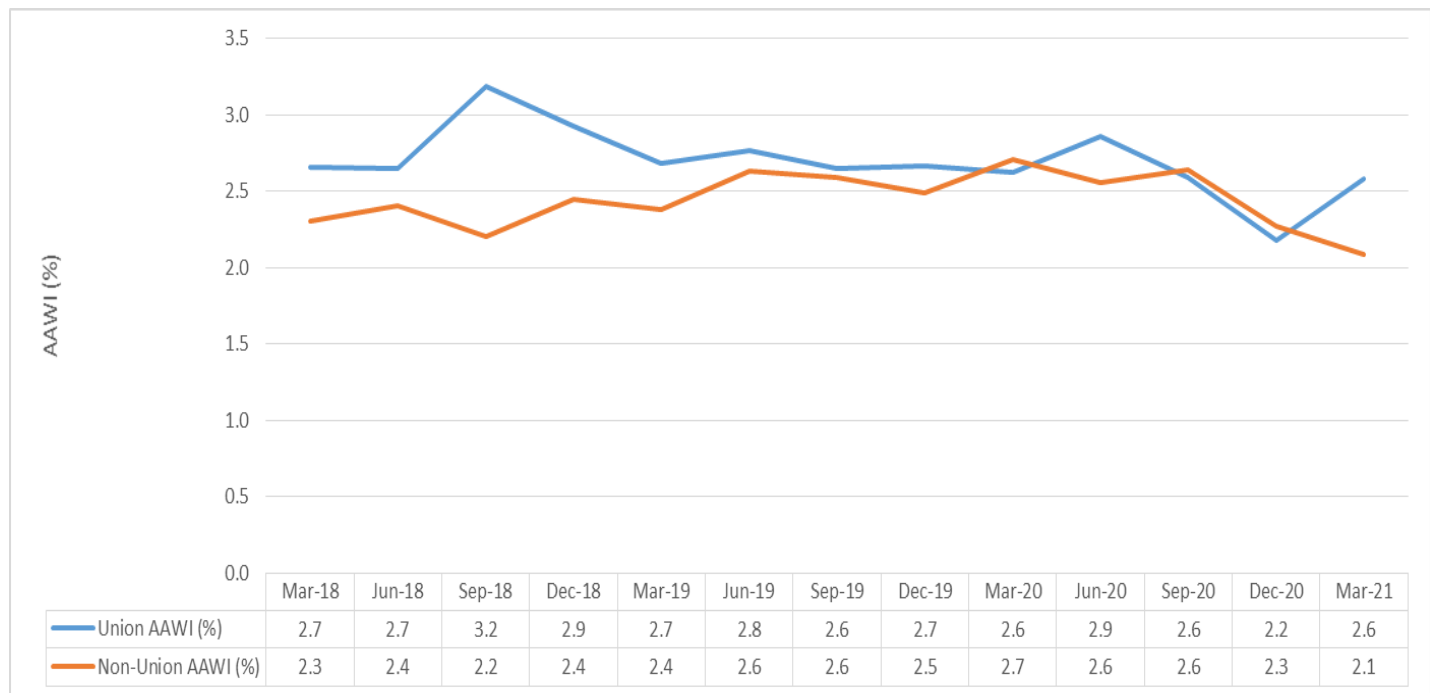
Agreements in the Northern Territory had the lowest combined AAWI of 1.8 per cent.

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

Agreements approved in the March quarter 2021 that formally covered unions had a combined AAWI of 2.6 per cent, up from 2.2 per cent in the December quarter 2020 and equal to the March quarter 2020.

Agreements with no unions formally covered had a combined AAWI of 2.1 per cent, down from 2.3 per cent in the December quarter 2020 and down from 2.7 per cent in the March quarter 2020.

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



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

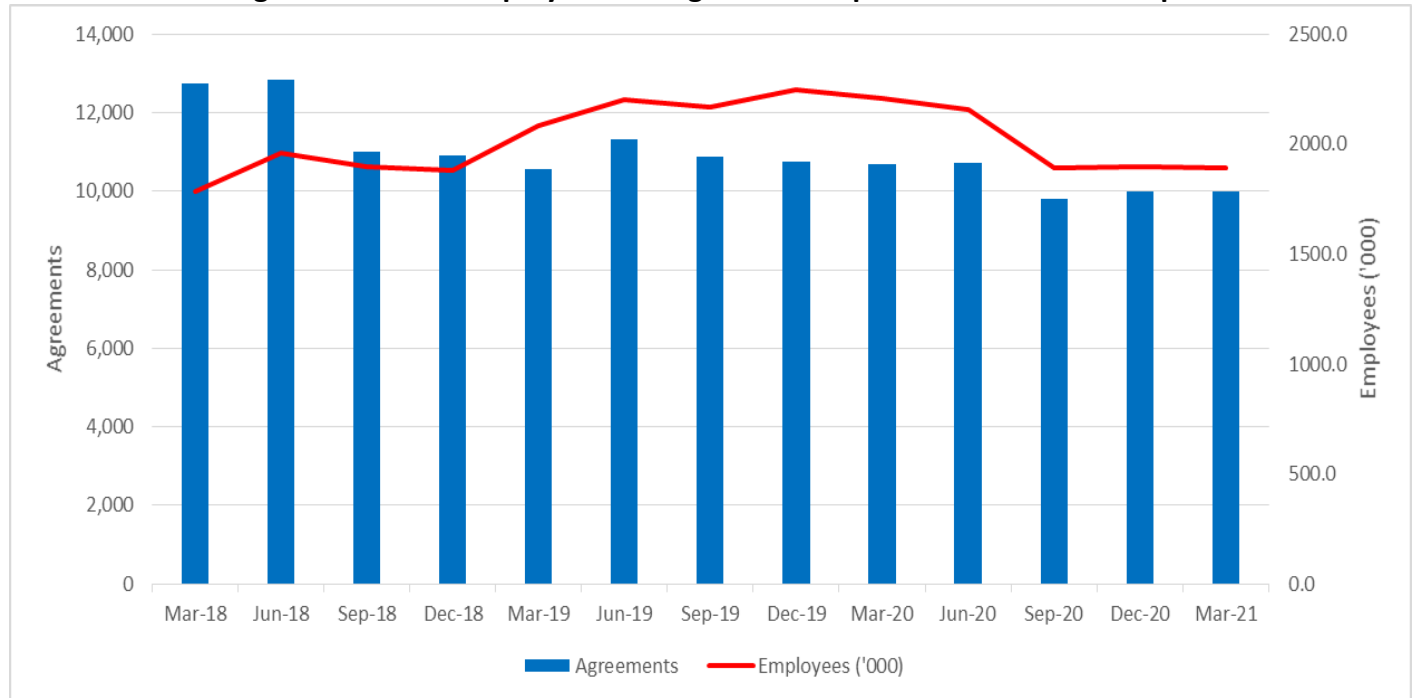
³ See note 4 for more details.

9. Level of agreement making, as at 31 March 2021- Table 4 in Trends report

Approved agreements

There were 870 (115,694 employees) agreements approved in the March quarter 2021, up from 847 (174,693 employees) agreements in the December quarter 2020 and down from 957 (143,590 employees) in the March quarter 2020.

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



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

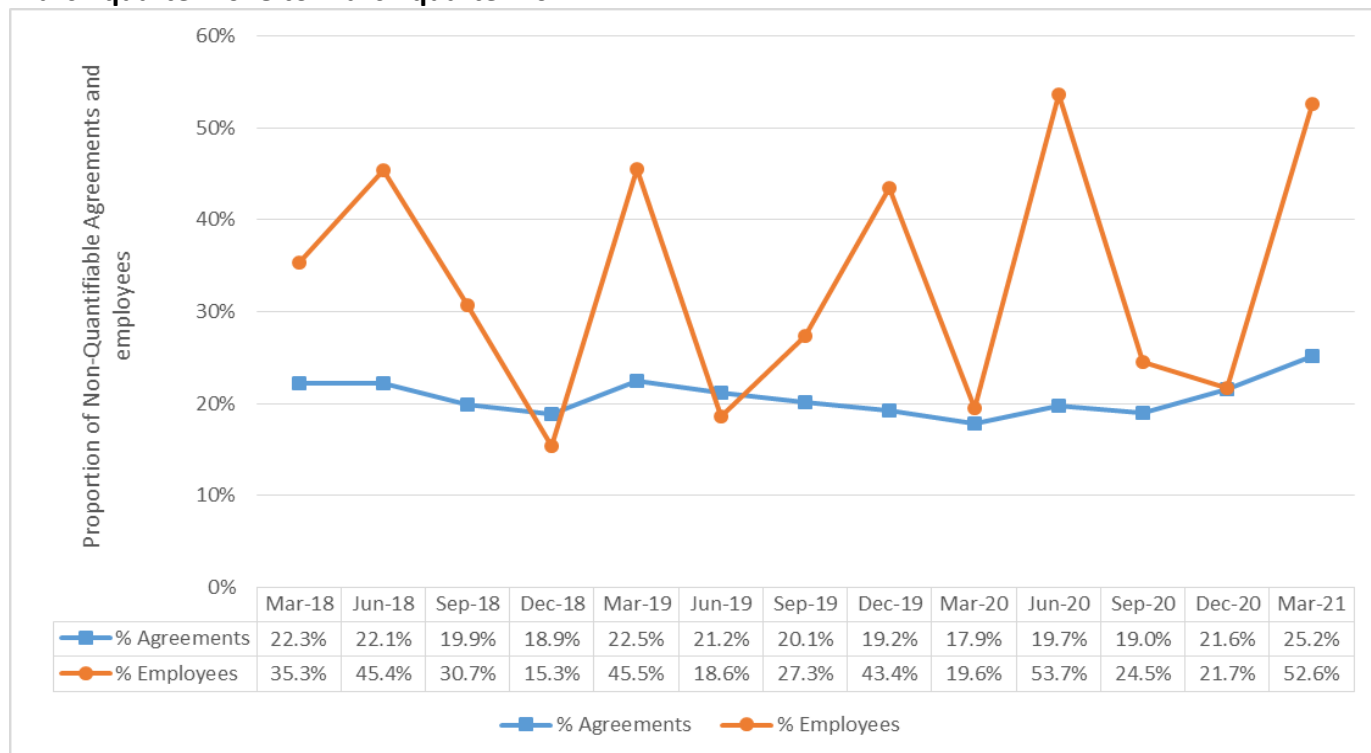
Current agreements

Chart 7 (above) shows there were 9,982 current (not expired or terminated) agreements as at 31 March 2021. This is slightly lower than the 9,990 agreements current as at 31 December 2020 and is lower than the 10,683 agreements current at 31 March 2020.

The March quarter 2020 employee coverage of 1.89 million is lower than the 1.90 million employees covered at 31 December 2020 and is lower than the 2.21 million employees at 31 March 2020.

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

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



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

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

25.2 per cent of agreements approved in the March quarter 2021, covering 52.6 per cent of employees, do not contain quantifiable wage increases, and are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered or wage adjustments are linked to other sources, such as the Fair Work Commission’s Annual Wage Review or CPI or WPI movements.

In the March quarter 2021, 4 agreements were approved that cover more than 2,000 employees each and did not have quantifiable wage increase, including:

- *NSW and ACT Catholic Systemic Schools Enterprise Agreement 2020 (33,859 employees)*
 - o Wage increases are inconsistent across locations but ranged from 1.5 per cent to 3.0 per cent for ACT Catholic schools and 2.28 per cent to 2.5 per cent for NSW Catholic schools
- *Drakes Supermarkets Retail Agreement 2020 (4,847 employees)*
 - o Wage increases are linked to the Annual Wage Review.
- *Allianz Australia Group Business Partnership Agreement 2020 (4,701 employees)*
 - o Wages increases are linked to the Annual Wage Review.
- *Aerocare Collective Agreement 2018 (2,036 employees)*

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

- Wage increases are inconsistent across classifications although most employees receive a 2 per cent wage increase per annum.

NOTES

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series. AAWI data includes only increases to the base rate of pay and do not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the March quarter 2021, the calculated AAWI of 2.6 per cent is based on 651 agreements, covering 54,826 employees (that is, 74.8 per cent of the 870 agreements approved in the quarter, and covering 47.4 per cent of the 115,694 employees) with quantifiable wage increases.
 - A total of 219 agreements, covering 60,868 employees (that is, 25.2 per cent of the 870 agreements approved in the quarter, covering 52.6 per cent of the total of 115,694 employees), have wage increases that could not be quantified. For example an agreement would be non-quantifiable if different increases were given to different classifications, increases were based on individual performance or business unit performance. Refer to Table 12 in the Trends report for related data.
3. Context for wages growth in federally registered enterprise agreements:
 - 37.9 per cent (rounded) of all employees in Australia (as measured by the ABS 2018 Employee Earnings and Hours (EEH) survey) had their pay set by an enterprise agreement.

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

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

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

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

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

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

An agreement is identified as being “union” where the decision approving the agreement notes in accordance with s.201(2) of the *Fair Work Act 2009* that the agreement covers the union(s). A union must have given notice under s.183(1) that it wants the agreement to cover them. It is recognised that this is a proxy measure as the data measure coverage rather than bargaining presence.

Trends in Federal Enterprise Bargaining Report Main Tables

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Public sector agreements	37	54	31	44	78	61	60	48	37	27	25	32	15
Public sector AAWI (%)	2.4	2.5	3.3	2.8	2.4	2.5	2.5	2.4	2.3	2.2	2.1	1.9	2.4
Public sector duration (yrs.)	3.3	3.2	3.9	3.9	3.1	3.1	3.0	3.0	3.4	3.2	3.3	3.4	2.6
Public sector employees ('000)	36.1	76.7	38.6	51.6	84.3	49.9	41.5	29.1	51.9	14.4	12.6	88.8	3.7
Private sector agreements	920	1,057	842	879	1,253	1,519	1,188	1,078	920	734	691	815	855
Private sector AAWI (%)	2.7	2.8	3.0	3.0	2.8	2.9	2.7	2.7	2.9	3.0	2.8	2.6	2.6
Private sector duration (yrs.)	2.8	2.5	2.3	2.8	3.2	2.7	2.9	3.0	3.1	3.1	2.8	2.6	2.3
Private sector employees ('000)	90.2	194.3	94.3	86.8	283.5	145.5	127.1	172.7	91.7	128.1	48.1	85.9	112.0
All sector agreements	957	1,111	873	923	1,331	1,580	1,248	1,126	957	761	716	847	870
All sectors AAWI (%)	2.6	2.6	3.2	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6	2.2	2.6
All sectors duration (yrs.)	2.9	2.7	2.8	3.2	3.2	2.9	2.9	3.0	3.2	3.1	2.9	3.0	2.3
All sectors employees ('000)	126.3	271.0	132.8	138.4	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	115.7

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: 15 public sector agreements were approved in the March quarter 2021, covering 3,700 employees. Their AAWI was 2.4 per cent and their average duration was 2.6 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Public sector agreements	524	555	514	524	553	590	571	573	565	565	487	475	456
Public sector AAWI (%)	2.6	2.6	2.6	2.7	2.7	2.7	2.6	2.6	2.6	2.5	2.6	2.4	2.5
Public sector duration (yrs.)	3.5	3.5	3.6	3.6	3.6	3.5	3.6	3.5	3.5	3.4	3.5	3.4	3.5
Public sector employees ('000)	623.4	677.9	703.4	733.5	781.7	818.5	827.7	820.4	791.1	760.9	650.1	653.9	623.9
Private sector agreements	12,206	12,275	10,481	10,379	10,022	10,748	10,308	10,167	10,118	10,147	9,331	9,515	9,526
Private sector AAWI (%)	2.9	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.7	2.7	2.7	2.7	2.7
Private sector duration (yrs.)	3.1	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.1	3.1	3.2	3.2	3.1
Private sector employees ('000)	1,161.0	1,284.6	1,194.4	1,149.6	1,304.3	1,381.5	1,343.1	1,425.1	1,414.5	1,395.1	1,243.9	1,246.5	1,267.2
All sector agreements	12,730	12,830	10,995	10,903	10,575	11,338	10,879	10,740	10,683	10,712	9,818	9,990	9,982
All sectors AAWI (%)	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3
All sectors employees ('000)	1,784.4	1,962.4	1,897.8	1,883.1	2,086.0	2,200.0	2,170.8	2,245.6	2,205.7	2,156.0	1,894.0	1,900.4	1,891.0

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

Notes:

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

How to read: 456 public sector agreements were current as at 31 March 2021, covering 623,900 employees. Their AAWI was 2.5 per cent and their average duration was 3.5 years.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi-enterprise Greenfields duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	7	3	5	6	1	14	5	4	3	2	3	6	3
Multi-enterprise non-Greenfields AAWI (%)	2.1	*	2.2	4.8	3.2	4.3	3.8	2.7	1.9	3.3	2.4	2.5	2.1
Multi-enterprise non-Greenfields duration (yrs.)	2.4	2.3	2.8	3.2	2.1	3.0	3.7	2.8	2.9	3.8	2.1	2.6	1.7
Multi-enterprise non-Greenfields employees ('000)	1.9	2.8	4.7	13.7	27.4	5.3	0.5	2.2	5.6	1.5	1.2	5.1	1.1
Single-enterprise Greenfields agreements	21	42	43	32	54	76	79	60	52	51	69	71	70
Single-enterprise Greenfields AAWI (%)	2.6	3.4	3.4	3.9	2.7	5.7	3.7	2.6	3.7	3.7	3.6	2.2	4.0
Single-enterprise Greenfields duration (yrs.)	3.3	3.2	2.8	1.9	2.8	1.6	2.6	2.6	2.8	3.0	3.1	2.4	2.4
Single-enterprise Greenfields employees ('000)	1.7	2.3	2.2	0.8	3.2	3.6	2.0	3.1	1.9	1.4	2.1	3.6	2.2
Single-enterprise non-Greenfields agreements	929	1,066	825	885	1,276	1,490	1,164	1,062	902	708	644	770	797
Single-enterprise non-Greenfields AAWI (%)	2.7	2.6	3.2	2.8	2.6	2.6	2.6	2.7	2.6	2.8	2.6	2.2	2.5
Single-enterprise non-Greenfields duration (yrs.)	2.9	2.7	2.8	3.2	3.3	2.9	3.0	3.0	3.2	3.1	2.9	3.1	2.3
Single-enterprise non-Greenfields employees ('000)	122.7	265.9	126.0	123.9	337.1	186.5	166.0	196.5	136.1	139.6	57.4	166.1	112.4
All agreements	957	1,111	873	923	1,331	1,580	1,248	1,126	957	761	716	847	870
All AAWI (%)	2.6	2.6	3.2	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6	2.2	2.6
All duration (yrs.)	2.9	2.7	2.8	3.2	3.2	2.9	2.9	3.0	3.2	3.1	2.9	3.0	2.3
All employees ('000)	126.3	271.0	132.8	138.4	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	115.7

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

Notes:

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

How to read: 3 multi-enterprise non-Greenfields agreements were approved in the March quarter 2021, covering 1,100 employees. Their AAWI was 2.1 per cent and their average duration was 1.7 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi-enterprise Greenfields duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	58	60	57	59	56	67	69	69	60	59	56	58	48
Multi-enterprise non-Greenfields AAWI (%)	2.6	2.6	2.5	2.9	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.4
Multi-enterprise non-Greenfields duration (yrs.)	3.5	3.4	3.4	3.3	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0	2.7
Multi-enterprise non-Greenfields employees ('000)	47.4	48.6	49.2	62.7	89.6	94.6	89.5	87.9	88.1	89.2	83.4	82.0	58.3
Single-enterprise Greenfields agreements	621	543	455	413	330	359	337	383	389	399	404	461	500
Single-enterprise Greenfields AAWI (%)	2.9	2.9	2.9	2.9	2.7	3.2	3.2	3.1	3.1	3.2	2.7	2.6	2.7
Single-enterprise Greenfields duration (yrs.)	3.3	3.3	3.3	3.2	3.4	3.2	3.1	3.1	3.2	3.2	3.3	3.2	3.2
Single-enterprise Greenfields employees ('000)	29.8	28.0	25.5	24.4	22.1	24.8	23.8	26.3	25.6	24.6	20.3	23.5	23.4
Single-enterprise non-Greenfields agreements	12,051	12,227	10,483	10,431	10,189	10,912	10,473	10,288	10,234	10,254	9,358	9,471	9,434
Single-enterprise non-Greenfields AAWI (%)	2.8	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
Single-enterprise non-Greenfields duration (yrs.)	3.3	3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.3	3.2	3.3	3.3	3.3
Single-enterprise non-Greenfields employees ('000)	1,707.1	1,885.9	1,823.1	1,795.9	1,974.3	2,080.7	2,057.5	2,131.4	2,092.0	2,042.1	1,790.3	1,795.0	1,809.3
All agreements	12,730	12,830	10,995	10,903	10,575	11,338	10,879	10,740	10,683	10,712	9,818	9,990	9,982
All AAWI (%)	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6
All duration (yrs.)	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3
All employees ('000)	1,784.4	1,962.4	1,897.8	1,883.1	2,086.0	2,200.0	2,170.8	2,245.6	2,205.7	2,156.0	1,894.0	1,900.4	1,891.0

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

Notes:

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

How to read: 48 multi-enterprise non-Greenfields agreements were current as at 31 March 2021, covering 58,300 employees. Their AAWI was 3.4 per cent and their average duration was 2.7 years.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Agriculture, Forestry and Fishing agreements	11	19	7	12	46	21	13	20	5	8	12	5	3
Agriculture, Forestry and Fishing AAWI (%)	2.1	2.6	3.0	2.4	2.2	2.7	2.4	2.6	2.4	3.4	2.5	1.9	2.4
Agriculture, Forestry and Fishing duration (yrs.)	3.5	3.0	3.4	3.6	3.9	3.5	3.3	3.5	3.8	2.4	3.2	3.5	3.2
Agriculture, Forestry and Fishing employees ('000)	0.7	1.1	0.7	1.2	2.4	1.4	1.5	2.7	0.2	0.7	0.3	0.2	0.4
Mining agreements	24	39	20	26	58	46	38	25	33	17	14	20	23
Mining AAWI (%)	2.0	2.2	2.2	2.7	2.3	2.6	2.3	2.3	2.5	2.2	2.2	2.0	2.1
Mining duration (yrs.)	2.8	2.7	3.6	2.8	3.4	3.0	3.3	3.3	3.2	3.9	2.9	3.3	3.0
Mining employees ('000)	2.3	7.1	2.6	2.1	6.1	8.3	5.1	4.5	4.2	2.0	0.9	2.3	1.7
Manufacturing agreements	152	139	145	148	240	314	192	209	180	112	111	147	134
Manufacturing AAWI (%)	2.5	2.6	2.7	2.8	2.6	2.6	2.6	2.5	2.5	2.4	2.3	2.1	2.2
Manufacturing duration (yrs.)	2.9	2.6	2.7	2.9	2.6	2.9	2.7	2.7	2.8	2.7	2.7	2.4	2.6
Manufacturing employees ('000)	8.6	12.0	10.3	12.6	17.8	22.6	11.5	18.2	14.1	8.0	7.4	9.4	10.2
Non-Metal Manufacturing agreements	96	89	94	94	152	199	129	142	134	83	78	96	85
Non-Metal Manufacturing AAWI (%)	2.5	2.5	2.4	2.9	2.6	2.5	2.5	2.5	2.5	2.4	2.2	2.1	2.2
Non-Metal Manufacturing duration (yrs.)	2.8	2.7	2.8	2.8	2.8	3.0	2.9	2.8	2.9	2.8	2.6	2.4	2.8
Non-Metal Manufacturing employees ('000)	5.6	8.4	5.6	8.6	12.5	14.9	8.2	11.0	11.1	5.3	5.5	6.9	6.6
Metal Manufacturing agreements	56	50	51	54	88	115	63	67	46	29	33	51	49
Metal Manufacturing AAWI (%)	2.4	2.9	3.1	2.6	2.6	2.9	2.7	2.6	2.5	2.4	2.6	2.0	2.2
Metal Manufacturing duration (yrs.)	3.1	2.4	2.7	3.1	2.3	2.9	2.3	2.5	2.6	2.5	2.8	2.2	2.3
Metal Manufacturing employees ('000)	3.0	3.6	4.7	4.0	5.3	7.8	3.2	7.2	3.0	2.7	1.9	2.5	3.6
Electricity, Gas, Water and Waste Services agreements	24	38	34	33	57	41	38	35	30	16	26	31	23
Electricity, Gas, Water and Waste Services AAWI (%)	3.1	2.5	3.2	2.8	2.6	2.6	3.0	3.2	3.0	3.7	2.0	2.8	3.4
Electricity, Gas, Water and Waste Services duration (yrs.)	2.6	3.0	3.5	2.8	2.9	3.2	3.1	3.4	2.2	3.7	2.3	3.2	2.3
Electricity, Gas, Water and Waste Services Employees ('000)	2.2	12.7	4.9	3.8	4.5	2.7	1.5	3.4	1.8	2.2	4.3	11.5	1.2
Construction agreements	279	358	328	323	329	521	430	400	370	323	306	347	401
Construction AAWI (%)	5.3	5.8	5.9	5.8	3.7	3.3	3.9	4.2	4.6	4.6	4.1	4.0	3.3
Construction duration (yrs.)	2.6	2.5	2.5	2.3	2.5	2.8	2.5	2.3	2.7	3.0	2.8	2.9	2.9
Construction employees ('000)	7.8	6.9	7.3	6.6	8.4	13.4	9.3	10.8	10.8	8.2	6.4	9.9	16.2
Wholesale Trade agreements	35	39	43	32	67	18	18	23	20	19	19	13	10
Wholesale Trade AAWI (%)	2.8	2.7	2.0	2.4	2.4	2.8	2.7	3.0	2.4	2.9	2.5	2.3	2.0
Wholesale Trade duration (yrs.)	2.8	2.9	2.8	3.3	2.8	2.7	3.3	3.6	3.0	2.4	2.7	2.5	2.7
Wholesale Trade employees ('000)	2.4	1.8	2.3	2.3	2.9	0.9	0.9	4.8	1.3	1.4	1.0	0.5	0.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Retail Trade agreements	6	7	8	14	29	21	18	14	13	11	6	7	13
Retail Trade AAWI (%)	3.0	2.9	3.2	3.4	3.1	2.3	2.8	2.4	4.2	2.0	3.5	2.2	2.1
Retail Trade duration (yrs.)	2.7	2.0	4.1	3.4	3.9	1.7	2.9	3.4	3.9	2.7	3.7	3.9	3.6
Retail Trade employees ('000)	3.1	82.8	1.2	6.2	122.5	7.9	30.4	64.3	15.6	7.9	2.7	3.1	8.4
Accommodation and Food Services agreements	4	15	3	14	9	9	12	11	8	6	4	9	4
Accommodation and Food Services AAWI (%)	3.2	2.2	3.0	2.7	3.2	2.9	2.5	3.2	1.8	3.5	1.5	3.3	2.5
Accommodation and Food Services duration (yrs.)	2.6	3.5	4.0	3.6	2.6	2.9	2.7	3.6	3.2	4.0	4.0	3.9	3.9
Accommodation and Food Services Employees ('000)	1.8	1.5	0.1	1.3	0.5	1.4	2.3	0.8	0.3	37.2	3.2	1.9	1.4
Transport, Postal and Warehousing agreements	73	111	89	55	117	190	144	104	85	69	83	73	95
Transport, Postal and Warehousing AAWI (%)	2.2	2.7	2.6	2.7	2.7	3.5	2.7	2.8	3.2	3.1	2.2	2.5	2.6
Transport, Postal and Warehousing duration (yrs.)	2.9	2.8	2.7	3.1	3.0	3.0	3.0	2.9	3.0	3.7	3.4	3.0	2.3
Transport, Postal and Warehousing employees ('000)	6.3	27.1	12.9	7.6	10.8	17.2	11.1	15.2	5.8	11.3	12.4	7.5	10.9
Information Media and Telecommunications agreements	3	8	7	7	11	10	9	7	7	2	2	3	4
Information Media and Telecommunications AAWI (%)	2.2	1.6	1.6	2.1	1.9	2.2	2.1	1.9	2.1	3.2	1.3	1.5	2.4
Information Media and Telecommunications duration (yrs.)	2.8	3.0	2.6	3.1	2.8	2.4	2.4	2.2	2.9	1.3	2.0	1.0	3.0
Information Media and Telecommunications employees ('000)	0.4	1.1	0.6	0.8	2.4	5.6	1.0	1.7	1.2	20.5	0.7	1.2	0.5
Financial and Insurance Services agreements	7	12	6	9	10	8	5	9	8	5	3	1	7
Financial and Insurance Services AAWI (%)	2.8	2.3	3.1	2.6	2.7	2.8	2.8	3.1	2.0	2.8	3.7	*	2.1
Financial and Insurance Services duration (yrs.)	3.2	2.6	1.9	2.9	2.9	3.0	2.9	2.5	3.0	3.7	2.5	2.5	3.0
Financial and Insurance Services employees ('000)	1.3	1.1	0.5	4.2	31.4	2.1	0.9	3.5	1.7	4.4	0.7	0.3	7.0
Rental, Hiring and Real Estate Services agreements	7	17	9	18	9	3	6	5	3	4	6	3	4
Rental, Hiring and Real Estate Services AAWI (%)	2.7	3.6	7.9	6.5	3.3	2.1	3.5	5.1	2.5	2.2	2.3	2.3	2.6
Rental, Hiring and Real Estate Services duration (yrs.)	2.8	2.9	1.8	1.9	2.6	2.2	3.1	2.9	3.5	2.4	3.0	2.6	3.1
Rental, Hiring and Real Estate Services employees ('000)	0.2	0.4	0.2	0.3	0.3	0.0	0.3	0.3	0.1	0.1	0.3	0.1	0.2
Professional, Scientific and Technical Services agreements	23	25	15	16	30	18	10	12	15	10	6	10	6
Professional, Scientific and Technical Services AAWI (%)	2.7	2.7	2.3	2.3	2.3	2.4	2.5	2.0	2.5	4.0	1.7	2.0	1.8
Professional, Scientific and Technical Services duration (yrs.)	3.3	3.5	2.7	2.9	2.6	3.0	2.6	3.4	3.1	3.1	1.5	2.8	2.6
Professional, Scientific and Technical Services employees ('000)	2.2	2.4	4.8	1.6	3.0	1.5	0.9	0.6	0.8	1.1	0.4	6.9	0.2
Administrative and Support Services agreements	20	20	25	17	26	32	26	36	17	13	12	11	8
Administrative and Support Services AAWI (%)	3.8	4.2	4.5	2.9	3.3	2.5	2.2	3.0	3.2	3.4	3.1	2.8	3.2
Administrative and Support Services duration (yrs.)	2.9	2.5	2.8	2.1	2.9	3.5	3.4	3.0	3.8	3.9	3.1	3.5	2.1
Administrative and Support Services employees ('000)	1.2	5.4	0.6	3.7	2.1	2.3	5.3	3.5	2.0	2.2	0.4	2.0	0.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Public Administration and Safety agreements	42	49	26	35	54	53	53	51	36	20	19	30	26
Public Administration and Safety AAWI (%)	2.5	2.4	2.1	2.3	2.4	2.3	2.5	2.2	2.1	2.1	2.1	2.0	2.4
Public Administration and Safety duration (yrs.)	3.0	3.4	3.5	2.9	3.1	2.9	3.3	2.9	3.5	3.1	3.2	3.7	2.9
Public Administration and Safety employees ('000)	10.9	32.4	10.0	6.4	39.3	24.4	18.8	17.7	30.9	12.5	3.5	57.1	4.1
Education and Training agreements	67	75	38	50	76	87	50	53	47	33	25	46	38
Education and Training AAWI (%)	2.4	2.5	2.1	2.8	2.8	2.5	2.5	2.7	2.5	2.6	2.7	1.2	2.2
Education and Training duration (yrs.)	3.2	3.3	1.9	3.4	2.6	3.1	2.8	2.9	3.4	3.6	2.5	2.3	1.5
Education and Training employees ('000)	33.2	27.4	41.4	45.1	69.6	32.1	25.7	15.8	24.1	5.0	2.7	39.7	43.6
Health Care and Social Assistance agreements	147	107	48	85	116	144	137	77	52	62	46	72	49
Health Care and Social Assistance AAWI (%)	2.3	2.4	3.9	2.9	2.7	3.0	2.7	2.4	2.6	2.5	3.0	2.4	2.3
Health Care and Social Assistance duration (yrs.)	2.8	2.9	3.6	3.7	3.1	2.7	2.9	2.5	2.7	2.9	2.6	2.8	2.8
Health Care and Social Assistance employees ('000)	36.0	45.4	29.7	28.1	35.6	44.3	33.9	29.2	21.7	10.0	12.7	18.7	7.3
Arts and Recreation Services agreements	6	7	8	9	10	13	23	9	14	8	5	9	12
Arts and Recreation Services AAWI (%)	3.0	2.8	2.7	2.2	2.6	3.1	2.7	3.3	2.7	2.9	2.2	1.6	2.4
Arts and Recreation Services duration (yrs.)	2.9	2.7	3.1	3.1	3.1	3.1	2.8	2.7	3.1	3.2	2.4	1.8	1.9
Arts and Recreation Services employees ('000)	1.5	1.5	1.5	1.3	3.4	2.2	4.7	1.2	6.1	6.5	0.4	0.9	1.2
Other Services agreements	27	26	14	20	37	31	26	26	14	23	11	10	10
Other Services AAWI (%)	2.4	2.8	2.3	2.6	3.1	2.1	2.6	2.6	2.1	2.6	2.0	2.7	2.3
Other Services duration (yrs.)	2.9	2.9	3.0	2.5	2.9	3.0	2.8	3.1	3.0	3.0	4.0	2.7	2.0
Other Services employees ('000)	4.0	1.0	1.3	3.1	4.8	5.1	3.4	3.7	1.1	1.3	0.3	1.5	0.7
All sector agreements	957	1,111	873	923	1,331	1,580	1,248	1,126	957	761	716	847	870
All sectors AAWI (%)	2.6	2.6	3.2	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6	2.2	2.6
All sectors duration (yrs.)	2.9	2.7	2.8	3.2	3.2	2.9	2.9	3.0	3.2	3.1	2.9	3.0	2.3
All sectors employees ('000)	126.3	271.0	132.8	138.4	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	115.7

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: 3 Agriculture, Forestry and Fishing agreements were approved in the March quarter 2021, covering 400 employees. Their AAWI was 2.4 per cent and their average duration was 3.2 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Agriculture, Forestry and Fishing agreements	140	148	136	137	168	180	164	182	177	174	173	165	162
Agriculture, Forestry and Fishing AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Agriculture, Forestry and Fishing duration (yrs.)	3.5	3.5	3.5	3.5	3.6	3.6	3.7	3.7	3.7	3.6	3.7	3.6	3.6
Agriculture, Forestry and Fishing employees ('000)	12.5	12.8	12.5	12.3	14.3	15.2	13.1	15.8	15.6	15.8	14.9	12.5	12.1
Mining agreements	362	358	326	310	338	359	375	376	395	389	373	362	353
Mining AAWI (%)	1.9	2.0	2.0	2.1	2.1	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3
Mining duration (yrs.)	3.4	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3
Mining employees ('000)	38.8	40.3	37.5	35.6	39.1	39.0	45.3	48.2	51.1	51.1	48.8	48.3	47.7
Manufacturing agreements	2,007	1,978	1,724	1,702	1,737	1,885	1,821	1,861	1,927	1,907	1,740	1,733	1,729
Manufacturing AAWI (%)	2.7	2.7	2.5	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Manufacturing duration (yrs.)	3.1	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.1	3.0	3.0
Manufacturing employees ('000)	127.0	126.5	110.0	110.2	117.9	129.0	125.3	135.5	140.6	140.4	126.6	125.4	125.6
Non-Metal Manufacturing agreements	1,296	1,276	1,128	1,122	1,143	1,229	1,178	1,214	1,269	1,257	1,172	1,159	1,155
Non-Metal Manufacturing AAWI (%)	2.6	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4
Non-Metal Manufacturing duration (yrs.)	3.1	3.0	3.0	3.1	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.0
Non-Metal Manufacturing employees ('000)	83.5	83.2	74.2	74.7	80.9	86.7	84.1	91.4	95.4	93.8	86.9	85.6	85.7
Metal Manufacturing agreements	711	702	596	580	594	656	643	647	658	650	568	574	574
Metal Manufacturing AAWI (%)	2.7	2.7	2.6	2.6	2.5	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.5
Metal Manufacturing duration (yrs.)	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.0
Metal Manufacturing employees ('000)	43.5	43.3	35.8	35.6	37.0	42.3	41.2	44.1	45.2	46.6	39.7	39.8	39.9
Electricity, Gas, Water and Waste Services agreements	350	360	324	335	350	362	368	380	392	389	360	364	351
Electricity, Gas, Water and Waste Services AAWI (%)	2.9	2.9	2.9	2.9	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.8	2.7
Electricity, Gas, Water and Waste Services duration (yrs.)	3.1	3.0	3.0	3.0	3.0	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.1
Electricity, Gas, Water and Waste Services Employees ('000)	41.5	47.3	49.0	51.8	53.6	54.0	52.5	53.0	52.7	54.3	50.3	58.2	43.1
Construction agreements	4,280	4,271	3,376	3,327	2,920	3,153	3,035	2,749	2,733	2,806	2,827	3,047	3,272
Construction AAWI (%)	4.6	4.7	4.2	4.3	3.3	3.3	3.2	3.2	3.2	3.3	3.4	3.5	3.4
Construction duration (yrs.)	3.1	3.0	3.1	3.0	3.3	3.2	3.2	3.2	3.3	3.3	3.3	3.2	3.2
Construction employees ('000)	94.2	93.8	75.7	74.0	63.8	71.4	69.9	69.0	70.4	75.5	74.6	81.2	94.0
Wholesale Trade agreements	450	452	409	421	452	440	365	350	340	334	296	276	253
Wholesale Trade AAWI (%)	2.7	2.7	2.6	2.5	2.5	2.5	2.5	2.6	2.5	2.6	2.6	2.6	2.6
Wholesale Trade duration (yrs.)	2.9	2.9	2.9	2.9	3.0	3.0	3.1	3.2	3.2	3.2	3.3	3.3	3.3
Wholesale Trade employees ('000)	26.5	26.6	25.6	27.1	27.4	27.3	20.0	22.6	22.7	22.5	20.9	19.2	18.3

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Retail Trade agreements	198	177	148	150	157	161	161	171	166	169	154	152	152
Retail Trade AAWI (%)	2.5	2.5	2.3	2.4	2.7	2.7	2.7	2.6	2.7	2.7	2.7	2.7	2.7
Retail Trade duration (yrs.)	3.2	2.4	2.3	2.4	3.2	3.1	3.1	3.1	3.2	3.5	3.6	3.6	3.7
Retail Trade employees ('000)	43.0	120.3	104.0	109.2	230.3	236.5	264.5	328.4	340.4	265.9	258.8	259.2	261.1
Accommodation and Food Services agreements	295	294	246	234	224	213	202	191	173	162	136	122	112
Accommodation and Food Services AAWI (%)	2.7	2.7	2.6	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7
Accommodation and Food Services duration (yrs.)	3.6	3.6	3.6	3.6	3.6	3.5	3.4	3.3	3.4	3.8	3.8	3.9	3.9
Accommodation and Food Services Employees ('000)	23.5	23.8	20.8	19.9	18.5	18.5	20.3	17.9	17.3	53.9	54.8	52.1	52.7
Transport, Postal and Warehousing agreements	1,024	1,018	950	921	928	1,056	1,052	1,114	1,139	1,144	1,041	1,049	1,045
Transport, Postal and Warehousing AAWI (%)	2.6	2.6	2.5	2.5	2.5	2.6	2.5	2.6	2.6	2.6	2.7	2.7	2.7
Transport, Postal and Warehousing duration (yrs.)	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.1	3.3	3.3	3.2
Transport, Postal and Warehousing employees ('000)	149.4	165.4	160.6	163.5	160.4	173.9	167.2	177.9	177.3	183.9	125.9	126.6	129.0
Information Media and Telecommunications agreements	69	69	60	60	63	71	72	74	74	71	57	56	53
Information Media and Telecommunications AAWI (%)	2.8	2.8	2.9	2.1	2.2	2.1	2.1	2.0	2.0	2.0	1.9	1.9	1.9
Information Media and Telecommunications duration (yrs.)	2.8	2.8	2.9	2.8	2.9	2.7	2.7	2.6	2.8	1.9	1.8	1.8	1.8
Information Media and Telecommunications employees ('000)	42.6	43.2	40.3	7.6	7.8	14.0	14.7	14.7	13.8	33.9	33.0	33.5	33.2
Financial and Insurance Services agreements	113	119	103	102	105	110	90	93	100	96	78	70	74
Financial and Insurance Services AAWI (%)	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.5
Financial and Insurance Services duration (yrs.)	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.0	3.0
Financial and Insurance Services employees ('000)	141.6	140.5	137.8	103.1	103.8	105.6	96.5	67.2	69.6	54.3	51.0	47.7	54.4
Rental, Hiring and Real Estate Services agreements	226	223	180	171	145	140	107	97	85	76	65	64	58
Rental, Hiring and Real Estate Services AAWI (%)	2.7	2.7	2.6	2.6	2.4	2.4	2.2	2.3	2.3	2.4	2.5	2.5	2.5
Rental, Hiring and Real Estate Services duration (yrs.)	3.3	3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.3	3.5	3.6	3.6	3.6
Rental, Hiring and Real Estate Services employees ('000)	8.2	8.2	7.2	6.8	6.2	5.8	5.2	5.4	5.2	4.0	3.4	3.3	3.3
Professional, Scientific and Technical Services agreements	352	351	305	297	295	289	257	240	231	222	191	180	158
Professional, Scientific and Technical Services AAWI (%)	2.7	2.7	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.5	2.3
Professional, Scientific and Technical Services duration (yrs.)	3.3	3.3	3.3	3.2	3.1	3.1	3.2	3.1	3.1	3.1	3.2	3.0	3.0
Professional, Scientific and Technical Services employees ('000)	27.4	28.5	30.3	30.1	30.0	30.0	28.8	27.6	27.0	27.3	25.1	21.5	18.9
Administrative and Support Services agreements	452	438	361	342	321	323	280	274	260	250	227	216	209
Administrative and Support Services AAWI (%)	2.9	3.0	2.9	2.9	2.8	2.8	2.7	2.7	2.6	2.6	2.6	2.6	2.5
Administrative and Support Services duration (yrs.)	3.4	3.3	3.3	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.4	3.5	3.6
Administrative and Support Services employees ('000)	33.6	37.2	29.5	30.7	29.7	29.9	31.1	32.5	30.6	29.3	28.7	25.1	22.0
Public Administration and Safety agreements	530	556	504	494	487	509	490	496	486	476	401	396	397
Public Administration and Safety AAWI (%)	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.3	2.2	2.2	2.2	2.2	2.2
Public Administration and Safety duration (yrs.)	3.2	3.2	3.3	3.2	3.2	3.2	3.3	3.3	3.2	3.2	3.3	3.5	3.5
Public Administration and Safety employees ('000)	287.8	313.9	316.7	302.5	309.3	324.3	314.5	298.0	258.4	281.0	220.3	238.6	238.9

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Education and Training agreements	436	497	496	520	499	583	588	620	587	603	582	609	488
Education and Training AAWI (%)	2.7	2.6	2.5	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.6
Education and Training duration (yrs.)	3.5	3.5	3.3	3.3	3.2	3.2	3.1	3.1	3.3	3.3	3.3	3.2	3.1
Education and Training employees ('000)	251.6	267.9	300.3	340.8	403.4	436.1	421.8	434.6	405.4	409.7	401.7	436.8	435.0
Health Care and Social Assistance agreements	984	1,054	937	962	990	1,095	1,078	1,101	1,063	1,079	798	812	810
Health Care and Social Assistance AAWI (%)	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	2.9	3.0	2.9	2.9
Health Care and Social Assistance duration (yrs.)	3.5	3.4	3.5	3.6	3.6	3.5	3.6	3.5	3.5	3.2	3.4	3.3	3.3
Health Care and Social Assistance employees ('000)	364.1	395.6	386.3	400.3	411.6	426.1	426.9	443.3	450.5	390.3	301.2	257.8	248.8
Arts and Recreation Services agreements	136	136	114	119	105	111	109	115	107	110	87	94	96
Arts and Recreation Services AAWI (%)	2.9	2.9	2.8	2.8	2.8	2.9	2.7	2.8	2.8	2.8	2.8	2.8	2.8
Arts and Recreation Services duration (yrs.)	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.3	3.2	3.2	3.3	3.2	3.2
Arts and Recreation Services employees ('000)	39.8	39.6	33.3	34.4	35.4	36.4	27.8	25.9	29.3	34.6	29.3	30.1	29.0
Other Services agreements	326	331	296	299	291	298	265	256	248	255	232	223	210
Other Services AAWI (%)	2.8	2.7	2.6	2.6	2.7	2.6	2.6	2.6	2.5	2.5	2.6	2.6	2.6
Other Services duration (yrs.)	2.8	2.8	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0	3.1	3.0	3.0
Other Services employees ('000)	31.5	31.1	20.5	23.0	23.6	26.8	25.6	28.1	27.8	28.2	24.7	23.2	24.0
All sector agreements	12,730	12,830	10,995	10,903	10,575	11,338	10,879	10,740	10,683	10,712	9,818	9,990	9,982
All sectors AAWI (%)	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3
All sectors employees ('000)	1,784.4	1,962.4	1,897.8	1,883.1	2,086.0	2,200.0	2,170.8	2,245.6	2,205.7	2,156.0	1,894.0	1,900.4	1,891.0

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

Notes:

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

How to read: 162 Agriculture, Forestry and Fishing agreements current as at 31 March 2021, covering 12,100 employees. Their AAWI was 2.5 per cent and their average duration was 3.6 years.

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

FOR ALL CURRENT AGREEMENTS	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Agriculture, Forestry and Fishing agreements	4	13	18	11	5	16	12	8	31	22	5	6	5
Agriculture, Forestry and Fishing AAWI (%)	2.5	3.1	2.5	2.8	2.6	2.6	2.5	2.8	2.2	2.5	2.1	1.4	2.4
Agriculture, Forestry and Fishing employees ('000)	0.6	0.5	1.2	0.7	0.2	1.5	2.2	0.6	1.1	2.6	0.9	0.1	0.2
Mining agreements	28	40	24	25	31	36	22	19	35	25	23	19	23
Mining AAWI (%)	2.1	2.3	2.2	2.7	2.4	2.7	2.5	2.3	1.9	2.6	1.8	2.3	2.1
Mining employees ('000)	1.9	6.8	2.9	2.1	2.8	4.9	2.0	3.4	4.9	5.4	2.9	3.1	2.8
Manufacturing agreements	118	249	167	131	125	237	137	117	98	169	94	72	44
Manufacturing AAWI (%)	2.5	2.6	2.4	2.4	2.5	2.7	2.4	2.4	2.6	2.5	2.3	2.1	2.2
Manufacturing employees ('000)	7.6	18.4	10.4	10.4	7.6	19.0	12.2	9.7	6.7	10.9	6.2	4.7	4.4
Non-Metal Manufacturing agreements	74	171	107	84	83	171	98	77	66	101	72	45	24
Non-Metal Manufacturing AAWI (%)	2.5	2.4	2.5	2.5	2.3	2.6	2.4	2.3	2.5	2.5	2.3	2.3	2.3
Non-Metal Manufacturing employees ('000)	5.1	11.3	6.3	6.2	5.5	12.5	9.1	6.4	5.6	7.0	4.8	3.2	3.5
Metal Manufacturing agreements	44	78	60	47	42	66	39	40	32	68	22	27	20
Metal Manufacturing AAWI (%)	2.5	2.7	2.4	2.3	2.8	2.9	2.7	2.5	2.9	2.4	2.5	1.7	1.9
Metal Manufacturing employees ('000)	2.5	7.1	4.1	4.2	2.0	6.5	3.1	3.3	1.2	4.0	1.3	1.5	0.9
Electricity, Gas, Water and Waste Services agreements	29	57	34	32	34	22	34	18	15	34	20	11	16
Electricity, Gas, Water and Waste Services AAWI (%)	2.9	2.5	2.5	2.3	2.8	2.6	2.3	2.4	3.2	2.8	2.7	3.2	3.0
Electricity, Gas, Water and Waste Services Employees ('000)	15.2	9.1	3.3	2.4	2.0	1.5	2.7	0.9	0.7	3.3	1.8	1.4	9.1
Construction agreements	359	155	167	193	151	218	161	568	124	398	271	240	153
Construction AAWI (%)	3.7	3.4	2.9	2.9	2.6	3.1	2.7	5.0	2.6	3.8	3.0	3.0	3.2
Construction employees ('000)	8.0	4.8	4.7	4.5	5.2	7.0	5.3	13.2	3.6	16.0	6.5	6.5	3.9
Wholesale Trade agreements	36	51	24	23	15	28	29	14	22	10	9	6	6
Wholesale Trade AAWI (%)	2.4	2.7	2.3	2.3	2.0	2.6	2.1	2.3	2.1	2.9	3.2	2.4	2.1
Wholesale Trade employees ('000)	1.3	2.8	1.1	1.3	0.4	1.4	2.8	1.5	1.0	1.1	3.7	0.1	0.3
Retail Trade agreements	11	19	13	12	11	20	12	10	10	11	8	6	7
Retail Trade AAWI (%)	2.3	3.3	2.3	2.3	2.9	2.9	4.8	3.2	2.6	2.7	2.3	2.3	1.9
Retail Trade employees ('000)	4.0	7.1	5.3	2.9	7.6	21.0	4.4	4.1	143.0	11.1	1.7	26.2	13.6
Accommodation and Food Services agreements	12	18	8	7	5	14	6	9	3	9	8	4	7
Accommodation and Food Services AAWI (%)	1.7	2.8	3.0	2.8	1.6	2.8	2.2	1.8	1.8	3.0	2.0	1.6	1.9
Accommodation and Food Services Employees ('000)	0.5	2.3	2.0	0.7	0.1	1.0	0.5	0.6	0.2	0.6	0.5	0.2	0.6

FOR ALL CURRENT AGREEMENTS	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Transport, Postal and Warehousing agreements	68	187	79	89	69	133	80	58	53	107	49	44	26
Transport, Postal and Warehousing AAWI (%)	2.6	2.8	2.9	2.9	2.4	3.5	2.6	2.5	2.2	2.9	2.8	2.0	2.8
Transport, Postal and Warehousing employees ('000)	5.7	30.5	7.1	10.7	4.0	10.7	6.2	12.9	11.4	16.9	5.3	4.3	2.9
Information Media and Telecommunications agreements	3	15	4	3	2	15	3	2	4	1	1	0	2
Information Media and Telecommunications AAWI (%)	2.4	2.7	1.4	1.8	2.0	1.7	2.1	2.1	2.0	2.0	4.3	*	2.2
Information Media and Telecommunications employees ('000)	0.1	1.3	20.9	1.0	0.9	6.5	0.5	0.2	1.1	0.1	0.0	0.0	0.5
Financial and Insurance Services agreements	2	19	7	9	3	12	1	5	4	5	1	3	2
Financial and Insurance Services AAWI (%)	2.2	2.3	2.7	2.0	3.7	2.2	2.2	2.8	2.5	3.1	*	1.8	2.1
Financial and Insurance Services employees ('000)	0.0	4.3	2.0	31.5	0.3	2.5	0.3	3.1	0.4	1.7	0.9	0.2	6.8
Rental, Hiring and Real Estate Services agreements	10	5	6	6	3	7	6	3	1	3	7	2	2
Rental, Hiring and Real Estate Services AAWI (%)	2.6	2.6	2.0	2.1	2.4	4.4	3.7	2.6	*	2.3	2.4	*	3.1
Rental, Hiring and Real Estate Services ('000)	0.3	0.1	1.4	0.3	0.1	0.2	0.3	0.1	0.1	0.1	0.3	0.0	0.0
Professional, Scientific and Technical Services agreements	25	33	14	10	12	18	9	6	9	5	5	10	9
Professional, Scientific and Technical Services AAWI (%)	2.6	2.9	2.5	2.4	1.8	2.5	2.3	3.2	2.4	2.9	2.0	2.0	4.7
Professional, Scientific and Technical Services employees ('000)	1.8	2.6	3.4	0.4	0.9	1.5	0.8	0.7	0.4	0.2	0.3	5.6	0.4
Administrative and Support Services agreements	20	22	14	21	7	15	11	20	13	28	8	17	9
Administrative and Support Services AAWI (%)	3.3	2.8	2.4	2.6	2.5	2.4	2.7	2.3	2.5	2.2	2.6	3.0	2.9
Administrative and Support Services employees ('000)	3.9	2.0	1.3	1.6	0.4	1.0	0.3	2.4	1.3	3.9	0.4	1.2	1.8
Public Administration and Safety agreements	21	66	28	43	31	61	23	15	12	36	14	18	10
Public Administration and Safety AAWI (%)	1.9	2.1	2.3	2.6	2.1	2.1	2.7	2.0	2.0	2.1	2.5	2.0	2.0
Public Administration and Safety employees ('000)	3.2	29.6	26.5	24.6	20.1	26.2	10.5	9.9	3.1	10.9	2.5	18.6	51.4
Education and Training agreements	46	70	21	122	25	40	20	49	22	20	14	51	11
Education and Training AAWI (%)	2.0	2.6	2.1	2.4	3.0	2.4	2.6	4.2	2.7	2.4	3.8	2.5	2.4
Education and Training employees ('000)	37.4	219.6	16.1	94.7	5.7	34.9	9.6	11.7	3.4	29.3	1.0	6.2	0.8
Health Care and Social Assistance agreements	35	195	74	77	49	109	58	41	44	56	23	26	16
Health Care and Social Assistance AAWI (%)	2.9	2.7	2.6	3.7	2.9	2.9	3.1	2.6	2.7	2.4	3.1	2.1	2.1
Health Care and Social Assistance employees ('000)	14.0	62.6	24.3	48.7	13.2	34.8	15.0	12.3	10.5	7.2	4.3	3.3	8.5
Arts and Recreation Services agreements	5	13	4	18	3	13	5	8	5	5	6	6	4
Arts and Recreation Services AAWI (%)	2.7	3.0	1.4	2.9	3.4	2.9	2.5	3.2	2.5	2.8	1.9	2.3	2.7
Arts and Recreation Services employees ('000)	2.2	4.6	0.5	3.7	1.0	9.6	4.0	1.1	0.4	1.5	0.5	0.6	0.5

FOR ALL CURRENT AGREEMENTS	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24
Other Services agreements	24	30	11	29	18	27	16	9	7	23	7	8	6
Other Services AAWI (%)	2.5	2.2	3.3	2.7	3.1	2.7	2.3	2.2	1.5	2.5	2.1	2.7	3.1
Other Services employees ('000)	0.8	7.5	3.1	1.4	1.8	3.3	0.7	0.7	0.6	2.0	0.8	0.8	0.4
All sector agreements	856	1,257	717	861	599	1,041	645	979	512	967	573	549	358
All sectors AAWI (%)	2.4	2.6	2.4	2.8	2.5	2.6	2.7	3.2	2.4	2.7	2.7	2.2	2.2
All sectors employees ('000)	108.4	416.7	137.8	243.6	74.2	188.7	80.4	88.9	193.9	124.9	40.5	83.3	108.9

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: 5 Agriculture, Forestry and Fishing agreements, covering 200 employees, have an expiry date in the March quarter 2024. Their AAWI is 2.4 per cent.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
ACT agreements	11	18	5	9	14	22	23	8	12	10	14	23	9
ACT AAWI (%)	2.1	1.9	2.4	3.2	2.6	2.7	2.9	2.7	2.8	2.8	2.5	2.8	3.0
ACT duration (yrs.)	2.7	3.2	3.4	2.4	4.0	3.0	4.0	3.4	3.7	3.6	3.6	2.7	1.6
ACT employees ('000)	1.7	1.8	0.2	0.9	10.0	10.7	9.2	0.4	0.4	1.2	1.4	1.7	1.5
NSW agreements	287	263	197	176	243	314	204	184	196	196	173	190	154
NSW AAWI (%)	2.9	2.8	2.9	2.5	2.7	2.9	2.3	2.4	3.2	3.4	3.2	1.6	2.3
NSW duration (yrs.)	2.5	2.9	2.8	2.8	3.0	2.6	2.8	2.4	2.9	2.9	2.5	2.1	2.8
NSW employees ('000)	31.3	67.2	9.9	27.8	26.3	29.3	19.2	30.4	17.3	14.0	13.3	22.7	9.8
NT agreements	6	22	9	7	15	14	14	15	14	5	6	8	4
NT AAWI (%)	2.3	2.5	2.4	3.0	2.6	2.9	2.0	2.8	2.4	2.9	1.4	2.5	1.8
NT duration (yrs.)	3.3	3.9	3.9	2.5	3.7	2.9	3.1	3.4	3.3	3.0	4.6	3.6	3.6
NT employees ('000)	0.4	12.3	3.6	0.7	4.5	3.1	1.2	2.2	0.7	0.4	0.1	0.6	0.1
Qld agreements	113	133	95	95	216	230	197	165	121	106	116	149	117
Qld AAWI (%)	2.1	2.4	2.5	2.5	2.5	2.5	2.7	2.6	2.4	2.8	2.3	2.7	2.5
Qld duration (yrs.)	3.2	2.9	3.4	3.0	2.8	2.8	3.0	2.9	2.9	3.2	3.4	2.7	3.3
Qld employees ('000)	14.9	13.2	7.9	18.6	34.2	21.6	20.6	20.2	9.5	8.2	11.1	37.0	13.7
SA agreements	68	60	40	49	85	129	64	77	39	35	24	34	52
SA AAWI (%)	2.3	2.1	3.0	2.8	2.9	2.9	2.7	2.7	2.6	2.4	2.3	1.9	3.0
SA duration (yrs.)	2.9	2.6	3.6	3.4	3.1	2.8	2.8	3.0	3.0	2.7	2.7	2.7	2.5
SA employees ('000)	12.0	5.7	5.7	3.8	5.4	10.1	4.3	4.3	2.0	3.9	1.5	3.3	2.8
Tas agreements	28	43	30	26	35	47	44	29	36	19	19	22	20
Tas AAWI (%)	2.8	4.0	3.1	2.8	2.8	3.1	3.1	3.1	2.8	3.6	3.1	3.7	2.4
Tas duration (yrs.)	2.3	2.3	2.6	3.2	3.0	2.7	2.7	3.0	3.1	3.4	2.7	2.3	2.4
Tas employees ('000)	2.4	3.9	3.6	2.5	2.0	4.7	5.7	2.5	1.4	2.3	1.3	2.4	1.5
Vic agreements	250	340	280	326	389	396	361	378	324	207	190	232	321
Vic AAWI (%)	2.9	3.1	4.1	3.5	2.9	3.0	2.9	3.2	2.6	3.1	2.5	2.2	3.1
Vic duration (yrs.)	3.2	3.1	3.6	3.7	2.7	2.9	3.1	2.8	3.2	3.2	2.7	3.6	2.6
Vic employees ('000)	26.0	35.3	35.8	46.7	83.4	41.3	33.4	33.2	45.4	23.1	14.5	75.0	17.6
WA agreements	84	87	75	55	112	155	124	91	80	43	53	56	68
WA AAWI (%)	2.1	1.8	1.8	2.1	1.8	1.8	1.9	2.1	2.1	2.2	2.1	1.8	2.2
WA duration (yrs.)	3.0	3.0	2.5	3.2	2.9	2.9	2.7	3.0	2.8	2.7	3.2	2.3	2.8
WA employees ('000)	11.3	19.6	5.8	4.4	11.1	11.4	15.6	13.3	13.0	3.6	3.5	8.0	6.0
Multi-state agreements	110	144	142	180	222	272	216	179	135	139	121	133	125
Multi-state AAWI (%)	2.6	2.5	2.6	2.9	2.5	2.7	2.8	2.5	2.6	2.4	2.4	2.4	2.3
Multi-state duration (yrs.)	3.1	2.2	2.1	3.0	3.5	2.9	2.8	3.3	3.4	3.1	3.0	3.1	2.0
Multi-state employees ('000)	26.2	111.9	60.4	33.0	190.7	63.3	59.1	95.3	53.9	85.7	14.0	24.1	62.8

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Other agreements	0	1	0	0	0	1	1	0	0	1	0	0	0
Other AAWI (%)	*	2.5	*	*	*	*	1.0	*	*	2.5	*	*	*
Other duration (yrs.)	0.0	2.0	0.0	0.0	0.0	4.0	2.0	0.0	0.0	3.0	0.0	0.0	0.0
Other employees ('000)	0.0	0.2	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.0	0.0	0.0
All States agreements	957	1,111	873	923	1,331	1,580	1,248	1,126	957	761	716	847	870
All states AAWI (%)	2.6	2.6	3.2	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6	2.2	2.6
All states duration (yrs.)	2.9	2.7	2.8	3.2	3.2	2.9	2.9	3.0	3.2	3.1	2.9	3.0	2.3
All states employees ('000)	126.3	271.0	132.8	138.4	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	115.7

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: 9 agreements approved in the March quarter 2021 operate solely in the ACT covering 1,500 employees. Their AAWI is 3.0 per cent and their average duration is 1.6 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
ACT agreements	127	142	134	133	134	141	149	146	144	148	131	148	146
ACT AAWI (%)	2.6	2.6	2.5	2.3	2.3	2.6	2.7	2.7	2.6	2.6	2.6	2.6	2.7
ACT duration (yrs.)	3.1	3.2	3.3	3.0	3.1	3.3	3.5	3.5	3.7	3.7	3.8	3.8	3.7
ACT employees ('000)	17.7	16.4	16.5	12.5	11.7	28.4	38.7	38.7	33.7	34.5	32.3	33.5	32.8
NSW agreements	2,194	2,293	2,238	2,263	1,972	2,113	2,037	2,071	2,102	2,167	1,946	2,004	1,978
NSW AAWI (%)	2.7	2.7	2.7	2.7	2.5	2.6	2.6	2.5	2.6	2.6	2.7	2.6	2.7
NSW duration (yrs.)	2.9	2.9	2.9	2.9	3.0	3.0	3.0	3.0	2.9	3.0	3.1	3.0	3.1
NSW employees ('000)	212.3	263.4	252.1	267.0	268.6	281.4	275.3	299.3	287.5	290.4	241.6	243.8	216.0
NT agreements	209	211	192	154	142	138	141	148	149	149	132	131	126
NT AAWI (%)	2.8	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
NT duration (yrs.)	3.3	3.7	3.8	3.8	3.8	3.7	3.7	3.7	3.7	3.7	3.7	3.7	3.8
NT employees ('000)	10.7	22.0	23.9	23.1	26.6	28.0	29.4	31.1	31.3	31.2	29.7	29.6	27.5
Qld agreements	1,744	1,747	1,611	1,565	1,546	1,688	1,688	1,630	1,597	1,613	1,556	1,581	1,533
Qld AAWI (%)	2.7	2.7	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Qld duration (yrs.)	3.2	3.2	3.3	3.3	3.2	3.2	3.1	3.1	3.1	3.1	3.2	3.1	3.1
Qld employees ('000)	190.8	193.5	163.2	170.3	180.5	195.0	165.6	177.8	176.4	180.2	173.7	200.5	204.7
SA agreements	701	710	601	593	607	689	661	698	690	693	610	590	590
SA AAWI (%)	2.8	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.7	2.6	2.6	2.5
SA duration (yrs.)	3.2	3.1	3.1	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.2	3.2	3.2
SA employees ('000)	66.5	64.0	61.3	62.1	63.0	69.4	67.1	69.5	68.2	70.3	55.2	53.6	49.6
Tas agreements	268	299	270	277	271	304	301	314	327	331	291	295	291
Tas AAWI (%)	2.6	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.2	3.2	3.2
Tas duration (yrs.)	3.0	2.8	2.8	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	2.9	2.9
Tas employees ('000)	21.4	23.6	21.3	22.5	22.3	26.0	27.3	28.9	26.9	28.3	24.8	25.7	25.5
Vic agreements	3,768	3,880	2,671	2,743	2,855	3,028	2,854	2,737	2,713	2,689	2,424	2,504	2,615
Vic AAWI (%)	3.4	3.3	3.2	3.2	3.2	3.2	3.1	3.1	3.1	3.0	3.0	2.8	2.8
Vic duration (yrs.)	3.6	3.6	3.7	3.7	3.6	3.6	3.6	3.6	3.6	3.4	3.4	3.4	3.4
Vic employees ('000)	527.5	544.0	522.3	554.9	616.7	640.3	621.3	615.3	586.9	560.7	513.7	530.7	526.6
WA agreements	1,406	1,344	1,175	1,077	1,037	1,089	1,056	1,082	1,084	1,037	962	959	929
WA AAWI (%)	2.4	2.2	2.1	2.1	2.0	2.0	1.9	1.9	1.9	1.9	2.0	2.0	2.0
WA duration (yrs.)	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1
WA employees ('000)	122.8	128.3	116.8	109.8	111.6	117.8	113.7	117.7	125.2	121.4	109.7	109.3	109.4

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Multi-state agreements	2,310	2,200	2,099	2,094	2,008	2,144	1,987	1,909	1,872	1,881	1,763	1,775	1,771
Multi-state AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.5	2.4
Multi-state duration (yrs.)	3.1	3.0	2.9	2.9	3.0	3.0	3.0	3.0	3.1	3.2	3.3	3.4	3.2
Multi-state employees ('000)	614.5	706.9	720.0	660.5	784.9	813.4	832.2	866.9	869.4	838.6	713.1	673.5	698.8
Other agreements	3	4	4	4	3	4	5	5	5	4	3	3	3
Other AAWI (%)	2.0	2.3	2.3	2.3	2.4	2.4	2.1	2.1	2.1	2.1	2.4	2.4	2.4
Other duration (yrs.)	3.1	2.5	2.5	2.5	2.3	2.3	2.3	2.3	2.3	2.9	3.2	3.2	3.2
Other employees ('000)	0.2	0.3	0.3	0.3	0.2	0.2	0.3	0.3	0.3	0.3	0.2	0.2	0.2
All sector agreements	12,730	12,830	10,995	10,903	10,575	11,338	10,879	10,740	10,683	10,712	9,818	9,990	9,982
All sectors AAWI (%)	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3
All sectors employees ('000)	1,784.4	1,962.4	1,897.8	1,883.1	2,086.0	2,200.0	2,170.8	2,245.6	2,205.7	2,156.0	1,894.0	1,900.4	1,891.0

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

Notes:

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

How to read: 146 agreements current as at 31 March 2021 operate solely in the ACT covering 32,800 employees. Their AAWI is 2.7 per cent and their average duration is 3.7 years.

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

Linked to minimum wage

Agreement Type	Jun-20	Sep-20	Dec-20	Mar-21
Single-enterprise non-Greenfields agreements	30	32	40	32
Single-enterprise non-Greenfields employees ('000)	5.6	1.1	2.7	2.7
Single-enterprise Greenfields agreements	0	2	3	1
Single-enterprise Greenfields employees ('000)	0.0	0.1	0.3	0.1
Multi-enterprise non-Greenfields agreements	1	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0.1	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	31	34	43	33
Sub-total employees ('000)	5.8	1.3	3.0	2.8

Linked to CPI

Agreement Type	Jun-20	Sep-20	Dec-20	Mar-21
Single-enterprise non-Greenfields agreements	15	23	19	23
Single-enterprise non-Greenfields employees ('000)	0.9	1.4	0.5	0.8
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	15	23	19	23
Sub-total employees ('000)	0.9	1.4	0.5	0.8

Inconsistent Increase

Agreement Type	Jun-20	Sep-20	Dec-20	Mar-21
Single-enterprise non-Greenfields agreements	42	30	37	87
Single-enterprise non-Greenfields employees ('000)	2.5	6.2	4.8	38.6
Single-enterprise Greenfields agreements	2	2	7	4
Single-enterprise Greenfields employees ('000)	0.0	0.0	0.2	0.3
Multi-enterprise non-Greenfields agreements	0	1	0	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.3	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	44	33	44	91
Sub-total employees ('000)	2.5	6.6	5.0	39.0

Performance Linked

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

Other Reason

Agreement Type	Jun-20	Sep-20	Dec-20	Mar-21
Single-enterprise non-Greenfields agreements	59	44	76	66
Single-enterprise non-Greenfields employees ('000)	67.0	5.2	29.3	17.3
Single-enterprise Greenfields agreements	1	1	1	4
Single-enterprise Greenfields employees ('000)	0.2	0.4	0.1	0.2
Multi-enterprise non-Greenfields agreements	0	0	0	1
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	60	45	77	71
Sub-total employees ('000)	67.2	5.6	29.3	17.5

Totals

Agreement Type	Jun-20	Sep-20	Dec-20	Mar-21
Total non-quantifiable agreements	150	136	183	219
Total employees covered by non-quantifiable agreements	76.5	14.9	37.9	60.9

Quantifiable agreements

Agreement Type	Jun-20	Sep-20	Dec-20	Mar-21
Single-enterprise non-Greenfields agreements	562	514	598	588
Single-enterprise non-Greenfields employees ('000)	63.5	43.4	128.8	52.1
Single-enterprise Greenfields agreements	48	64	60	61
Single-enterprise Greenfields employees ('000)	1.2	1.5	3.0	1.6
Multi-enterprise non-Greenfields agreements	1	2	6	2
Multi-enterprise non-Greenfields employees ('000)	1.4	0.8	5.1	1.1
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Total quantifiable agreements	611	580	664	651
Total employees covered by quantifiable agreements ('000)	66.1	45.8	136.8	54.8

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: 32 single enterprise non-Greenfields agreements approved in the March quarter 2021 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 2,700 employees.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Agreements (union covered)	737	852	684	726	1,034	1,107	866	837	742	598	563	645	711
AAWI (%) (union covered)	2.7	2.7	3.2	2.9	2.7	2.8	2.6	2.7	2.6	2.9	2.6	2.2	2.6
Duration (yrs.) (union covered)	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.1	2.9	3.0	2.3
Employees ('000) (union covered)	120.0	263.9	127.2	131.9	357.4	178.4	156.9	192.3	136.8	135.9	56.3	169.5	110.1
Agreements (no union covered)	220	259	189	197	297	473	382	289	215	163	153	202	159
AAWI (%) (no union covered)	2.3	2.4	2.2	2.4	2.4	2.6	2.6	2.5	2.7	2.6	2.6	2.3	2.1
Duration (yrs.) (no union covered)	3.4	3.3	3.2	3.4	3.4	3.4	3.2	3.3	3.4	3.7	3.1	3.4	3.1
Employees ('000) (no union covered)	6.3	7.1	5.6	6.5	10.3	17.0	11.7	9.6	6.8	6.7	4.4	5.2	5.6
All agreements	957	1,111	873	923	1,331	1,580	1,248	1,126	957	761	716	847	870
All AAWI (%)	2.6	2.6	3.2	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6	2.2	2.6
All duration (yrs.)	2.9	2.7	2.8	3.2	3.2	2.9	2.9	3.0	3.2	3.1	2.9	3.0	2.3
All employees ('000)	126.3	271.0	132.8	138.4	367.7	195.4	168.5	201.8	143.6	142.5	60.7	174.7	115.7

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: 711 agreements approved in the March quarter 2021 covering 110,100 employees formally covered a union. Their AAWI was 2.6 per cent and their average duration was 2.3 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21
Agreements (union covered)	8,250	8,460	6,959	7,081	6,856	7,463	7,071	6,946	6,986	7,110	6,432	6,658	6,755
AAWI (%) (union covered)	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6
Duration (yrs.) (union covered)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.2
Employees ('000) (union covered)	1,622.9	1,806.2	1,770.6	1,762.4	1,966.4	2,074.4	2,049.4	2,126.0	2,088.2	2,041.2	1,783.3	1,790.4	1,782.7
Agreements (no union covered)	4,480	4,370	4,036	3,822	3,719	3,875	3,808	3,794	3,697	3,602	3,386	3,332	3,227
AAWI (%) (no union covered)	2.6	2.5	2.5	2.5	2.4	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4
Duration (yrs.) (no union covered)	3.5	3.5	3.6	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5
Employees ('000) (no union covered)	161.5	156.2	127.2	120.7	119.6	125.6	121.4	119.6	117.5	114.7	110.8	110.1	108.3
All agreements	12,730	12,830	10,995	10,903	10,575	11,338	10,879	10,740	10,683	10,712	9,818	9,990	9,982
Overall AAWI (%)	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6
Overall duration (yrs.)	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3
All employees ('000)	1,784.4	1,962.4	1,897.8	1,883.1	2,086.0	2,200.0	2,170.8	2,245.6	2,205.7	2,156.0	1,894.0	1,900.4	1,891.0

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

Notes:

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

How to read: 6,755 agreements current as at 31 March 2021 covering 1,782,700 employees formally covered a union. Their AAWI was 2.6 per cent and their average duration was 3.2 years.

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

Agreement ID	Title	Employees	AAWI	ANZSIC	States
AE510098	NSW and ACT Catholic Systemic Schools Enterprise Agreement 2020	33,859	*	Education and Training	ACT, NSW
AE510283	Drakes Supermarkets Retail Agreement 2020	4,847	*	Retail Trade	Qld, SA
AE510495	Allianz Australia Group Business Partnership Agreement 2020	4,701	*	Financial and Insurance Services	Aus
AE510532	Queensland Lutheran Schools Single Enterprise Agreement 2020	3,244	2.5	Education and Training	Qld
AE510452	Bupa Australia Enterprise Agreement 2020	2,143	2.1	Financial and Insurance Services	Aus
AE510589	The University of Notre Dame Australia Staff Enterprise Agreement 2018 - 2021	2,135	1.8	Education and Training	NSW, Vic, WA
AE510061	Aerocare Collective Agreement 2018	2,036	*	Transport, Postal and Warehousing	Aus

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

Notes:

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

How to read: the NSW and ACT Catholic Systemic Schools Enterprise Agreement 2020 covering 33,859 employees has wage increases that cannot be quantified.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	0	0	0	0	0	0	1	2	0	3
Agriculture, Forestry and Fishing AAWI (%)	*	*	*	*	*	*	*	2.2	3.2	*	2.4
Agriculture, Forestry and Fishing duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0	3.9	0.0	3.2
Agriculture, Forestry and Fishing employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.1	0.0	0.4
Mining agreements	0	8	0	7	1	2	0	2	3	0	23
Mining AAWI (%)	*	2.1	*	2.2	*	2.0	*	1.9	1.1	*	2.1
Mining duration (yrs.)	0.0	3.2	0.0	2.8	0.8	3.0	0.0	3.3	3.2	0.0	3.0
Mining employees ('000)	0.0	0.6	0.0	0.5	0.0	0.3	0.0	0.1	0.1	0.0	1.7
Manufacturing agreements	0	40	2	20	8	3	38	10	13	0	134
Manufacturing AAWI (%)	*	1.7	1.8	2.3	2.1	1.5	2.4	3.4	2.3	*	2.2
Manufacturing duration (yrs.)	0.0	2.6	3.0	2.7	2.0	2.6	2.8	2.2	2.6	0.0	2.6
Manufacturing employees ('000)	0.0	2.6	0.0	2.0	0.4	0.0	2.6	0.5	2.0	0.0	10.2
Non-Metal Manufacturing agreements	0	25	2	13	8	1	24	4	8	0	85
Non-Metal Manufacturing AAWI (%)	*	1.9	1.8	2.2	2.1	1.4	2.4	2.2	2.3	*	2.2
Non-Metal Manufacturing duration (yrs.)	0.0	3.1	3.0	2.9	2.0	3.0	2.8	2.3	2.7	0.0	2.8
Non-Metal Manufacturing employees ('000)	0.0	1.2	0.0	1.3	0.4	0.0	2.0	0.1	1.5	0.0	6.6
Metal Manufacturing agreements	0	15	0	7	0	2	14	6	5	0	49
Metal Manufacturing AAWI (%)	*	1.6	*	2.6	*	1.5	2.5	3.7	2.7	*	2.2
Metal Manufacturing duration (yrs.)	0.0	2.1	0.0	2.4	0.0	2.5	2.9	2.2	2.4	0.0	2.3
Metal Manufacturing employees ('000)	0.0	1.4	0.0	0.6	0.0	0.0	0.6	0.4	0.5	0.0	3.6
Electricity, Gas, Water and Waste Services agreements	0	7	0	3	0	0	7	3	3	0	23
Electricity, Gas, Water and Waste Services AAWI (%)	*	2.7	*	4.8	*	*	2.4	.5	3.9	*	3.4
Electricity, Gas, Water and Waste Services duration (yrs.)	0.0	2.9	0.0	2.8	0.0	0.0	1.1	2.3	3.4	0.0	2.3
Electricity, Gas, Water and Waste Services Employees ('000)	0.0	0.4	0.0	0.3	0.0	0.0	0.4	0.1	0.0	0.0	1.2
Construction agreements	5	38	0	45	21	4	212	20	56	0	401
Construction AAWI (%)	4.2	3.0	*	2.1	5.5	2.8	3.9	3.4	3.1	*	3.3
Construction duration (yrs.)	1.8	3.0	0.0	3.3	2.0	2.6	2.6	3.2	3.1	0.0	2.9
Construction employees ('000)	0.1	1.6	0.0	3.3	0.3	0.1	7.9	0.8	2.1	0.0	16.2
Wholesale Trade agreements	0	5	0	0	1	0	2	1	1	0	10
Wholesale Trade AAWI (%)	*	2.4	*	*	2.2	*	2.0	1.5	2.3	*	2.0
Wholesale Trade duration (yrs.)	0.0	2.7	0.0	0.0	1.0	0.0	2.7	3.0	3.0	0.0	2.7
Wholesale Trade employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.2	0.1	0.0	0.0	0.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	0	1	0	3	0	0	3	1	5	0	13
Retail Trade AAWI (%)	*	*	*	1.8	*	*	3.8	*	2.0	*	2.1
Retail Trade duration (yrs.)	0.0	4.0	0.0	3.2	0.0	0.0	0.8	4.0	3.9	0.0	3.6
Retail Trade employees ('000)	0.0	0.0	0.0	0.1	0.0	0.0	0.9	0.8	6.6	0.0	8.4
Accommodation and Food Services agreements	1	0	0	0	0	0	1	0	2	0	4
Accommodation and Food Services AAWI (%)	*	*	*	*	*	*	2.5	*	*	*	2.5
Accommodation and Food Services duration (yrs.)	3.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	4.0	0.0	3.9
Accommodation and Food Services Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.0	1.4
Transport, Postal and Warehousing agreements	1	24	1	9	7	1	21	12	19	0	95
Transport, Postal and Warehousing AAWI (%)	3.9	2.8	*	3.1	2.1	3.5	2.4	2.3	2.4	*	2.6
Transport, Postal and Warehousing duration (yrs.)	2.7	2.5	4.0	2.6	2.1	2.0	2.8	2.9	1.8	0.0	2.3
Transport, Postal and Warehousing employees ('000)	0.0	1.5	0.0	1.2	0.2	0.1	1.7	0.8	5.2	0.0	10.9
Information Media and Telecommunications agreements	0	0	0	0	0	0	2	1	1	0	4
Information Media and Telecommunications AAWI (%)	*	*	*	*	*	*	3.3	*	2.3	*	2.4
Information Media and Telecommunications duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	2.6	2.0	3.1	0.0	3.0
Information Media and Telecommunications employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0	0.5
Financial and Insurance Services agreements	0	1	0	0	1	0	1	0	4	0	7
Financial and Insurance Services AAWI (%)	*	1.8	*	*	3.3	*	*	*	2.1	*	2.1
Financial and Insurance Services duration (yrs.)	0.0	3.0	0.0	0.0	4.6	0.0	4.0	0.0	3.0	0.0	3.0
Financial and Insurance Services employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	6.9	0.0	7.0
Rental, Hiring and Real Estate Services agreements	0	0	0	1	0	0	1	2	0	0	4
Rental, Hiring and Real Estate Services AAWI (%)	*	*	*	2.9	*	*	2.5	2.6	*	*	2.6
Rental, Hiring and Real Estate Services duration (yrs.)	0.0	0.0	0.0	3.8	0.0	0.0	3.0	3.0	0.0	0.0	3.1
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.2
Professional, Scientific and Technical Services agreements	0	3	0	0	1	1	1	0	0	0	6
Professional, Scientific and Technical Services AAWI (%)	*	1.8	*	*	*	2.2	1.7	*	*	*	1.8
Professional, Scientific and Technical Services duration (yrs.)	0.0	2.6	0.0	0.0	1.0	3.7	2.0	0.0	0.0	0.0	2.6
Professional, Scientific and Technical Services employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2
Administrative and Support Services agreements	0	1	0	2	0	0	5	0	0	0	8
Administrative and Support Services AAWI (%)	*	5.2	*	1.9	*	*	2.9	*	*	*	3.2
Administrative and Support Services duration (yrs.)	0.0	2.3	0.0	2.5	0.0	0.0	1.9	0.0	0.0	0.0	2.1
Administrative and Support Services employees ('000)	0.0	0.1	0.0	0.1	0.0	0.0	0.2	0.0	0.0	0.0	0.3
Public Administration and Safety agreements	1	2	0	3	0	1	8	4	7	0	26
Public Administration and Safety AAWI (%)	2.9	1.9	*	*	*	2.3	2.1	1.6	2.0	*	2.4
Public Administration and Safety duration (yrs.)	1.4	3.3	0.0	3.7	0.0	2.0	3.6	3.3	3.0	0.0	2.9
Public Administration and Safety employees ('000)	1.1	0.0	0.0	0.7	0.0	0.0	1.3	0.2	0.6	0.0	4.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	0	6	0	13	2	4	3	6	4	0	38
Education and Training AAWI (%)	*	2.1	*	2.5	2.5	2.0	1.0	1.7	1.8	*	2.2
Education and Training duration (yrs.)	0.0	3.1	0.0	3.8	2.8	2.9	2.6	2.3	1.1	0.0	1.5
Education and Training employees ('000)	0.0	0.8	0.0	4.7	0.1	0.3	0.4	1.0	36.2	0.0	43.6
Health Care and Social Assistance agreements	1	14	1	6	9	2	11	4	1	0	49
Health Care and Social Assistance AAWI (%)	2.5	2.2	1.5	2.0	2.6	2.3	2.8	1.8	2.4	*	2.3
Health Care and Social Assistance duration (yrs.)	2.0	2.7	5.8	2.6	2.8	3.0	2.7	2.3	3.8	0.0	2.8
Health Care and Social Assistance employees ('000)	0.2	1.7	0.0	0.5	1.7	0.1	1.2	1.2	0.8	0.0	7.3
Arts and Recreation Services agreements	0	2	0	3	0	1	5	0	1	0	12
Arts and Recreation Services AAWI (%)	*	2.3	*	2.4	*	2.0	2.3	*	2.5	*	2.4
Arts and Recreation Services duration (yrs.)	0.0	2.0	0.0	1.4	0.0	3.0	1.5	0.0	4.0	0.0	1.9
Arts and Recreation Services employees ('000)	0.0	0.1	0.0	0.3	0.0	0.0	0.6	0.0	0.1	0.0	1.2
Other Services agreements	0	2	0	2	1	1	0	1	3	0	10
Other Services AAWI (%)	*	3.6	*	2.3	2.6	*	*	1.4	2.3	*	2.3
Other Services duration (yrs.)	0.0	4.5	0.0	2.0	3.0	1.0	0.0	3.0	2.6	0.0	2.0
Other Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.1	0.2	0.0	0.7
All sector agreements	9	154	4	117	52	20	321	68	125	0	870
All sectors AAWI (%)	3.0	2.3	1.8	2.5	3.0	2.4	3.1	2.2	2.3	*	2.6
All sectors duration (yrs.)	1.6	2.8	3.6	3.3	2.5	2.4	2.6	2.8	2.0	0.0	2.3
All sectors employees ('000)	1.5	9.8	0.1	13.7	2.8	1.5	17.6	6.0	62.8	0.0	115.7

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 3 Agriculture, Forestry and Fishing agreements approved in the March quarter 2021, 1 operates in solely in WA. This agreement covers 300 employees, the AAWI is 2.2 per cent and the duration is 3.0 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	33	3	44	10	13	26	16	17	0	162
Agriculture, Forestry and Fishing AAWI (%)	*	2.3	*	2.5	3.0	3.2	2.6	2.2	2.6	*	2.5
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.7	4.0	3.7	3.0	3.4	3.4	3.4	3.7	0.0	3.6
Agriculture, Forestry and Fishing employees ('000)	0.0	3.8	0.0	2.0	0.9	1.0	0.9	1.1	2.5	0.0	12.1
Mining agreements	1	103	4	76	16	7	23	40	83	0	353
Mining AAWI (%)	*	2.3	2.2	2.4	2.1	2.1	2.7	2.0	2.5	*	2.3
Mining duration (yrs.)	4.0	3.1	3.0	3.1	3.4	3.6	2.9	3.9	3.5	0.0	3.3
Mining employees ('000)	0.0	11.9	1.0	11.5	1.0	0.9	1.0	6.2	14.1	0.0	47.7
Manufacturing agreements	7	403	9	245	121	55	622	122	145	0	1,729
Manufacturing AAWI (%)	2.4	2.5	2.0	2.3	2.3	2.7	2.6	2.1	2.5	*	2.5
Manufacturing duration (yrs.)	3.3	2.9	2.7	3.0	3.1	2.9	3.0	3.3	3.1	0.0	3.0
Manufacturing employees ('000)	0.2	28.6	0.1	19.4	9.7	2.6	41.1	6.8	17.1	0.0	125.6
Non-Metal Manufacturing agreements	4	270	6	172	89	45	425	70	74	0	1,155
Non-Metal Manufacturing AAWI (%)	2.3	2.4	1.8	2.2	2.3	2.8	2.5	2.1	2.5	*	2.4
Non-Metal Manufacturing duration (yrs.)	3.0	2.9	2.8	3.0	3.1	2.9	3.0	3.4	3.2	0.0	3.0
Non-Metal Manufacturing employees ('000)	0.1	19.3	0.1	14.7	6.4	2.3	29.6	3.5	9.7	0.0	85.7
Metal Manufacturing agreements	3	133	3	73	32	10	197	52	71	0	574
Metal Manufacturing AAWI (%)	2.4	2.6	3.0	2.4	2.5	2.1	2.7	2.0	2.5	*	2.5
Metal Manufacturing duration (yrs.)	3.9	2.8	2.5	2.9	3.0	2.9	3.1	3.2	3.0	0.0	3.0
Metal Manufacturing employees ('000)	0.0	9.2	0.0	4.7	3.4	0.3	11.5	3.3	7.4	0.0	39.9
Electricity, Gas, Water and Waste Services agreements	9	83	5	65	27	11	90	36	25	0	351
Electricity, Gas, Water and Waste Services AAWI (%)	2.1	2.8	2.5	3.1	2.0	3.5	3.0	1.6	2.7	*	2.7
Electricity, Gas, Water and Waste Services duration (yrs.)	2.7	3.1	3.0	3.3	3.6	3.6	2.9	3.0	3.1	0.0	3.1
Electricity, Gas, Water and Waste Services Employees ('000)	1.1	7.8	0.9	6.0	3.1	2.2	8.1	4.8	9.1	0.0	43.1
Construction agreements	48	626	22	461	139	48	838	291	798	1	3,272
Construction AAWI (%)	3.6	4.1	2.2	3.1	3.2	4.3	3.6	2.3	2.9	*	3.4
Construction duration (yrs.)	2.9	3.3	3.8	3.1	3.1	2.6	2.9	3.4	3.5	4.0	3.2
Construction employees ('000)	1.0	18.4	0.4	13.4	3.4	1.8	26.6	7.3	21.7	0.0	94.0
Wholesale Trade agreements	2	60	3	38	10	9	73	25	33	0	253
Wholesale Trade AAWI (%)	1.8	2.5	2.5	2.2	3.2	2.5	2.8	1.8	2.6	*	2.6
Wholesale Trade duration (yrs.)	3.3	3.0	3.2	3.4	2.9	3.3	3.1	3.1	3.5	0.0	3.3
Wholesale Trade employees ('000)	0.1	3.3	0.0	3.1	0.5	0.4	3.4	1.4	6.2	0.0	18.3

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	1	18	2	20	14	3	26	16	52	0	152
Retail Trade AAWI (%)	*	3.2	2.3	3.2	3.1	3.0	3.3	3.0	2.5	*	2.7
Retail Trade duration (yrs.)	4.0	2.9	3.6	3.2	3.8	3.0	3.2	3.8	3.7	0.0	3.7
Retail Trade employees ('000)	0.0	2.3	0.1	3.3	2.2	0.3	4.8	3.0	245.2	0.0	261.1
Accommodation and Food Services agreements	4	28	2	19	2	1	21	12	23	0	112
Accommodation and Food Services AAWI (%)	*	2.6	*	3.2	1.9	*	2.7	1.9	3.6	*	2.7
Accommodation and Food Services duration (yrs.)	3.5	3.2	3.0	3.8	2.8	3.8	3.6	3.9	4.0	0.0	3.9
Accommodation and Food Services Employees ('000)	0.3	2.7	0.3	1.2	0.0	0.1	1.0	3.5	43.7	0.0	52.7
Transport, Postal and Warehousing agreements	8	238	20	150	73	25	204	134	193	0	1,045
Transport, Postal and Warehousing AAWI (%)	2.3	2.9	2.8	2.3	2.2	2.7	3.2	2.2	2.5	*	2.7
Transport, Postal and Warehousing duration (yrs.)	3.9	3.0	3.4	3.6	3.2	3.4	3.2	3.2	3.2	0.0	3.2
Transport, Postal and Warehousing employees ('000)	1.7	30.0	0.5	19.0	5.4	1.5	21.7	8.5	40.7	0.0	129.0
Information Media and Telecommunications agreements	0	5	0	3	0	0	11	6	28	0	53
Information Media and Telecommunications AAWI (%)	*	2.3	*	1.9	*	*	2.4	1.2	1.9	*	1.9
Information Media and Telecommunications duration (yrs.)	0.0	2.7	0.0	1.2	0.0	0.0	3.2	3.0	1.8	0.0	1.8
Information Media and Telecommunications employees ('000)	0.0	0.2	0.0	0.8	0.0	0.0	0.5	0.3	31.5	0.0	33.2
Financial and Insurance Services agreements	0	7	1	3	3	4	13	7	36	0	74
Financial and Insurance Services AAWI (%)	*	1.8	2.8	2.4	2.8	2.6	2.5	1.2	2.6	*	2.5
Financial and Insurance Services duration (yrs.)	0.0	2.5	3.0	3.0	4.2	3.3	2.8	2.9	3.0	0.0	3.0
Financial and Insurance Services employees ('000)	0.0	0.7	0.0	1.0	0.0	0.1	0.6	1.8	50.2	0.0	54.4
Rental, Hiring and Real Estate Services agreements	2	8	0	11	3	3	10	10	11	0	58
Rental, Hiring and Real Estate Services AAWI (%)	1.5	3.3	*	2.7	5.8	2.2	2.5	2.2	2.1	*	2.5
Rental, Hiring and Real Estate Services duration (yrs.)	4.0	3.0	0.0	3.1	2.6	3.2	3.3	3.5	3.8	0.0	3.6
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.3	0.0	0.3	0.1	0.1	0.3	0.3	1.8	0.0	3.3
Professional, Scientific and Technical Services agreements	3	30	3	13	6	3	33	13	54	0	158
Professional, Scientific and Technical Services AAWI (%)	2.0	2.7	2.5	2.3	2.3	3.2	3.5	2.0	2.2	*	2.3
Professional, Scientific and Technical Services duration (yrs.)	3.1	2.9	4.0	2.4	3.1	3.2	2.9	3.2	3.1	0.0	3.0
Professional, Scientific and Technical Services employees ('000)	0.1	1.2	0.3	0.9	0.2	0.1	1.8	1.1	13.2	0.0	18.9
Administrative and Support Services agreements	0	32	1	33	3	5	55	17	63	0	209
Administrative and Support Services AAWI (%)	*	2.6	*	2.6	2.2	3.2	2.5	1.5	2.7	*	2.5
Administrative and Support Services duration (yrs.)	0.0	3.5	4.0	3.2	3.0	3.7	3.5	3.4	3.8	0.0	3.6
Administrative and Support Services employees ('000)	0.0	2.4	0.1	2.1	0.1	0.4	6.5	1.5	8.9	0.0	22.0
Public Administration and Safety agreements	24	21	21	30	9	20	123	71	77	1	397
Public Administration and Safety AAWI (%)	2.7	2.7	2.4	2.9	2.3	2.6	2.1	1.8	2.0	2.5	2.2
Public Administration and Safety duration (yrs.)	3.9	3.0	3.9	3.1	3.5	3.4	3.6	2.9	3.1	3.0	3.5
Public Administration and Safety employees ('000)	20.9	2.2	17.5	3.3	0.7	1.2	125.0	10.8	57.1	0.2	238.9

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	15	129	5	153	37	21	71	24	33	0	488
Education and Training AAWI (%)	2.5	2.3	2.4	2.4	2.3	2.3	3.0	1.8	2.4	*	2.6
Education and Training duration (yrs.)	3.5	3.1	3.1	3.0	3.2	2.5	3.4	3.4	2.5	0.0	3.1
Education and Training employees ('000)	3.5	59.6	0.4	68.5	9.7	3.8	157.4	22.3	109.8	0.0	435.0
Health Care and Social Assistance agreements	13	96	23	114	101	49	300	59	55	0	810
Health Care and Social Assistance AAWI (%)	2.8	2.8	2.5	2.5	2.8	3.6	3.3	1.9	3.0	*	2.9
Health Care and Social Assistance duration (yrs.)	3.6	2.9	3.8	2.9	3.1	2.7	3.7	2.4	3.0	0.0	3.3
Health Care and Social Assistance employees ('000)	3.1	35.1	5.9	33.5	11.5	8.4	110.2	22.2	19.1	0.0	248.8
Arts and Recreation Services agreements	2	17	0	24	4	3	34	4	8	0	96
Arts and Recreation Services AAWI (%)	*	2.5	*	2.6	2.4	2.0	3.1	2.4	2.9	*	2.8
Arts and Recreation Services duration (yrs.)	3.5	2.7	0.0	3.4	3.1	3.6	3.2	3.0	2.9	0.0	3.2
Arts and Recreation Services employees ('000)	0.6	2.6	0.0	7.4	0.3	0.1	12.6	4.3	1.2	0.0	29.0
Other Services agreements	7	41	2	31	12	11	42	26	37	1	210
Other Services AAWI (%)	2.5	2.6	4.5	2.2	2.3	2.3	2.6	2.5	3.0	1.7	2.6
Other Services duration (yrs.)	3.6	2.9	3.1	2.9	3.2	1.8	3.3	2.9	3.2	4.6	3.0
Other Services employees ('000)	0.2	3.2	0.1	7.9	0.6	0.6	3.2	2.4	5.9	0.0	24.0
All sector agreements	146	1,978	126	1,533	590	291	2,615	929	1,771	3	9,982
All sectors AAWI (%)	2.7	2.7	2.5	2.5	2.5	3.2	2.8	2.0	2.4	2.4	2.6
All sectors duration (yrs.)	3.7	3.1	3.8	3.1	3.2	2.9	3.4	3.1	3.2	3.2	3.3
All sectors employees ('000)	32.8	216.0	27.5	204.7	49.6	25.5	526.6	109.4	698.8	0.2	1,891.0

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

Notes:

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

How to read: Of the 162 Agriculture, Forestry and Fishing agreements current as at 31 March 2021, 33 operate solely in NSW. These agreements cover 3,800 employees, their AAWI is 2.3 per cent and their average duration is 3.7 years.

Trends in Federal Enterprise Bargaining - Technical Notes

The Workplace Agreements Database

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

Agreements included in the WAD

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

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

Wider context for Trends data

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

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

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

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

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

Presentation of Trends in Federal Enterprise Bargaining data

A typical row of data in Trends appears as follows:

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

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

Employee coverage

Information on the number of employees covered by an agreement is drawn from the information provided to 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.

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

Average annualised wage increases

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

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

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

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

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

d = the effective duration of the agreement in years

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

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

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

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

Australian and New Zealand Standard Industrial Classification (ANZSIC)

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

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

Union Coverage

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

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

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

Non-quantifiable wage increases

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

Reason	Definition
Inconsistent Increase	Percentage wage increases vary between classifications in the agreement.

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

Types of Enterprise Agreements

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

Enterprise agreements made under the *Fair Work Act 2009*

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

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

Recent methodological change

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