



Australian Government
Attorney-General's Department

Trends in Federal Enterprise Bargaining Report

December quarter 2020

Trends in Federal Enterprise Bargaining Report Initial Tables

Table 1:

Average Annualised Wage Increases for agreements approved in the December quarter 2020 which contained quantifiable wage increases (665 agreements)

Enterprise agreements approved in the quarter	September Quarter 2020 (%)	December Quarter 2020 (%)	Change (% Points)
All sectors	2.6	2.2	-0.4
Private sector	2.8	2.6	-0.2
Public sector	2.1	1.9	-0.2

Table 2:

Average Annualised Wage Increases for agreements current on 31 December 2020 which contained quantifiable wage increases (7,393 agreements)

All current enterprise agreements	September Quarter 2020 (%)	December Quarter 2020 (%)	Change (% Points)
All sectors	2.6	2.6	0.0
Private sector	2.7	2.7	0.0
Public sector	2.6	2.4	-0.2

Table of Contents

Table 1: Average Annualised Wage Increases for agreements approved in the December quarter 2020	2
Table 2: Average Annualised Wage Increases for agreements current on 31 December 2020	2
Table 3: Agreements approved in the quarter, by sector	16
Table 4: Agreements current on the last day of the quarter, by sector	17
Table 5: Agreements approved in the quarter, by agreement type	18
Table 6: Agreements current on the last day of the quarter, by agreement type	19
Table 7: Agreements approved in the quarter, by ANZSIC Division	20
Table 8: Agreements current on the last day of the quarter, by ANZSIC Division	23
Table 9: Agreements, by ANZSIC Division, expiring by quarter	26
Table 10: Agreements approved in the quarter, by state	29
Table 11: Agreements current on the last day of the quarter, by state	31
Table 12: Agreements approved in the quarter – non-quantifiable wage increases, by reason	33
Table 13: Agreements approved in the quarter, by union coverage	36
Table 14: Agreements current on the last day of the quarter, by union coverage	37
Table 15: Agreements approved in the December quarter 2020, covering 2,000 employees or more	38
Table 16: Agreements approved in the quarter, by state and ANZSIC Division	39
Table 17: Agreements current on the last day of the quarter, by state and ANZSIC Division	42
Trends Technical Notes	45

Further Information

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

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

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

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Trends in Federal Enterprise Bargaining Report Summary

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

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the December quarter 2020 was 2.2 per cent, down from the 2.6 per cent in the September quarter 2020, and down from the 2.7 per cent in the December quarter 2019.¹

The 2.2 per cent AAWI result is based on the 78.3 per cent of agreements approved in the December quarter 2020, covering 78.3 per cent of employees, which contained quantifiable wage increases.²

For the 7,393 enterprise agreements current as at 31 December 2020 (that is, agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 2.6 per cent, equal to the 2.6 per cent in September quarter 2020 and equal to the 2.6 per cent in the December quarter 2019.

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.

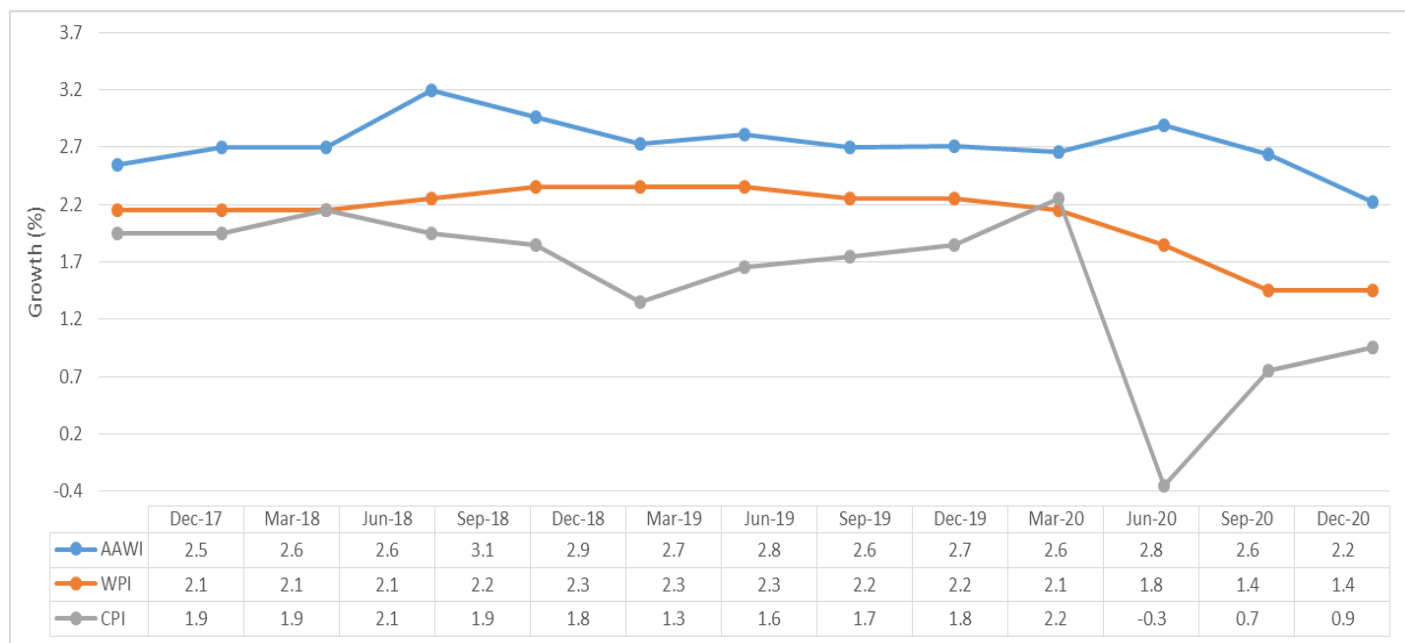
Federal enterprise agreements covered 30.4 per cent of all Australian employees as at May 2018¹.

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) – December quarter 2017 to December quarter 2020



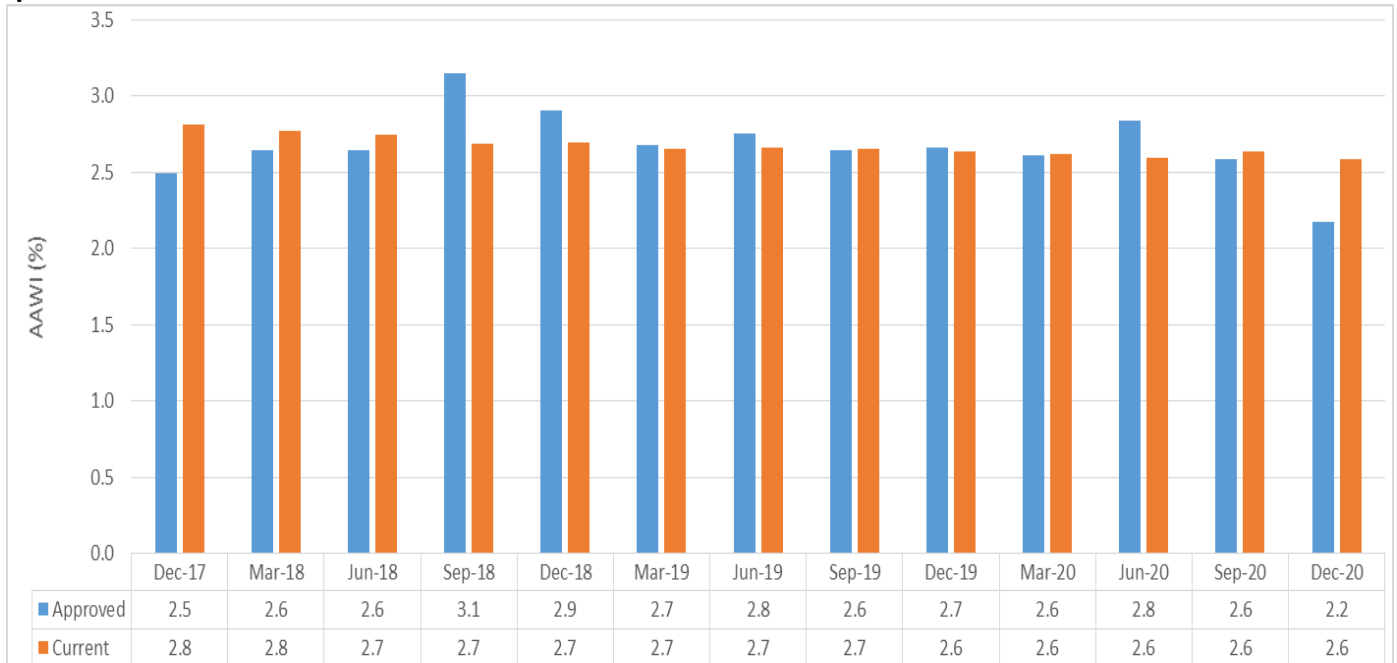
Source: Attorney-General’s Department, Workplace Agreements Database; Australian Bureau of Statistics, Wage Price Index, Australia, Cat. No. 6345.0 – December 2020; Australian Bureau of Statistics, Consumer Price Index, Australia, Cat. No. 6401.0 – December 2020.

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

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

4. AAWI - agreements approved in the December quarter 2020 and agreements current as at 31 December 2020 - Tables 3 and 4 in Trends report

Chart 2 - Approved and current agreements AAWI by quarter – December quarter 2017 to December quarter 2020



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

Chart 2 (above) shows quarterly AAWI results for agreements approved in each quarter since the December quarter 2017, and the AAWI for all agreements current at the end of each quarter.

Approved agreements

There were 849 agreements approved in the December quarter 2020, of which 665 contained wage increases that could be quantified.

The AAWI for agreements approved in the December quarter 2020 was 2.2 per cent, down from 2.6 per cent the September quarter 2020 and down from 2.7 per cent in the December quarter 2019.

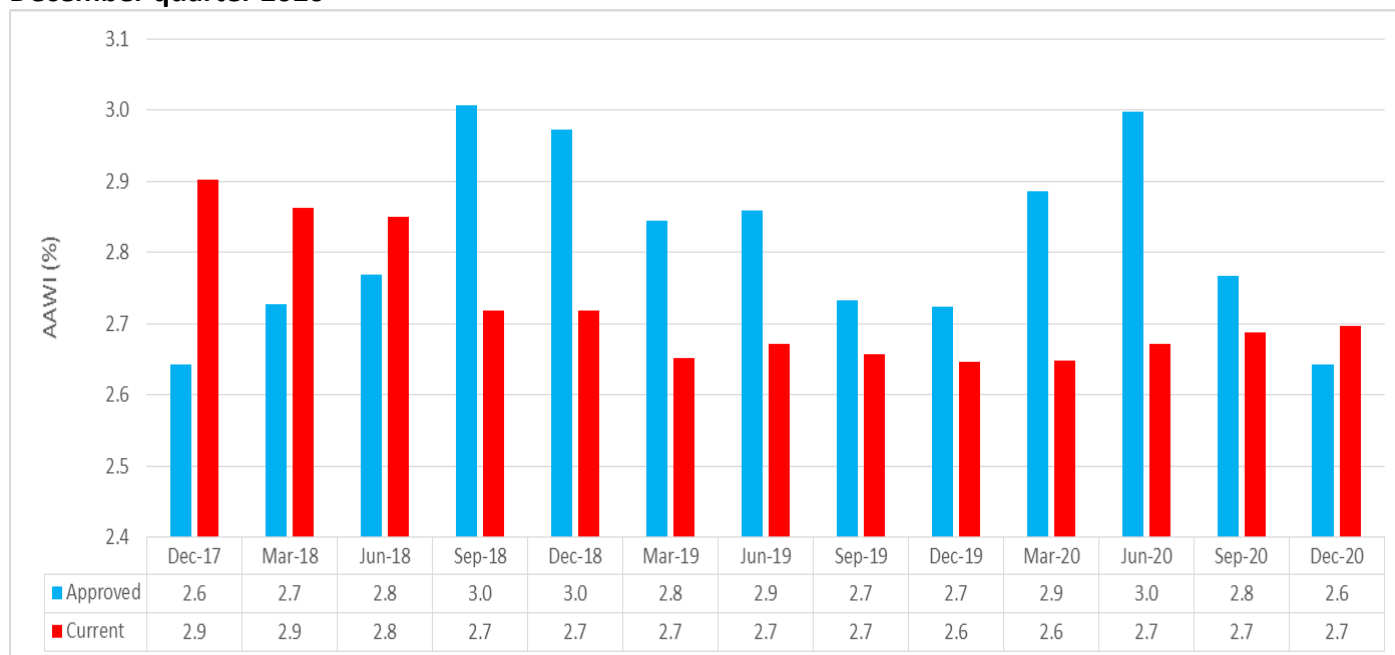
Current agreements

There were 9,988 agreements current as at 31 December 2020, of which 7,393 contained quantifiable wage increases.

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

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

Chart 3 - Private sector AAWI – Approved and current agreements – December quarter 2017 to December quarter 2020



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

Chart 3 (above) shows the quarterly AAWI for private sector agreements approved in each quarter since the December quarter 2017, and the AAWI for private sector agreements current as at the end of each quarter. The AAWI for private sector enterprise agreements approved in the December quarter 2020 was 2.6 per cent, down from 2.8 per cent in the September quarter 2020, and down from 2.7 per cent in the December quarter 2019.

The industries with the highest AAWIs were Construction (4.0 per cent), Accommodation and Food Services (3.3 per cent) and Electricity, Gas, Water and Waste Services (2.8 per cent).

The industries with the lowest AAWIs were Arts and Recreation Services (1.6 per cent), Information Media and Telecommunications (1.5 per cent) and Education and Training (1.2 per cent).

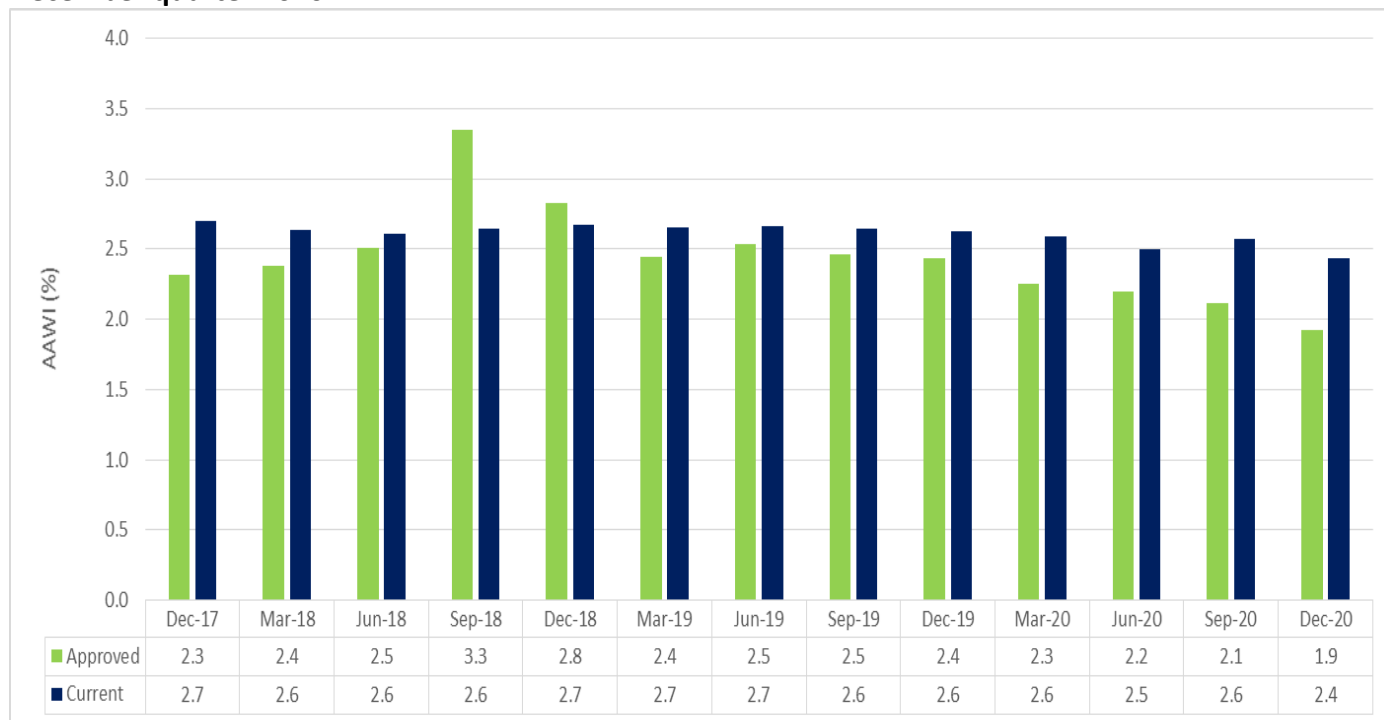
Large quantifiable private sector agreements approved in the December quarter 2020 include:

- *Aegis Employees' Union Enterprise Agreement 2020 (2,624 employees)*
 - o AAWI of 2.0 per cent.
- *NSW Christian Schools Teaching Staff Multi-Enterprise Agreement 2021 (2,085 employees)*
 - o AAWI of 2.3 per cent.
- *NSW Catholic Independent Schools (Teachers - Model B) Multi-Enterprise Agreement 2020 (1,682 employees)*
 - o AAWI of 2.5 per cent

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

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

Chart 4 - Public sector AAWI – Approved and current agreements – December quarter 2017 – December quarter 2020



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

Chart 4 (above) shows the quarterly AAWI for public sector agreements approved in each quarter since the December quarter 2017, and the AAWI for public sector agreements current as at the end of each quarter.

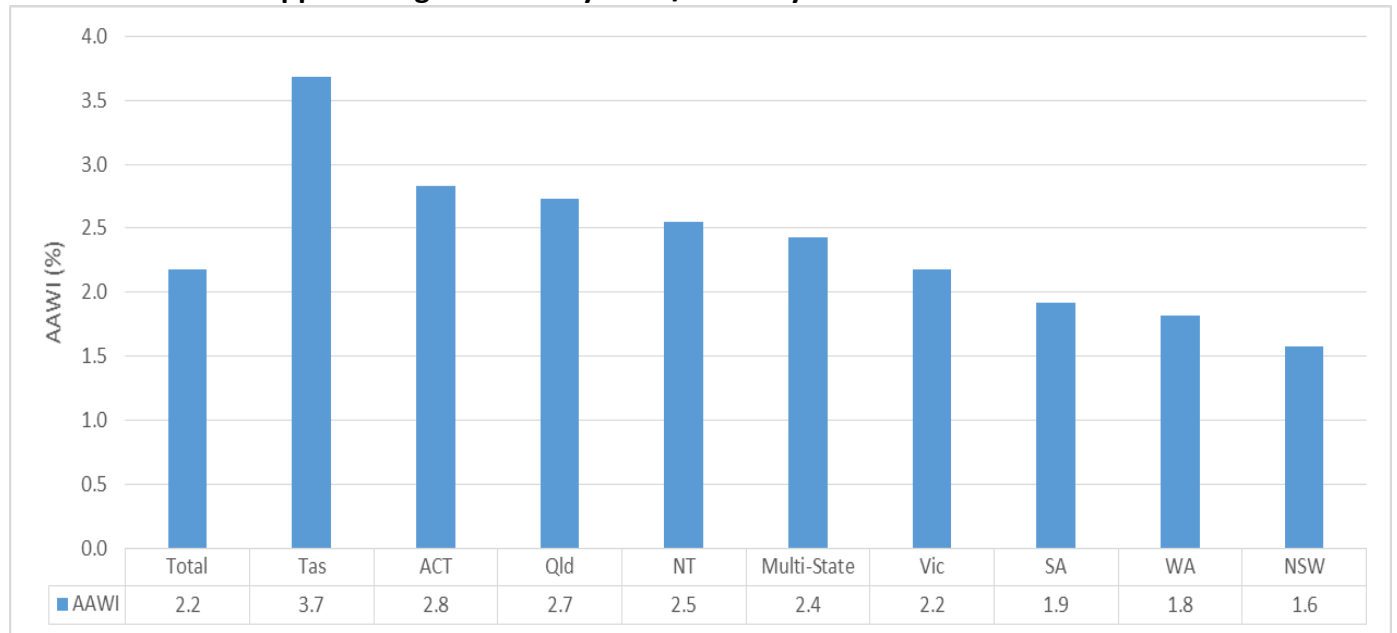
The AAWI for public sector enterprise agreements approved in the December quarter 2020 was 1.9 per cent, down from 2.1 per cent in the September quarter 2020 and down from 2.4 per cent in the December quarter 2019.

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

- *Victorian Public Service Enterprise Agreement 2020 (50,719 employees)*
 - o AAWI of 2.0 per cent.
- *TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2020 (9,076 employees)*
 - o AAWI of 0.3 per cent.
- *Energy Queensland Union Collective Agreement 2020 (6,997 employees)*
 - o AAWI of 2.7 per cent.

7. State/Territory wages growth – December quarter 2020 - Table 10 in Trends report

Chart 5 – AAWI for approved agreements by State/Territory



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

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

AAWIs for agreements approved in the December quarter 2020 were highest in Tasmania at 3.7 per cent.

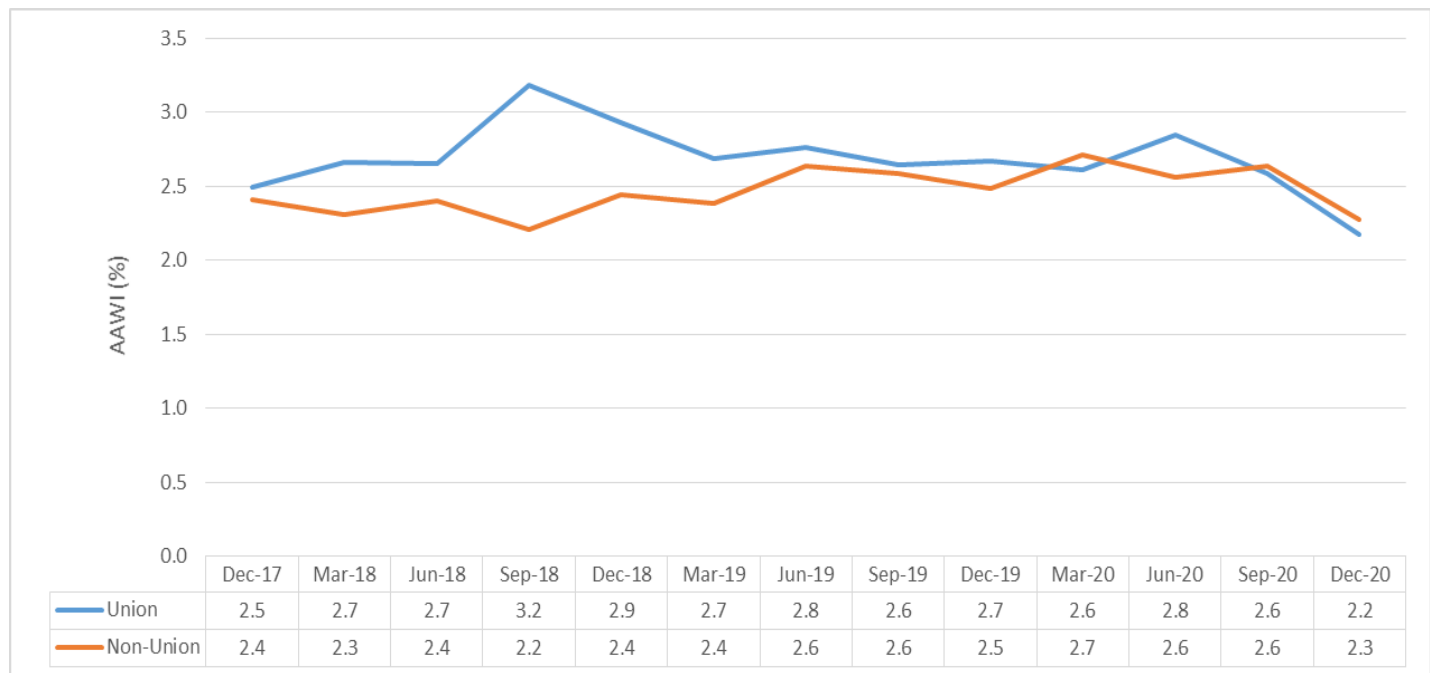
Agreements in New South Wales had the lowest combined AAWI of 1.6 per cent.

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

Agreements approved in the December quarter 2020 that formally covered unions had a combined AAWI of 2.2 per cent, down from 2.6 per cent in the September quarter 2020 and down from 2.7 per cent in the December quarter 2019.

Agreements with no unions formally covered had a combined AAWI of 2.3 per cent, down from 2.6 per cent in the September quarter 2020 and down from 2.5 per cent in December quarter 2019.

Chart 6 – Union and Non-Union AAWI in Approved agreements – December quarter 2017 – December quarter 2020



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

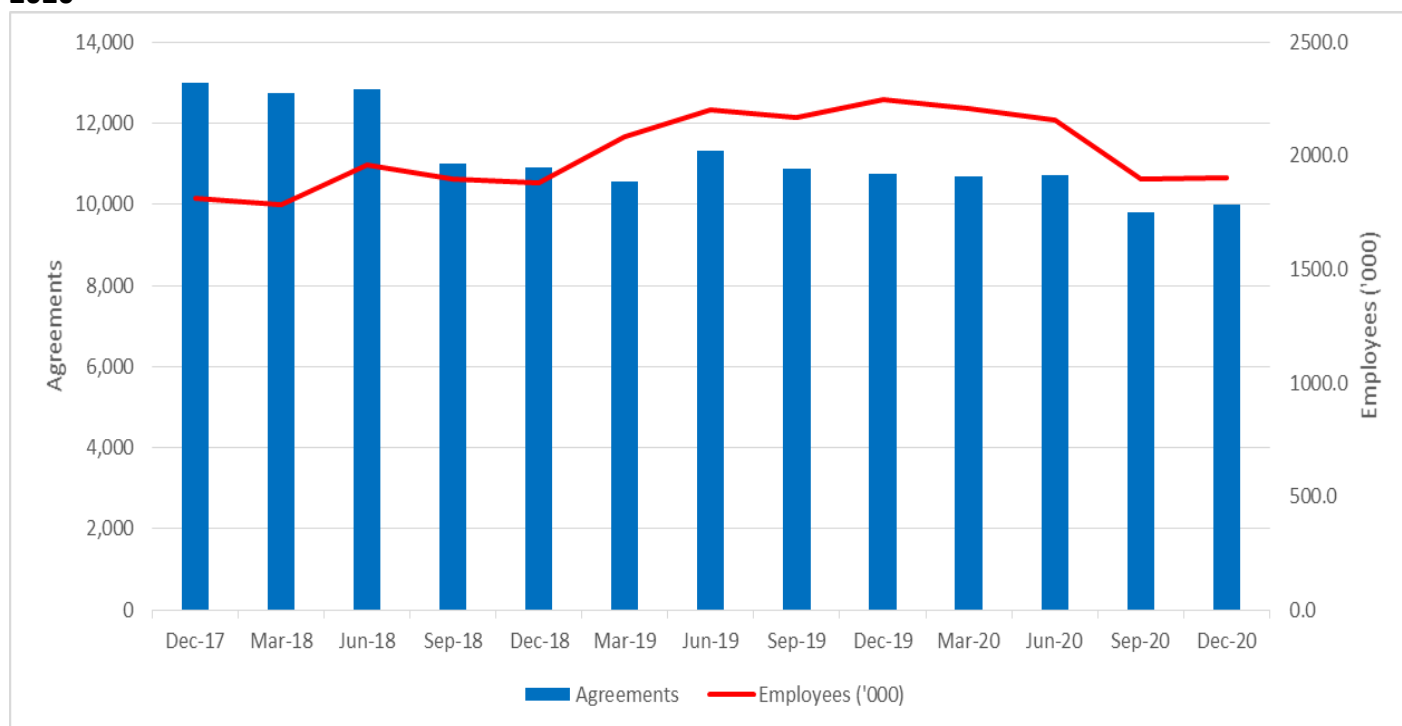
³ See note 4 for more details.

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

Approved agreements

There were 849 (174,725 employees) agreements approved in the December quarter 2020, up from 716 (60,658 employees) agreements in the September quarter 2020 and down from 1,126 (201,826 employees) in the December quarter 2019.

Chart 7 - Current agreements and employee coverage – December quarter 2017 – December quarter 2020



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

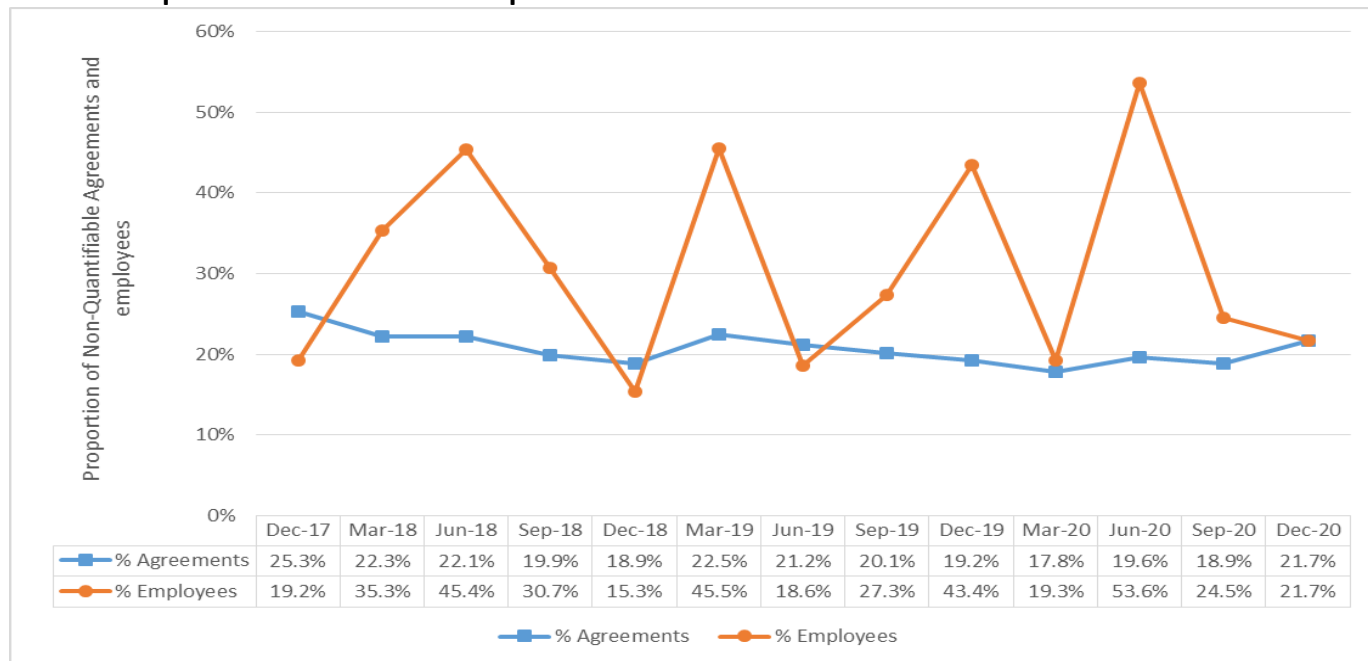
Current agreements

Chart 7 (above) shows there were 9,988 current (not expired or terminated) agreements as at 31 December 2020, covering 1.90 million employees. This is higher than the 9,815 agreements current as at 30 September 2020 and is lower than the 10,739 agreements current at 31 December 2019.

The December quarter 2020 employee coverage of 1.90 million is higher than the 1.89 million employees covered at 30 September 2020 and is lower than the 2.25 million employees at 31 December 2019.

10. Non-quantifiable agreements⁴ – December quarter 2020 - *Table 12 in Trends report*

Chart 8 - Non-quantifiable agreements, proportion of approved agreements and employees covered, December quarter 2017 – December quarter 2020



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

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

21.7 per cent of agreements approved in the December quarter 2020, covering 21.7 per cent of employees, do not contain quantifiable wage increases, and thus are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered or wage adjustments are linked to other sources, such as the Fair Work Commission’s Annual Wage Review or CPI or WPI movements.

In the December quarter 2020, 3 agreements were approved that cover more than 2,000 employees each and did not have quantifiable wage increases:

- *Catholic Employing Authorities Single Enterprise Collective Agreement - Diocesan Schools of Queensland 2019-2023 (19,144 employees)*
 - o Wage increases are linked to the teacher wages of the Queensland Department of Education from 2022. Between 2019 and 2021 employees receive a 2.5 per cent wage increase annually.
- *Catholic Employing Authorities Single Enterprise Collective Agreement - Religious Institute Schools of Queensland 2019-2023 (4,709 employees)*
 - o Wage increases are linked to the teacher wages of the Queensland Department of Education from 2022. Between 2019 and 2021 employees receive a 2.5 per cent wage increase annually.
- *ALDI Prestons Agreement 2020 (2,915 employees)*
 - o Wages increases are not consistent across classifications of employees.

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

NOTES

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series. AAWI data includes only increases to the base rate of pay and do not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the December quarter 2020, the calculated AAWI of 2.2 per cent is based on 665 agreements, covering 136,834 employees (that is, 78.3 per cent of the 849 agreements approved in the quarter, and covering 78.3 per cent of the 174,725 employees) with quantifiable wage increases.
 - A total of 184 agreements, covering 37,891 employees (that is, 21.7 per cent of the 849 agreements approved in the quarter, covering 21.7 per cent of the total of 174,725 employees), have across-the-board wage increases that could not be quantified because, for example, different increases were given to different classifications, increases were based on individual performance or business unit performance. Refer to Table 12 in the Trends report for related data.
3. Context for the on wages growth in federally registered enterprise agreements:
 - 37.9 per cent (rounded) of all employees in Australia (as measured by the ABS 2018 Employee Earnings and Hours (EEH) survey) had their pay set by an enterprise agreement.

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

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

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

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

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

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

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

Trends in Federal Enterprise Bargaining Report Main Tables

Table 3 - Agreements approved in the quarter by sector (December quarter 2017 – December quarter 2020)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
Public sector agreements	50	37	54	31	44	78	61	60	48	37	27	25	32
Public sector AAWI (%)	2.3	2.4	2.5	3.3	2.8	2.4	2.5	2.5	2.4	2.3	2.2	2.1	1.9
Public sector duration (yrs.)	3.2	3.3	3.2	3.9	3.9	3.1	3.1	3.0	3.0	3.4	3.2	3.3	3.4
Public sector employees ('000)	67.2	36.1	76.7	38.6	51.6	84.3	49.9	41.5	29.1	51.9	14.4	12.6	88.8
Private sector agreements	998	920	1,057	842	879	1,253	1,519	1,188	1,078	921	735	691	817
Private sector AAWI (%)	2.6	2.7	2.8	3.0	3.0	2.8	2.9	2.7	2.7	2.9	3.0	2.8	2.6
Private sector duration (yrs.)	2.8	2.8	2.5	2.3	2.8	3.2	2.7	2.9	3.0	3.1	3.1	2.8	2.6
Private sector employees ('000)	82.7	90.2	194.3	94.3	86.8	283.5	145.5	127.1	172.7	93.7	128.2	48.1	85.9
All sector agreements	1,048	957	1,111	873	923	1,331	1,580	1,248	1,126	958	762	716	849
All sectors AAWI (%)	2.5	2.6	2.6	3.1	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6	2.2
All sectors duration (yrs.)	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.1	2.9	3.0
All sectors employees ('000)	149.9	126.3	271.0	132.8	138.4	367.7	195.4	168.5	201.8	145.6	142.6	60.7	174.7

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: 32 public sector agreements were approved in the December quarter 2020, covering 88,800 employees. Their average AAWI was 1.9 per cent and their average duration was 3.4 years.

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

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
Public sector agreements	521	522	553	512	522	551	588	570	572	565	565	487	475
Public sector AAWI(%)	2.7	2.6	2.6	2.6	2.7	2.7	2.7	2.6	2.6	2.6	2.5	2.6	2.4
Public sector duration	3.5	3.5	3.5	3.6	3.6	3.6	3.5	3.6	3.5	3.5	3.4	3.5	3.4
Public sector employees ('000)	623.6	623.2	677.7	703.2	733.4	781.5	818.3	827.6	820.3	791.1	760.9	650.1	653.9
Private sector agreements	12,462	12,209	12,278	10,484	10,381	10,024	10,750	10,309	10,167	10,118	10,148	9,328	9,513
Private sector AAWI(%)	2.9	2.9	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.7	2.7	2.7
Private sector duration	3.1	3.1	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.1	3.2	3.2	3.2
Private sector employees ('000)	1,189.3	1,161.1	1,284.7	1,194.6	1,149.7	1,304.5	1,381.7	1,343.2	1,425.2	1,416.6	1,397.2	1,245.7	1,248.3
All sector agreements	12,983	12,731	12,831	10,996	10,903	10,575	11,338	10,879	10,739	10,683	10,713	9,815	9,988
All sectors AAWI(%)	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6
All sectors duration	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3
All sectors employees ('000)	1,812.8	1,784.4	1,962.4	1,897.8	1,883.1	2,086.0	2,200.0	2,170.8	2,245.5	2,207.7	2,158.1	1,895.8	1,902.3

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: 475 public sector agreements were current as at 31 December 2020, covering 653,900 employees. Their average AAWI was 2.4 per cent and their average duration was 3.4 years.

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

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
Multi-enterprise greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise greenfields AAWI(%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi-enterprise greenfields duration	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-greenfields agreements	3	7	3	5	6	1	14	5	4	3	2	3	6
Multi-enterprise non-greenfields AAWI(%)	2.2	2.1	*	2.2	4.8	3.2	4.3	3.8	2.7	1.9	3.3	2.4	2.5
Multi-enterprise non-greenfields duration	3.5	2.4	2.3	2.8	3.2	2.1	3.0	3.7	2.8	2.9	3.8	2.1	2.6
Multi-enterprise non-greenfields employees ('000)	0.5	1.9	2.8	4.7	13.7	27.4	5.3	0.5	2.2	5.6	1.5	1.2	5.1
Single-enterprise greenfields agreements	26	21	42	43	32	54	76	79	60	52	51	69	71
Single-enterprise greenfields AAWI(%)	2.5	2.6	3.4	3.4	3.9	2.7	5.7	3.7	2.6	3.7	3.7	3.6	2.2
Single-enterprise greenfields duration	2.2	3.3	3.2	2.8	1.9	2.8	1.6	2.6	2.6	2.8	3.0	3.1	2.4
Single-enterprise greenfields employees ('000)	2.4	1.7	2.3	2.2	0.8	3.2	3.6	2.0	3.1	1.9	1.4	2.1	3.6
Single-enterprise non-greenfields agreements	1,019	929	1,066	825	885	1,276	1,490	1,164	1,062	903	709	644	772
Single-enterprise non-greenfields AAWI(%)	2.5	2.7	2.6	3.2	2.8	2.6	2.6	2.6	2.7	2.6	2.8	2.6	2.2
Single-enterprise non-greenfields duration	3.0	2.9	2.7	2.8	3.2	3.3	2.9	3.0	3.0	3.2	3.1	2.9	3.1
Single-enterprise non-greenfields employees ('000)	147.1	122.7	265.9	126.0	123.9	337.1	186.5	166.0	196.5	138.1	139.7	57.4	166.1
All agreements	1,048	957	1,111	873	923	1,331	1,580	1,248	1,126	958	762	716	849
All AAWI(%)	2.5	2.6	2.6	3.1	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6	2.2
All duration	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.1	2.9	3.0
All employees ('000)	149.9	126.3	271.0	132.8	138.4	367.7	195.4	168.5	201.8	145.6	142.6	60.7	174.7

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: 6 multi-enterprise non-greenfields agreements were approved in the December quarter 2020, covering an estimated 5,100 employees. Their average AAWI was 2.5 per cent and their average duration was 2.6 years.

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

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
Multi-enterprise greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi-enterprise greenfields duration (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	58	58	60	57	59	56	67	69	69	60	59	56	58
Multi-enterprise non-greenfields AAWI (%)	2.6	2.6	2.6	2.5	2.9	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.1
Multi-enterprise non-greenfields duration (yrs.)	3.4	3.5	3.4	3.4	3.3	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0
Multi-enterprise non-greenfields employees ('000)	49.9	47.4	48.6	49.2	62.7	89.6	94.6	89.5	87.9	88.1	89.2	83.4	82.0
Single-enterprise greenfields agreements	710	621	543	455	413	330	359	337	383	389	399	404	461
Single-enterprise greenfields AAWI (%)	3.1	2.9	2.9	2.9	2.9	2.7	3.2	3.2	3.1	3.1	3.2	2.7	2.6
Single-enterprise greenfields duration (yrs.)	3.4	3.3	3.3	3.3	3.2	3.4	3.2	3.1	3.1	3.2	3.2	3.3	3.2
Single-enterprise greenfields employees ('000)	33.5	29.8	28.0	25.5	24.4	22.1	24.8	23.8	26.3	25.6	24.6	20.3	23.5
Single-enterprise non-greenfields agreements	12,215	12,052	12,228	10,484	10,431	10,189	10,912	10,473	10,287	10,234	10,255	9,355	9,469
Single-enterprise non-greenfields AAWI (%)	2.8	2.8	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
Single-enterprise non-greenfields duration (yrs.)	3.3	3.3	3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.3	3.2	3.3	3.3
Single-enterprise non-greenfields employees ('000)	1,729.3	1,707.1	1,885.9	1,823.1	1,795.9	1,974.3	2,080.7	2,057.5	2,131.4	2,094.0	2,044.2	1,792.1	1,796.8
All agreements	12,983	12,731	12,831	10,996	10,903	10,575	11,338	10,879	10,739	10,683	10,713	9,815	9,988
All AAWI (%)	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6
All duration (yrs.)	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3
All employees ('000)	1,812.8	1,784.4	1,962.4	1,897.8	1,883.1	2,086.0	2,200.0	2,170.8	2,245.5	2,207.7	2,158.1	1,895.8	1,902.3

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: 58 multi-enterprise non-greenfields agreements were current as at 31 December 2020, covering an estimated 82,000 employees. Their average AAWI was 3.1 per cent and their average duration was 3.0 years.

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

FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
Agriculture, Forestry and Fishing agreements	11	11	19	7	12	46	21	13	20	5	8	12	5
Agriculture, Forestry and Fishing AAWI (%)	2.7	2.1	2.6	3.0	2.4	2.2	2.7	2.4	2.6	2.4	3.4	2.5	1.9
Agriculture, Forestry and Fishing duration (yrs.)	3.3	3.5	3.0	3.4	3.6	3.9	3.5	3.3	3.5	3.8	2.4	3.2	3.5
Agriculture, Forestry and Fishing employees ('000)	0.6	0.7	1.1	0.7	1.2	2.4	1.4	1.5	2.7	0.2	0.7	0.3	0.2
Mining agreements	33	24	39	20	26	58	46	38	25	33	17	14	20
Mining AAWI (%)	1.7	2.0	2.2	2.2	2.7	2.3	2.6	2.3	2.3	2.5	2.2	2.2	2.0
Mining duration (yrs.)	3.2	2.8	2.7	3.6	2.8	3.4	3.0	3.3	3.3	3.2	3.9	2.9	3.3
Mining employees ('000)	3.6	2.3	7.1	2.6	2.1	6.1	8.3	5.1	4.5	4.2	2.0	0.9	2.3
Manufacturing agreements	209	152	139	145	148	240	314	192	209	180	112	111	147
Manufacturing AAWI (%)	2.5	2.5	2.6	2.7	2.8	2.6	2.6	2.6	2.5	2.5	2.4	2.3	2.1
Manufacturing duration (yrs.)	3.0	2.9	2.6	2.7	2.9	2.6	2.9	2.7	2.7	2.8	2.7	2.7	2.4
Manufacturing employees ('000)	15.4	8.6	12.0	10.3	12.6	17.8	22.6	11.5	18.2	14.1	8.0	7.4	9.4
Non-metal manufacturing agreements	132	96	89	93	94	152	199	129	142	134	83	78	96
Non-metal manufacturing AAWI (%)	2.7	2.5	2.5	2.4	2.9	2.6	2.5	2.5	2.5	2.5	2.4	2.2	2.1
Non-metal manufacturing duration (yrs.)	3.0	2.8	2.7	2.8	2.8	2.8	3.0	2.9	2.8	2.9	2.8	2.6	2.4
Non-metal manufacturing employees ('000)	8.8	5.6	8.4	5.6	8.6	12.5	14.9	8.2	11.0	11.1	5.3	5.5	6.9
Metal manufacturing agreements	77	56	50	52	54	88	115	63	67	46	29	33	51
Metal manufacturing AAWI (%)	2.3	2.4	2.9	3.0	2.6	2.6	2.9	2.7	2.6	2.5	2.4	2.6	2.0
Metal manufacturing duration (yrs.)	2.9	3.1	2.4	2.7	3.1	2.3	2.9	2.3	2.5	2.6	2.5	2.8	2.2
Metal manufacturing employees ('000)	6.6	3.0	3.6	4.7	4.0	5.3	7.8	3.2	7.2	3.0	2.7	1.9	2.5
Electricity, Gas, Water and Waste Services agreements	39	24	38	34	33	57	41	38	35	30	16	26	31
Electricity, Gas, Water and Waste Services AAWI (%)	2.9	3.1	2.5	3.2	2.8	2.6	2.6	3.0	3.2	3.0	3.7	2.0	2.8
Electricity, Gas, Water and Waste Services duration (yrs.)	2.9	2.6	3.0	3.5	2.8	2.9	3.2	3.1	3.4	2.2	3.7	2.3	3.2
Electricity, Gas, Water and Waste Services Employees ('000)	11.2	2.2	12.7	4.9	3.8	4.5	2.7	1.5	3.4	1.8	2.2	4.3	11.5
Construction agreements	318	279	358	328	323	329	521	430	400	370	323	306	348
Construction AAWI (%)	5.0	5.3	5.8	5.9	5.8	3.7	3.3	3.9	4.2	4.6	4.6	4.1	4.0
Construction duration (yrs.)	2.8	2.6	2.5	2.5	2.3	2.5	2.8	2.5	2.3	2.7	3.0	2.8	2.9
Construction employees ('000)	8.6	7.8	6.9	7.3	6.6	8.4	13.4	9.3	10.8	10.8	8.2	6.4	9.9
Wholesale Trade agreements	60	35	39	43	32	67	18	18	23	20	19	19	13
Wholesale Trade AAWI (%)	2.6	2.8	2.7	2.0	2.4	2.4	2.8	2.7	3.0	2.4	2.9	2.5	2.3
Wholesale Trade duration (yrs.)	2.3	2.8	2.9	2.8	3.3	2.8	2.7	3.3	3.6	3.0	2.4	2.7	2.5
Wholesale Trade employees ('000)	3.5	2.4	1.8	2.3	2.3	2.9	0.9	0.9	4.8	1.3	1.4	1.0	0.5

FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
Retail Trade agreements	19	6	7	8	14	29	21	18	14	13	11	6	7
Retail Trade AAWI (%)	2.3	3.0	2.9	3.2	3.4	3.1	2.3	2.8	2.4	4.2	2.0	3.5	2.2
Retail Trade duration (yrs.)	2.2	2.7	2.0	4.1	3.4	3.9	1.7	2.9	3.4	3.9	2.7	3.7	3.9
Retail Trade employees ('000)	3.5	3.1	82.8	1.2	6.2	122.5	7.9	30.4	64.3	15.6	7.9	2.7	3.1
Accommodation and Food Services agreements	4	4	15	3	14	9	9	12	11	8	6	4	9
Accommodation and Food Services AAWI (%)	2.1	3.2	2.2	3.0	2.7	3.2	2.9	2.5	3.2	1.8	3.5	1.5	3.3
Accommodation and Food Services duration (yrs.)	2.7	2.6	3.5	4.0	3.6	2.6	2.9	2.7	3.6	3.2	4.0	4.0	3.9
Accommodation and Food Services Employees ('000)	0.6	1.8	1.5	0.1	1.3	0.5	1.4	2.3	0.8	0.3	37.2	3.2	1.9
Transport, Postal and Warehousing agreements	86	73	111	89	55	117	190	144	104	86	69	83	74
Transport, Postal and Warehousing AAWI (%)	2.3	2.2	2.7	2.6	2.7	2.7	3.5	2.7	2.8	2.7	3.1	2.2	2.5
Transport, Postal and Warehousing duration (yrs.)	2.5	2.9	2.8	2.7	3.1	3.0	3.0	3.0	2.9	3.4	3.7	3.4	3.0
Transport, Postal and Warehousing employees ('000)	14.6	6.3	27.1	12.9	7.6	10.8	17.2	11.1	15.2	7.8	11.3	12.4	7.5
Information Media and Telecommunications agreements	4	3	8	7	7	11	10	9	7	7	2	2	3
Information Media and Telecommunications AAWI (%)	2.1	2.2	1.6	1.6	2.1	1.9	2.2	2.1	1.9	2.1	3.2	1.3	1.5
Information Media and Telecommunications duration (yrs.)	1.7	2.8	3.0	2.6	3.1	2.8	2.4	2.4	2.2	2.9	1.3	2.0	1.0
Information Media and Telecommunications employees ('000)	0.9	0.4	1.1	0.6	0.8	2.4	5.6	1.0	1.7	1.2	20.5	0.7	1.2
Financial and Insurance Services agreements	14	7	12	6	9	10	8	5	9	8	5	3	1
Financial and Insurance Services AAWI (%)	2.6	2.8	2.3	3.1	2.6	2.7	2.8	2.8	3.1	2.0	2.8	3.7	*
Financial and Insurance Services duration (yrs.)	2.9	3.2	2.6	1.9	2.9	2.9	3.0	2.9	2.5	3.0	3.7	2.5	2.5
Financial and Insurance Services employees ('000)	3.1	1.3	1.1	0.5	4.2	31.4	2.1	0.9	3.5	1.7	4.4	0.7	0.3
Rental, Hiring and Real Estate Services agreements	10	7	17	9	18	9	3	6	5	3	4	6	3
Rental, Hiring and Real Estate Services AAWI (%)	3.2	2.7	3.6	7.9	6.5	3.3	2.1	3.5	5.1	2.5	2.2	2.3	2.3
Rental, Hiring and Real Estate Services duration (yrs.)	3.0	2.8	2.9	1.8	1.9	2.6	2.2	3.1	2.9	3.5	2.4	3.0	2.6
Rental, Hiring and Real Estate Services employees ('000)	0.3	0.2	0.4	0.2	0.3	0.3	0.0	0.3	0.3	0.1	0.1	0.3	0.1
Professional, Scientific and Technical Services agreements	29	23	25	15	16	30	18	10	12	15	10	6	10
Professional, Scientific and Technical Services AAWI (%)	3.0	2.7	2.7	2.3	2.3	2.3	2.4	2.5	2.0	2.5	3.2	1.7	2.0
Professional, Scientific and Technical Services duration (yrs.)	2.6	3.3	3.5	2.7	2.9	2.6	3.0	2.6	3.4	3.1	3.4	1.5	2.8
Professional, Scientific and Technical Services employees ('000)	1.0	2.2	2.4	4.8	1.6	3.0	1.5	0.9	0.6	0.8	1.1	0.4	6.9
Administrative and Support Services agreements	21	20	20	25	17	26	32	26	36	17	13	12	11
Administrative and Support Services AAWI (%)	2.4	3.8	4.2	4.5	2.9	3.3	2.5	2.2	3.0	3.2	3.4	3.1	2.8
Administrative and Support Services duration (yrs.)	2.7	2.9	2.5	2.8	2.1	2.9	3.5	3.4	3.0	3.8	3.9	3.1	3.5
Administrative and Support Services employees ('000)	1.4	1.2	5.4	0.6	3.7	2.1	2.3	5.3	3.5	2.0	2.2	0.4	2.0

FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
Public Administration and Safety agreements	43	42	49	26	35	54	53	53	51	36	20	19	30
Public Administration and Safety AAWI (%)	2.0	2.5	2.4	2.1	2.3	2.4	2.3	2.5	2.2	2.1	2.1	2.1	2.0
Public Administration and Safety duration (yrs.)	3.0	3.0	3.4	3.5	2.9	3.1	2.9	3.3	2.9	3.5	3.1	3.2	3.7
Public Administration and Safety employees ('000)	40.9	10.9	32.4	10.0	6.4	39.3	24.4	18.8	17.7	30.9	12.5	3.5	57.1
Education and Training agreements	41	67	75	38	50	76	87	50	53	47	33	25	46
Education and Training AAWI (%)	2.6	2.4	2.5	2.1	2.8	2.8	2.5	2.5	2.7	2.5	2.6	2.7	1.2
Education and Training duration (yrs.)	3.4	3.2	3.3	1.9	3.4	2.6	3.1	2.8	2.9	3.4	3.6	2.5	2.3
Education and Training employees ('000)	12.2	33.2	27.4	41.4	45.1	69.6	32.1	25.7	15.8	24.1	5.0	2.7	39.7
Health Care and Social Assistance agreements	79	147	107	48	85	116	144	137	77	52	62	46	72
Health Care and Social Assistance AAWI (%)	2.7	2.3	2.4	3.9	2.9	2.7	3.0	2.7	2.4	2.6	2.5	3.0	2.4
Health Care and Social Assistance duration (yrs.)	3.4	2.8	2.9	3.6	3.7	3.1	2.7	2.9	2.5	2.7	2.9	2.6	2.8
Health Care and Social Assistance employees ('000)	23.9	36.0	45.4	29.7	28.1	35.6	44.3	33.9	29.2	21.7	10.0	12.7	18.7
Arts and Recreation Services agreements	9	6	7	8	9	10	13	23	9	14	9	5	9
Arts and Recreation Services AAWI (%)	2.2	3.0	2.8	2.7	2.2	2.6	3.1	2.7	3.3	2.7	2.9	2.2	1.6
Arts and Recreation Services duration (yrs.)	3.4	2.9	2.7	3.1	3.1	3.1	3.1	2.8	2.7	3.1	3.2	2.4	1.8
Arts and Recreation Services employees ('000)	2.1	1.5	1.5	1.5	1.3	3.4	2.2	4.7	1.2	6.1	6.6	0.4	0.9
Other Services agreements	19	27	26	14	20	37	31	26	26	14	23	11	10
Other Services AAWI (%)	2.8	2.4	2.8	2.3	2.6	3.1	2.1	2.6	2.6	2.1	2.6	2.0	2.7
Other Services duration (yrs.)	2.7	2.9	2.9	3.0	2.5	2.9	3.0	2.8	3.1	3.0	3.0	4.0	2.7
Other Services employees ('000)	2.6	4.0	1.0	1.3	3.1	4.8	5.1	3.4	3.7	1.1	1.3	0.3	1.5
All sector agreements	1,048	957	1,111	873	923	1,331	1,580	1,248	1,126	958	762	716	849
All sectors AAWI (%)	2.5	2.6	2.6	3.1	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6	2.2
All sectors duration (yrs.)	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.1	2.9	3.0
All sectors employees ('000)	149.9	126.3	271.0	132.8	138.4	367.7	195.4	168.5	201.8	145.6	142.6	60.7	174.7

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: 5 Agriculture, Forestry and Fishing agreements were approved in the December quarter 2020, covering 200 employees. Their average AAWI was 1.9 per cent and their average duration was 3.5 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
Agriculture, Forestry and Fishing agreements	139	140	148	136	137	168	180	164	182	177	174	173	165
Agriculture, Forestry and Fishing AAWI (%)	2.7	2.6	2.6	2.6	2.6	2.6	2.6	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	3.5	3.6	3.6	3.7	3.7	3.7	3.6	3.7	3.6
Agriculture, Forestry and Fishing employees ('000)	12.2	12.5	12.8	12.5	12.3	14.3	15.2	13.1	15.8	15.6	15.8	14.9	12.5
Mining agreements	362	362	358	326	310	338	359	375	376	395	389	373	362
Mining AAWI (%)	1.9	1.9	2.0	2.0	2.1	2.1	2.3	2.3	2.3	2.3	2.3	2.3	2.3
Mining duration (yrs.)	3.5	3.4	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	38.8	40.3	37.5	35.6	39.1	39.0	45.3	48.2	51.1	51.1	48.8	48.3
Manufacturing agreements	2,037	2,005	1,976	1,722	1,701	1,736	1,884	1,820	1,859	1,925	1,905	1,738	1,732
Manufacturing AAWI (%)	2.7	2.7	2.7	2.5	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Manufacturing duration (yrs.)	3.0	3.1	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.1	3.0
Manufacturing employees ('000)	132.4	126.9	126.4	109.9	110.2	117.8	129.0	125.3	135.4	140.6	140.3	126.6	125.4
Non-metal manufacturing agreements	1,318	1,295	1,275	1,126	1,120	1,141	1,227	1,176	1,211	1,266	1,254	1,170	1,158
Non-metal manufacturing AAWI (%)	2.7	2.6	2.6	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4
Non-metal manufacturing duration (yrs.)	3.0	3.1	3.0	3.0	3.1	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.0
Non-metal manufacturing employees ('000)	86.3	83.5	83.2	74.2	74.6	80.8	86.7	84.1	91.4	95.4	93.8	86.9	85.6
Metal manufacturing agreements	719	710	701	596	581	595	657	644	648	659	651	568	574
Metal manufacturing AAWI (%)	2.8	2.7	2.7	2.6	2.6	2.5	2.6	2.6	2.6	2.6	2.6	2.6	2.6
Metal manufacturing duration (yrs.)	3.0	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.0
Metal manufacturing employees ('000)	46.1	43.4	43.3	35.8	35.6	37.0	42.4	41.2	44.1	45.2	46.6	39.7	39.8
Electricity, Gas, Water and Waste Services agreements	369	349	359	323	334	349	361	367	379	392	389	360	364
Electricity, Gas, Water and Waste Services AAWI (%)	2.9	2.9	2.9	2.9	2.9	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.8
Electricity, Gas, Water and Waste Services duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	3.1	3.1	3.1	3.1
Electricity, Gas, Water and Waste Services Employees ('000)	49.9	41.5	47.3	49.0	51.8	53.6	54.0	52.5	53.0	52.7	54.3	50.3	58.2
Construction agreements	4,254	4,280	4,271	3,376	3,326	2,919	3,152	3,035	2,749	2,733	2,806	2,825	3,045
Construction AAWI (%)	4.4	4.6	4.7	4.2	4.3	3.3	3.3	3.2	3.2	3.2	3.3	3.4	3.5
Construction duration (yrs.)	3.1	3.1	3.0	3.1	3.0	3.3	3.2	3.2	3.2	3.3	3.3	3.3	3.2
Construction employees ('000)	98.3	94.2	93.8	75.7	74.0	63.8	71.4	69.9	69.0	70.4	75.5	74.4	81.0
Wholesale Trade agreements	465	452	454	411	423	454	442	367	352	341	335	297	276
Wholesale Trade AAWI (%)	2.7	2.7	2.7	2.6	2.5	2.5	2.5	2.5	2.6	2.5	2.6	2.6	2.6
Wholesale Trade duration (yrs.)	2.9	2.9	2.9	2.9	2.9	3.0	3.0	3.1	3.2	3.2	3.2	3.3	3.3
Wholesale Trade employees ('000)	29.5	26.5	26.6	25.6	27.2	27.4	27.4	20.0	22.6	22.7	22.6	20.9	19.2

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
Retail Trade agreements	212	199	178	149	151	158	161	161	171	166	169	154	152
Retail Trade AAWI (%)	2.8	2.5	2.5	2.3	2.4	2.7	2.7	2.7	2.6	2.7	2.7	2.7	2.7
Retail Trade duration (yrs.)	3.3	3.2	2.4	2.3	2.4	3.2	3.1	3.1	3.2	3.2	3.5	3.6	3.7
Retail Trade employees ('000)	52.1	43.1	120.3	104.1	109.3	230.4	236.5	264.5	328.4	340.4	265.9	258.8	259.2
Accommodation and Food Services agreements	326	295	294	246	234	224	213	202	191	173	162	136	122
Accommodation and Food Services AAWI (%)	2.6	2.7	2.7	2.6	2.6	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	3.6	3.5	3.4	3.3	3.4	3.8	3.8	3.9
Accommodation and Food Services Employees ('000)	24.0	23.5	23.8	20.8	19.9	18.5	18.5	20.3	17.9	17.3	53.9	54.8	52.1
Transport, Postal and Warehousing agreements	1,034	1,024	1,018	950	921	928	1,056	1,052	1,114	1,140	1,145	1,042	1,051
Transport, Postal and Warehousing AAWI (%)	2.6	2.6	2.6	2.5	2.5	2.5	2.6	2.5	2.6	2.6	2.6	2.6	2.7
Transport, Postal and Warehousing duration (yrs.)	3.2	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.1	3.3	3.3
Transport, Postal and Warehousing employees ('000)	153.6	149.4	165.4	160.6	163.5	160.4	173.9	167.2	177.9	179.4	186.0	127.9	128.7
Information Media and Telecommunications agreements	74	69	69	60	60	63	71	72	74	74	71	57	56
Information Media and Telecommunications AAWI (%)	2.8	2.8	2.8	2.9	2.1	2.2	2.1	2.1	2.0	2.0	2.0	1.9	1.9
Information Media and Telecommunications duration (yrs.)	2.8	2.8	2.8	2.9	2.8	2.9	2.7	2.7	2.6	2.8	1.9	1.8	1.8
Information Media and Telecommunications employees ('000)	45.2	42.6	43.2	40.3	7.6	7.8	14.0	14.7	14.7	13.8	33.9	33.0	33.5
Financial and Insurance Services agreements	110	113	119	103	102	105	110	90	93	100	96	78	70
Financial and Insurance Services AAWI (%)	2.8	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6
Financial and Insurance Services duration (yrs.)	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.0
Financial and Insurance Services employees ('000)	140.8	141.6	140.5	137.8	103.1	103.8	105.6	96.5	67.2	69.6	54.3	51.0	47.7
Rental, Hiring and Real Estate Services agreements	241	226	223	180	171	145	140	107	97	85	76	65	64
Rental, Hiring and Real Estate Services AAWI (%)	2.7	2.7	2.7	2.6	2.6	2.4	2.4	2.2	2.3	2.3	2.4	2.5	2.5
Rental, Hiring and Real Estate Services duration (yrs.)	3.3	3.3	3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.3	3.5	3.6	3.6
Rental, Hiring and Real Estate Services employees ('000)	8.4	8.2	8.2	7.2	6.8	6.2	5.8	5.2	5.4	5.2	4.0	3.4	3.3
Professional, Scientific and Technical Services agreements	368	353	352	306	297	295	289	257	240	231	222	191	180
Professional, Scientific and Technical Services AAWI (%)	2.7	2.7	2.7	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4
Professional, Scientific and Technical Services duration (yrs.)	3.3	3.3	3.3	3.3	3.2	3.1	3.1	3.2	3.1	3.1	3.2	3.2	3.0
Professional, Scientific and Technical Services employees ('000)	29.2	27.4	28.5	30.3	30.1	30.0	30.0	28.8	27.6	27.0	27.3	25.1	21.5
Administrative and Support Services agreements	466	452	438	361	342	321	323	280	274	260	250	226	215
Administrative and Support Services AAWI (%)	3.0	2.9	3.0	2.9	2.9	2.8	2.8	2.7	2.7	2.6	2.6	2.6	2.6
Administrative and Support Services duration (yrs.)	3.4	3.4	3.3	3.3	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.4	3.5
Administrative and Support Services employees ('000)	35.6	33.6	37.2	29.5	30.7	29.7	29.9	31.1	32.5	30.6	29.3	28.7	25.1
Public Administration and Safety agreements	519	531	557	505	495	488	510	490	496	486	476	401	396
Public Administration and Safety AAWI (%)	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.3	2.2	2.2	2.2	2.2
Public Administration and Safety duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.2	3.2	3.3	3.5
Public Administration and Safety employees ('000)	282.8	287.8	313.9	316.8	302.5	309.3	324.4	314.5	298.0	258.4	281.0	220.3	238.6

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
Education and Training agreements	574	436	497	496	520	499	583	588	620	587	603	582	609
Education and Training AAWI (%)	2.8	2.7	2.6	2.5	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.5
Education and Training duration (yrs.)	3.4	3.5	3.5	3.3	3.3	3.2	3.2	3.1	3.1	3.3	3.3	3.3	3.2
Education and Training employees ('000)	257.7	251.6	267.9	300.3	340.8	403.4	436.1	421.8	434.6	405.4	409.7	401.7	436.8
Health Care and Social Assistance agreements	962	983	1,053	936	961	989	1,095	1,078	1,101	1,063	1,079	798	812
Health Care and Social Assistance AAWI (%)	3.0	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	2.9	3.0	2.9
Health Care and Social Assistance duration (yrs.)	3.5	3.5	3.4	3.5	3.6	3.6	3.5	3.6	3.5	3.5	3.2	3.4	3.3
Health Care and Social Assistance employees ('000)	349.9	364.1	395.5	386.2	400.2	411.5	426.1	426.9	443.3	450.5	390.3	301.2	257.8
Arts and Recreation Services agreements	142	136	136	114	119	105	111	109	115	107	111	88	95
Arts and Recreation Services AAWI (%)	2.9	2.9	2.9	2.8	2.8	2.8	2.9	2.7	2.8	2.8	2.8	2.8	2.8
Arts and Recreation Services duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.3	3.2	3.2	3.3	3.2
Arts and Recreation Services employees ('000)	40.0	39.8	39.6	33.3	34.4	35.4	36.4	27.8	25.9	29.3	34.6	29.4	30.2
Other Services agreements	329	326	331	296	299	291	298	265	256	248	255	231	222
Other Services AAWI (%)	2.8	2.8	2.7	2.6	2.6	2.7	2.6	2.6	2.6	2.5	2.5	2.6	2.6
Other Services duration (yrs.)	2.8	2.8	2.8	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0	3.1	3.0
Other Services employees ('000)	32.6	31.5	31.1	20.5	23.0	23.6	26.8	25.6	28.1	27.8	28.2	24.6	23.2
All sector agreements	12,983	12,731	12,831	10,996	10,903	10,575	11,338	10,879	10,739	10,683	10,713	9,815	9,988
All sectors AAWI (%)	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3
All sectors employees ('000)	1,812.8	1,784.4	1,962.4	1,897.8	1,883.1	2,086.0	2,200.0	2,170.8	2,245.5	2,207.7	2,158.1	1,895.8	1,902.3

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

Notes:

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

How to read: 165 Agriculture, Forestry and Fishing agreements current as at 31 December 2020, covering 12,500 employees. Their average AAWI was 2.5 per cent and their average duration was 3.6 years.

Table 9 - Agreements, by ANZSIC Division, expiring by quarter (December quarter 2020 – December quarter 2023)

FOR ALL CURRENT AGREEMENTS	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Agriculture, Forestry and Fishing agreements	14	4	13	18	11	5	16	12	8	30	22	5	6
Agriculture, Forestry and Fishing AAWI (%)	2.5	2.5	3.1	2.5	2.8	2.6	2.6	2.5	2.8	2.3	2.5	2.1	1.4
Agriculture, Forestry and Fishing employees ('000)	2.0	0.6	0.5	1.2	0.7	0.2	1.5	2.2	0.6	0.8	2.6	0.9	0.1
Mining agreements	33	28	40	24	24	30	36	21	19	34	25	21	18
Mining AAWI (%)	1.8	2.1	2.3	2.2	2.7	2.4	2.7	2.5	2.3	1.9	2.6	1.9	2.3
Mining employees ('000)	3.2	1.9	6.8	2.9	2.1	2.7	4.9	1.9	3.4	4.8	5.4	2.8	2.9
Manufacturing agreements	165	117	248	166	128	120	233	135	109	93	137	78	54
Manufacturing AAWI (%)	2.6	2.5	2.6	2.4	2.4	2.5	2.7	2.4	2.3	2.6	2.4	2.4	2.1
Manufacturing employees ('000)	11.6	7.3	18.4	10.4	9.5	7.4	18.9	12.0	9.2	6.4	8.9	5.0	3.8
Non-metal manufacturing agreements	115	73	170	106	83	80	168	96	71	62	87	59	32
Non-metal manufacturing AAWI (%)	2.6	2.5	2.4	2.5	2.5	2.3	2.6	2.4	2.3	2.6	2.5	2.3	2.4
Non-metal manufacturing employees ('000)	8.6	4.8	11.3	6.2	6.2	5.4	12.4	8.9	6.2	5.2	6.1	3.8	2.7
Metal manufacturing agreements	50	44	78	60	45	40	65	39	38	31	50	19	22
Metal manufacturing AAWI (%)	2.5	2.5	2.7	2.4	2.4	2.9	2.9	2.7	2.3	2.9	2.4	2.5	1.7
Metal manufacturing employees ('000)	3.0	2.5	7.1	4.1	3.4	1.9	6.4	3.1	3.0	1.1	2.8	1.2	1.1
Electricity, Gas, Water and Waste Services agreements	40	28	55	34	30	33	21	33	17	15	33	17	10
Electricity, Gas, Water and Waste Services AAWI (%)	3.1	2.9	2.5	2.5	2.3	2.8	2.6	2.3	2.5	3.2	2.8	2.7	3.2
Electricity, Gas, Water and Waste Services Employees ('000)	7.6	14.9	9.1	3.3	2.4	2.0	1.4	2.6	0.9	0.7	3.3	1.6	1.4
Construction agreements	151	352	151	165	189	144	206	157	522	118	277	250	161
Construction AAWI (%)	3.2	3.7	3.4	2.9	2.9	2.6	3.1	2.7	5.1	2.6	3.6	3.0	2.7
Construction employees ('000)	3.0	8.0	4.5	4.6	4.4	4.9	6.4	4.9	12.3	3.3	10.7	5.3	4.3
Wholesale Trade agreements	36	36	50	24	23	15	27	29	14	22	10	8	4
Wholesale Trade AAWI (%)	2.7	2.4	2.7	2.3	2.3	2.0	2.6	2.1	2.3	2.1	2.9	3.2	2.3
Wholesale Trade employees ('000)	2.2	1.3	2.8	1.1	1.3	0.4	1.4	2.8	1.5	1.0	1.1	3.7	0.1
Retail Trade agreements	11	11	19	13	11	10	19	12	9	10	10	8	6
Retail Trade AAWI (%)	2.4	2.3	3.3	2.3	2.3	2.9	2.9	4.8	3.3	2.6	2.7	2.3	2.3
Retail Trade employees ('000)	1.7	4.0	7.1	5.3	2.0	7.6	21.0	4.4	4.1	143.0	11.1	1.7	26.2
Accommodation and Food Services agreements	23	12	18	8	7	5	14	6	9	3	8	8	4
Accommodation and Food Services AAWI (%)	2.4	1.7	2.8	3.0	2.8	1.6	2.8	2.2	1.8	1.8	3.1	2.0	1.6
Accommodation and Food Services Employees ('000)	2.8	0.5	2.3	2.0	0.7	0.1	1.0	0.5	0.6	0.2	0.5	0.5	0.2

FOR ALL CURRENT AGREEMENTS	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Transport, Postal and Warehousing agreements	91	68	181	79	88	68	127	76	53	49	94	38	33
Transport, Postal and Warehousing AAWI (%)	2.7	2.6	2.8	2.8	2.9	2.4	3.5	2.6	2.5	2.1	3.0	2.7	2.0
Transport, Postal and Warehousing employees ('000)	9.5	5.7	30.2	7.1	10.6	3.9	9.6	5.7	10.7	10.7	15.3	3.3	3.9
Information Media and Telecommunications agreements	7	3	15	4	3	2	15	3	2	3	1	0	0
Information Media and Telecommunications AAWI (%)	1.7	2.4	2.7	1.4	1.8	2.0	1.7	2.1	2.1	2.0	2.0	*	*
Information Media and Telecommunications employees ('000)	0.8	0.1	1.3	20.9	1.0	0.9	6.5	0.5	0.2	1.1	0.1	0.0	0.0
Financial and Insurance Services agreements	9	2	18	7	9	3	12	1	5	4	4	1	2
Financial and Insurance Services AAWI (%)	2.8	2.2	2.3	2.7	2.0	3.7	2.2	2.2	2.8	2.5	3.1	*	*
Financial and Insurance Services employees ('000)	3.5	0.0	4.3	2.0	31.5	0.3	2.5	0.3	3.1	0.4	1.7	0.9	0.1
Rental, Hiring and Real Estate Services agreements	1	10	5	6	6	3	7	6	3	1	3	6	2
Rental, Hiring and Real Estate Services AAWI (%)	2.4	2.6	2.6	2.0	2.1	2.4	4.4	3.7	2.6	*	2.3	2.3	*
Rental, Hiring and Real Estate Services ('000)	0.0	0.3	0.1	1.4	0.3	0.1	0.2	0.3	0.1	0.1	0.1	0.2	0.0
Professional, Scientific and Technical Services agreements	29	25	33	14	10	11	17	9	6	8	5	5	10
Professional, Scientific and Technical Services AAWI (%)	2.3	2.6	2.9	2.5	2.4	1.8	2.5	2.3	3.2	2.8	2.9	2.0	2.0
Professional, Scientific and Technical Services employees ('000)	8.5	1.8	2.6	3.4	0.4	0.9	1.4	0.8	0.7	0.4	0.2	0.3	5.6
Administrative and Support Services agreements	22	18	22	14	20	7	15	11	20	13	25	7	15
Administrative and Support Services AAWI (%)	2.8	3.3	2.8	2.4	2.6	2.5	2.4	2.7	2.3	2.5	2.1	3.0	3.0
Administrative and Support Services employees ('000)	4.7	3.8	2.0	1.3	1.5	0.4	1.0	0.3	2.4	1.3	3.7	0.4	1.2
Public Administration and Safety agreements	42	21	66	29	42	31	60	22	14	11	32	14	17
Public Administration and Safety AAWI (%)	2.1	1.9	2.1	2.3	2.6	2.1	2.1	2.7	2.0	2.0	2.1	2.5	2.0
Public Administration and Safety employees ('000)	38.9	3.2	29.6	26.7	23.4	20.1	26.2	10.4	9.8	3.1	10.7	2.5	18.6
Education and Training agreements	137	46	70	21	118	24	40	20	46	19	18	13	41
Education and Training AAWI (%)	2.7	2.0	2.6	2.1	2.5	3.0	2.4	2.6	4.3	2.7	2.2	3.8	2.5
Education and Training employees ('000)	13.3	37.4	219.6	16.1	58.4	5.6	34.9	9.6	10.8	3.0	26.1	1.0	5.5
Health Care and Social Assistance agreements	61	34	193	74	76	49	100	57	39	42	41	23	23
Health Care and Social Assistance AAWI (%)	2.4	2.9	2.7	2.6	3.7	2.9	2.9	3.1	2.6	2.7	2.3	3.1	2.1
Health Care and Social Assistance employees ('000)	24.4	13.8	62.1	24.3	48.7	13.2	33.4	14.8	11.8	10.5	5.4	4.3	2.4
Arts and Recreation Services agreements	8	4	12	3	16	3	12	5	7	5	4	5	5
Arts and Recreation Services AAWI (%)	2.3	2.8	3.1	1.3	2.9	3.4	2.9	2.5	3.2	2.5	2.8	1.9	2.4
Arts and Recreation Services employees ('000)	0.7	2.1	4.5	0.5	3.5	1.0	9.5	4.0	1.0	0.4	1.3	0.5	0.6

FOR ALL CURRENT AGREEMENTS	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Other Services agreements	21	23	30	11	28	17	27	15	9	7	21	7	7
Other Services AAWI (%)	2.5	2.5	2.2	3.3	2.7	3.1	2.7	2.2	2.2	1.5	2.6	2.1	2.7
Other Services employees ('000)	1.3	0.7	7.5	3.1	1.4	1.5	3.3	0.6	0.7	0.6	1.8	0.8	0.8
All sector agreements	901	842	1,239	714	839	580	1,004	630	911	487	770	514	418
All sectors AAWI (%)	2.4	2.4	2.6	2.4	2.8	2.5	2.6	2.7	3.2	2.4	2.7	2.7	2.2
All sectors employees ('000)	139.8	107.4	415.4	137.8	204.0	73.2	185.3	78.7	83.7	191.5	110.1	35.7	77.9

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: 6 Agriculture, Forestry and Fishing agreements, covering 100 employees, have an expiry date in the December quarter 2023. The average AAWI is 1.4 per cent.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
ACT agreements	10	11	18	5	9	14	22	23	8	12	10	14	23
ACT AAWI (%)	2.3	2.1	1.9	2.4	3.2	2.6	2.7	2.9	2.7	2.8	2.8	2.5	2.8
ACT duration (yrs.)	3.3	2.7	3.2	3.4	2.4	4.0	3.0	4.0	3.4	3.7	3.6	3.6	2.7
ACT employees ('000)	1.0	1.7	1.8	0.2	0.9	10.0	10.7	9.2	0.4	0.4	1.2	1.4	1.7
NSW agreements	264	287	263	197	176	243	314	204	184	196	196	173	190
NSW AAWI (%)	3.4	2.9	2.8	2.9	2.5	2.7	2.9	2.3	2.4	3.2	3.4	3.2	1.6
NSW duration (yrs.)	2.7	2.5	2.9	2.8	2.8	3.0	2.6	2.8	2.4	2.9	2.9	2.5	2.1
NSW employees ('000)	15.2	31.3	67.2	9.9	27.8	26.3	29.3	19.2	30.4	17.3	14.0	13.3	22.7
NT agreements	10	6	22	9	7	15	14	14	15	14	5	6	8
NT AAWI (%)	1.3	2.3	2.5	2.4	3.0	2.6	2.9	2.0	2.8	2.4	2.9	1.4	2.5
NT duration (yrs.)	3.5	3.3	3.9	3.9	2.5	3.7	2.9	3.1	3.4	3.3	3.0	4.6	3.6
NT employees ('000)	1.5	0.4	12.3	3.6	0.7	4.5	3.1	1.2	2.2	0.7	0.4	0.1	0.6
Qld agreements	137	113	133	95	95	216	230	197	165	121	107	116	149
Qld AAWI (%)	2.6	2.1	2.4	2.5	2.5	2.5	2.5	2.7	2.6	2.4	2.7	2.3	2.7
Qld duration (yrs.)	3.0	3.2	2.9	3.4	3.0	2.8	2.8	3.0	2.9	2.9	3.2	3.4	2.7
Qld employees ('000)	13.2	14.9	13.2	7.9	18.6	34.2	21.6	20.6	20.2	9.5	8.2	11.1	37.0
SA agreements	59	68	60	40	49	85	129	64	77	39	35	24	35
SA AAWI (%)	2.7	2.3	2.1	3.0	2.8	2.9	2.9	2.7	2.7	2.6	2.4	2.3	1.9
SA duration (yrs.)	3.2	2.9	2.6	3.6	3.4	3.1	2.8	2.8	3.0	3.0	2.7	2.7	2.7
SA employees ('000)	6.6	12.0	5.7	5.7	3.8	5.4	10.1	4.3	4.3	2.0	3.9	1.5	3.3
Tas agreements	22	28	43	30	26	35	47	44	29	36	19	19	22
Tas AAWI (%)	2.9	2.8	4.0	3.1	2.8	2.8	3.1	3.1	3.1	2.8	3.6	3.1	3.7
Tas duration (yrs.)	3.0	2.3	2.3	2.6	3.2	3.0	2.7	2.7	3.0	3.1	3.4	2.7	2.3
Tas employees ('000)	1.0	2.4	3.9	3.6	2.5	2.0	4.7	5.7	2.5	1.4	2.3	1.3	2.4
Vic agreements	318	250	340	280	326	389	396	361	378	324	207	190	232
Vic AAWI (%)	3.0	2.9	3.1	4.1	3.5	2.9	3.0	2.9	3.2	2.6	3.1	2.5	2.2
Vic duration (yrs.)	3.2	3.2	3.1	3.6	3.7	2.7	2.9	3.1	2.8	3.2	3.2	2.7	3.6
Vic employees ('000)	30.6	26.0	35.3	35.8	46.7	83.4	41.3	33.4	33.2	45.4	23.1	14.5	75.0
WA agreements	92	84	87	75	55	112	155	124	91	80	43	53	57
WA AAWI (%)	1.8	2.1	1.8	1.8	2.1	1.8	1.8	1.9	2.1	2.1	2.2	2.1	1.8
WA duration (yrs.)	3.2	3.0	3.0	2.5	3.2	2.9	2.9	2.7	3.0	2.8	2.7	3.2	2.3
WA employees ('000)	15.5	11.3	19.6	5.8	4.4	11.1	11.4	15.6	13.3	13.0	3.6	3.5	8.0
Multi-state agreements	136	110	144	142	180	222	272	216	179	136	139	121	133
Multi-state AAWI (%)	2.2	2.6	2.5	2.6	2.9	2.5	2.7	2.8	2.5	2.5	2.4	2.4	2.4
Multi-state duration (yrs.)	2.8	3.1	2.2	2.1	3.0	3.5	2.9	2.8	3.3	3.5	3.1	3.0	3.1
Multi-state employees ('000)	65.4	26.2	111.9	60.4	33.0	190.7	63.3	59.1	95.3	55.9	85.7	14.0	24.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
Other agreements	0	0	1	0	0	0	1	1	0	0	1	0	0
Other AAWI (%)	*	*	2.5	*	*	*	*	1.0	*	*	2.5	*	*
Other duration (yrs.)	0.0	0.0	2.0	0.0	0.0	0.0	4.0	2.0	0.0	0.0	3.0	0.0	0.0
Other employees ('000)	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.0	0.0
All States agreements	1,048	957	1,111	873	923	1,331	1,580	1,248	1,126	958	762	716	849
All states AAWI (%)	2.5	2.6	2.6	3.1	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6	2.2
All states duration (yrs.)	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.1	2.9	3.0
All states employees ('000)	149.9	126.3	271.0	132.8	138.4	367.7	195.4	168.5	201.8	145.6	142.6	60.7	174.7

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: 23 agreements approved in the December quarter 2020 operate solely in the ACT. These agreements cover 1,700 employees, their average AAWI is 2.8 per cent, and their average duration is 2.7 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
ACT agreements	133	127	142	134	133	134	141	149	146	144	148	131	148
ACT AAWI (%)	2.7	2.6	2.6	2.5	2.3	2.3	2.6	2.7	2.7	2.6	2.6	2.6	2.6
ACT duration (yrs.)	3.1	3.1	3.2	3.3	3.0	3.1	3.3	3.5	3.5	3.7	3.7	3.8	3.8
ACT employees ('000)	16.6	17.7	16.4	16.5	12.5	11.7	28.4	38.7	38.7	33.7	34.5	32.3	33.5
NSW agreements	2,129	2,194	2,293	2,238	2,263	1,972	2,113	2,037	2,071	2,102	2,167	1,946	2,004
NSW AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.5	2.6	2.6	2.5	2.6	2.6	2.7	2.6
NSW duration (yrs.)	3.0	2.9	2.9	2.9	2.9	3.0	3.0	3.0	3.0	2.9	3.0	3.1	3.0
NSW employees ('000)	205.3	212.3	263.4	252.1	267.0	268.6	281.4	275.3	299.3	287.5	290.4	241.6	243.8
NT agreements	230	209	211	192	154	142	138	141	148	149	149	132	131
NT AAWI (%)	3.0	2.8	2.6	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	3.3	3.7	3.8	3.8	3.8	3.7	3.7	3.7	3.7	3.7	3.7	3.7
NT employees ('000)	12.2	10.7	22.0	23.9	23.1	26.6	28.0	29.4	31.1	31.3	31.2	29.7	29.6
Qld agreements	1,883	1,744	1,747	1,611	1,565	1,546	1,688	1,688	1,630	1,597	1,614	1,556	1,581
Qld AAWI (%)	2.8	2.7	2.7	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	3.2	3.3	3.3	3.2	3.2	3.1	3.1	3.1	3.1	3.2	3.1
Qld employees ('000)	196.0	190.8	193.5	163.2	170.3	180.5	195.0	165.6	177.8	176.4	180.2	173.6	200.5
SA agreements	705	701	710	601	593	607	689	661	698	690	693	609	590
SA AAWI (%)	2.9	2.8	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.7	2.6	2.6
SA duration (yrs.)	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.2	3.2
SA employees ('000)	58.7	66.5	64.0	61.3	62.1	63.0	69.4	67.1	69.5	68.2	70.3	55.2	53.6
Tas agreements	278	268	299	270	277	271	304	301	314	327	331	291	295
Tas AAWI (%)	2.7	2.6	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.2	3.2
Tas duration (yrs.)	3.0	3.0	2.8	2.8	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	2.9
Tas employees ('000)	21.7	21.4	23.6	21.3	22.5	22.3	26.0	27.3	28.9	26.9	28.3	24.8	25.7
Vic agreements	3,765	3,768	3,880	2,671	2,743	2,855	3,028	2,854	2,737	2,713	2,689	2,422	2,502
Vic AAWI (%)	3.4	3.4	3.3	3.2	3.2	3.2	3.2	3.1	3.1	3.1	3.0	3.0	2.8
Vic duration (yrs.)	3.6	3.6	3.6	3.7	3.7	3.6	3.6	3.6	3.6	3.6	3.4	3.4	3.4
Vic employees ('000)	532.0	527.5	544.0	522.3	554.9	616.7	640.3	621.3	615.3	586.9	560.7	513.5	530.5
WA agreements	1,521	1,406	1,344	1,175	1,077	1,037	1,089	1,056	1,082	1,084	1,037	962	959
WA AAWI (%)	2.6	2.4	2.2	2.1	2.1	2.0	2.0	1.9	1.9	1.9	1.9	2.0	2.0
WA duration (yrs.)	3.1	3.2	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)	128.0	122.8	128.3	116.8	109.8	111.6	117.8	113.7	117.7	125.2	121.4	109.7	109.3

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
Multi-state agreements	2,336	2,311	2,201	2,100	2,094	2,008	2,144	1,987	1,908	1,872	1,881	1,763	1,775
Multi-state AAWI (%)	2.4	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.5
Multi-state duration (yrs.)	3.1	3.1	3.0	2.9	2.9	3.0	3.0	3.0	3.1	3.1	3.2	3.3	3.4
Multi-state employees ('000)	642.2	614.5	706.9	720.0	660.5	784.9	813.4	832.2	866.9	871.4	840.7	715.1	675.5
Other agreements	3	3	4	4	4	3	4	5	5	5	4	3	3
Other AAWI (%)	2.0	2.0	2.3	2.3	2.3	2.4	2.4	2.1	2.1	2.1	2.1	2.4	2.4
Other duration (yrs.)	3.1	3.1	2.5	2.5	2.5	2.3	2.3	2.3	2.3	2.3	2.9	3.2	3.2
Other employees ('000)	0.2	0.2	0.3	0.3	0.3	0.2	0.2	0.3	0.3	0.3	0.3	0.2	0.2
All sector agreements	12,983	12,731	12,831	10,996	10,903	10,575	11,338	10,879	10,739	10,683	10,713	9,815	9,988
All sectors AAWI (%)	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3
All sectors employees ('000)	1,812.8	1,784.4	1,962.4	1,897.8	1,883.1	2,086.0	2,200.0	2,170.8	2,245.5	2,207.7	2,158.1	1,895.8	1,902.3

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: 148 agreements current as at 31 December 2020 operate solely in the ACT. These agreements cover 33,500 employees, their AAWI is 2.6 per cent, and their average duration is 3.8 years.

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

Linked to minimum wage

Agreement Type	Mar-20	Jun-20	Sep-20	Dec-20
Single-enterprise non-greenfields agreements	40	30	32	40
Single-enterprise non-greenfields employees ('000)	2.6	5.6	1.1	2.7
Single-enterprise greenfields agreements	2	0	2	3
Single-enterprise greenfields employees ('000)	0.2	0.0	0.1	0.3
Multi-enterprise non-greenfields agreements	1	1	0	0
Multi-enterprise non-greenfields employees ('000)	4.3	0.1	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	43	31	34	43
Sub-total employees ('000)	7.1	5.8	1.3	3.0

Linked to CPI

Agreement Type	Mar-20	Jun-20	Sep-20	Dec-20
Single-enterprise non-greenfields agreements	24	15	23	19
Single-enterprise non-greenfields employees ('000)	2.5	0.9	1.4	0.5
Single-enterprise greenfields agreements	2	0	0	0
Single-enterprise greenfields employees ('000)	0.1	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	26	15	23	19
Sub-total employees ('000)	2.7	0.9	1.4	0.5

Inconsistent Increase

Agreement Type	Mar-20	Jun-20	Sep-20	Dec-20
Single-enterprise non-greenfields agreements	41	42	30	37
Single-enterprise non-greenfields employees ('000)	12.3	2.5	6.2	4.8
Single-enterprise greenfields agreements	4	2	2	7
Single-enterprise greenfields employees ('000)	0.1	0.0	0.0	0.2
Multi-enterprise non-greenfields agreements	0	0	1	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.3	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	45	44	33	44
Sub-total employees ('000)	12.4	2.5	6.6	5.0

Performance Linked

Agreement Type	Mar-20	Jun-20	Sep-20	Dec-20
Single-enterprise non-greenfields agreements	2	0	1	0
Single-enterprise non-greenfields employees ('000)	0.9	0.0	0.0	0.0
Single-enterprise greenfields agreements	0	0	0	0
Single-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise non-greenfields agreements	0	0	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	2	0	1	0
Sub-total employees ('000)	0.9	0.0	0.0	0.0

Other Reason

Agreement Type	Mar-20	Jun-20	Sep-20	Dec-20
Single-enterprise non-greenfields agreements	55	59	44	77
Single-enterprise non-greenfields employees ('000)	5.4	67.0	5.2	29.3
Single-enterprise greenfields agreements	1	1	1	1
Single-enterprise greenfields employees ('000)	0.1	0.2	0.4	0.1
Multi-enterprise non-greenfields agreements	0	0	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	56	60	45	78
Sub-total employees ('000)	5.4	67.2	5.6	29.3

Totals

Agreement Type	Mar-20	Jun-20	Sep-20	Dec-20
Total non-quantifiable agreements	172	150	136	184
Total employees covered by non-quantifiable agreements	28.5	76.5	14.9	37.9

Quantifiable agreements

Agreement Type	Mar-20	Jun-20	Sep-20	Dec-20
Single-enterprise non-greenfields agreements	741	563	514	599
Single-enterprise non-greenfields employees ('000)	114.3	63.6	43.4	128.8
Single-enterprise greenfields agreements	43	48	64	60
Single-enterprise greenfields employees ('000)	1.4	1.2	1.5	3.0
Multi-enterprise non-greenfields agreements	2	1	2	6
Multi-enterprise non-greenfields employees ('000)	1.3	1.4	0.8	5.1
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Total quantifiable agreements	786	612	580	665
Total employees covered by quantifiable agreements ('000)	117.1	66.1	45.8	136.8

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: 40 single enterprise non-greenfields agreements approved in the December quarter 2020 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 (December quarter 2017 – December quarter 2020)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
Agreements (union covered)	789	737	852	684	726	1,034	1,107	866	837	743	599	563	647
AAWI (%) (union covered)	2.5	2.7	2.7	3.2	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6	2.2
Duration (yrs.) (yrs.) (union covered)	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.1	2.9	3.0
Employees ('000) (union covered)	141.3	120.0	263.9	127.2	131.9	357.4	178.4	156.9	192.3	138.8	135.9	56.3	169.5
Agreements (no union covered)	259	220	259	189	197	297	473	382	289	215	163	153	202
AAWI (%) (no union covered)	2.4	2.3	2.4	2.2	2.4	2.4	2.6	2.6	2.5	2.7	2.6	2.6	2.3
Duration (yrs.) (yrs.) (no union covered)	3.2	3.4	3.3	3.2	3.4	3.4	3.4	3.2	3.3	3.4	3.7	3.1	3.4
Employees ('000) (no union covered)	8.6	6.3	7.1	5.6	6.5	10.3	17.0	11.7	9.6	6.8	6.7	4.4	5.2
All agreements	1,048	957	1,111	873	923	1,331	1,580	1,248	1,126	958	762	716	849
Overall AAWI (%)	2.5	2.6	2.6	3.1	2.9	2.7	2.8	2.6	2.7	2.6	2.8	2.6	2.2
Overall duration (yrs.) (yrs.)	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0	3.2	3.1	2.9	3.0
All employees ('000)	149.9	126.3	271.0	132.8	138.4	367.7	195.4	168.5	201.8	145.6	142.6	60.7	174.7

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: 647 agreements approved in the December quarter 2020, covering 169,500 employees, formally covered a union. Their average AAWI was 2.2 per cent and their average duration was 3.0 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20
Agreements (union covered)	8,347	8,250	8,460	6,959	7,081	6,856	7,463	7,071	6,946	6,987	7,112	6,430	6,657
AAWI (%) (union covered)	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6
Duration (yrs.) (yrs.) (union covered)	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3
Employees ('000) (union covered)	1,644.0	1,622.9	1,806.2	1,770.6	1,762.4	1,966.4	2,074.4	2,049.4	2,126.0	2,090.2	2,043.3	1,785.1	1,792.2
Agreements (no union covered)	4,636	4,481	4,371	4,037	3,822	3,719	3,875	3,808	3,793	3,696	3,601	3,385	3,331
AAWI (%) (no union covered)	2.6	2.6	2.5	2.5	2.5	2.4	2.5	2.5	2.5	2.5	2.5	2.5	2.5
Duration (yrs.) (yrs.) (no union covered)	3.5	3.5	3.5	3.6	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5
Employees ('000) (no union covered)	168.8	161.5	156.2	127.2	120.7	119.6	125.6	121.4	119.5	117.5	114.7	110.7	110.1
All agreements	12,983	12,731	12,831	10,996	10,903	10,575	11,338	10,879	10,739	10,683	10,713	9,815	9,988
Overall AAWI (%)	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6
Overall duration (yrs.) (yrs.)	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.3
All employees ('000)	1,812.8	1,784.4	1,962.4	1,897.8	1,883.1	2,086.0	2,200.0	2,170.8	2,245.5	2,207.7	2,158.1	1,895.8	1,902.3

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: 6,657 agreements current as at 31 December 2020, covering 1,792,200 employees, formally covered a union. Their average AAWI was 2.6 per cent and their average duration was 3.3 years.

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

Agreement ID	Title	Employees	AAWI	ANZSIC	States
AE509129	Victorian Public Service Enterprise Agreement 2020	50,719	2.0	Public Administration and Safety	Vic
AE509628	Catholic Employing Authorities Single Enterprise Collective Agreement - Diocesan Schools of Queensland 2019-2023	19,144	*	Education and Training	Qld
AE509970	TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2020	9,076	0.3	Education and Training	NSW
AE509429	Energy Queensland Union Collective Agreement 2020	6,997	2.7	Electricity, Gas, Water and Waste Services	Aus
AE509354	Ambulance Victoria Enterprise Agreement 2020	6,364	2.0	Health Care and Social Assistance	Vic
AE509470	CSIRO Enterprise Agreement 2020 - 2023	5,154	2.0	Professional, Scientific and Technical Services	Aus
AE509340	Catholic Employing Authorities Single Enterprise Collective Agreement - Religious Institute Schools of Queensland 2019-2023	4,709	*	Education and Training	Qld
AE509659	ALDI Prestons Agreement 2020	2,915	*	Retail Trade	ACT, NSW
AE509728	City of Greater Geelong Enterprise Agreement (No.10) 2020	2,656	1.4	Public Administration and Safety	Vic

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

Notes:

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

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	2	0	1	1	0	1	0	0	0	5
Agriculture, Forestry and Fishing AAWI (%)	*	0.8	*	*	2.0	*	1.8	*	*	*	1.9
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.2	0.0	4.0	3.0	0.0	4.0	0.0	0.0	0.0	3.5
Agriculture, Forestry and Fishing employees ('000)	0.0	0.0	0.0	0.1	0.1	0.0	0.1	0.0	0.0	0.0	0.2
Mining agreements	0	6	1	6	0	0	2	1	4	0	20
Mining AAWI (%)	*	2.0	2.0	2.0	*	*	2.5	*	2.2	*	2.0
Mining duration (yrs.)	0.0	3.1	3.0	3.3	0.0	0.0	1.6	3.8	2.9	0.0	3.3
Mining employees ('000)	0.0	0.5	0.0	1.3	0.0	0.0	0.0	0.3	0.2	0.0	2.3
Manufacturing agreements	1	40	1	20	6	7	56	9	7	0	147
Manufacturing AAWI (%)	2.0	2.2	2.8	2.0	1.8	3.0	2.1	1.9	1.8	*	2.1
Manufacturing duration (yrs.)	3.0	2.4	2.0	2.5	3.5	2.5	2.3	2.4	2.0	0.0	2.4
Manufacturing employees ('000)	0.0	2.1	0.0	0.9	0.3	0.6	3.2	1.1	1.1	0.0	9.4
Non-metal manufacturing agreements	1	30	1	15	4	7	30	5	3	0	96
Non-metal manufacturing AAWI (%)	2.0	2.1	2.8	2.0	1.8	3.0	2.0	2.6	1.9	*	2.1
Non-metal manufacturing duration (yrs.)	3.0	2.3	2.0	2.6	3.7	2.5	2.3	2.7	2.2	0.0	2.4
Non-metal manufacturing employees ('000)	0.0	1.7	0.0	0.8	0.2	0.6	2.3	0.4	0.7	0.0	6.9
Metal manufacturing agreements	0	10	0	5	2	0	26	4	4	0	51
Metal manufacturing AAWI (%)	*	2.6	*	1.8	1.8	*	2.3	1.6	1.8	*	2.0
Metal manufacturing duration (yrs.)	0.0	2.5	0.0	1.4	2.3	0.0	2.4	2.3	1.5	0.0	2.2
Metal manufacturing employees ('000)	0.0	0.4	0.0	0.1	0.0	0.0	0.9	0.8	0.3	0.0	2.5
Electricity, Gas, Water and Waste Services agreements	2	7	0	9	1	0	6	5	1	0	31
Electricity, Gas, Water and Waste Services AAWI (%)	2.2	2.9	*	3.3	*	*	2.7	1.5	2.7	*	2.8
Electricity, Gas, Water and Waste Services duration (yrs.)	2.5	2.8	0.0	3.2	3.0	0.0	3.6	3.4	3.3	0.0	3.2
Electricity, Gas, Water and Waste Services Employees ('000)	0.7	0.3	0.0	2.9	0.0	0.0	0.3	0.3	7.0	0.0	11.5
Construction agreements	15	60	1	54	9	1	106	12	90	0	348
Construction AAWI (%)	4.6	4.6	2.0	3.8	2.9	2.0	4.1	1.9	3.5	*	4.0
Construction duration (yrs.)	1.3	3.1	3.0	2.8	3.2	3.0	2.7	3.8	3.5	0.0	2.9
Construction employees ('000)	0.2	1.1	0.0	1.0	0.2	0.0	5.7	0.3	1.5	0.0	9.9
Wholesale Trade agreements	0	10	1	0	0	1	0	1	0	0	13
Wholesale Trade AAWI (%)	*	2.2	2.7	*	*	2.3	*	2.2	*	*	2.3
Wholesale Trade duration (yrs.)	0.0	2.6	3.0	0.0	0.0	1.0	0.0	3.0	0.0	0.0	2.5
Wholesale Trade employees ('000)	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	0	0	0	3	0	0	1	2	1	0	7
Retail Trade AAWI (%)	*	*	*	2.4	*	*	1.2	2.0	*	*	2.2
Retail Trade duration (yrs.)	0.0	0.0	0.0	3.8	0.0	0.0	3.3	2.2	4.0	0.0	3.9
Retail Trade employees ('000)	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	2.9	0.0	3.1
Accommodation and Food Services agreements	0	3	0	2	0	0	1	2	1	0	9
Accommodation and Food Services AAWI (%)	*	4.4	*	*	*	*	2.5	*	*	*	3.3
Accommodation and Food Services duration (yrs.)	0.0	3.3	0.0	3.8	0.0	0.0	3.0	4.0	4.0	0.0	3.9
Accommodation and Food Services Employees ('000)	0.0	0.1	0.0	0.3	0.0	0.0	0.1	1.4	0.0	0.0	1.9
Transport, Postal and Warehousing agreements	0	19	1	17	8	3	10	9	7	0	74
Transport, Postal and Warehousing AAWI (%)	*	2.3	2.7	2.9	1.7	2.8	3.8	1.6	2.3	*	2.5
Transport, Postal and Warehousing duration (yrs.)	0.0	3.2	3.7	3.2	2.7	3.4	2.5	2.9	2.8	0.0	3.0
Transport, Postal and Warehousing employees ('000)	0.0	1.2	0.0	2.6	1.7	0.2	1.0	0.5	0.4	0.0	7.5
Information Media and Telecommunications agreements	0	0	0	2	0	0	0	0	1	0	3
Information Media and Telecommunications AAWI (%)	*	*	*	1.7	*	*	*	*	1.3	*	1.5
Information Media and Telecommunications duration (yrs.)	0.0	0.0	0.0	1.1	0.0	0.0	0.0	0.0	1.0	0.0	1.0
Information Media and Telecommunications employees ('000)	0.0	0.0	0.0	0.7	0.0	0.0	0.0	0.0	0.4	0.0	1.2
Financial and Insurance Services agreements	0	0	0	0	0	0	0	1	0	0	1
Financial and Insurance Services AAWI (%)	*	*	*	*	*	*	*	*	*	*	*
Financial and Insurance Services duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.5	0.0	0.0	2.5
Financial and Insurance Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.3
Rental, Hiring and Real Estate Services agreements	0	1	0	0	0	0	1	1	0	0	3
Rental, Hiring and Real Estate Services AAWI (%)	*	*	*	*	*	*	*	2.3	*	*	2.3
Rental, Hiring and Real Estate Services duration (yrs.)	0.0	3.7	0.0	0.0	0.0	0.0	2.6	2.0	0.0	0.0	2.6
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1
Professional, Scientific and Technical Services agreements	0	2	1	1	0	0	1	2	3	0	10
Professional, Scientific and Technical Services AAWI (%)	*	3.0	2.5	2.8	*	*	1.3	1.8	2.0	*	2.0
Professional, Scientific and Technical Services duration (yrs.)	0.0	3.3	4.0	4.0	0.0	0.0	3.0	4.0	2.6	0.0	2.8
Professional, Scientific and Technical Services employees ('000)	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.3	6.3	0.0	6.9
Administrative and Support Services agreements	0	1	0	2	0	1	3	0	4	0	11
Administrative and Support Services AAWI (%)	*	*	*	4.1	*	2.1	*	*	2.8	*	2.8
Administrative and Support Services duration (yrs.)	0.0	1.1	0.0	2.3	0.0	3.6	3.2	0.0	3.6	0.0	3.5
Administrative and Support Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	1.6	0.0	2.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Public Administration and Safety agreements	1	3	1	2	0	0	12	6	5	0	30
Public Administration and Safety AAWI (%)	2.0	2.0	1.8	2.3	*	*	2.0	.9	2.1	*	2.0
Public Administration and Safety duration (yrs.)	2.0	2.8	4.0	2.9	0.0	0.0	3.8	2.2	3.2	0.0	3.7
Public Administration and Safety employees ('000)	0.0	0.3	0.1	0.0	0.0	0.0	55.1	0.5	1.0	0.0	57.1
Education and Training agreements	2	21	1	16	3	0	1	1	1	0	46
Education and Training AAWI (%)	3.0	1.0	3.1	2.3	2.0	*	2.6	1.5	2.4	*	1.2
Education and Training duration (yrs.)	3.4	1.6	3.1	2.6	1.8	0.0	1.9	3.0	2.0	0.0	2.3
Education and Training employees ('000)	0.4	13.7	0.1	24.4	0.4	0.0	0.1	0.1	0.5	0.0	39.7
Health Care and Social Assistance agreements	1	11	0	12	7	9	27	4	1	0	72
Health Care and Social Assistance AAWI (%)	3.1	2.5	*	2.0	2.4	4.1	2.1	2.0	*	*	2.4
Health Care and Social Assistance duration (yrs.)	3.0	2.5	0.0	2.4	2.4	2.1	3.9	0.7	3.0	0.0	2.8
Health Care and Social Assistance employees ('000)	0.3	2.5	0.0	2.6	0.7	1.5	8.4	2.8	0.0	0.0	18.7
Arts and Recreation Services agreements	0	3	0	0	0	0	2	1	3	0	9
Arts and Recreation Services AAWI (%)	*	1.7	*	*	*	*	1.5	*	1.5	*	1.6
Arts and Recreation Services duration (yrs.)	0.0	2.2	0.0	0.0	0.0	0.0	0.7	1.1	2.6	0.0	1.8
Arts and Recreation Services employees ('000)	0.0	0.3	0.0	0.0	0.0	0.0	0.2	0.1	0.2	0.0	0.9
Other Services agreements	1	1	0	2	0	0	2	0	4	0	10
Other Services AAWI (%)	3.0	*	*	2.2	*	*	2.6	*	2.8	*	2.7
Other Services duration (yrs.)	1.7	3.7	0.0	3.0	0.0	0.0	3.0	0.0	2.5	0.0	2.7
Other Services employees ('000)	0.0	0.0	0.0	0.1	0.0	0.0	0.4	0.0	0.9	0.0	1.5
All sector agreements	23	190	8	149	35	22	232	57	133	0	849
All sectors AAWI (%)	2.8	1.6	2.5	2.7	1.9	3.7	2.2	1.8	2.4	*	2.7
All sectors duration (yrs.)	2.7	2.1	3.6	2.7	2.7	2.3	3.6	2.3	3.1	0.0	2.5
All sectors employees ('000)	1.7	22.7	0.6	37.0	3.3	2.4	75.0	8.0	24.1	0.0	174.7

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 5 Agriculture, Forestry and Fishing agreements approved in the December quarter 2020, 2 operate in solely in NSW. These agreements cover 0 employees, the average AAWI is 0.8 per cent, and their average duration is 3.2 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	34	3	44	11	13	30	15	15	0	165
Agriculture, Forestry and Fishing AAWI (%)	*	2.3	*	2.5	2.7	3.2	2.6	2.2	2.6	*	2.5
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.7	4.0	3.7	3.2	3.4	3.3	3.5	3.7	0.0	3.6
Agriculture, Forestry and Fishing employees ('000)	0.0	3.8	0.0	2.0	1.1	1.0	1.4	0.8	2.4	0.0	12.5
Mining agreements	2	106	4	76	16	5	25	42	86	0	362
Mining AAWI (%)	*	2.3	2.2	2.4	2.1	2.2	2.6	1.9	2.5	*	2.3
Mining duration (yrs.)	4.0	3.0	3.0	3.2	3.5	3.9	3.1	3.9	3.5	0.0	3.3
Mining employees ('000)	0.0	12.4	1.0	11.5	1.0	0.5	1.3	6.4	14.2	0.0	48.3
Manufacturing agreements	7	397	8	244	124	56	635	120	141	0	1,732
Manufacturing AAWI (%)	2.4	2.6	1.9	2.3	2.3	2.6	2.6	1.9	2.5	*	2.5
Manufacturing duration (yrs.)	3.3	2.9	2.9	3.0	3.1	2.9	3.0	3.3	3.2	0.0	3.0
Manufacturing employees ('000)	0.2	28.1	0.1	19.3	10.1	3.1	42.3	6.5	15.8	0.0	125.4
Non-metal manufacturing agreements	4	270	5	173	90	45	435	70	66	0	1,158
Non-metal manufacturing AAWI (%)	2.3	2.5	1.7	2.3	2.3	2.7	2.5	2.1	2.6	*	2.4
Non-metal manufacturing duration (yrs.)	3.0	2.9	2.9	3.0	3.2	2.9	3.0	3.3	3.3	0.0	3.0
Non-metal manufacturing employees ('000)	0.1	19.6	0.1	14.9	6.4	2.4	30.4	3.5	8.2	0.0	85.6
Metal manufacturing agreements	3	127	3	71	34	11	200	50	75	0	574
Metal manufacturing AAWI (%)	2.4	2.8	3.0	2.4	2.5	2.0	2.7	1.7	2.5	*	2.6
Metal manufacturing duration (yrs.)	3.9	2.8	2.5	3.0	3.0	3.0	3.1	3.3	3.1	0.0	3.0
Metal manufacturing employees ('000)	0.0	8.6	0.0	4.3	3.7	0.6	12.0	3.0	7.7	0.0	39.8
Electricity, Gas, Water and Waste Services agreements	9	87	5	69	29	12	92	37	24	0	364
Electricity, Gas, Water and Waste Services AAWI (%)	2.1	2.6	2.5	3.1	2.9	3.5	2.9	1.6	2.8	*	2.8
Electricity, Gas, Water and Waste Services duration (yrs.)	2.7	3.1	3.0	3.3	3.6	3.6	3.0	3.0	3.1	0.0	3.1
Electricity, Gas, Water and Waste Services Employees ('000)	1.1	12.7	0.9	7.3	5.3	2.2	8.0	4.8	15.9	0.0	58.2
Construction agreements	44	610	22	430	128	48	675	293	794	1	3,045
Construction AAWI (%)	3.6	4.1	2.2	3.5	3.0	4.4	3.5	2.3	3.0	*	3.5
Construction duration (yrs.)	3.0	3.3	3.8	3.1	3.2	2.6	2.9	3.4	3.5	4.0	3.2
Construction employees ('000)	0.9	17.6	0.4	10.6	3.2	1.7	18.7	7.0	20.9	0.0	81.0
Wholesale Trade agreements	3	63	3	40	11	10	79	28	39	0	276
Wholesale Trade AAWI (%)	1.8	2.5	2.5	2.2	3.2	2.5	2.9	1.8	2.6	*	2.6
Wholesale Trade duration (yrs.)	3.0	3.0	3.2	3.4	3.0	3.2	3.1	3.1	3.5	0.0	3.3
Wholesale Trade employees ('000)	0.1	3.5	0.0	3.2	0.6	0.5	3.4	1.4	6.4	0.0	19.2

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	19	2	18	14	3	27	19	49	0	152
Retail Trade AAWI (%)	*	3.0	2.3	3.2	3.1	3.0	3.3	3.0	2.6	*	2.7
Retail Trade duration (yrs.)	4.0	3.1	3.6	3.2	3.8	3.0	3.4	3.4	3.7	0.0	3.7
Retail Trade employees ('000)	0.0	2.6	0.1	3.3	2.2	0.3	4.8	3.0	242.8	0.0	259.2
Accommodation and Food Services agreements	3	31	2	21	2	2	24	13	24	0	122
Accommodation and Food Services AAWI (%)	*	2.6	*	3.2	1.9	*	2.7	1.9	3.3	*	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)	0.2	2.8	0.3	1.3	0.0	0.1	1.2	3.5	42.6	0.0	52.1
Transport, Postal and Warehousing agreements	7	231	21	163	72	27	197	139	194	0	1,051
Transport, Postal and Warehousing AAWI (%)	2.3	2.9	2.8	2.2	2.2	2.6	3.3	2.2	2.5	*	2.7
Transport, Postal and Warehousing duration (yrs.)	4.0	3.1	3.4	3.6	3.2	3.5	3.2	3.1	3.4	0.0	3.3
Transport, Postal and Warehousing employees ('000)	1.7	29.5	0.8	18.7	5.4	1.4	21.0	8.4	41.7	0.0	128.7
Information Media and Telecommunications agreements	0	8	0	3	1	0	11	5	28	0	56
Information Media and Telecommunications AAWI (%)	*	1.8	*	1.9	3.0	*	2.2	1.2	1.9	*	1.9
Information Media and Telecommunications duration (yrs.)	0.0	1.7	0.0	1.2	4.5	0.0	2.8	3.1	1.8	0.0	1.8
Information Media and Telecommunications employees ('000)	0.0	0.9	0.0	0.8	0.0	0.0	0.6	0.2	31.0	0.0	33.5
Financial and Insurance Services agreements	0	6	1	3	2	4	14	8	32	0	70
Financial and Insurance Services AAWI (%)	*	1.9	2.8	2.4	2.3	2.6	2.7	1.2	2.8	*	2.6
Financial and Insurance Services duration (yrs.)	0.0	2.4	3.0	3.0	3.9	3.3	2.8	2.9	3.0	0.0	3.0
Financial and Insurance Services employees ('000)	0.0	0.6	0.0	1.0	0.0	0.1	0.9	1.8	43.3	0.0	47.7
Rental, Hiring and Real Estate Services agreements	2	11	0	12	3	3	14	8	11	0	64
Rental, Hiring and Real Estate Services AAWI (%)	1.5	3.3	*	2.6	5.8	2.2	2.4	1.9	2.1	*	2.5
Rental, Hiring and Real Estate Services duration (yrs.)	4.0	2.9	0.0	3.2	2.6	3.2	3.6	3.9	3.8	0.0	3.6
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.4	0.0	0.3	0.1	0.1	0.5	0.2	1.8	0.0	3.3
Professional, Scientific and Technical Services agreements	3	38	4	15	5	3	37	15	60	0	180
Professional, Scientific and Technical Services AAWI (%)	2.0	2.8	2.5	2.5	2.3	4.7	3.2	2.0	2.2	*	2.4
Professional, Scientific and Technical Services duration (yrs.)	3.1	2.8	4.0	2.5	3.2	3.4	3.0	3.2	3.1	0.0	3.0
Professional, Scientific and Technical Services employees ('000)	0.1	1.8	0.3	1.1	0.2	0.1	2.5	1.2	14.3	0.0	21.5
Administrative and Support Services agreements	0	32	1	32	4	5	53	18	70	0	215
Administrative and Support Services AAWI (%)	*	2.6	*	2.6	2.2	3.2	2.6	1.5	2.8	*	2.6
Administrative and Support Services duration (yrs.)	0.0	3.5	4.0	3.2	3.7	3.7	3.5	3.4	3.6	0.0	3.5
Administrative and Support Services employees ('000)	0.0	2.3	0.1	2.1	0.2	0.4	6.5	1.5	12.0	0.0	25.1

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Public Administration and Safety agreements	25	20	22	30	9	20	123	73	73	1	396
Public Administration and Safety AAWI (%)	2.7	2.7	2.4	2.8	2.3	2.6	2.1	1.8	2.0	2.5	2.2
Public Administration and Safety duration (yrs.)	4.0	3.0	3.9	2.9	3.3	3.5	3.6	2.9	3.1	3.0	3.5
Public Administration and Safety employees ('000)	20.8	2.2	17.8	2.6	0.7	1.3	124.6	11.5	57.1	0.2	238.6
Education and Training agreements	18	158	8	208	44	24	83	32	34	0	609
Education and Training AAWI (%)	2.5	2.1	3.1	2.4	2.4	2.5	3.0	1.8	2.4	*	2.5
Education and Training duration (yrs.)	3.4	2.9	2.8	3.0	3.1	2.5	3.4	3.4	3.3	0.0	3.2
Education and Training employees ('000)	4.3	83.0	1.9	66.3	10.4	4.0	159.6	22.9	84.3	0.0	436.8
Health Care and Social Assistance agreements	15	91	22	115	99	48	302	61	59	0	812
Health Care and Social Assistance AAWI (%)	2.9	2.8	2.5	2.5	2.9	3.6	3.3	1.9	2.9	*	2.9
Health Care and Social Assistance duration (yrs.)	3.6	2.9	3.8	3.0	3.1	2.7	3.7	2.5	3.0	0.0	3.3
Health Care and Social Assistance employees ('000)	3.2	33.7	5.9	33.9	12.0	8.6	116.1	21.5	22.9	0.0	257.8
Arts and Recreation Services agreements	2	18	0	23	5	2	33	5	7	0	95
Arts and Recreation Services AAWI (%)	*	2.5	*	2.6	2.3	2.0	3.1	2.4	3.0	*	2.8
Arts and Recreation Services duration (yrs.)	3.5	2.6	0.0	3.4	3.2	3.9	3.4	2.9	2.8	0.0	3.2
Arts and Recreation Services employees ('000)	0.6	2.7	0.0	7.3	0.3	0.1	13.8	4.4	1.1	0.0	30.2
Other Services agreements	7	44	3	35	11	10	48	28	35	1	222
Other Services AAWI (%)	2.5	2.5	4.1	2.2	2.3	2.3	2.6	2.5	3.1	1.7	2.6
Other Services duration (yrs.)	3.6	2.8	3.2	2.9	3.2	2.7	3.2	2.9	3.3	4.6	3.0
Other Services employees ('000)	0.2	3.2	0.1	8.0	0.6	0.3	3.4	2.4	5.0	0.0	23.2
All sector agreements	148	2,004	131	1,581	590	295	2,502	959	1,775	3	9,988
All sectors AAWI (%)	2.6	2.6	2.5	2.5	2.6	3.2	2.8	2.0	2.5	2.4	2.6
All sectors duration (yrs.)	3.8	3.0	3.7	3.1	3.2	2.9	3.4	3.1	3.4	3.2	3.3
All sectors employees ('000)	33.5	243.8	29.6	200.5	53.6	25.7	530.5	109.3	675.5	0.2	1,902.3

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

Notes:

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

How to read: Of the 165 Agriculture, Forestry and Fishing agreements current as at 31 December 2020, 34 operate solely in NSW. These agreements cover 3,800 employees, their average 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 examine only increases to the base rate of pay, and do not take into account allowances and bonus payments that are paid separate to the base wage. The ABS produces a more comprehensive dataset on total labour costs ([Wages Price Index](#)):

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

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

r_i = % increases of the i^{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. There have been small revisions to historical data.