



Australian Government
Department of Employment
and Workplace Relations

Trends in Federal Enterprise Bargaining

December Quarter 2022

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The document must be attributed as the Trends in Federal Enterprise Bargaining Report, Department of Employment and Workplace Relations.

Trends in Federal Enterprise Bargaining Report Initial Tables

Table 1:

Average Annualised Wage Increases for agreements approved in the December quarter 2022 which contained quantifiable wage increases (907 agreements)

Enterprise agreements approved in the quarter	September quarter 2022 (%)	December quarter 2022 (%)	Change (% Points)
All sectors	2.6	3.0	0.4
Private sector	2.9	3.5	0.6
Public sector	2.3	2.3	0.0

Table 2:

Average Annualised Wage Increases for agreements current on 31 December 2022 which contained quantifiable wage increases (8,738 agreements)

All current enterprise agreements	September quarter 2022 (%)	December quarter 2022 (%)	Change (% Points)
All sectors	2.6	2.6	0.0
Private sector	2.7	2.8	0.1
Public sector	2.4	2.3	-0.1

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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 2022 - *Tables 1 and 2 in Trends report*

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the December quarter 2022 was 3.0 per cent, up from 2.6 per cent in the September quarter 2022, and up from 2.6 per cent in the December quarter 2021.¹ The 3.0 per cent AAWI result is above the historic low of 2.2 per cent in the December quarter 2020.

For the December quarter 2022, the calculated AAWI of 3.0 per cent is based on 907 agreements, covering 156,200 employees (that is, 80.6 per cent of the 1,126 agreements approved in the quarter, and covering 52.4 per cent of the 298,100 employees) with quantifiable wage increases.²

For the 8,738 enterprise agreements current as at 31 December 2022 (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, unchanged from 2.6 per cent in the September quarter 2022 and unchanged from 2.6 per cent in the December quarter 2021.

2. Federal enterprise agreements – Proportion of employees covered

In total, enterprise agreements (including federal and state) covered 35.1 per cent (rounded) of all Australian employees in May 2021 (latest available data).

Federal enterprise agreements covered 30.4 per cent of all Australian employees as at May 2018 (latest available data)³.

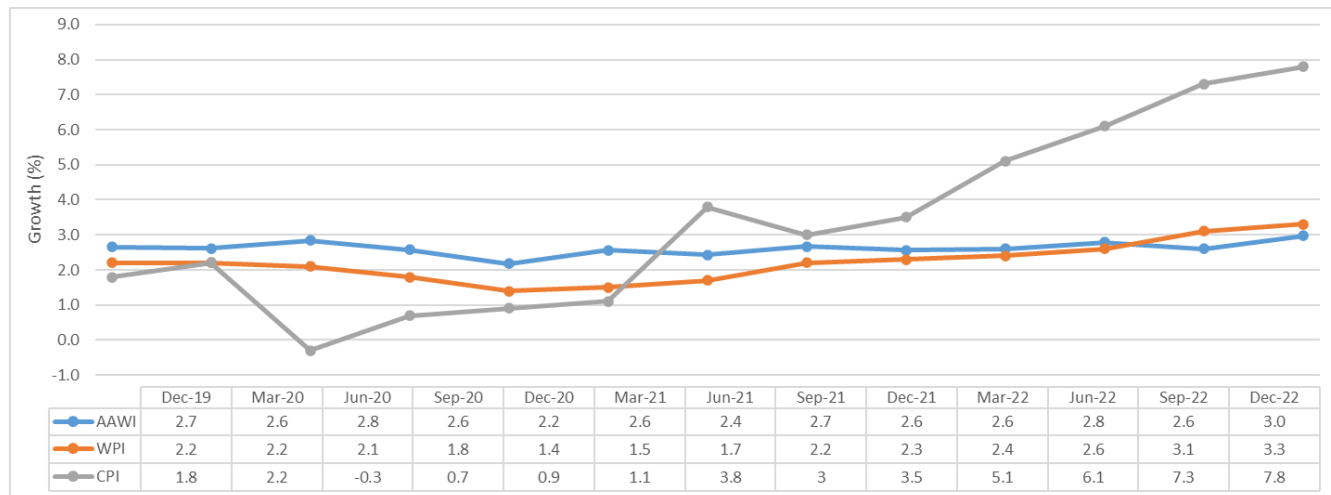
¹ See Note 1 at the end of this summary for more details

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

³ Detailed breakdowns for the May 2021 data are not yet available.

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 2019 to December quarter 2022

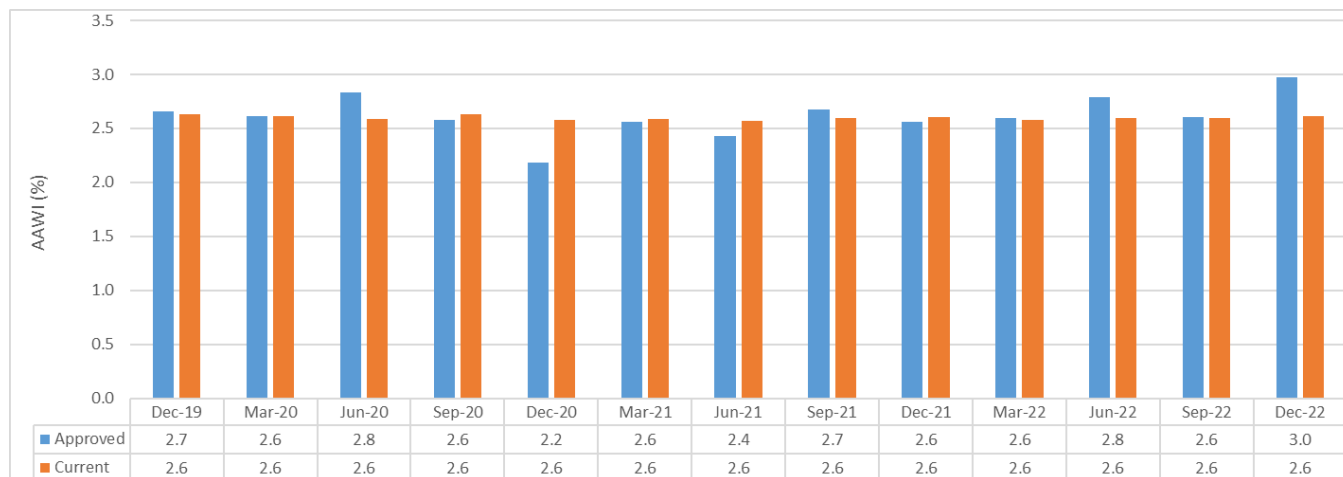


Source: Department of Employment and Workplace Relations, Workplace Agreements Database; Australian Bureau of Statistics, Wage Price Index, Australia – December 2022; Australian Bureau of Statistics, Consumer Price Index, Australia–December 2022.

Notes: In recent quarters the CPI results have been particularly influenced by price rises for new dwelling purchases by owner-occupiers and automotive fuel. The trimmed mean inflation, while not included in Chart 1, excludes large price rises and falls e.g. seasonal changes in fresh food prices, and once-a year price changes for education fees. The trimmed mean measure of inflation was 6.9 per cent over the year to the December quarter 2022, up from 6.1 per cent over the year to the September quarter 2022.

4. AAWI - agreements approved in the December quarter 2022 and agreements current as at 31 December 2022 - Tables 3 and 4 in Trends report

Chart 2 - Approved and current agreements AAWI by quarter - December quarter 2019 to December quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Chart 2 (above) shows AAWI results for agreements approved in each quarter since the December quarter 2019, and the AAWI for all agreements current at the end of each quarter.

Approved agreements

There were 1,126 agreements approved in the December quarter 2022, of which 907 contained wage increases that could be quantified.

The AAWI for agreements approved in the December quarter 2022 was 3.0 per cent, up from 2.6 per cent in the September quarter 2022, and up from 2.6 per cent in the December quarter 2021.

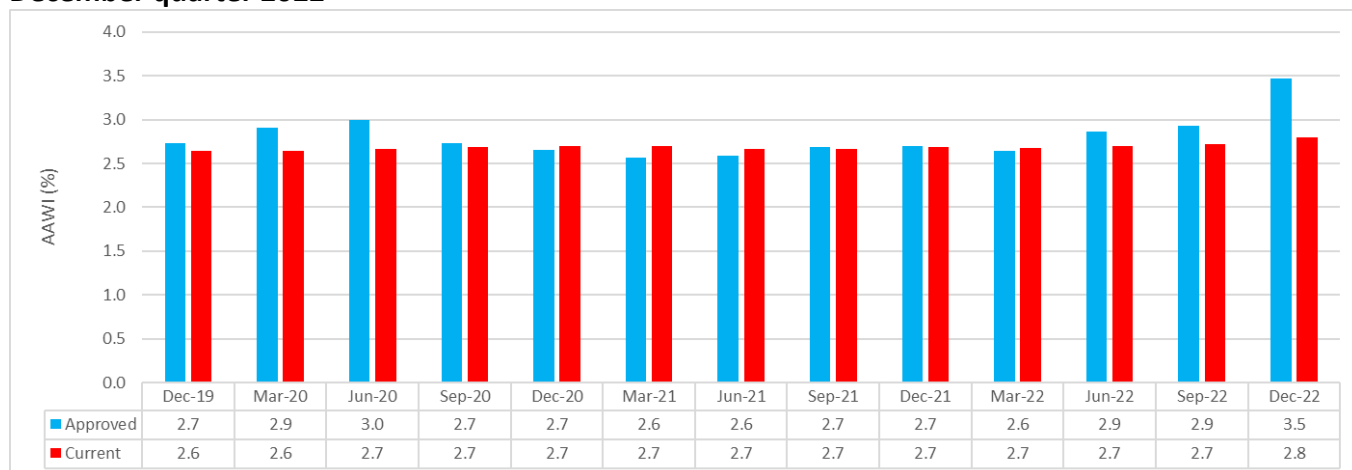
Current agreements

There were 11,225 agreements current as at 31 December 2022, of which 8,738 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 31 December 2022 was 2.6 per cent, unchanged from 2.6 per cent in the September quarter 2022, and unchanged from 2.6 per cent in the December quarter 2021.

5. Private sector wages growth – December quarter 2022 - Table 3 and 7 in Trends report

Chart 3 - Private sector AAWI – approved and current agreements – December quarter 2019 to December quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Chart 3 (above) shows the AAWI results for private sector agreements approved in each quarter since the December quarter 2019, 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 2022 was 3.5 per cent, up from 2.9 per cent in the September quarter 2022, and up from 2.7 per cent in the December quarter 2021.

The industries with the highest AAWIs were Agriculture, Forestry and Fishing (3.8 per cent), Construction (3.7 per cent) and Manufacturing (3.7 per cent).

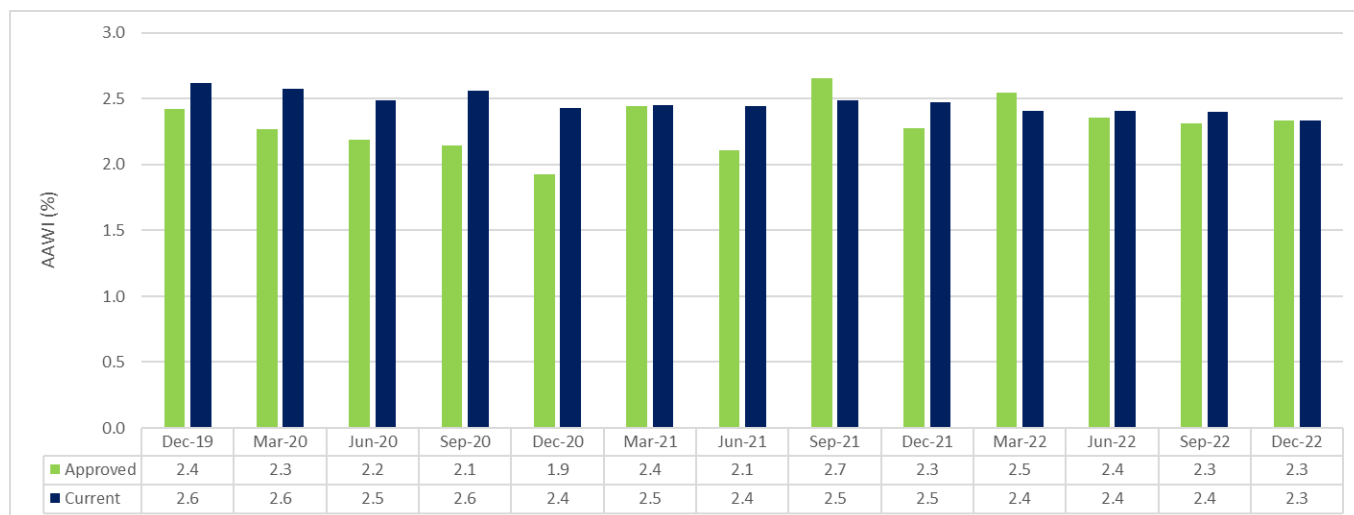
The industries with the lowest AAWIs were Health and Community Services (2.4 per cent), Administrative and Support Services (2.7 per cent) and Accommodation and Food Services (2.8 per cent).

Large quantifiable private sector agreements approved in the December quarter 2022 include:

- *Arcare Pty Ltd, Aged Care Services, Queensland- Enterprise Agreement 2021* (2,305 employees) with an AAWI of 2.9 per cent;
- *Utilities Management Pty Ltd Enterprise Agreement 2021* (2,298 employees), with an AAWI of 4.2 per cent; and
- *The Star Gold Coast Enterprise Agreement 2022* (1,853 employees), with an AAWI of 3.5 per cent.

6. Public sector wages growth – December quarter 2022 - Table 3 in Trends report

Chart 4 - Public sector AAWI – approved and current agreements – December quarter 2019 to December quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Chart 4 (above) shows the AAWI results for public sector agreements approved in each quarter since the December quarter 2019, 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 2022 was 2.3 per cent, unchanged from 2.3 per cent in the September quarter 2022 and unchanged from 2.3 per cent in the December quarter 2021.

Large quantifiable public sector agreements approved in the December quarter 2022 include:

- *Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026* (13,782 employees), with an AAWI of 2.0 per cent;
- *TAFE Commission of NSW Administrative, Support and Related Employees Enterprise Agreement 2022* (4,564 employees), with an AAWI of 2.5 per cent; and
- *Western Sydney University Professional Staff Agreement 2022* (2,662 employees), with an AAWI of 4.9 per cent.

7. State/Territory wages growth – December quarter 2022 - Table 10 in Trends report

Chart 5 – AAWI for approved agreements by State/Territory



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

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

AAWI results for agreements approved in the December quarter 2022 were highest in New South Wales, and agreements which covered multiple states, both of which had an AAWI of 3.7 per cent.

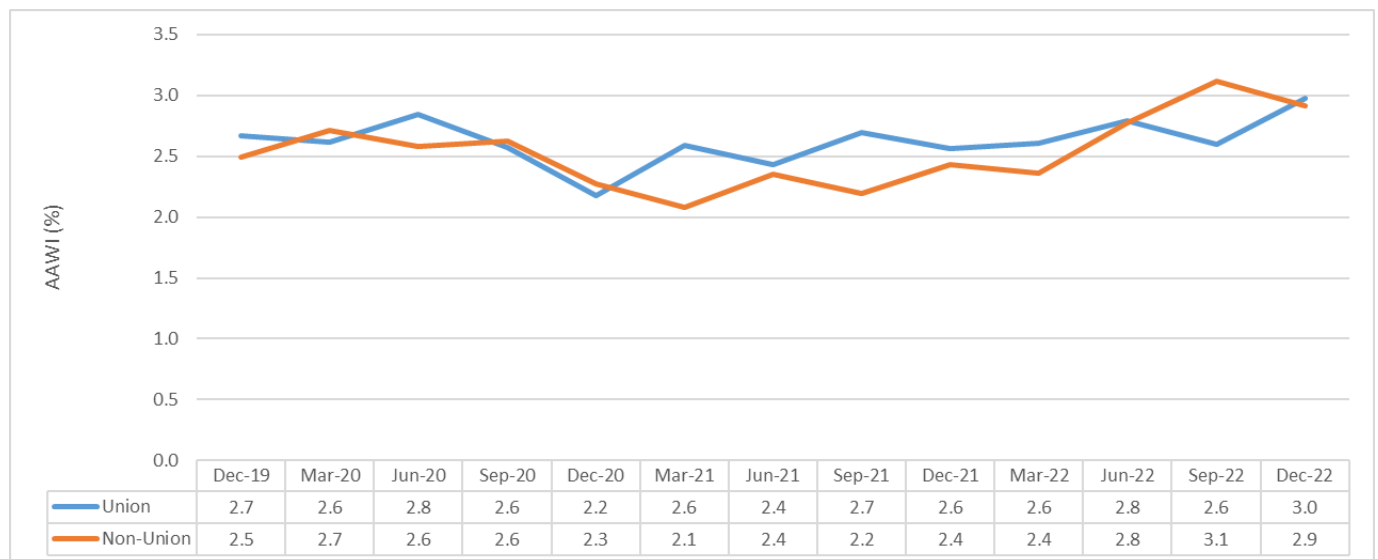
Agreements in Victoria had the lowest AAWI of 2.4 per cent.

8. Wages growth for agreements that cover union/s and agreements with no union/s covered – December quarter 2022 ³ - Table 13 in Trends report

Agreements approved in the December quarter 2022 that formally covered unions had a combined AAWI of 3.0 per cent, up from 2.6 per cent in the September quarter 2022 and up from 2.6 per cent in the December quarter 2021.

Agreements with no unions formally covered approved in the December quarter 2022 had a combined AAWI of 2.9 per cent, down from 3.1 per cent in the September quarter 2022 and up from 2.4 per cent in the December quarter 2021.

Chart 6 – Union and Non-Union AAWI in approved agreements – December quarter 2019 to December quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

³ See note 4 for more details.

9. Level of agreement making – December quarter 2022 and as at 31 December 2022 - Table 4 in Trends report

Approved agreements

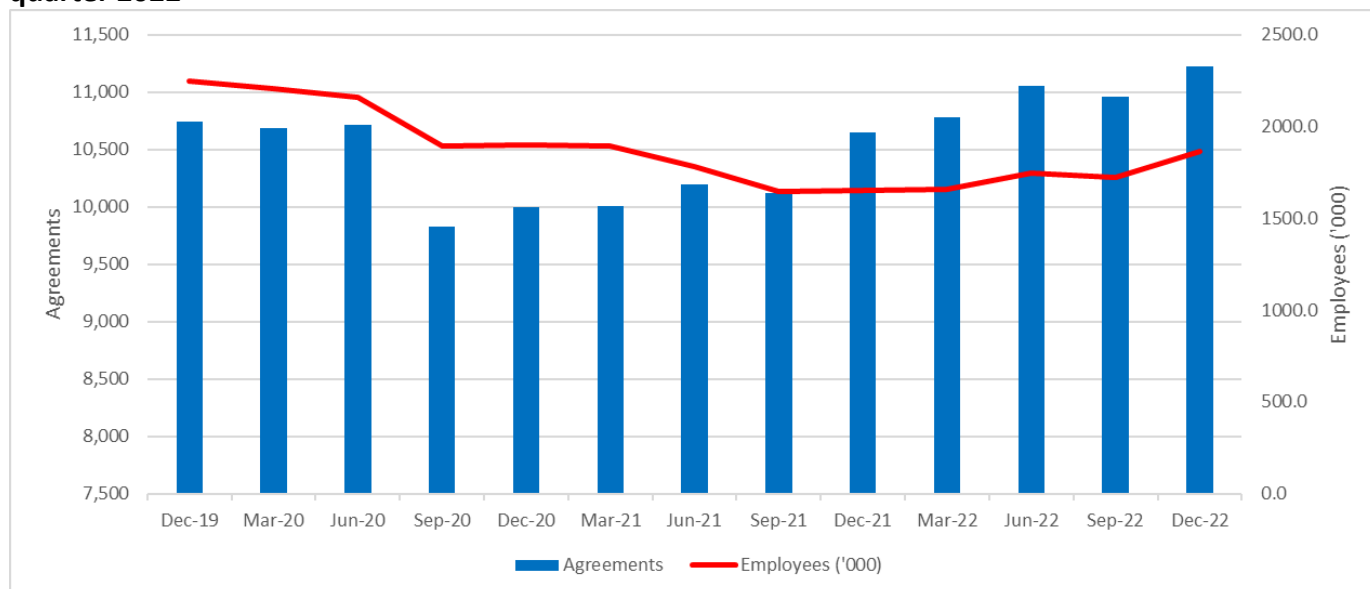
There were 1,126 agreements (covering 298,100 employees) approved in the December quarter 2022, up from the 1,088 agreements (covering 213,700 employees) in the September quarter 2022 and down slightly from 1,146 agreements (covering 150,100 employees) in the December quarter 2021.

Current agreements

Chart 7 (below) shows there were 11,225 current (not expired or terminated) agreements as at 31 December 2022. This is up from 10,961 agreements current as at 30 September 2022 and up from 10,651 agreements current at 31 December 2021.

The December quarter 2022 employee coverage of 1.87 million is up from the 1.72 million employees covered at 30 September 2022 and is higher than the 1.65 million employees at 31 December 2021.

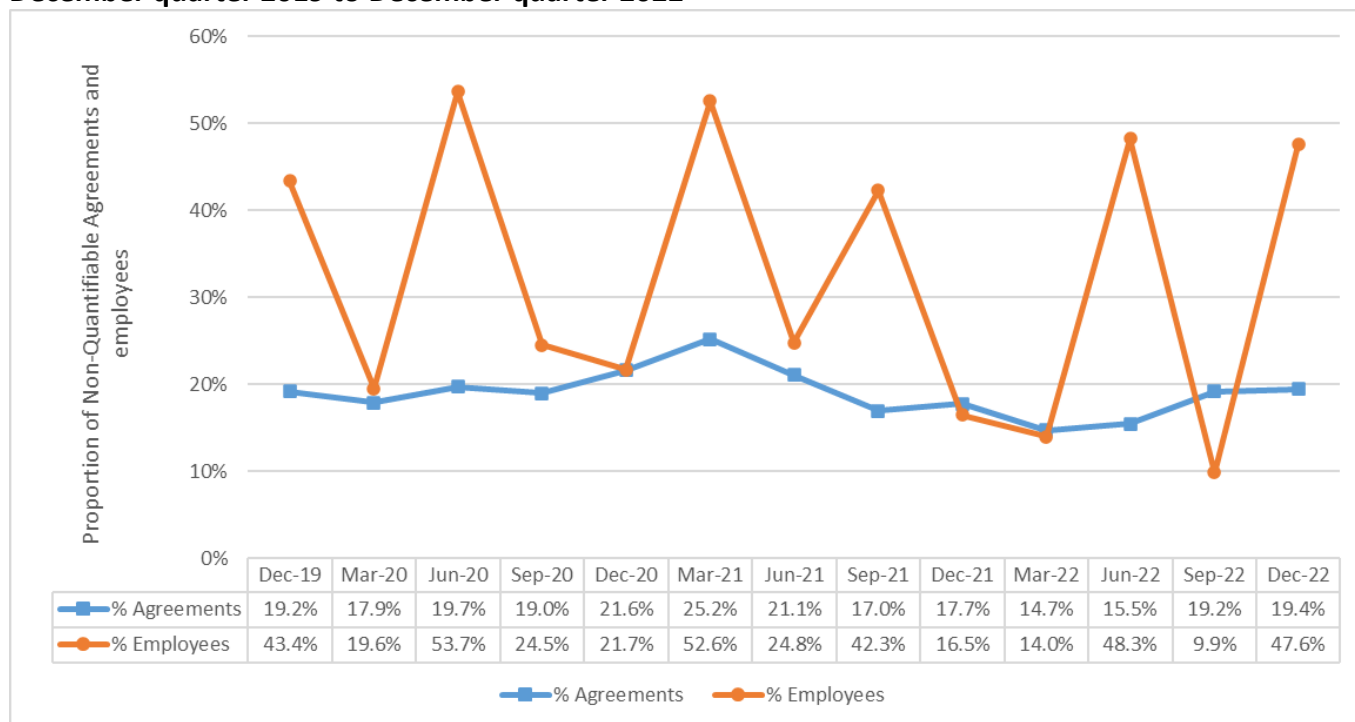
Chart 7 - Current agreements and employee coverage – December quarter 2019 to December quarter 2022



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

10. Non-quantifiable agreements⁴ – December quarter 2022 - *Table 12 in Trends report*

Chart 8 - Non-quantifiable agreements, proportion of approved agreements and employees covered, December quarter 2019 to December quarter 2022



Source: Department of Employment and Workplace Relations, 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.

19.4 per cent of agreements approved in the December quarter 2022, covering 47.6 per cent of employees, do not contain quantifiable wage increases, and are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered or wage adjustments are linked to other sources, such as the Fair Work Commission’s Annual Wage Review or CPI or WPI movements.

In the December quarter 2022, the three largest approved agreements that did not have quantifiable wage increases were:

- *South Australian Catholic Schools Enterprise Agreement 2020* (84,444 employees):
 - No single average wage increase can be calculated as some wage increases are linked to movements in Australian Government teachers’ salaries.
- *Westpac Group Enterprise Agreement 2023* (31,041 employees):
 - No single average wage increase can be calculated as wages vary between types of employment and also are dependent upon meeting pre-set criteria.
- *EG Australia Fuel & Convenience Enterprise Agreement 2022* (3,195 employees):

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

- No single average wage increase can be calculated as wages are linked to movements in the minimum wage.

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 2022, the calculated AAWI of 3.0 per cent is based on 907 agreements, covering 156,200 employees (that is, 80.6 per cent of the 1,088 agreements approved in the quarter, and covering 52.4 per cent of the 298,100 employees) with quantifiable wage increases.
 - A total of 219 agreements, covering 141,900 employees (that is, 19.4 per cent of the 1,126 agreements approved in the quarter, covering 47.6 per cent of the total of 298,100 employees), have wage increases that could not be quantified. For example an agreement would be non-quantifiable if different increases were given to different classifications, increases were based on individual performance or business unit performance. Refer to Table 12 in the Trends report for related data.
3. Context for wages growth in federally registered enterprise agreements:
 - 35.1 per cent (rounded) of all employees in Australia (as measured by the ABS 2021 Employee Earnings and Hours (EEH) survey) had their pay set by an enterprise agreement as at May 2021.

Notes table: Instrument providing rate of pay for all employees, 2010-2021

Instrument providing rate of pay	2010 (%)	2012(%)	2014(%)	2016(%)	2018(%)	2021 (%)
Award	15.2	16.1	18.8	20.6	21.0	23.0
Collective Agreement (Federally Registered)	31.5	32.0	32.6	38.5 (across all collective agreements)*	30.4	35.1 (across all collective agreements)*
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	37.8
Owner/managers of incorporated enterprises	4.1	3.3	3.4	3.6	3.8	4.1

Source: Australian Bureau of Statistics Employee Earnings and Hours (May 2010, May 2012, May 2014, May 2016, May 2018, May 2021), 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. Detailed breakdowns for 2021 data are not yet available.

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

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

4. An agreement is identified as being “union” where the decision approving the agreement notes in accordance with s.201(2) of the *Fair Work Act 2009* that the agreement covers the union(s). A union must have given notice under s.183(1) that it wants the agreement to cover them. This data is an acceptable proxy for measuring bargaining involvement of unions.

Trends in Federal Enterprise Bargaining Report Main Tables

Table 3 - Agreements approved in the quarter by sector (December quarter 2019 – December quarter 2022)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
Public sector agreements	49	39	26	26	32	15	29	42	70	70	36	42	51
Public sector AAWI (%)	2.4	2.3	2.2	2.1	1.9	2.4	2.1	2.7	2.3	2.5	2.4	2.3	2.3
Public sector duration (yrs.)	2.8	2.8	2.8	2.4	2.9	2.3	1.2	2.8	1.7	2.2	2.6	3.2	2.8
Public sector employees ('000)	29.2	52.8	14.3	12.6	88.8	3.7	27.6	46.8	44.7	120.3	21.7	103.2	70.0
Private sector agreements	1,077	918	735	690	815	865	1,036	1,229	1,076	939	907	1,046	1,075
Private sector AAWI (%)	2.7	2.9	3.0	2.7	2.7	2.6	2.6	2.7	2.7	2.6	2.9	2.9	3.5
Private sector duration (yrs.)	2.9	2.9	2.9	2.5	2.5	2.1	2.7	2.2	2.5	2.6	2.7	2.7	2.2
Private sector employees ('000)	172.7	90.8	128.2	48.0	85.9	112.3	72.5	133.6	105.4	126.7	133.1	110.5	228.1
All sector agreements	1,126	957	761	716	847	880	1,065	1,271	1,146	1,009	943	1,088	1,126
All sectors AAWI (%)	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0
All sectors duration (yrs.)	2.8	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.3
All sectors employees ('000)	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	298.1

Source: Department of Employment and Workplace Relations, 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: 51 public sector agreements were approved in the December quarter 2022, covering 70,000 employees. Their AAWI was 2.3 per cent and their average duration was 2.8 years.

Table 4 - Agreements current on the last day of the quarter, by sector (December quarter 2019 – December quarter 2022)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
Public sector agreements	591	584	582	502	489	468	466	404	422	430	447	391	404
Public sector AAWI (%)	2.6	2.6	2.5	2.6	2.4	2.5	2.4	2.5	2.5	2.4	2.4	2.4	2.3
Public sector duration (yrs.)	3.1	3.0	3.0	3.1	3.0	3.0	2.8	3.0	2.9	2.7	2.7	2.9	2.9
Public sector employees ('000)	821.3	792.7	762.2	650.8	654.7	627.4	543.6	425.0	409.8	436.6	464.8	479.2	505.1
Private sector agreements	10,151	10,101	10,133	9,321	9,506	9,535	9,727	9,713	10,229	10,347	10,608	10,570	10,821
Private sector AAWI (%)	2.6	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.8
Private sector duration (yrs.)	2.9	2.9	3.0	3.1	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.0
Private sector employees ('000)	1,424.5	1,413.2	1,394.0	1,243.6	1,246.2	1,264.6	1,239.3	1,222.5	1,242.7	1,221.1	1,280.0	1,244.5	1,361.9
All sector agreements	10,742	10,685	10,715	9,823	9,995	10,003	10,193	10,117	10,651	10,777	11,055	10,961	11,225
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	2.9	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0	3.0
All sectors employees ('000)	2,245.8	2,205.9	2,156.3	1,894.4	1,900.9	1,892.0	1,782.9	1,647.5	1,652.5	1,657.7	1,744.8	1,723.7	1,867.1

Source: Department of Employment and Workplace Relations, 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: 404 public sector agreements were current as at 31 December 2022, covering 505,100 employees. Their AAWI was 2.3 per cent and their average duration was 2.9 years.

Table 5 - Agreements approved in the quarter by agreement type (December quarter 2019 – December quarter 2022)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	1
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	3.0
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	4.0
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	4	3	2	3	6	3	1	1	7	12	7	7	3
Multi-enterprise non-Greenfields AAWI (%)	2.7	1.9	3.3	2.4	2.5	2.1	*	*	3.7	2.7	2.5	3.4	3.4
Multi-enterprise non-Greenfields duration (yrs.)	2.6	2.8	3.5	1.6	2.1	2.6	3.4	4.0	2.5	2.9	2.7	1.5	2.5
Multi-enterprise non-Greenfields employees ('000)	2.2	5.6	1.5	1.2	5.1	1.1	1.2	0.0	2.0	26.4	0.9	3.7	2.6
Single-enterprise Greenfields agreements	60	52	51	69	71	73	92	96	90	89	104	65	61
Single-enterprise Greenfields AAWI (%)	2.6	3.7	3.6	3.5	2.2	4.0	4.4	4.3	3.4	3.9	3.6	3.7	3.1
Single-enterprise Greenfields duration (yrs.)	2.5	2.7	2.9	3.0	2.3	2.1	1.8	2.4	2.1	2.7	1.6	2.0	2.3
Single-enterprise Greenfields employees ('000)	3.1	1.9	1.4	2.1	3.6	2.3	2.6	2.1	4.0	3.4	3.2	1.6	2.9
Single-enterprise non-Greenfields agreements	1,062	902	708	644	770	804	972	1,174	1,049	908	832	1,016	1,061
Single-enterprise non-Greenfields AAWI (%)	2.7	2.6	2.8	2.5	2.2	2.5	2.4	2.6	2.5	2.6	2.8	2.6	3.0
Single-enterprise non-Greenfields duration (yrs.)	2.9	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.3
Single-enterprise non-Greenfields employees ('000)	196.5	136.1	139.6	57.4	166.1	112.7	96.2	178.4	144.1	217.3	150.6	208.5	292.5
All agreements	1,126	957	761	716	847	880	1,065	1,271	1,146	1,009	943	1,088	1,126
All AAWI (%)	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0
All duration (yrs.)	2.8	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.3
All employees ('000)	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	298.1

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: 3 multi-enterprise non-Greenfields agreements were approved in the December quarter 2022, covering 2,600 employees. Their AAWI was 3.4 per cent and their average duration was 2.5 years.

Table 6 - Agreements current on the last day of the quarter, by agreement type (December quarter 2019 – December quarter 2022)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	1
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	3.0
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	4.0
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	69	60	59	56	58	48	47	41	48	48	51	50	51
Multi-enterprise non-Greenfields AAWI (%)	3.1	3.1	3.1	3.1	3.1	3.4	3.7	3.7	3.7	3.2	3.1	3.2	2.8
Multi-enterprise non-Greenfields duration (yrs.)	2.8	2.8	2.8	2.9	2.9	2.5	2.9	3.0	2.9	3.0	3.0	2.9	2.8
Multi-enterprise non-Greenfields employees ('000)	88.1	88.3	89.4	83.5	82.1	58.4	32.2	27.7	29.7	50.4	50.5	50.8	46.2
Single-enterprise Greenfields agreements	383	389	399	404	461	503	551	611	693	746	828	845	663
Single-enterprise Greenfields AAWI (%)	2.8	2.8	2.9	2.7	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.4	3.0
Single-enterprise Greenfields duration (yrs.)	3.1	3.2	3.2	3.3	3.1	3.1	3.1	3.0	2.9	2.9	2.7	2.7	2.8
Single-enterprise Greenfields employees ('000)	26.3	25.6	24.6	20.3	23.5	23.5	24.2	24.1	27.6	28.1	30.1	27.8	26.4
Single-enterprise non-Greenfields agreements	10,290	10,236	10,257	9,363	9,476	9,452	9,595	9,465	9,910	9,983	10,176	10,066	10,510
Single-enterprise non-Greenfields AAWI (%)	2.6	2.6	2.6	2.6	2.5	2.6	2.5	2.6	2.6	2.5	2.6	2.6	2.6
Single-enterprise non-Greenfields duration (yrs.)	2.9	3.0	3.0	3.1	3.0	3.0	2.9	3.0	3.0	2.9	2.9	3.0	3.0
Single-enterprise non-Greenfields employees ('000)	2,131.5	2,092.1	2,042.2	1,790.6	1,795.2	1,810.0	1,726.5	1,595.7	1,595.2	1,579.2	1,664.2	1,645.2	1,794.5
All agreements	10,742	10,685	10,715	9,823	9,995	10,003	10,193	10,117	10,651	10,777	11,055	10,961	11,225
All AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All duration (yrs.)	2.9	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0	3.0
All employees ('000)	2,245.8	2,205.9	2,156.3	1,894.4	1,900.9	1,892.0	1,782.9	1,647.5	1,652.5	1,657.7	1,744.8	1,723.7	1,867.1

Source: Department of Employment and Workplace Relations, 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: 51 multi-enterprise non-Greenfields agreements were current as at 31 December 2022, covering 46,200 employees. Their AAWI was 2.8 per cent and their average duration was 2.8 years.

Table 7 - Agreements approved in the quarter, by ANZSIC Division (December quarter 2019 – December quarter 2022)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
Agriculture, Forestry and Fishing agreements	20	5	8	12	5	3	10	8	11	4	3	14	9
Agriculture, Forestry and Fishing AAWI (%)	2.6	2.4	3.4	2.5	1.9	2.4	2.2	2.3	2.4	2.3	2.0	3.5	3.8
Agriculture, Forestry and Fishing duration (yrs.)	3.4	3.4	2.4	3.3	2.9	2.3	3.1	2.9	3.3	2.4	3.9	2.9	2.5
Agriculture, Forestry and Fishing employees ('000)	2.7	0.2	0.7	0.3	0.2	0.4	0.8	1.9	0.9	0.1	0.1	1.8	0.7
Mining agreements	25	34	17	14	20	25	37	38	24	24	39	36	37
Mining AAWI (%)	2.3	2.5	2.2	2.2	2.0	2.0	2.3	1.9	2.8	2.5	2.6	3.2	3.2
Mining duration (yrs.)	3.4	3.4	3.5	3.0	3.2	3.5	3.5	3.5	3.4	2.8	3.5	3.5	3.3
Mining employees ('000)	4.5	4.2	2.0	0.9	2.3	3.7	6.4	4.7	2.3	1.9	4.8	4.9	4.0
Manufacturing agreements	209	178	112	111	147	135	153	180	198	186	167	224	202
Manufacturing AAWI (%)	2.5	2.5	2.4	2.3	2.2	2.2	2.4	2.3	2.5	2.7	3.0	3.4	3.7
Manufacturing duration (yrs.)	2.6	2.6	2.6	2.5	2.1	2.5	2.7	2.7	2.8	2.4	2.6	2.9	2.6
Manufacturing employees ('000)	18.2	14.0	8.0	7.4	9.4	10.2	10.2	11.4	15.7	15.3	13.8	18.8	17.6
Non-Metal Manufacturing agreements	142	133	83	78	96	87	109	120	126	125	114	142	139
Non-Metal Manufacturing AAWI (%)	2.5	2.5	2.4	2.2	2.2	2.2	2.4	2.3	2.4	2.7	2.8	3.4	3.7
Non-Metal Manufacturing duration (yrs.)	2.7	2.7	2.5	2.6	2.2	2.7	2.7	2.8	2.8	2.4	2.7	3.0	2.7
Non-Metal Manufacturing employees ('000)	11.0	11.1	5.3	5.5	6.9	6.6	6.9	7.9	9.6	10.9	8.7	12.0	12.8
Metal Manufacturing agreements	67	45	29	33	51	48	44	60	72	61	53	82	63
Metal Manufacturing AAWI (%)	2.6	2.5	2.4	2.6	2.0	2.2	2.3	2.4	2.7	2.9	3.1	3.5	3.8
Metal Manufacturing duration (yrs.)	2.3	2.5	2.7	2.3	2.0	2.1	2.7	2.5	2.7	2.4	2.4	2.8	2.6
Metal Manufacturing employees ('000)	7.2	2.9	2.7	1.9	2.5	3.5	3.3	3.6	6.1	4.4	5.1	6.8	4.8
Electricity, Gas, Water and Waste Services agreements	35	30	16	26	31	24	37	37	41	36	27	33	41
Electricity, Gas, Water and Waste Services AAWI (%)	3.2	3.0	3.7	1.9	2.8	3.4	1.3	2.1	2.8	2.5	2.8	3.0	3.6
Electricity, Gas, Water and Waste Services duration (yrs.)	3.4	2.0	3.6	2.2	3.0	2.1	1.8	2.4	2.1	2.4	2.2	2.3	1.7
Electricity, Gas, Water and Waste Services Employees ('000)	3.4	1.8	2.2	4.3	11.5	1.2	7.2	4.0	8.7	7.2	3.3	3.7	6.8
Construction agreements	402	370	323	306	347	404	531	684	457	367	403	371	362
Construction AAWI (%)	4.2	4.5	4.5	3.9	4.0	3.4	3.9	3.9	4.0	3.3	3.7	3.6	3.7
Construction duration (yrs.)	2.1	2.6	2.7	2.7	2.7	2.5	2.4	2.3	2.5	2.8	2.4	2.5	2.5
Construction employees ('000)	10.8	10.8	8.2	6.4	9.9	13.9	11.9	13.4	11.2	8.6	8.1	7.9	7.5
Wholesale Trade agreements	24	20	19	19	13	10	23	30	15	9	10	17	23
Wholesale Trade AAWI (%)	3.0	2.4	2.9	2.5	2.3	2.0	2.1	2.5	2.5	2.8	2.7	3.3	3.5
Wholesale Trade duration (yrs.)	3.4	2.6	2.2	2.5	2.1	2.6	2.7	2.5	2.2	2.6	3.0	2.6	2.8
Wholesale Trade employees ('000)	4.9	1.3	1.4	1.0	0.5	0.3	1.2	1.7	1.0	1.1	0.2	2.0	1.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
Retail Trade agreements	14	13	11	6	7	14	6	7	13	7	4	9	20
Retail Trade AAWI (%)	2.4	4.2	2.0	3.5	2.2	2.1	2.4	3.1	2.6	2.5	3.0	4.4	3.6
Retail Trade duration (yrs.)	3.4	3.9	2.9	3.6	3.9	3.6	2.7	3.7	3.1	3.1	2.7	2.8	3.2
Retail Trade employees ('000)	64.3	15.6	7.9	2.7	3.1	8.4	0.7	1.6	2.5	1.3	0.5	3.2	7.3
Accommodation and Food Services agreements	11	8	6	4	9	4	6	13	5	9	6	12	5
Accommodation and Food Services AAWI (%)	3.2	1.8	3.5	1.5	3.3	2.5	1.6	2.0	3.5	2.4	2.1	3.2	2.8
Accommodation and Food Services duration (yrs.)	3.7	3.1	4.0	4.0	3.9	3.9	2.5	3.2	2.3	3.5	2.6	3.7	3.4
Accommodation and Food Services Employees ('000)	0.8	0.3	37.2	3.2	1.9	1.4	1.7	0.7	4.1	0.9	0.4	3.4	0.9
Transport, Postal and Warehousing agreements	103	86	69	83	73	96	82	97	120	101	94	154	146
Transport, Postal and Warehousing AAWI (%)	2.8	3.2	3.1	2.2	2.5	2.6	2.1	2.9	2.3	2.7	3.0	2.7	3.4
Transport, Postal and Warehousing duration (yrs.)	2.8	2.7	3.2	2.6	2.8	2.2	2.6	3.0	2.7	2.3	2.6	3.0	2.8
Transport, Postal and Warehousing employees ('000)	15.1	5.8	11.3	12.4	7.5	10.9	7.9	35.9	10.8	23.6	12.2	15.7	14.9
Information Media and Telecommunications agreements	7	7	2	2	3	4	3	5	8	8	7	11	5
Information Media and Telecommunications AAWI (%)	1.9	2.1	3.2	1.3	1.5	2.4	1.3	2.0	2.1	2.9	2.3	2.5	3.7
Information Media and Telecommunications duration (yrs.)	2.0	2.8	1.3	2.0	0.9	2.9	1.0	2.6	2.0	2.9	2.4	2.3	1.8
Information Media and Telecommunications employees ('000)	1.7	1.2	20.5	0.7	1.2	0.5	0.6	0.5	2.1	4.0	5.7	19.2	0.7
Financial and Insurance Services agreements	9	8	5	3	1	7	4	10	17	3	5	8	10
Financial and Insurance Services AAWI (%)	3.1	2.0	2.8	3.7	*	2.1	2.1	5.4	2.3	2.4	3.2	3.2	3.3
Financial and Insurance Services duration (yrs.)	2.4	2.5	2.6	2.1	2.5	3.0	2.7	1.1	2.7	2.4	2.3	2.5	2.0
Financial and Insurance Services employees ('000)	3.5	1.7	4.4	0.7	0.3	7.0	9.1	36.9	5.5	1.3	2.3	4.5	32.9
Rental, Hiring and Real Estate Services agreements	5	3	4	6	3	4	11	5	3	3	4	4	3
Rental, Hiring and Real Estate Services AAWI (%)	5.1	2.5	2.2	2.3	2.3	2.6	2.5	2.5	2.6	1.9	3.3	3.4	3.0
Rental, Hiring and Real Estate Services duration (yrs.)	2.9	3.0	3.6	3.2	2.7	3.5	3.5	3.2	3.5	3.4	3.4	3.7	3.1
Rental, Hiring and Real Estate Services employees ('000)	0.3	0.1	0.1	0.3	0.1	0.2	0.2	0.1	0.1	2.3	0.2	0.2	0.1
Professional, Scientific and Technical Services agreements	10	15	10	6	10	6	11	13	8	10	6	8	10
Professional, Scientific and Technical Services AAWI (%)	1.8	2.5	3.4	1.7	2.0	1.8	3.0	2.9	2.3	3.1	1.8	2.5	3.0
Professional, Scientific and Technical Services duration (yrs.)	3.5	2.9	2.9	1.0	2.7	2.5	3.2	2.5	2.7	2.6	2.7	2.2	2.6
Professional, Scientific and Technical Services employees ('000)	0.6	0.8	1.1	0.4	6.9	0.2	1.2	1.9	2.7	1.5	0.8	1.5	0.9
Administrative and Support Services agreements	36	17	13	12	11	9	22	20	21	16	14	23	13
Administrative and Support Services AAWI (%)	3.0	3.2	3.4	3.1	2.8	4.0	4.0	4.4	3.8	4.7	3.9	3.3	2.7
Administrative and Support Services duration (yrs.)	2.7	3.7	3.9	3.3	3.4	2.3	2.8	2.6	2.3	2.7	2.7	2.1	2.3
Administrative and Support Services employees ('000)	3.5	2.0	2.2	0.4	2.0	0.9	1.0	1.2	0.9	1.4	1.0	1.2	0.6

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
Public Administration and Safety agreements	51	36	20	19	30	26	32	38	49	48	26	33	39
Public Administration and Safety AAWI (%)	2.2	2.1	2.1	2.2	2.0	2.4	2.2	1.9	2.4	2.3	2.2	2.5	3.4
Public Administration and Safety duration (yrs.)	2.7	3.1	2.9	2.4	3.2	2.6	2.6	2.4	1.9	2.3	2.7	2.4	2.3
Public Administration and Safety employees ('000)	17.7	30.9	12.5	3.5	57.1	4.1	8.3	15.9	23.9	39.4	7.5	12.0	8.5
Education and Training agreements	53	47	33	25	46	38	27	20	40	66	33	40	69
Education and Training AAWI (%)	2.7	2.5	2.6	2.7	1.2	2.2	2.0	2.6	2.1	2.6	2.6	2.3	3.4
Education and Training duration (yrs.)	2.7	2.4	2.7	2.1	1.9	1.2	2.3	3.1	1.3	2.7	2.3	3.4	1.9
Education and Training employees ('000)	15.8	24.1	5.0	2.7	39.7	43.6	3.8	8.5	15.1	39.0	4.2	94.4	104.1
Health Care and Social Assistance agreements	77	52	62	46	72	49	42	43	78	67	66	58	90
Health Care and Social Assistance AAWI (%)	2.4	2.6	2.5	3.0	2.4	2.3	2.4	2.1	2.4	2.6	2.7	2.4	2.4
Health Care and Social Assistance duration (yrs.)	2.2	2.5	2.4	1.9	2.2	2.2	1.4	2.4	2.3	2.3	2.8	2.2	2.8
Health Care and Social Assistance employees ('000)	29.2	21.7	10.0	12.7	18.7	7.3	25.0	37.5	32.3	92.6	86.1	13.1	82.6
Arts and Recreation Services agreements	9	14	8	5	9	12	11	5	18	15	15	10	12
Arts and Recreation Services AAWI (%)	3.3	2.7	2.9	2.2	1.6	2.4	2.0	1.4	3.1	2.6	2.1	3.0	3.1
Arts and Recreation Services duration (yrs.)	1.6	2.6	2.4	2.3	1.9	1.5	0.9	2.0	2.8	2.8	2.6	1.6	2.3
Arts and Recreation Services employees ('000)	1.2	6.1	6.5	0.4	0.9	1.2	2.0	1.1	7.7	3.5	3.0	2.7	3.4
Other Services agreements	26	14	23	11	10	10	17	18	20	30	14	23	30
Other Services AAWI (%)	2.6	2.1	2.6	2.0	2.7	2.5	2.3	2.8	2.2	2.4	2.8	2.9	3.5
Other Services duration (yrs.)	2.9	2.9	2.8	3.3	2.6	2.0	2.8	2.7	2.7	2.8	3.0	3.1	2.7
Other Services employees ('000)	3.7	1.1	1.3	0.3	1.5	0.7	1.0	1.3	2.9	2.1	0.8	3.6	3.2
All sector agreements	1,126	957	761	716	847	880	1,065	1,271	1,146	1,009	943	1,088	1,126
All sectors AAWI (%)	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0
All sectors duration (yrs.)	2.8	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.3
All sectors employees ('000)	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	298.1

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: 9 Agriculture, Forestry and Fishing agreements were approved in the December quarter 2022, covering 700 employees. Their AAWI was 3.8 per cent and their average duration was 2.5 years.

Table 8 - Agreements current on the last day of the quarter, by ANZSIC Division (December quarter 2019 – December quarter 2022)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
Agriculture, Forestry and Fishing agreements	182	177	174	173	165	162	164	150	152	149	143	134	139
Agriculture, Forestry and Fishing AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.5	2.6
Agriculture, Forestry and Fishing duration (yrs.)	3.3	3.3	3.3	3.4	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3
Agriculture, Forestry and Fishing employees ('000)	15.8	15.6	15.8	14.9	12.5	12.1	12.7	13.3	13.6	13.4	12.8	11.2	11.5
Mining agreements	376	396	390	374	363	356	359	366	367	356	360	368	391
Mining AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4
Mining duration (yrs.)	3.4	3.4	3.4	3.4	3.5	3.5	3.5	3.6	3.6	3.6	3.6	3.6	3.6
Mining employees ('000)	48.2	51.1	51.2	48.9	48.4	49.8	49.9	51.0	51.5	50.4	48.7	52.8	54.2
Manufacturing agreements	1,867	1,931	1,911	1,741	1,732	1,731	1,755	1,639	1,724	1,772	1,768	1,761	1,830
Manufacturing AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.5	2.5	2.6	2.8
Manufacturing duration (yrs.)	2.8	2.8	2.8	2.9	2.8	2.8	2.9	2.9	2.9	2.9	2.9	2.9	2.9
Manufacturing employees ('000)	135.9	140.9	140.7	126.7	125.4	125.7	127.2	117.8	125.8	131.3	131.4	132.7	138.6
Non-Metal Manufacturing agreements	1,218	1,272	1,260	1,173	1,158	1,158	1,176	1,107	1,160	1,189	1,186	1,164	1,214
Non-Metal Manufacturing AAWI (%)	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.5	2.5	2.7
Non-Metal Manufacturing duration (yrs.)	2.8	2.8	2.8	2.9	2.8	2.9	2.9	3.0	3.0	2.9	2.9	3.0	2.9
Non-Metal Manufacturing employees ('000)	91.7	95.7	94.1	86.9	85.6	85.8	87.0	82.7	87.4	91.4	92.4	90.6	96.0
Metal Manufacturing agreements	649	659	651	568	574	573	579	532	564	583	582	597	616
Metal Manufacturing AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.5	2.5	2.6	2.6	2.7	2.9
Metal Manufacturing duration (yrs.)	2.7	2.7	2.7	2.9	2.8	2.8	2.8	2.9	2.8	2.8	2.8	2.8	2.8
Metal Manufacturing employees ('000)	44.2	45.2	46.6	39.7	39.8	39.9	40.2	35.0	38.3	39.9	39.0	42.1	42.6
Electricity, Gas, Water and Waste Services agreements	381	393	390	361	365	353	357	334	344	333	349	323	346
Electricity, Gas, Water and Waste Services AAWI (%)	2.6	2.6	2.7	2.7	2.7	2.6	2.5	2.5	2.5	2.5	2.5	2.7	2.8
Electricity, Gas, Water and Waste Services duration (yrs.)	2.9	2.8	2.9	2.9	2.9	2.9	2.8	2.8	2.7	2.7	2.6	2.7	2.6
Electricity, Gas, Water and Waste Services Employees ('000)	53.0	52.7	54.3	50.3	58.2	43.1	45.3	39.8	47.6	50.8	53.6	49.7	54.9
Construction agreements	2,752	2,736	2,810	2,832	3,052	3,281	3,489	3,934	4,257	4,426	4,663	4,796	4,694
Construction AAWI (%)	3.2	3.2	3.3	3.4	3.4	3.5	3.5	3.6	3.6	3.6	3.7	3.7	3.6
Construction duration (yrs.)	3.1	3.2	3.2	3.2	3.2	3.1	3.0	3.0	2.9	2.9	2.9	2.9	2.9
Construction employees ('000)	69.1	70.5	75.5	74.7	81.4	91.9	96.7	102.2	110.5	113.4	116.5	116.6	115.3
Wholesale Trade agreements	345	335	329	293	276	253	243	219	217	209	196	176	183
Wholesale Trade AAWI (%)	2.5	2.5	2.6	2.6	2.6	2.6	2.5	2.5	2.5	2.6	2.6	2.7	2.9
Wholesale Trade duration (yrs.)	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.0
Wholesale Trade employees ('000)	22.3	22.4	22.2	20.9	19.2	18.3	17.7	16.6	16.6	17.2	16.4	15.6	15.1

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
Retail Trade agreements	171	166	169	155	153	154	152	134	139	133	123	113	122
Retail Trade AAWI (%)	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.6	2.7
Retail Trade duration (yrs.)	3.1	3.2	3.5	3.6	3.6	3.6	3.6	3.7	3.7	3.7	3.8	3.8	3.8
Retail Trade employees ('000)	328.6	340.5	266.0	258.9	259.4	261.3	259.9	251.4	251.8	244.8	225.5	225.3	223.2
Accommodation and Food Services agreements	191	173	162	136	122	112	101	102	104	105	102	102	96
Accommodation and Food Services AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.7	2.3	2.3	2.8	2.8	2.7	2.9	2.9
Accommodation and Food Services duration (yrs.)	3.2	3.2	3.7	3.8	3.9	3.9	3.9	3.9	3.8	3.8	3.8	3.8	3.8
Accommodation and Food Services Employees ('000)	18.1	17.4	54.1	54.8	52.1	52.7	51.8	50.6	54.5	54.9	54.5	56.6	56.8
Transport, Postal and Warehousing agreements	1,119	1,145	1,150	1,047	1,054	1,052	1,074	976	1,016	1,034	1,037	1,024	1,126
Transport, Postal and Warehousing AAWI (%)	2.5	2.5	2.6	2.7	2.7	2.7	2.6	2.7	2.6	2.7	2.7	2.7	2.8
Transport, Postal and Warehousing duration (yrs.)	2.9	2.9	2.9	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.8	2.9	2.9
Transport, Postal and Warehousing employees ('000)	178.1	177.5	184.1	126.0	126.7	129.2	117.9	135.3	137.2	151.7	159.5	163.3	166.6
Information Media and Telecommunications agreements	75	75	72	57	56	53	51	43	48	51	49	48	52
Information Media and Telecommunications AAWI (%)	2.0	2.0	2.0	1.9	1.9	1.9	1.9	1.8	1.9	2.0	2.2	2.4	2.5
Information Media and Telecommunications duration (yrs.)	2.5	2.6	1.8	1.8	1.8	1.8	1.8	1.8	2.6	2.7	2.5	2.4	2.4
Information Media and Telecommunications employees ('000)	14.7	13.8	34.0	33.0	33.5	33.2	33.0	32.5	13.6	15.4	15.2	32.5	33.2
Financial and Insurance Services agreements	93	100	96	78	70	74	72	65	75	72	72	68	70
Financial and Insurance Services AAWI (%)	2.7	2.7	2.7	2.6	2.6	2.5	2.5	2.8	2.7	2.7	2.7	2.7	2.8
Financial and Insurance Services duration (yrs.)	3.0	3.0	2.8	2.9	2.8	2.8	2.8	2.2	2.2	1.9	1.9	2.7	2.7
Financial and Insurance Services employees ('000)	67.2	69.6	54.3	51.0	47.7	54.4	62.6	95.9	98.7	69.3	71.5	37.5	36.0
Rental, Hiring and Real Estate Services agreements	94	82	73	64	63	57	64	61	61	61	58	55	55
Rental, Hiring and Real Estate Services AAWI (%)	2.2	2.2	2.4	2.4	2.4	2.4	2.4	2.8	2.8	2.2	2.3	2.1	2.1
Rental, Hiring and Real Estate Services duration (yrs.)	3.3	3.4	3.5	3.6	3.6	3.6	3.6	3.3	3.3	3.4	3.4	3.4	3.4
Rental, Hiring and Real Estate Services employees ('000)	5.0	4.8	3.6	3.1	3.1	3.1	3.2	1.9	1.9	4.0	3.9	3.9	3.9
Professional, Scientific and Technical Services agreements	237	228	219	188	177	155	140	127	126	119	117	107	111
Professional, Scientific and Technical Services AAWI (%)	2.4	2.4	2.4	2.4	2.4	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3
Professional, Scientific and Technical Services duration (yrs.)	2.9	2.9	2.9	3.0	2.9	3.0	2.9	3.0	3.0	3.0	3.0	3.0	2.9
Professional, Scientific and Technical Services employees ('000)	27.6	26.9	27.3	25.1	21.4	18.8	17.7	17.6	17.5	17.7	17.5	17.8	18.0
Administrative and Support Services agreements	270	256	246	224	214	208	210	207	215	217	220	224	219
Administrative and Support Services AAWI (%)	2.7	2.6	2.6	2.6	2.6	2.6	2.7	2.7	2.8	2.9	2.9	2.9	3.0
Administrative and Support Services duration (yrs.)	3.1	3.1	3.1	3.2	3.4	3.4	3.4	3.5	3.4	3.4	3.4	3.4	3.4
Administrative and Support Services employees ('000)	32.3	30.4	29.1	28.5	25.1	22.5	21.9	20.8	21.0	21.2	21.7	21.8	20.2
Public Administration and Safety agreements	493	483	473	398	393	395	394	373	380	390	399	358	365
Public Administration and Safety AAWI (%)	2.3	2.2	2.2	2.2	2.2	2.2	2.2	2.2	2.1	2.2	2.2	2.2	2.2
Public Administration and Safety duration (yrs.)	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	2.8	2.8	2.9	3.1
Public Administration and Safety employees ('000)	297.9	258.4	281.0	220.3	238.6	238.9	237.3	213.9	208.1	210.3	224.5	210.4	181.9

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
Education and Training agreements	620	587	603	582	609	488	496	454	466	402	416	414	463
Education and Training AAWI (%)	2.6	2.6	2.6	2.6	2.5	2.6	2.5	2.6	2.6	2.6	2.6	2.5	2.5
Education and Training duration (yrs.)	2.9	3.0	3.0	3.0	2.9	2.8	2.5	2.4	2.3	2.7	2.6	3.1	2.7
Education and Training employees ('000)	434.6	405.4	409.7	401.7	436.8	435.0	323.9	220.5	208.2	166.8	166.7	208.7	302.6
Health Care and Social Assistance agreements	1,104	1,066	1,082	799	813	811	757	637	652	643	672	591	638
Health Care and Social Assistance AAWI (%)	3.0	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.8	2.6	2.6	2.5	2.5
Health Care and Social Assistance duration (yrs.)	2.8	2.8	2.8	2.9	2.7	2.7	2.6	2.9	2.8	2.6	2.6	2.6	2.7
Health Care and Social Assistance employees ('000)	443.6	450.8	390.6	301.5	258.0	249.0	250.1	224.9	226.2	275.6	357.1	324.0	389.9
Arts and Recreation Services agreements	117	109	112	89	95	97	104	94	105	103	111	104	112
Arts and Recreation Services AAWI (%)	2.8	2.8	2.8	2.8	2.8	2.8	2.7	2.7	2.8	2.8	2.7	2.7	2.8
Arts and Recreation Services duration (yrs.)	2.9	2.9	2.8	2.8	2.8	2.7	2.6	2.7	2.7	2.8	2.8	2.8	2.7
Arts and Recreation Services employees ('000)	26.0	29.4	34.7	29.5	30.2	29.1	30.0	25.9	30.7	31.9	32.5	25.8	24.9
Other Services agreements	255	247	254	232	223	211	211	202	203	202	200	195	213
Other Services AAWI (%)	2.6	2.5	2.5	2.6	2.6	2.6	2.6	2.6	2.5	2.5	2.4	2.5	2.6
Other Services duration (yrs.)	2.6	2.6	2.6	2.7	2.7	2.7	2.7	2.9	2.9	3.0	3.0	3.1	3.1
Other Services employees ('000)	28.0	27.8	28.1	24.7	23.2	24.0	24.1	15.8	17.5	17.8	15.3	17.5	20.1
All sector agreements	10,742	10,685	10,715	9,823	9,995	10,003	10,193	10,117	10,651	10,777	11,055	10,961	11,225
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	2.9	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0	3.0
All sectors employees ('000)	2,245.8	2,205.9	2,156.3	1,894.4	1,900.9	1,892.0	1,782.9	1,647.5	1,652.5	1,657.7	1,744.8	1,723.7	1,867.1

Source: Department of Employment and Workplace Relations, 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: 139 Agriculture, Forestry and Fishing agreements current as at 31 December 2022, covering 11,500 employees. Their AAWI was 2.6 per cent and their average duration was 3.3 years.

Table 9 - Agreements, by ANZSIC Division, expiring by quarter (December quarter 2022 – December quarter 2025)

FOR ALL CURRENT AGREEMENTS	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Agriculture, Forestry and Fishing agreements	8	31	23	5	8	6	8	12	10	1	11	6	1
Agriculture, Forestry and Fishing AAWI (%)	2.8	2.2	2.5	2.1	3.1	2.0	2.4	3.0	2.6	*	3.3	3.2	*
Agriculture, Forestry and Fishing employees ('000)	0.6	1.1	2.8	0.9	0.3	0.7	1.8	0.7	0.4	0.0	1.1	0.5	0.1
Mining agreements	22	36	31	28	25	33	25	23	16	13	32	28	17
Mining AAWI (%)	2.2	1.9	2.6	1.9	2.3	2.1	2.5	1.8	2.6	2.1	2.6	2.6	2.2
Mining employees ('000)	3.8	5.0	5.5	3.2	3.3	3.5	3.1	2.3	3.5	3.0	5.3	3.2	1.5
Manufacturing agreements	136	123	255	141	122	108	196	108	121	91	112	93	38
Manufacturing AAWI (%)	2.4	2.6	2.6	2.4	2.3	2.4	2.5	2.6	2.5	2.7	3.2	2.9	2.5
Manufacturing employees ('000)	11.1	8.0	16.1	9.7	9.4	9.3	14.9	7.0	10.3	5.4	9.9	7.4	3.3
Non-Metal Manufacturing agreements	90	85	152	104	83	72	129	65	86	66	66	55	25
Non-Metal Manufacturing AAWI (%)	2.4	2.6	2.5	2.3	2.4	2.5	2.4	2.7	2.5	2.6	3.0	2.8	2.4
Non-Metal Manufacturing employees ('000)	7.2	6.6	9.6	7.3	6.7	7.5	9.3	4.7	7.5	4.1	4.9	4.4	2.4
Metal Manufacturing agreements	46	38	103	37	39	36	67	43	35	25	46	38	13
Metal Manufacturing AAWI (%)	2.5	3.1	2.7	2.6	2.1	2.2	2.8	2.5	2.4	3.2	3.4	2.9	2.8
Metal Manufacturing employees ('000)	3.9	1.4	6.5	2.4	2.7	1.8	5.5	2.3	2.8	1.3	5.0	3.0	0.9
Electricity, Gas, Water and Waste Services agreements	25	21	44	28	21	26	43	24	24	10	20	17	4
Electricity, Gas, Water and Waste Services AAWI (%)	2.8	2.7	2.0	2.5	3.0	3.0	2.9	2.8	2.2	2.4	2.4	2.3	2.1
Electricity, Gas, Water and Waste Services Employees ('000)	1.9	1.3	7.0	5.5	4.6	10.2	8.6	4.5	1.5	1.0	1.6	1.1	0.2
Construction agreements	830	138	1,308	345	660	250	142	131	149	266	159	118	127
Construction AAWI (%)	4.7	2.7	4.1	3.5	4.2	3.6	2.7	2.9	2.5	2.8	2.9	2.7	3.3
Construction employees ('000)	17.5	3.8	29.9	8.6	15.0	6.0	4.0	3.5	4.5	8.2	5.1	3.0	2.8
Wholesale Trade agreements	17	26	21	14	10	15	19	16	7	10	9	7	2
Wholesale Trade AAWI (%)	2.4	2.1	2.8	3.1	2.7	2.5	2.5	2.2	3.2	2.4	3.8	2.9	3.5
Wholesale Trade employees ('000)	1.6	1.3	1.5	4.0	0.5	0.7	1.9	1.2	1.0	0.4	0.6	0.5	0.0
Retail Trade agreements	10	11	12	11	6	10	16	9	7	6	4	4	3
Retail Trade AAWI (%)	3.2	2.6	2.6	2.3	2.3	2.2	2.6	2.3	2.4	2.1	4.3	3.1	2.2
Retail Trade employees ('000)	4.1	143.2	11.1	1.8	26.2	13.9	7.1	3.2	3.5	7.1	4.1	1.3	0.4
Accommodation and Food Services agreements	13	3	11	8	7	7	8	9	8	4	2	8	2
Accommodation and Food Services AAWI (%)	2.8	1.8	3.5	2.0	1.9	1.9	2.7	2.1	2.6	2.0	*	3.5	2.3
Accommodation and Food Services Employees ('000)	1.0	0.2	2.9	0.5	0.4	0.6	37.8	3.6	1.9	1.5	0.6	0.8	1.3

FOR ALL CURRENT AGREEMENTS	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Transport, Postal and Warehousing agreements	71	63	154	63	76	49	127	80	60	46	79	38	45
Transport, Postal and Warehousing AAWI (%)	2.3	2.2	2.8	2.7	2.1	2.8	2.8	3.0	2.6	2.5	2.6	2.8	2.4
Transport, Postal and Warehousing employees ('000)	14.0	12.3	30.7	6.1	8.6	4.4	14.6	34.6	8.8	4.0	5.3	3.1	6.5
Information Media and Telecommunications agreements	2	4	4	1	1	4	6	6	4	4	2	7	1
Information Media and Telecommunications AAWI (%)	2.1	2.0	1.9	4.3	1.3	2.1	2.2	2.4	2.7	2.9	2.8	2.6	2.5
Information Media and Telecommunications employees ('000)	0.2	1.1	0.9	0.0	0.0	1.0	1.5	22.0	0.1	3.0	0.8	1.6	0.3
Financial and Insurance Services agreements	6	5	10	3	6	2	9	8	4	6	3	2	3
Financial and Insurance Services AAWI (%)	2.8	2.5	2.9	1.6	2.4	2.1	3.2	3.3	2.3	2.3	3.2	3.0	2.8
Financial and Insurance Services employees ('000)	3.1	0.5	2.6	1.2	9.6	6.8	3.6	3.1	3.0	1.1	1.9	0.3	1.3
Rental, Hiring and Real Estate Services agreements	4	1	3	7	2	4	7	4	1	3	6	4	2
Rental, Hiring and Real Estate Services AAWI (%)	3.0	*	2.3	2.4	*	2.9	2.3	2.9	2.6	2.5	1.5	4.5	*
Rental, Hiring and Real Estate Services ('000)	0.1	0.1	0.1	0.3	0.0	0.1	0.9	0.1	0.0	0.2	0.1	0.1	0.0
Professional, Scientific and Technical Services agreements	8	9	6	7	14	12	15	7	4	2	9	4	2
Professional, Scientific and Technical Services AAWI (%)	3.4	2.4	2.8	3.3	2.0	2.5	2.3	2.6	2.5	2.9	1.9	2.2	1.7
Professional, Scientific and Technical Services employees ('000)	0.8	0.4	0.2	1.0	6.1	1.0	2.0	3.3	0.3	0.6	1.0	0.3	0.1
Administrative and Support Services agreements	33	18	39	9	34	18	15	13	4	9	9	6	11
Administrative and Support Services AAWI (%)	2.7	3.1	2.6	2.8	4.4	3.3	2.8	2.6	2.8	3.0	3.5	2.3	2.8
Administrative and Support Services employees ('000)	2.8	1.5	4.8	0.4	2.0	2.4	3.8	0.9	0.4	1.1	0.5	0.2	0.7
Public Administration and Safety agreements	36	13	52	21	24	18	52	28	14	15	45	15	13
Public Administration and Safety AAWI (%)	2.5	2.0	2.1	1.8	2.1	2.0	2.1	2.3	2.2	2.6	2.2	1.9	2.0
Public Administration and Safety employees ('000)	38.4	3.2	15.0	3.0	21.7	53.6	17.9	13.6	2.5	1.8	15.1	17.5	1.2
Education and Training agreements	55	24	32	16	88	18	40	6	46	27	18	8	25
Education and Training AAWI (%)	4.1	2.6	2.4	3.8	2.7	2.0	2.4	2.6	2.5	2.7	2.2	2.8	2.3
Education and Training employees ('000)	13.2	3.7	34.1	1.0	13.7	2.0	2.6	6.8	6.0	28.2	2.6	0.8	92.2
Health Care and Social Assistance agreements	56	48	90	40	52	28	110	31	20	20	36	16	11
Health Care and Social Assistance AAWI (%)	2.4	2.4	2.6	2.4	2.6	2.1	2.5	2.8	3.1	2.3	2.5	2.2	2.1
Health Care and Social Assistance employees ('000)	19.7	18.7	24.5	8.5	29.8	9.9	103.3	6.5	14.9	7.3	64.6	4.1	5.4
Arts and Recreation Services agreements	15	8	9	7	11	9	13	8	5	3	8	3	6
Arts and Recreation Services AAWI (%)	3.3	2.3	2.7	2.0	2.9	3.5	2.5	3.2	2.1	2.8	2.3	2.1	2.0
Arts and Recreation Services employees ('000)	1.9	0.8	1.8	0.5	1.0	4.7	1.8	1.8	0.8	2.1	0.4	2.5	2.1

FOR ALL CURRENT AGREEMENTS	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Other Services agreements	10	10	31	12	16	9	19	15	14	7	17	8	7
Other Services AAWI (%)	2.3	1.7	2.6	2.5	2.6	2.8	2.5	2.2	2.8	2.2	2.3	2.7	2.8
Other Services employees ('000)	0.7	0.7	2.2	1.1	1.3	0.4	2.0	2.8	0.8	0.5	1.0	1.3	0.2
All sector agreements	1,357	592	2,135	766	1,183	626	870	538	518	543	581	392	320
All sectors AAWI (%)	3.0	2.4	2.9	2.7	2.6	2.3	2.5	2.7	2.6	2.6	2.7	2.6	2.3
All sectors employees ('000)	136.7	206.9	193.9	57.6	153.3	130.8	232.9	121.5	64.3	76.4	121.7	49.8	119.8

Source: Department of Employment and Workplace Relations, 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: 38 Manufacturing agreements, covering 3,300 employees, have an expiry date in the December quarter 2025. Their AAWI is 2.5 per cent.

Table 10 - Agreements approved in the quarter, by state (December quarter 2019 – December quarter 2022)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
ACT agreements	8	12	10	14	23	9	10	6	18	17	15	11	15
ACT AAWI (%)	2.7	2.8	2.8	2.5	2.8	3.0	3.0	3.5	2.7	2.7	3.7	4.4	2.6
ACT duration (yrs.)	2.0	2.4	2.5	2.5	2.0	1.0	3.0	2.0	1.0	1.0	1.8	1.8	1.9
ACT employees ('000)	0.4	0.4	1.2	1.4	1.7	1.5	1.2	0.5	13.5	14.2	0.3	0.1	0.8
NSW agreements	184	196	196	173	190	157	179	177	205	166	173	219	206
NSW AAWI (%)	2.4	3.1	3.3	3.2	1.6	2.3	2.5	2.3	2.5	2.7	3.0	3.2	3.7
NSW duration (yrs.)	2.4	2.8	2.5	1.9	1.4	2.5	2.6	2.7	1.8	2.7	2.6	3.0	2.3
NSW employees ('000)	30.4	17.3	14.0	13.3	22.7	9.8	10.2	11.6	41.6	26.5	13.4	16.6	27.9
NT agreements	15	14	5	6	8	4	8	10	12	12	11	11	10
NT AAWI (%)	2.8	2.4	2.9	1.4	2.5	1.8	1.8	2.1	1.8	2.2	2.7	2.6	2.5
NT duration (yrs.)	2.4	2.8	3.0	3.9	3.5	3.6	3.6	2.6	3.5	3.0	2.6	3.0	3.1
NT employees ('000)	2.2	0.7	0.4	0.1	0.6	0.1	0.7	0.7	0.6	1.7	1.3	1.0	1.0
Qld agreements	165	121	106	116	149	118	131	144	151	137	134	137	155
Qld AAWI (%)	2.6	2.4	2.8	2.3	2.7	2.5	2.6	2.5	3.0	2.8	2.9	3.4	3.5
Qld duration (yrs.)	2.6	2.8	2.8	2.4	2.6	2.7	2.7	2.9	2.5	2.4	2.5	2.8	2.5
Qld employees ('000)	20.2	9.5	8.2	11.1	37.0	13.9	8.1	16.2	10.4	13.1	9.7	9.4	20.0
SA agreements	77	39	35	24	34	52	55	49	72	58	63	51	70
SA AAWI (%)	2.7	2.6	2.4	2.3	1.9	2.9	2.6	2.9	2.4	2.8	2.7	3.4	3.4
SA duration (yrs.)	2.7	2.8	2.8	2.7	2.5	2.3	2.0	2.6	2.8	2.4	2.2	2.8	1.8
SA employees ('000)	4.3	2.0	3.9	1.5	3.3	2.8	5.9	2.2	4.6	5.6	6.1	5.6	93.7
Tas agreements	29	36	19	19	22	20	25	27	28	31	24	30	32
Tas AAWI (%)	3.1	2.8	3.6	3.1	3.7	2.4	2.7	3.0	2.7	2.4	2.9	3.3	3.6
Tas duration (yrs.)	2.5	2.9	3.1	2.6	2.1	2.3	2.4	2.6	2.4	2.7	3.0	2.8	2.3
Tas employees ('000)	2.5	1.4	2.3	1.3	2.4	1.5	2.9	1.8	2.9	3.8	1.5	3.0	3.4
Vic agreements	378	324	207	190	232	325	411	574	394	354	335	378	399
Vic AAWI (%)	3.2	2.6	3.1	2.5	2.2	3.1	2.6	2.8	2.7	2.6	2.8	2.4	2.4
Vic duration (yrs.)	2.5	2.9	2.5	2.5	3.1	2.3	1.8	2.7	2.7	2.3	2.8	3.2	2.8
Vic employees ('000)	33.2	45.4	23.1	14.5	75.0	17.8	37.8	32.4	41.0	103.8	92.3	123.2	83.0
WA agreements	91	80	43	53	56	68	64	74	85	77	74	92	91
WA AAWI (%)	2.1	2.1	2.2	2.1	1.8	2.2	1.5	1.9	2.1	2.1	2.3	2.8	3.3
WA duration (yrs.)	2.8	2.4	2.5	3.0	2.1	2.6	2.2	2.0	2.7	2.7	2.3	2.7	2.5
WA employees ('000)	13.3	13.0	3.6	3.5	8.0	6.0	11.3	9.0	7.3	7.8	7.8	15.1	6.4
Multi-state agreements	179	135	139	121	133	127	181	210	179	156	114	159	148
Multi-state AAWI (%)	2.5	2.6	2.4	2.4	2.4	2.3	2.5	2.9	2.3	2.6	2.8	2.7	3.7
Multi-state duration (yrs.)	3.2	3.0	3.1	3.0	3.0	1.9	2.7	2.1	2.7	2.7	2.6	2.5	2.4
Multi-state employees ('000)	95.3	53.9	85.7	14.0	24.1	62.8	21.9	106.1	28.1	70.6	22.3	39.6	62.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
Other agreements	0	0	1	0	0	0	1	0	2	1	0	0	0
Other AAWI (%)	*	*	2.5	*	*	*	2.0	*	1.9	2.0	*	*	*
Other duration (yrs.)	0.0	0.0	3.0	0.0	0.0	0.0	2.8	0.0	2.1	2.5	0.0	0.0	0.0
Other employees ('000)	0.0	0.0	0.2	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0
All States agreements	1,126	957	761	716	847	880	1,065	1,271	1,146	1,009	943	1,088	1,126
All states AAWI (%)	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0
All states duration (yrs.)	2.8	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.3
All states employees ('000)	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	298.1

Source: Department of Employment and Workplace Relations, 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: 15 agreements approved in the December quarter 2022 operate solely in the ACT covering 800 employees. Their AAWI is 2.6 per cent and their average duration is 1.9 years.

Table 11 - Agreements current on the last day of the quarter, by state (December quarter 2019 – December quarter 2022)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
ACT agreements	146	144	148	131	148	146	143	127	118	122	129	125	109
ACT AAWI (%)	2.7	2.6	2.6	2.6	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.7
ACT duration (yrs.)	2.5	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.0	1.6	1.6	1.5	2.0
ACT employees ('000)	38.7	33.7	34.5	32.3	33.5	32.8	33.7	33.3	28.7	41.3	39.1	37.8	12.5
NSW agreements	2,071	2,102	2,167	1,947	2,005	1,982	2,039	1,972	2,063	2,035	2,046	2,049	2,135
NSW AAWI (%)	2.5	2.6	2.6	2.7	2.6	2.7	2.7	2.7	2.6	2.6	2.6	2.8	3.0
NSW duration (yrs.)	2.8	2.8	2.8	2.9	2.8	2.9	2.9	2.9	2.6	2.7	2.6	2.8	2.5
NSW employees ('000)	299.3	287.5	290.4	241.6	243.8	216.0	207.9	168.0	192.5	188.9	190.3	162.0	182.6
NT agreements	148	149	149	132	131	126	125	117	116	118	116	109	113
NT AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.3	2.3
NT duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.4	3.3	3.2	3.2	3.2	3.0
NT employees ('000)	31.1	31.3	31.2	29.7	29.6	27.5	28.0	15.5	10.6	11.9	12.6	8.4	8.9
Qld agreements	1,630	1,597	1,613	1,556	1,581	1,534	1,556	1,519	1,590	1,575	1,625	1,610	1,420
Qld AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.5	2.6	2.6	2.6	2.7	2.7
Qld duration (yrs.)	2.8	2.9	2.9	2.9	2.8	2.8	2.8	2.9	2.9	2.9	2.9	2.9	2.7
Qld employees ('000)	177.8	176.4	180.2	173.7	200.5	204.8	202.0	161.6	163.5	159.9	161.2	153.4	159.8
SA agreements	698	690	693	610	590	590	603	539	562	569	588	535	572
SA AAWI (%)	2.6	2.7	2.7	2.6	2.6	2.5	2.5	2.5	2.6	2.6	2.6	2.5	2.7
SA duration (yrs.)	3.0	3.0	3.0	3.0	3.1	3.1	3.0	2.9	2.9	2.9	2.8	2.8	0.9
SA employees ('000)	69.5	68.2	70.3	55.2	53.6	49.6	51.6	39.1	38.9	41.4	45.2	44.2	134.8
Tas agreements	314	327	331	291	295	291	295	254	269	267	285	259	279
Tas AAWI (%)	3.0	3.0	3.1	3.2	3.2	3.2	3.1	3.1	3.0	2.9	2.9	2.9	3.0
Tas duration (yrs.)	2.7	2.7	2.7	2.8	2.7	2.7	2.7	2.8	2.7	2.8	2.8	2.9	2.6
Tas employees ('000)	28.9	26.9	28.3	24.8	25.7	25.5	27.2	21.3	22.4	23.4	25.0	23.0	25.7
Vic agreements	2,739	2,715	2,692	2,428	2,508	2,627	2,642	2,842	3,093	3,230	3,404	3,450	3,690
Vic AAWI (%)	3.1	3.1	3.0	3.0	2.8	2.8	2.7	2.8	2.8	2.6	2.6	2.6	2.5
Vic duration (yrs.)	3.4	3.4	3.1	3.2	3.1	3.1	3.0	3.1	3.1	2.9	2.9	3.0	2.6
Vic employees ('000)	615.5	587.1	560.9	514.0	531.0	527.2	422.7	381.0	373.7	431.6	516.1	580.6	642.5
WA agreements	1,081	1,083	1,036	961	958	928	932	879	910	907	913	886	936
WA AAWI (%)	1.9	1.9	1.9	1.9	1.9	1.9	1.9	1.9	2.0	2.0	2.0	2.1	2.2
WA duration (yrs.)	2.9	2.9	2.9	2.9	2.9	2.9	2.8	2.9	2.9	2.8	2.8	2.8	2.8
WA employees ('000)	117.8	125.3	121.4	109.8	109.4	109.4	109.7	83.4	86.8	90.7	90.6	88.0	83.1

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
Multi-state agreements	1,910	1,873	1,882	1,764	1,776	1,776	1,855	1,865	1,925	1,948	1,943	1,932	1,965
Multi-state AAWI (%)	2.3	2.3	2.3	2.4	2.5	2.4	2.4	2.5	2.5	2.6	2.6	2.6	2.7
Multi-state duration (yrs.)	3.0	3.1	3.2	3.2	3.3	3.1	3.1	3.0	3.1	3.1	3.1	3.3	3.2
Multi-state employees ('000)	867.0	869.4	838.7	713.1	673.5	698.9	699.8	744.0	735.0	668.2	664.3	626.0	616.7
Other agreements	5	5	4	3	3	3	3	3	5	6	6	6	6
Other AAWI (%)	2.1	2.1	2.1	2.4	2.4	2.4	2.4	2.4	2.3	2.2	2.2	2.2	2.2
Other duration (yrs.)	2.0	2.0	2.7	3.1	3.1	3.1	3.0	3.0	2.8	2.8	2.8	2.8	2.8
Other employees ('000)	0.3	0.3	0.3	0.2	0.2	0.2	0.3	0.3	0.4	0.4	0.4	0.4	0.4
All sector agreements	10,742	10,685	10,715	9,823	9,995	10,003	10,193	10,117	10,651	10,777	11,055	10,961	11,225
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
All sectors duration (yrs.)	2.9	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0	3.0
All sectors employees ('000)	2,245.8	2,205.9	2,156.3	1,894.4	1,900.9	1,892.0	1,782.9	1,647.5	1,652.5	1,657.7	1,744.8	1,723.7	1,867.1

Source: Department of Employment and Workplace Relations, 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: 109 agreements current as at 31 December 2022 operate solely in the ACT, covering 12,500 employees. Their AAWI is 2.7 per cent and their average duration is 2.0 years.

Table 12 - Agreements approved in the quarter – non-quantifiable wage increases, by reason (March quarter 2022 – December quarter 2022)

Linked to minimum wage

Agreement Type	Mar-22	Jun-22	Sep-22	Dec-22
Single-enterprise non-Greenfields agreements	32	30	51	52
Single-enterprise non-Greenfields employees ('000)	1.5	4.6	6.6	9.9
Single-enterprise Greenfields agreements	2	1	3	2
Single-enterprise Greenfields employees ('000)	0.2	0.1	0.2	0.2
Multi-enterprise non-Greenfields agreements	1	0	3	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	1.0	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	35	31	57	54
Sub-total employees ('000)	1.7	4.7	7.8	10.1

Linked to CPI

Agreement Type	Mar-22	Jun-22	Sep-22	Dec-22
Single-enterprise non-Greenfields agreements	10	21	22	30
Single-enterprise non-Greenfields employees ('000)	2.9	1.5	1.5	1.9
Single-enterprise Greenfields agreements	0	1	0	0
Single-enterprise Greenfields employees ('000)	0.0	0.1	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	10	22	22	30
Sub-total employees ('000)	2.9	1.6	1.5	1.9

Inconsistent Increase

Agreement Type	Mar-22	Jun-22	Sep-22	Dec-22
Single-enterprise non-Greenfields agreements	38	38	55	66
Single-enterprise non-Greenfields employees ('000)	19.9	63.8	6.4	39.1
Single-enterprise Greenfields agreements	4	7	4	8
Single-enterprise Greenfields employees ('000)	0.1	0.3	0.1	0.2
Multi-enterprise non-Greenfields agreements	2	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0.2	0.0	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	44	45	59	74
Sub-total employees ('000)	20.2	64.1	6.5	39.2

Performance Linked

Agreement Type	Mar-22	Jun-22	Sep-22	Dec-22
Single-enterprise non-Greenfields agreements	1	3	4	2
Single-enterprise non-Greenfields employees ('000)	0.1	0.1	0.3	0.2
Single-enterprise Greenfields agreements	0	0	0	1
Single-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	1	3	4	3
Sub-total employees ('000)	0.1	0.1	0.3	0.2

Other Reason

Agreement Type	Mar-22	Jun-22	Sep-22	Dec-22
Single-enterprise non-Greenfields agreements	51	42	65	57
Single-enterprise non-Greenfields employees ('000)	7.1	4.2	5.0	90.3
Single-enterprise Greenfields agreements	5	2	2	1
Single-enterprise Greenfields employees ('000)	0.9	0.1	0.0	0.1
Multi-enterprise non-Greenfields agreements	1	1	0	0
Multi-enterprise non-Greenfields employees ('000)	0.2	0.0	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	57	45	67	58
Sub-total employees ('000)	8.2	4.3	5.0	90.4

Totals

Agreement Type	Mar-22	Jun-22	Sep-22	Dec-22
Total non-quantifiable agreements	147	146	209	219
Total employees covered by non-quantifiable agreements	33.1	74.7	21.1	141.9

Quantifiable agreements

Agreement Type	Mar-22	Jun-22	Sep-22	Dec-22
Single-enterprise non-Greenfields agreements	776	698	819	854
Single-enterprise non-Greenfields employees ('000)	185.7	76.5	188.7	151.1
Single-enterprise Greenfields agreements	78	93	56	49
Single-enterprise Greenfields employees ('000)	2.3	2.6	1.3	2.4
Multi-enterprise non-Greenfields agreements	8	6	4	3
Multi-enterprise non-Greenfields employees ('000)	26.0	0.9	2.7	2.6
Multi-enterprise Greenfields agreements	0	0	0	1
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Total quantifiable agreements	862	797	879	907
Total employees covered by quantifiable agreements ('000)	214.0	80.1	192.6	156.2

Source: Department of Employment and Workplace Relations, 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: 52 single enterprise non-Greenfields agreements approved in the December quarter 2022 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 9,900 employees.

Table 13 - Agreements approved in the quarter, by union coverage (December quarter 2019 – December quarter 2022)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
Agreements (union covered)	837	742	598	562	645	717	869	1,055	927	847	742	870	910
AAWI (%) (union covered)	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0
Duration (yrs.) (union covered)	2.8	2.8	2.9	2.4	2.6	2.1	2.1	2.3	2.2	2.4	2.7	3.0	2.3
Employees ('000) (union covered)	192.3	136.8	135.9	56.2	169.5	110.4	91.3	172.6	142.3	239.6	146.9	205.7	290.6
Agreements (no union covered)	289	215	163	154	202	163	196	216	219	162	201	218	216
AAWI (%) (no union covered)	2.5	2.7	2.6	2.6	2.3	2.1	2.4	2.2	2.4	2.4	2.8	3.1	2.9
Duration (yrs.) (no union covered)	3.3	3.4	3.7	3.2	3.4	3.2	3.6	3.2	3.4	3.6	3.0	3.3	3.1
Employees ('000) (no union covered)	9.6	6.8	6.7	4.4	5.2	5.6	8.8	7.9	7.7	7.4	7.9	8.0	7.5
All agreements	1,126	957	761	716	847	880	1,065	1,271	1,146	1,009	943	1,088	1,126
All AAWI (%)	2.7	2.6	2.8	2.6	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0
All duration (yrs.)	2.8	2.9	2.9	2.5	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.3
All employees ('000)	201.8	143.6	142.5	60.7	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	298.1

Source: Department of Employment and Workplace Relations, 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: 910 agreements approved in the December quarter 2022 covering 290,600 employees formally covered a union. Their AAWI was 2.6 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 2019 – December quarter 2022)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-19	Mar-20	Jun-20	Sep-20	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22
Agreements (union covered)	6,948	6,988	7,113	6,435	6,661	6,770	7,014	7,039	7,560	7,765	8,090	8,042	8,273
AAWI (%) (union covered)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
Duration (yrs.) (union covered)	2.9	2.9	3.0	3.0	3.0	3.0	2.9	2.9	2.9	2.9	2.9	3.0	2.9
Employees ('000) (union covered)	2,126.1	2,088.2	2,041.3	1,783.4	1,790.5	1,783.3	1,672.8	1,542.3	1,545.7	1,552.2	1,640.8	1,621.6	1,762.6
Agreements (no union covered)	3,794	3,697	3,602	3,388	3,334	3,233	3,179	3,078	3,091	3,012	2,965	2,919	2,952
AAWI (%) (no union covered)	2.5	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.5	2.5
Duration (yrs.) (no union covered)	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.6	3.5	3.6	3.6	3.6	3.6
Employees ('000) (no union covered)	119.8	117.7	114.9	111.0	110.4	108.6	110.1	105.2	106.8	105.5	104.0	102.1	104.4
All agreements	10,742	10,685	10,715	9,823	9,995	10,003	10,193	10,117	10,651	10,777	11,055	10,961	11,225
Overall AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6
Overall duration (yrs.)	2.9	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	2.9	3.0	3.0
All employees ('000)	2,245.8	2,205.9	2,156.3	1,894.4	1,900.9	1,892.0	1,782.9	1,647.5	1,652.5	1,657.7	1,744.8	1,723.7	1,867.1

Source: Department of Employment and Workplace Relations, 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: 8,273 agreements current as at 31 December 2022 covering 1,762,600 employees formally covered a union. Their AAWI was 2.6 per cent and their average duration was 2.9 years.

Table 15 - Agreements approved in the December quarter 2022, covering 2,000 employees or more

Agreement ID	Title	Employees	AAWI	ANZSIC	States
AE517602	South Australian Catholic Schools Enterprise Agreement 2020	84,444	*	Education and Training	SA
AE518500	Westpac Group Enterprise Agreement 2023	31,041	*	Financial and Insurance Services	Australia-wide
AE518146	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026	13,782	2.0	Health Care and Social Assistance	Vic
AE518015	Doctors in Training (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026	13,186	1.9	Health Care and Social Assistance	Vic
AE517968	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026	11,421	1.8	Health Care and Social Assistance	Vic
AE518208	Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025	8,204	2.0	Health Care and Social Assistance	Vic
AE518486	TAFE Commission of NSW Administrative, Support and Related Employees Enterprise Agreement 2022	4,564	2.5	Education and Training	NSW
AE518528	EG Australia Fuel & Convenience Enterprise Agreement 2022	3,195	*	Retail Trade	Australia-wide
AE518400	Sullivan Nicolaidis Pathology Collective Workplace Agreement No. 4	2,969	*	Health Care and Social Assistance	NSW, NT, Qld
AE518511	Western Sydney University Professional Staff Agreement 2022	2,662	4.9	Education and Training	NSW
AE518537	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022	2,477	3.5	Health Care and Social Assistance	Vic
AE518529	Western Sydney University Academic Staff Agreement 2022	2,407	4.8	Education and Training	NSW
AE518754	Arcare Pty Ltd, Aged Care Services, Queensland- Enterprise Agreement 2021	2,305	2.9	Health Care and Social Assistance	Qld
AE518072	Utilities Management Pty Ltd Enterprise Agreement 2021	2,298	4.2	Electricity, Gas, Water and Waste Services	SA

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: South Australian Catholic Schools Enterprise Agreement 2020 covered 84,444 employees. Its AAWI was non-quantifiable.

Table 16 - Agreements approved in the quarter, by state and ANZSIC division, December quarter 2022

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	2	0	0	0	2	2	1	2	0	9
Agriculture, Forestry and Fishing AAWI (%)	*	4.4	*	*	*	3.4	3.1	5.0	3.4	*	3.8
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.9	0.0	0.0	0.0	2.0	2.2	2.6	2.7	0.0	2.5
Agriculture, Forestry and Fishing employees ('000)	0.0	0.0	0.0	0.0	0.0	0.1	0.2	0.2	0.2	0.0	0.7
Mining agreements	0	15	0	9	1	3	4	1	4	0	37
Mining AAWI (%)	*	3.3	*	3.2	3.0	3.9	4.1	*	2.3	*	3.2
Mining duration (yrs.)	0.0	3.4	0.0	3.3	2.7	2.5	2.9	3.0	2.7	0.0	3.3
Mining employees ('000)	0.0	1.7	0.0	1.8	0.0	0.1	0.1	0.0	0.2	0.0	4.0
Manufacturing agreements	1	53	0	22	19	4	72	13	18	0	202
Manufacturing AAWI (%)	3.3	3.6	*	4.4	3.8	7.6	3.5	3.9	4.0	*	3.7
Manufacturing duration (yrs.)	1.5	2.9	0.0	2.2	2.3	2.1	2.6	2.9	2.5	0.0	2.6
Manufacturing employees ('000)	0.0	3.6	0.0	1.5	0.9	0.1	6.5	1.0	4.0	0.0	17.6
Non-Metal Manufacturing agreements	1	37	0	17	12	4	51	9	8	0	139
Non-Metal Manufacturing AAWI (%)	3.3	3.5	*	4.5	3.9	7.6	3.5	4.0	3.5	*	3.7
Non-Metal Manufacturing duration (yrs.)	1.5	2.9	0.0	2.2	2.1	2.1	2.7	2.8	2.7	0.0	2.7
Non-Metal Manufacturing employees ('000)	0.0	2.6	0.0	1.3	0.7	0.1	5.3	0.8	2.1	0.0	12.8
Metal Manufacturing agreements	0	16	0	5	7	0	21	4	10	0	63
Metal Manufacturing AAWI (%)	*	3.7	*	3.6	3.6	*	3.3	3.2	4.2	*	3.8
Metal Manufacturing duration (yrs.)	0.0	3.0	0.0	2.4	2.7	0.0	2.4	3.4	2.4	0.0	2.6
Metal Manufacturing employees ('000)	0.0	1.0	0.0	0.2	0.3	0.0	1.1	0.2	1.9	0.0	4.8
Electricity, Gas, Water and Waste Services agreements	0	6	1	8	4	0	13	6	3	0	41
Electricity, Gas, Water and Waste Services AAWI (%)	*	2.9	3.1	3.2	4.2	*	3.3	3.7	4.0	*	3.6
Electricity, Gas, Water and Waste Services duration (yrs.)	0.0	1.3	3.7	3.1	1.2	0.0	1.8	2.5	2.9	0.0	1.7
Electricity, Gas, Water and Waste Services Employees ('000)	0.0	1.1	0.0	0.2	2.4	0.0	1.8	0.6	0.7	0.0	6.8
Construction agreements	6	46	1	37	18	10	164	23	57	0	362
Construction AAWI (%)	4.5	3.8	2.5	4.1	3.8	3.0	3.8	3.2	3.2	*	3.7
Construction duration (yrs.)	1.3	2.8	2.2	2.5	2.9	3.1	1.5	3.4	2.9	0.0	2.5
Construction employees ('000)	0.1	1.1	0.0	1.0	0.7	0.2	2.0	0.6	1.9	0.0	7.5
Wholesale Trade agreements	0	5	0	4	2	1	10	1	0	0	23
Wholesale Trade AAWI (%)	*	3.9	*	3.2	3.3	3.2	3.3	2.7	*	*	3.5
Wholesale Trade duration (yrs.)	0.0	2.8	0.0	2.7	2.8	3.8	2.7	3.0	0.0	0.0	2.8
Wholesale Trade employees ('000)	0.0	0.4	0.0	0.1	0.1	0.0	0.7	0.0	0.0	0.0	1.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	1	4	0	2	2	0	3	1	7	0	20
Retail Trade AAWI (%)	*	3.6	*	2.8	3.7	*	2.8	*	3.7	*	3.6
Retail Trade duration (yrs.)	4.0	2.9	0.0	3.0	2.5	0.0	3.0	3.7	3.2	0.0	3.2
Retail Trade employees ('000)	0.0	0.4	0.0	0.1	0.0	0.0	0.2	0.0	6.5	0.0	7.3
Accommodation and Food Services agreements	0	3	0	0	0	0	1	0	1	0	5
Accommodation and Food Services AAWI (%)	*	2.8	*	*	*	*	*	*	2.8	*	2.8
Accommodation and Food Services duration (yrs.)	0.0	3.4	0.0	0.0	0.0	0.0	4.0	0.0	2.5	0.0	3.4
Accommodation and Food Services Employees ('000)	0.0	0.4	0.0	0.0	0.0	0.0	0.2	0.0	0.2	0.0	0.9
Transport, Postal and Warehousing agreements	0	32	5	24	9	3	30	20	23	0	146
Transport, Postal and Warehousing AAWI (%)	*	3.8	3.5	3.0	3.6	3.7	3.6	3.1	3.4	*	3.4
Transport, Postal and Warehousing duration (yrs.)	0.0	3.1	3.3	3.0	3.1	2.7	2.3	2.8	2.6	0.0	2.8
Transport, Postal and Warehousing employees ('000)	0.0	3.8	0.1	2.2	0.3	0.1	2.4	1.6	4.5	0.0	14.9
Information Media and Telecommunications agreements	1	0	0	0	0	0	0	0	4	0	5
Information Media and Telecommunications AAWI (%)	3.7	*	*	*	*	*	*	*	3.7	*	3.7
Information Media and Telecommunications duration (yrs.)	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.8	0.0	1.8
Information Media and Telecommunications employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.0	0.7
Financial and Insurance Services agreements	0	0	0	0	0	0	2	1	7	0	10
Financial and Insurance Services AAWI (%)	*	*	*	*	*	*	3.8	*	3.2	*	3.3
Financial and Insurance Services duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	2.2	0.0	2.0	0.0	2.0
Financial and Insurance Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.1	32.6	0.0	32.9
Rental, Hiring and Real Estate Services agreements	0	0	0	0	0	0	1	0	2	0	3
Rental, Hiring and Real Estate Services AAWI (%)	*	*	*	*	*	*	*	*	3.0	*	3.0
Rental, Hiring and Real Estate Services duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	3.1	0.0	3.1
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1
Professional, Scientific and Technical Services agreements	0	2	0	0	1	0	2	1	4	0	10
Professional, Scientific and Technical Services AAWI (%)	*	2.0	*	*	3.0	*	3.3	*	3.3	*	3.0
Professional, Scientific and Technical Services duration (yrs.)	0.0	3.0	0.0	0.0	1.5	0.0	1.6	1.4	2.7	0.0	2.6
Professional, Scientific and Technical Services employees ('000)	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.1	0.6	0.0	0.9
Administrative and Support Services agreements	0	2	0	2	0	0	7	1	1	0	13
Administrative and Support Services AAWI (%)	*	3.1	*	2.3	*	*	2.8	*	2.2	*	2.7
Administrative and Support Services duration (yrs.)	0.0	3.1	0.0	2.8	0.0	0.0	1.4	4.0	4.0	0.0	2.3
Administrative and Support Services employees ('000)	0.0	0.1	0.0	0.1	0.0	0.0	0.3	0.0	0.1	0.0	0.6
Public Administration and Safety agreements	0	2	1	3	1	3	12	14	3	0	39
Public Administration and Safety AAWI (%)	*	6.5	2.4	3.0	5.0	3.5	2.5	3.3	3.1	*	3.4
Public Administration and Safety duration (yrs.)	0.0	1.4	4.0	2.1	2.5	1.8	2.6	1.9	2.6	0.0	2.3
Public Administration and Safety employees ('000)	0.0	1.0	0.2	0.3	0.0	0.3	3.7	1.6	1.4	0.0	8.5

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	0	16	0	23	5	2	17	2	4	0	69
Education and Training AAWI (%)	*	3.7	*	4.5	2.5	3.0	2.3	3.1	2.5	*	3.4
Education and Training duration (yrs.)	0.0	1.6	0.0	2.6	1.8	3.8	2.0	2.5	3.2	0.0	1.9
Education and Training employees ('000)	0.0	10.2	0.0	2.3	84.8	0.2	4.8	0.2	1.7	0.0	104.1
Health Care and Social Assistance agreements	5	11	2	11	7	3	44	2	5	0	90
Health Care and Social Assistance AAWI (%)	2.3	3.6	2.3	3.2	2.9	3.5	2.1	1.7	4.9	*	2.4
Health Care and Social Assistance duration (yrs.)	1.9	2.1	2.8	1.9	1.8	2.1	3.1	2.1	2.6	0.0	2.8
Health Care and Social Assistance employees ('000)	0.6	3.2	0.6	6.9	4.2	2.3	58.2	0.2	6.5	0.0	82.6
Arts and Recreation Services agreements	0	2	0	2	0	0	7	1	0	0	12
Arts and Recreation Services AAWI (%)	*	2.9	*	3.5	*	*	2.2	2.9	*	*	3.1
Arts and Recreation Services duration (yrs.)	0.0	2.1	0.0	2.6	0.0	0.0	1.9	1.0	0.0	0.0	2.3
Arts and Recreation Services employees ('000)	0.0	0.2	0.0	1.9	0.0	0.0	1.1	0.1	0.0	0.0	3.4
Other Services agreements	1	5	0	8	1	1	8	3	3	0	30
Other Services AAWI (%)	2.8	4.0	*	3.5	*	3.3	3.0	3.3	4.2	*	3.5
Other Services duration (yrs.)	3.0	2.0	0.0	2.9	2.8	1.0	2.6	3.0	2.6	0.0	2.7
Other Services employees ('000)	0.1	0.5	0.0	1.7	0.0	0.0	0.6	0.1	0.2	0.0	3.2
All sector agreements	15	206	10	155	70	32	399	91	148	0	1,126
All sectors AAWI (%)	2.6	3.7	2.5	3.5	3.4	3.6	2.4	3.3	3.7	*	2.7
All sectors duration (yrs.)	1.9	2.3	3.1	2.5	1.8	2.3	2.8	2.5	2.4	0.0	2.2
All sectors employees ('000)	0.8	27.9	1.0	20.0	93.7	3.4	83.0	6.4	62.0	0.0	298.1

Source: Department of Employment and Workplace Relations, 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 9 Agriculture, Forestry and Fishing agreements approved in the December quarter 2022, 2 operate in solely in New South Wales. These agreements cover fewer than fifty employees, their AAWI is 4.4 per cent and their average duration is 3.9 years.

Table 17 - Agreements current on the last day of the quarter, by state and ANZSIC division, December quarter 2022

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	25	3	38	6	15	28	11	13	0	139
Agriculture, Forestry and Fishing AAWI (%)	*	2.4	2.5	2.3	2.7	3.2	2.7	3.3	2.7	*	2.6
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.5	4.0	3.3	3.4	2.7	2.5	2.4	3.4	0.0	3.1
Agriculture, Forestry and Fishing employees ('000)	0.0	2.5	0.0	2.8	0.2	1.0	1.7	0.8	2.4	0.0	11.5
Mining agreements	1	113	4	91	18	13	30	41	79	1	391
Mining AAWI (%)	*	2.6	1.8	2.3	2.2	2.4	2.9	2.0	2.4	2.0	2.4
Mining duration (yrs.)	4.0	3.1	3.2	3.4	3.6	2.6	3.2	3.9	3.8	2.8	3.5
Mining employees ('000)	0.0	14.1	1.0	12.4	1.2	1.1	1.6	6.1	16.6	0.1	54.2
Manufacturing agreements	6	447	6	265	142	57	643	119	145	0	1,830
Manufacturing AAWI (%)	2.3	2.8	2.0	2.7	2.6	3.1	2.8	2.7	3.0	*	2.8
Manufacturing duration (yrs.)	3.1	2.8	3.4	2.8	2.8	2.8	2.6	2.7	2.5	0.0	2.7
Manufacturing employees ('000)	0.2	30.2	0.1	23.9	12.0	3.4	41.4	6.7	20.7	0.0	138.6
Non-Metal Manufacturing agreements	4	295	4	181	104	48	429	77	72	0	1,214
Non-Metal Manufacturing AAWI (%)	2.3	2.7	1.8	2.7	2.5	3.0	2.8	2.7	2.8	*	2.7
Non-Metal Manufacturing duration (yrs.)	2.8	2.9	3.5	2.9	2.9	2.7	2.6	2.6	2.6	0.0	2.7
Non-Metal Manufacturing employees ('000)	0.1	20.6	0.1	18.6	7.6	2.7	30.6	4.3	11.3	0.0	96.0
Metal Manufacturing agreements	2	152	2	84	38	9	214	42	73	0	616
Metal Manufacturing AAWI (%)	2.4	2.9	3.4	2.8	2.7	3.4	2.7	2.6	3.2	*	2.9
Metal Manufacturing duration (yrs.)	4.0	2.5	2.7	2.7	2.6	3.1	2.6	2.8	2.3	0.0	2.5
Metal Manufacturing employees ('000)	0.0	9.6	0.0	5.3	4.4	0.6	10.7	2.4	9.5	0.0	42.6
Electricity, Gas, Water and Waste Services agreements	5	75	4	65	24	9	94	46	24	0	346
Electricity, Gas, Water and Waste Services AAWI (%)	2.2	2.8	2.9	3.3	3.7	3.5	2.8	1.9	2.7	*	2.8
Electricity, Gas, Water and Waste Services duration (yrs.)	2.8	2.3	2.8	3.0	1.7	3.1	2.3	2.3	2.8	0.0	2.5
Electricity, Gas, Water and Waste Services Employees ('000)	0.7	12.5	0.1	6.1	3.3	2.3	9.9	6.6	13.5	0.0	54.9
Construction agreements	50	788	22	374	153	57	1,921	305	1,023	1	4,694
Construction AAWI (%)	3.8	4.2	2.0	3.2	2.9	2.8	4.0	2.5	3.1	*	3.6
Construction duration (yrs.)	3.1	3.0	3.8	2.8	3.1	2.9	2.3	3.4	3.0	4.0	2.8
Construction employees ('000)	1.0	19.3	0.6	10.1	3.3	2.3	41.9	7.5	29.3	0.0	115.3
Wholesale Trade agreements	1	37	1	23	6	6	61	20	28	0	183
Wholesale Trade AAWI (%)	2.3	2.8	2.7	2.8	3.1	2.6	3.0	2.2	2.9	*	2.9
Wholesale Trade duration (yrs.)	1.8	2.2	3.0	3.2	2.1	2.6	2.3	3.1	3.4	0.0	2.9
Wholesale Trade employees ('000)	0.1	1.8	0.0	1.5	0.3	0.3	4.3	1.0	5.9	0.0	15.1

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	2	17	1	21	5	1	23	11	41	0	122
Retail Trade AAWI (%)	*	3.5	1.6	2.9	3.0	2.3	4.0	2.7	2.4	*	2.7
Retail Trade duration (yrs.)	3.2	2.4	3.0	3.4	2.5	3.6	3.3	3.7	3.8	0.0	3.8
Retail Trade employees ('000)	0.0	1.6	0.0	3.7	0.4	0.0	4.6	2.3	210.6	0.0	223.2
Accommodation and Food Services agreements	4	25	3	9	2	2	17	12	22	0	96
Accommodation and Food Services AAWI (%)	*	3.4	4.0	2.7	1.9	3.0	2.3	2.0	2.1	*	2.9
Accommodation and Food Services duration (yrs.)	3.6	2.3	3.2	3.6	3.7	1.6	3.0	3.8	4.0	0.0	3.8
Accommodation and Food Services Employees ('000)	0.3	4.5	0.1	1.1	0.0	0.5	1.0	4.5	44.8	0.0	56.8
Transport, Postal and Warehousing agreements	8	250	22	181	71	22	223	155	194	0	1,126
Transport, Postal and Warehousing AAWI (%)	2.9	3.0	2.1	2.5	2.1	2.9	3.0	2.6	2.8	*	2.8
Transport, Postal and Warehousing duration (yrs.)	2.2	2.7	3.4	2.6	2.9	3.3	2.8	2.8	2.7	0.0	2.7
Transport, Postal and Warehousing employees ('000)	0.5	22.5	1.4	21.0	4.9	1.6	23.7	10.7	80.3	0.0	166.6
Information Media and Telecommunications agreements	1	5	0	0	1	1	12	4	28	0	52
Information Media and Telecommunications AAWI (%)	3.7	1.9	*	*	1.5	2.1	2.3	2.1	2.5	*	2.5
Information Media and Telecommunications duration (yrs.)	0.0	1.6	0.0	0.0	2.8	3.0	2.7	3.7	2.4	0.0	2.4
Information Media and Telecommunications employees ('000)	0.0	0.9	0.0	0.0	0.0	0.1	1.0	0.2	31.1	0.0	33.2
Financial and Insurance Services agreements	0	4	0	3	2	2	12	5	42	0	70
Financial and Insurance Services AAWI (%)	*	1.9	*	2.9	3.3	3.1	2.3	2.5	2.9	*	2.8
Financial and Insurance Services duration (yrs.)	0.0	3.0	0.0	3.0	4.0	3.5	2.7	2.3	2.7	0.0	2.7
Financial and Insurance Services employees ('000)	0.0	0.9	0.0	1.1	0.0	0.0	2.2	0.8	31.0	0.0	36.0
Rental, Hiring and Real Estate Services agreements	1	9	1	12	0	1	12	4	15	0	55
Rental, Hiring and Real Estate Services AAWI (%)	*	2.6	3.0	2.6	*	*	2.4	2.9	2.0	*	2.1
Rental, Hiring and Real Estate Services duration (yrs.)	3.3	3.2	3.0	3.6	0.0	3.0	3.3	3.9	3.3	0.0	3.3
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.2	0.0	0.4	0.0	0.0	0.4	0.2	2.7	0.0	3.9
Professional, Scientific and Technical Services agreements	0	19	2	6	2	2	22	9	48	1	111
Professional, Scientific and Technical Services AAWI (%)	*	2.6	2.5	2.2	3.0	2.2	2.6	2.2	2.3	2.0	2.3
Professional, Scientific and Technical Services duration (yrs.)	0.0	2.7	4.0	4.0	1.9	4.0	3.4	3.2	2.8	2.5	2.9
Professional, Scientific and Technical Services employees ('000)	0.0	1.1	0.3	0.1	0.1	0.0	1.3	0.6	14.5	0.0	18.0
Administrative and Support Services agreements	0	37	1	27	0	3	70	16	65	0	219
Administrative and Support Services AAWI (%)	*	3.9	*	3.5	*	2.8	2.7	2.7	2.9	*	3.0
Administrative and Support Services duration (yrs.)	0.0	3.0	4.0	2.8	0.0	3.7	3.1	3.7	3.6	0.0	3.3
Administrative and Support Services employees ('000)	0.0	2.0	0.1	1.6	0.0	0.1	7.4	0.6	8.3	0.0	20.2
Public Administration and Safety agreements	6	16	14	24	9	28	128	77	60	3	365
Public Administration and Safety AAWI (%)	2.6	5.1	2.2	2.8	3.0	2.8	2.0	2.4	2.1	2.3	2.2
Public Administration and Safety duration (yrs.)	1.4	1.1	2.4	3.2	2.3	2.8	3.2	2.2	3.1	2.7	3.0
Public Administration and Safety employees ('000)	6.6	1.7	2.1	1.7	0.5	3.6	121.8	11.7	31.7	0.3	181.9

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	8	106	7	159	40	20	73	24	26	0	463
Education and Training AAWI (%)	2.9	3.0	2.9	2.6	2.2	2.1	2.3	2.0	2.7	*	2.5
Education and Training duration (yrs.)	2.7	2.2	2.6	2.5	0.2	2.8	3.2	2.4	2.8	0.0	2.1
Education and Training employees ('000)	1.7	29.9	0.8	43.2	91.3	1.9	111.6	3.2	19.2	0.0	302.6
Health Care and Social Assistance agreements	11	102	20	67	72	34	221	50	61	0	638
Health Care and Social Assistance AAWI (%)	2.5	2.3	2.5	2.5	2.8	3.0	2.5	1.7	2.5	*	2.5
Health Care and Social Assistance duration (yrs.)	0.7	2.3	3.0	2.1	1.7	2.0	2.1	2.2	2.3	0.0	2.1
Health Care and Social Assistance employees ('000)	0.8	29.6	2.0	20.2	14.2	7.1	253.2	16.5	46.4	0.0	389.9
Arts and Recreation Services agreements	1	22	1	24	6	3	42	5	8	0	112
Arts and Recreation Services AAWI (%)	*	3.4	2.1	3.2	3.2	2.9	2.3	2.1	2.3	*	2.8
Arts and Recreation Services duration (yrs.)	3.6	2.5	2.8	2.1	2.0	1.8	2.6	1.5	3.3	0.0	2.5
Arts and Recreation Services employees ('000)	0.5	5.5	0.4	5.8	1.2	0.4	9.4	0.3	1.4	0.0	24.9
Other Services agreements	4	38	1	31	13	3	58	22	43	0	213
Other Services AAWI (%)	2.7	2.8	1.2	3.0	3.3	2.9	2.6	2.4	2.4	*	2.6
Other Services duration (yrs.)	2.9	2.7	4.0	1.6	3.1	2.7	2.5	3.3	3.1	0.0	2.7
Other Services employees ('000)	0.1	1.8	0.0	3.2	1.7	0.1	4.3	2.8	6.2	0.0	20.1
All sector agreements	109	2,135	113	1,420	572	279	3,690	936	1,965	6	11,225
All sectors AAWI (%)	2.7	3.0	2.3	2.7	2.7	3.0	2.5	2.2	2.7	2.2	2.6
All sectors duration (yrs.)	2.0	2.5	3.0	2.7	0.9	2.6	2.6	2.8	3.2	2.8	2.7
All sectors employees ('000)	12.5	182.6	8.9	159.8	134.8	25.7	642.5	83.1	616.7	0.4	1,867.1

Source: Department of Employment and Workplace Relations, 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 139 Agriculture, Forestry and Fishing agreements current as at 31 December 2022, 25 operate solely in New South Wales. These agreements cover 2,500 employees, their AAWI is 2.4 per cent and their average duration is 3.5 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 Department of Employment and Workplace Relations. 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 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(%)	2021 (%)
Award	15.2	16.1	18.8	20.6	21.0	23.0
Collective Agreement (Federally Registered)	31.5	32.0	32.6	38.5 (across all collective agreements)*	30.4	31.5 (across all collective agreements)*
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	37.8
Owner/managers of incorporated enterprises	4.1	3.3	3.4	3.6	3.8	4.1

Source: Australian Bureau of Statistics Employee Earnings and Hours, Cat. No. 6306.0 (May 2012, May 2014, May 2016, May 2018, May 2021), 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.

Though the effective duration is used for AAWI calculations, where duration is mentioned in the tables of the *Trends* report, the 'formal duration' of the relevant agreements is used.

Average annualised wage increases

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

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

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

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

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

d = the effective duration of the agreement in years

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

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

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

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

Alternative AAWI data – Fair Work Commission

We note that the Fair Work Commission (FWC) has recently begun publishing [fortnightly AAWI series on lodged agreements](#). There are some key differences in methodology between FWC data and the AAWI data reported on in Trends:

- The FWC is reporting upon all agreements *lodged*, whereas Trends data considers only those agreements which have been *approved*. As a result, the FWC data does not use approval or commencement date for the calculation of AAWI, nor does it take any undertakings affecting wage rates into consideration. The FWC data would also therefore include enterprise agreements which are subsequently rejected or withdrawn.
- The FWC data does not include any greenfields agreements.
- The FWC data does not take into account any agreements which offer flat dollar rate increases instead of percentage wage increases.

Australian and New Zealand Standard Industrial Classification (ANZSIC)

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

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

Union Coverage

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

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

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

Non-quantifiable wage increases

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

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

Types of Enterprise Agreements

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

Enterprise agreements made under the *Fair Work Act 2009*

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

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