



Australian Government
Attorney-General's Department

Trends in Federal Enterprise Bargaining Report

December quarter 2019

Trends in Federal Enterprise Bargaining Report Initial Tables

Table 1:

Average Annualised Wage Increases for agreements approved in the December quarter 2019 which contained quantifiable wage increases (911 agreements)

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

Table 2:

Average Annualised Wage Increases for agreements current on 31 December 2019 which contained quantifiable wage increases (7,760 agreements)

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

Table of Contents

Table 1: Average Annualised Wage Increases for agreements approved in the December quarter 2019	2
Table 2: Average Annualised Wage Increases for agreements current on 31 December 2019	2
Table 3: Agreements approved in the quarter, by sector	14
Table 4: Agreements current on the last day of the quarter, by sector	15
Table 5: Agreements approved in the quarter, by agreement type	16
Table 6: Agreements current on the last day of the quarter, by agreement type	17
Table 7: Agreements approved in the quarter, by ANZSIC Division	18
Table 8: Agreements current on the last day of the quarter, by ANZSIC Division	21
Table 9: Agreements, by ANZSIC Division, expiring by quarter	24
Table 10: Agreements approved in the quarter, by state	27
Table 11: Agreements current on the last day of the quarter, by state	29
Table 12: Agreements approved in the quarter – non-quantifiable wage increases, by reason	31
Table 13: Agreements approved in the quarter, by union coverage	34
Table 14: Agreements current on the last day of the quarter, by union coverage	35
Table 15: Agreements approved in the December quarter 2019, covering 2,000 employees or more	36
Table 16: Agreements approved in the quarter, by state and ANZSIC Division	37
Table 17: Agreements current on the last day of the quarter, by state and ANZSIC Division	40
Trends Technical Notes	43

Further Information

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

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

For other queries, please contact ebtrends@jobs.gov.au

Disclaimer

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

© 2020 Commonwealth of Australia.

Trends in Federal Enterprise Bargaining Report

Summary

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

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the December quarter 2019 was 2.7 per cent, equal to the September quarter 2019, and down from 2.8 per cent in the December quarter 2018.¹

The 2.7 per cent AAWI result is based on the 80.9 per cent of agreements approved in the December quarter 2019, covering 58.0 per cent of employees, which contained quantifiable wage increases.²

For the 7,760 enterprise agreements current as at 31 December 2019 (that is, agreements that have not passed the nominal expiry date and not been terminated) that had a quantifiable wage increase, the AAWI was 2.6 per cent, equal to the September quarter 2019 and down from 2.7 per cent in the December quarter 2018.

2. Federal enterprise agreements – Proportion of Australian employees covered

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

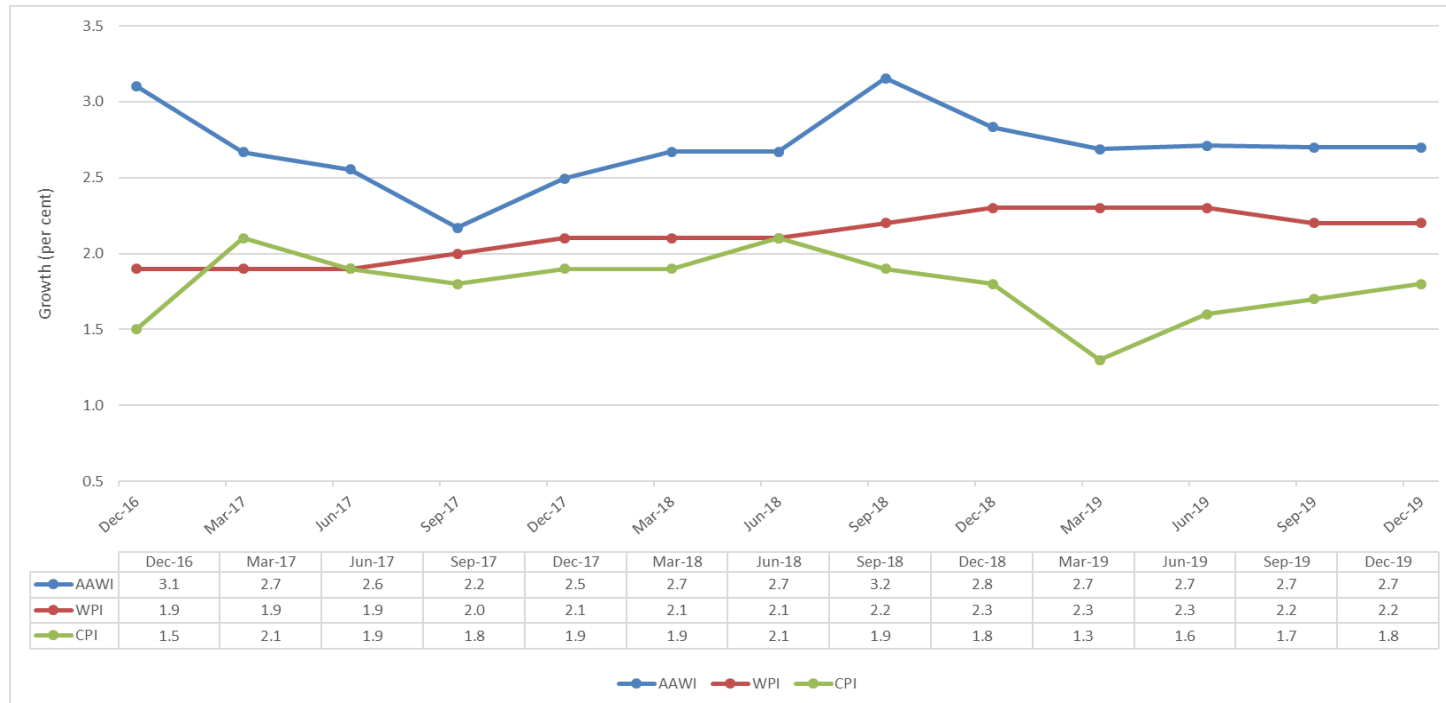
Federal enterprise agreements covered 30.4 per cent of all Australian employees as at May 2018¹.

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

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

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

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



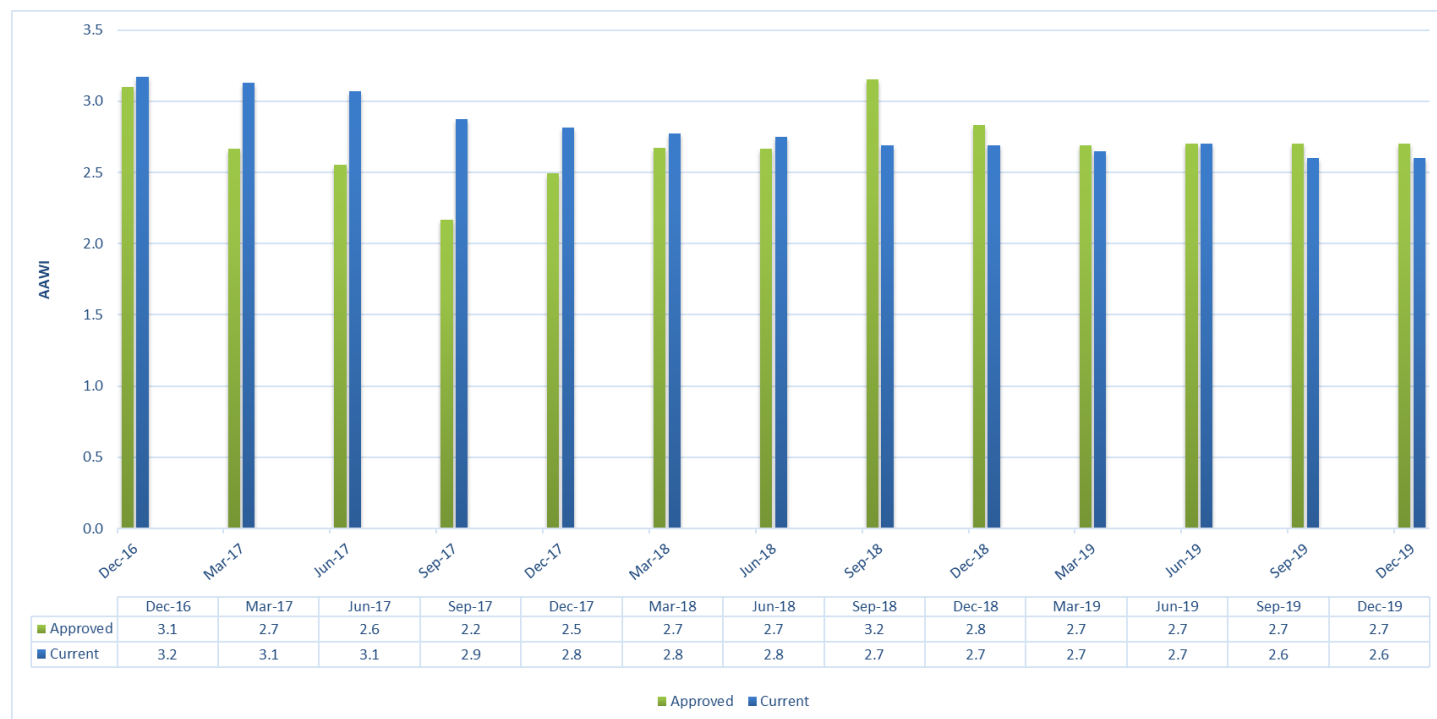
Source: Attorney-General's Department, Workplace Agreements Database; Australian Bureau of Statistics, Wage Price Index, Australia, Cat. No. 6345.0 – December 2019; Australian Bureau of Statistics, Consumer Price Index, Australia, Cat. No. 6401.0 – December 2019.

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

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

4. AAWI - agreements approved in the December quarter 2019 and agreements current as at 31 December 2019 - *Tables 3 and 4 in Trends report*

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



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

Chart 2 (above) shows quarterly AAWI results for agreements approved in each quarter since the December quarter 2016, 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 2019, of which 911 contained wage increases that could be quantified.

The AAWI for agreements approved in the December quarter 2019 was 2.7 per cent, equal to the September quarter 2019 and down from 2.8 per cent in the September quarter 2018.

Current Agreements

There were 10,735 agreements current as at 31 December 2019, of which 7,760 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 31 December 2019 was 2.6 per cent, equal to the September quarter 2019 and down from 2.7 per cent in the December quarter 2018.

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

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



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

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

The industries with the highest AAWIs were Rental, Hiring and Real Estate Services (5.1 per cent), Construction (4.2 per cent) and Accommodation and Food Services, and Electricity, Gas Water and Waste Services (3.2 per cent).

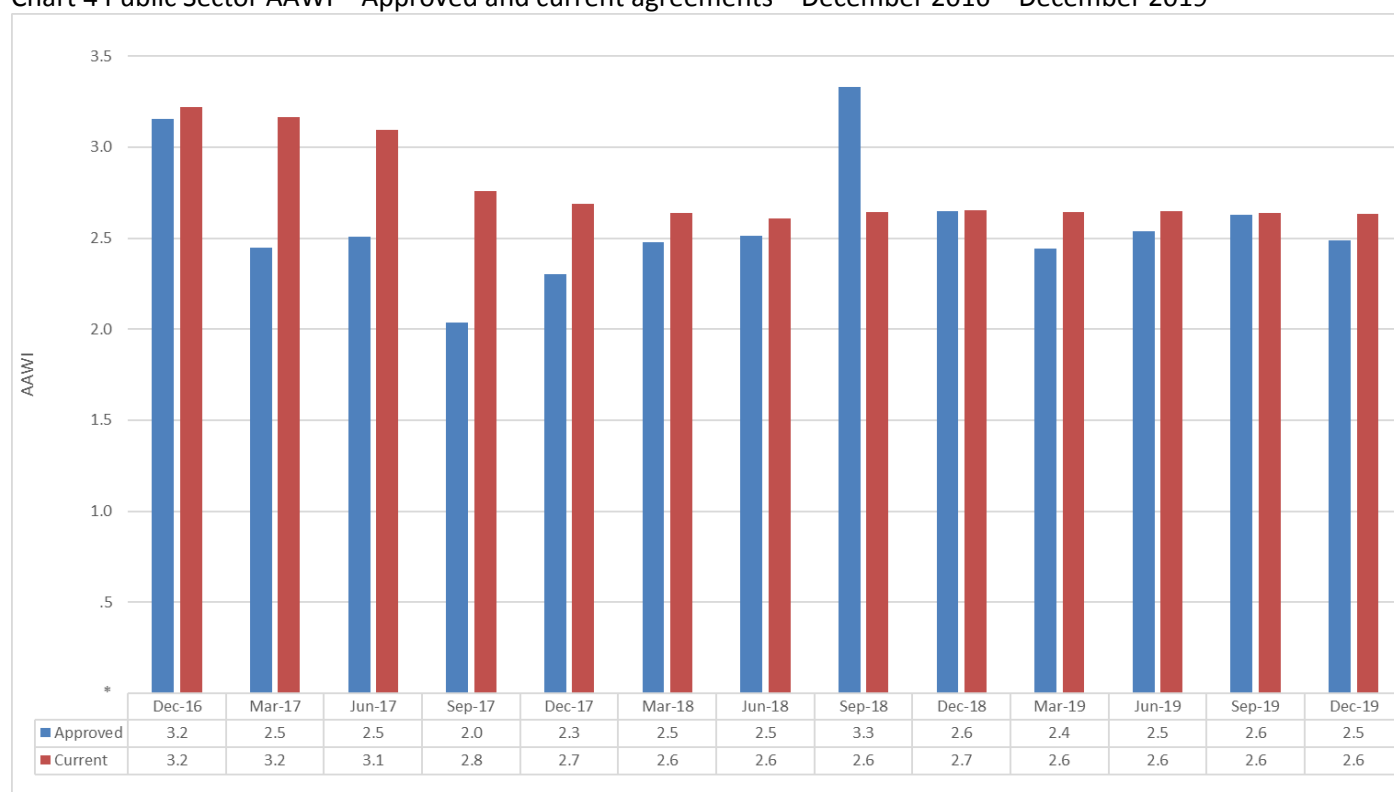
The industries with the lowest AAWIs were Information Media and Telecommunications (1.9 per cent, Professional, Scientific and Technical Services (2.0 per cent) and Public Administration and Safety (2.2 per cent).

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

- *Officeworks Store Operations Agreement 2019* (covers 6,223 employees, 2.3 per cent AAWI);
- *The Australian Unity Home & Disability Services NSW Care Worker Enterprise Agreement 2019* (covers 3,325 employees, 1.5 per cent AAWI); and
- *Costco Wholesale Australia Enterprise Agreement 2019 – 2023*, (covers 3,168 Employees, 3.2 per cent AAWI)

6. Public sector wages growth – December quarter 2019 - Table 3 in Trends report

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



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

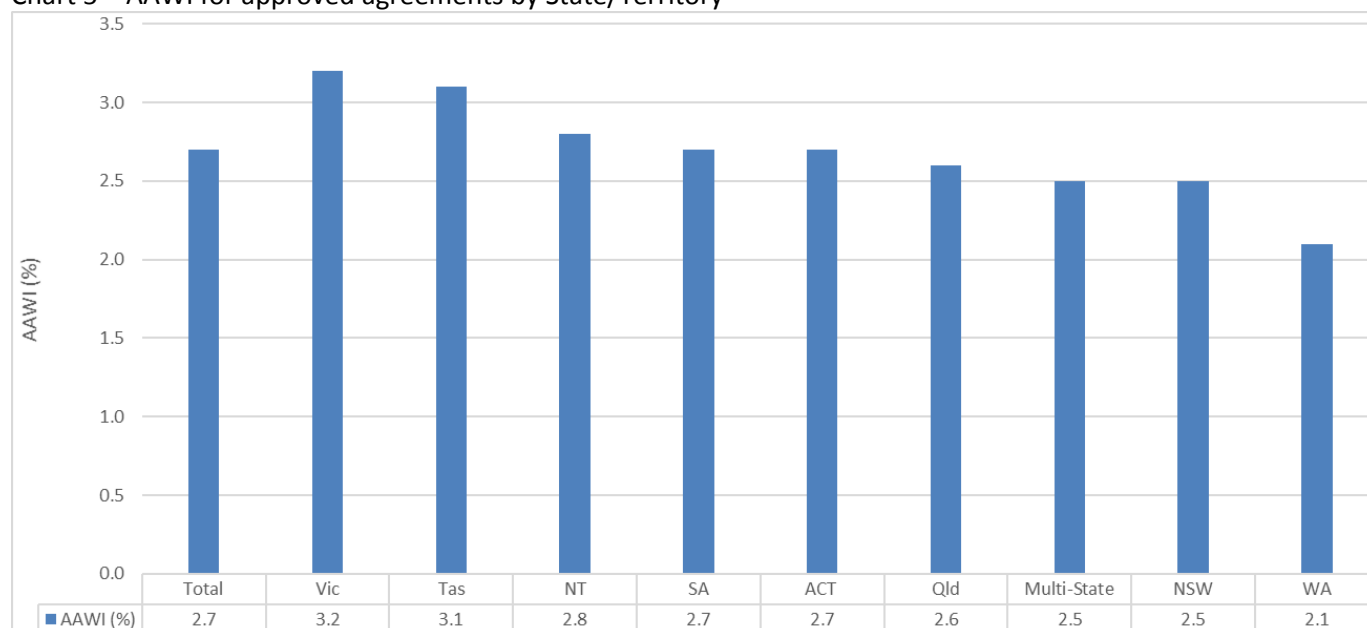
Chart 4 (above) shows the AAWI for public sector agreements approved in the December quarter 2019 was 2.5 per cent, equal to the 2.6 per cent in the September quarter 2019 and December quarter 2018.

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

- *TAFE Commission of NSW Administrative, Support and Related Employees Enterprise Agreement* (covers 4,899 employees, 2.2 per cent AAWI);
- *University of Wollongong (Academic Staff) Enterprise Agreement, 2019* (covers 2,918 employees, 3.0 per cent AAWI)
- *Victoria University Enterprise Agreement 2019* (covers 2,734 employees, 3.2 per cent AAWI)

7. State/Territory wages growth – December quarter 2019 - *Table 10 in Trends report*

Chart 5 – AAWI for approved agreements by State/Territory



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

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

AAWIs for agreements approved in the December quarter 2019 were highest in Victoria at 3.2 per cent.

Agreements in Western Australia had the lowest AAWI at 2.1 per cent.

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

Agreements approved in the December quarter 2019 that formally covered unions had a combined AAWI of 2.7 per cent, the same as in the September quarter 2019, whereas agreements with no unions formally covered had a combined AAWI of 2.5 per cent, compared to 2.6 per cent in the September quarter 2019.

³ See note 4 for more details.

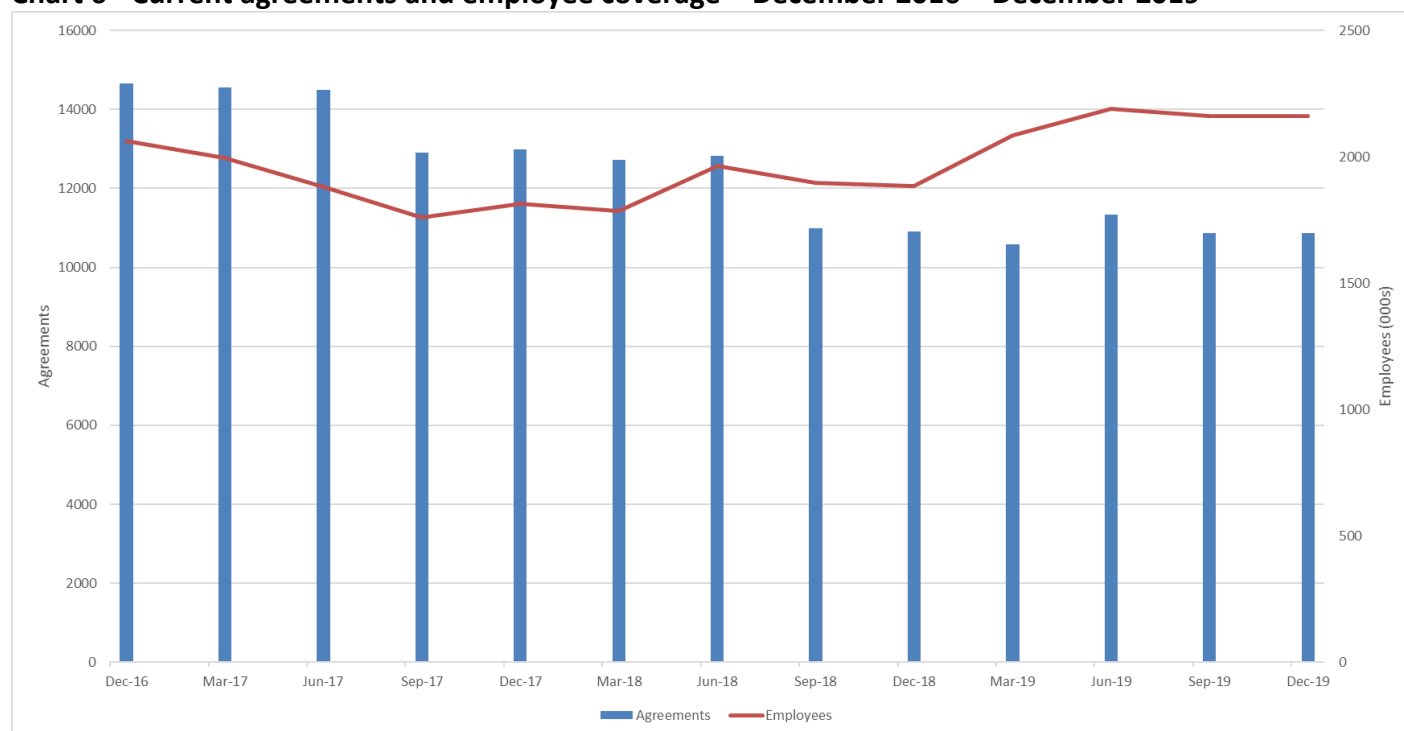
9. Level of agreement making, as at 31 December 2019 - Table 4 in Trends report

Approved agreements

There were 1,126 agreements approved in the December quarter 2019, down from 1,249 (168,550 employees) agreements in the September quarter 2019 and up from 923 (138,365 employees) in the December quarter 2018. The falls occurred for 11 of the 19 industry categories in the Workplace Agreements Database.

The December quarter 2019 is at the top end of the range of low quarterly approval volumes over the last three years.

Chart 6 - Current agreements and employee coverage – December 2016 – December 2019



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

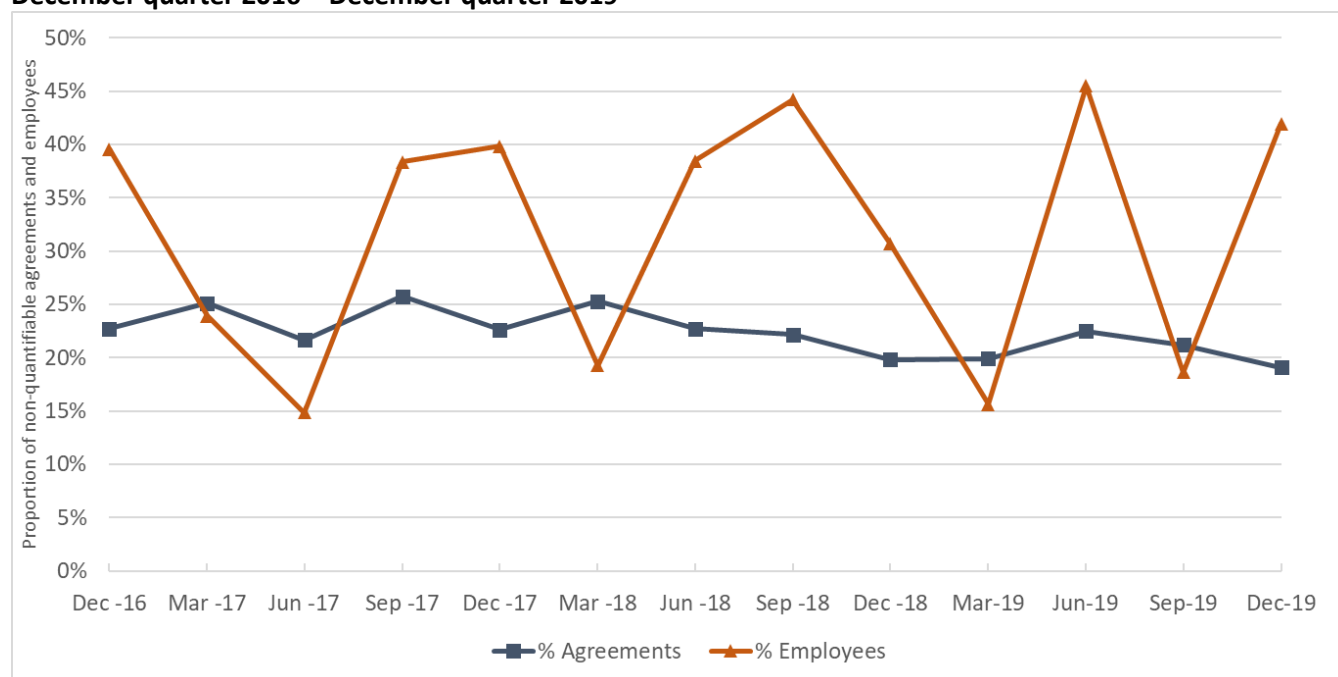
Chart 6 (above) shows there were 10,735 current (not expired or terminated) agreements as at 31 December 2019, covering 2.22 million employees.

This is lower than the 10,877 agreements current as at 30 September 2019, and is lower than the 10,904 agreements current at 31 December 2018.

The December quarter 2019 employee coverage of 2.22 million is higher than the 2.16 million employees covered at 30 September 2019, and is higher than the 1.88 million employees at 31 December 2018.

10. Non-quantifiable agreements⁴ – December quarter 2019 - *Table 12 in Trends report*

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



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

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

19.1 per cent of agreements approved in the December quarter 2019, covering 42.0 per cent of employees, do not contain quantifiable wage increases, and thus are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered or wage adjustments are linked to other sources, such as the Fair Work Commission's Annual Wage Review or CPI or WPI movements.

In the December quarter 2019, 7 agreements were approved that cover more than 2,000 employees each and did not have quantifiable wage increases including:

- *Kmart Australia Ltd Agreement 2018 (32,039 employees);*
 - Wage increases are linked to the annual wage review decision of the Fair Work Commission.
- *Hungry Jack's National Enterprise Agreement 2019 (16,311 employees);*
 - Wage increases are linked to the annual wage review decision of the Fair Work Commission.
- *Flight Centre Enterprise Agreement 2018 (6,455 employees);*
 - Wage increases are linked to the annual wage review decision of the Fair Work Commission.

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

NOTES

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series. AAWI data includes only increases to the base rate of pay and do not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the December quarter 2019, the calculated AAWI of 2.7 per cent is based on 911 agreements, covering 117,105 employees (that is, 80.9 per cent of the 1,126 agreements approved in the quarter, and covering 58.0 per cent of the 201,805 employees).
 - A total of 215 agreements, covering 84,700 employees (that is, 19.1 per cent of the 1,126 agreements approved in the quarter, covering 42.0 per cent of the total of 201,805 employees), have across-the-board wage increases that could not be quantified because, for example, different increases were given to different classifications, increases were based on individual performance or business unit performance. Refer to Table 12 in the Trends report for related data.
3. Context for the on wages growth in federally registered enterprise agreements:
 - 37.9 per cent of all employees in Australia (as measured by the ABS 2018 Employee Earnings and Hours (EEH) survey) had their pay set by an enterprise agreement.

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

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

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

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

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

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

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

Trends in Federal Enterprise Bargaining Report

Main Tables

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
Public sector agreements	70	58	48	39	49	36	55	31	44	77	61	60	46
Public sector AAWI (%)	3.2	2.5	2.5	2.0	2.3	2.5	2.5	3.3	2.6	2.4	2.5	2.6	2.5
Public sector duration (yrs.)	4.3	3.2	3.3	3.3	3.1	3.3	3.2	3.9	3.9	3.1	3.1	3.0	2.9
Public sector employees ('000)	124.0	31.3	41.6	167.9	66.4	35.6	77.6	39.0	51.6	84.2	49.9	41.5	28.2
Private sector agreements	1286	911	798	640	999	921	1056	842	879	1254	1519	1189	1080
Private sector AAWI (%)	3.0	2.7	2.6	2.4	2.7	2.7	2.8	3.0	3.0	2.9	2.8	2.7	2.7
Private sector duration (yrs.)	2.3	3.0	2.9	3.0	2.8	2.8	2.4	2.3	2.8	3.2	2.8	2.9	3.1
Private sector employees ('000)	122.2	120.5	72.6	68.3	83.5	90.7	193.4	93.8	86.8	283.5	145.4	127.1	173.6
All sector agreements	1356	969	846	679	1048	957	1111	873	923	1331	1580	1249	1126
All sectors AAWI (%)	3.1	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.7	2.7	2.7	2.7
All sectors duration (yrs.)	3.3	3.0	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0
All sectors employees ('000)	246.2	151.8	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.6	201.8

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

Notes:

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

How to read: 46 public sector agreements were approved in the December quarter 2019, covering 28,200 employees. Their average AAWI was 2.5 per cent and their average duration was 2.9 years.

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

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
Public sector agreements	510	537	558	476	505	506	538	499	510	541	579	564	566
Public sector AAWI (%)	3.2	3.2	3.1	2.8	2.7	2.6	2.6	2.6	2.7	2.6	2.6	2.6	2.6
Public sector duration (yrs.)	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.6	3.5	3.5	3.5	3.5
Public sector employees ('000)	575.7	529.4	523.2	571.4	617.5	617.6	672.9	699.2	729.3	779.8	816.7	826.5	818.9
Private sector agreements	14154	14022	13931	12433	12478	12225	12293	10496	10392	10033	10757	10313	10169
Private sector AAWI (%)	3.1	3.1	3.1	2.9	2.9	2.9	2.9	2.7	2.7	2.7	2.7	2.7	2.6
Private sector duration (yrs.)	3.0	3.1	3.0	3.1	3.1	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Private sector employees ('000)	1486.2	1467.7	1358.2	1189.8	1196.0	1167.3	1290.0	1199.1	1154.2	1306.7	1372.9	1333.9	1415.9
All sector agreements	14664	14559	14489	12909	12983	12731	12831	10995	10902	10574	11336	10877	10735
All sectors AAWI (%)	3.2	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.6	2.6
All sectors duration (yrs.)	3.1	3.2	3.1	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2
All sectors employees ('000)	2062.0	1997.1	1881.5	1761.2	1813.5	1784.9	1962.9	1898.3	1883.5	2086.5	2189.7	2160.4	2234.9

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

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * 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: 566 public sector agreements were current as at 31 December 2019, covering 818,900 employees. Their average AAWI was 2.6 per cent and their average duration was 3.5 years.

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

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
Multi-enterprise greenfields agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
Multi-enterprise greenfields AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Multi-enterprise greenfields duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-greenfields agreements	6	8	5	4	3	7	3	5	6	1	14	5	4
Multi-enterprise non-greenfields AAWI (%)	2.8	2.5	2.5	2.7	2.2	2.1	*	2.2	3.4	3.2	4.3	3.8	2.7
Multi-enterprise non-greenfields duration (yrs.)	2.2	3.6	3.1	3.1	3.5	2.4	2.3	2.8	3.2	2.1	3.0	3.7	2.8
Multi-enterprise non-greenfields employees ('000)	5.5	24.8	3.3	1.4	0.5	1.9	2.8	4.7	13.7	27.4	5.3	0.5	2.2
Single-enterprise greenfields agreements	48	40	18	28	26	21	42	43	32	54	76	79	60
Single-enterprise greenfields AAWI (%)	3.4	3.1	1.8	2.5	2.5	2.6	3.5	3.4	3.8	2.7	3.7	3.7	2.6
Single-enterprise greenfields duration (yrs.)	3.1	3.0	3.3	3.3	2.2	3.3	3.2	2.8	1.8	2.8	1.8	2.6	2.6
Single-enterprise greenfields employees ('000)	1.6	4.6	2.1	1.4	2.4	1.7	2.3	2.2	0.7	3.2	3.5	2.0	3.1
Single-enterprise non-greenfields agreements	1302	921	823	647	1019	929	1066	825	885	1276	1490	1165	1062
Single-enterprise non-greenfields AAWI (%)	3.1	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.6	2.6	2.7	2.7
Single-enterprise non-greenfields duration (yrs.)	3.3	2.9	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.3	2.9	2.9	3.0
Single-enterprise non-greenfields employees ('000)	239.2	122.4	108.7	233.4	147.1	122.7	265.9	126.0	123.9	337.1	186.5	166.0	196.5
All agreements	1356	969	846	679	1048	957	1111	873	923	1331	1580	1249	1126
All AAWI (%)	3.1	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.7	2.7	2.7	2.7
All duration (yrs.)	3.3	3.0	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0
All employees ('000)	246.2	151.8	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.6	201.8

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

Notes:

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

How to read: 4 multi-enterprise non-greenfields agreements were approved in the December quarter 2019, covering an estimated 2,200 employees. Their average AAWI was 2.7 per cent and their average duration was 2.8 years.

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

FOR AGREEMENTS CURRENT IN THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
Multi-enterprise greenfields agreements	1	1	1	1	0	0	0	0	0	0	0	0	0
Multi-enterprise greenfields AAWI (%)	1.6	1.6	1.6	1.6	*	*	*	*	*	*	*	*	*
Multi-enterprise greenfields duration (yrs.)	2.1	2.1	2.1	2.1	0.0	0.0	0.0	0.0	0.0	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0	0
Multi-enterprise non-greenfields agreements	65	63	62	57	58	58	60	57	59	56	67	69	69
Multi-enterprise non-greenfields AAWI (%)	2.5	2.6	2.6	2.7	2.6	2.6	2.6	2.5	2.7	2.8	2.9	3.0	2.9
Multi-enterprise non-greenfields duration (yrs.)	2.4	3.3	3.3	3.4	3.4	3.5	3.4	3.4	3.3	2.9	2.9	2.9	2.9
Multi-enterprise non-greenfields employees ('000)	51.5	52.2	54.6	50.4	49.9	47.4	48.6	49.2	62.7	89.6	94.6	89.5	87.9
Single-enterprise greenfields agreements	1128	1073	980	792	710	621	543	455	413	330	359	337	383
Single-enterprise greenfields AAWI (%)	3.5	3.4	3.3	3.1	3.0	2.8	2.8	2.8	2.8	2.6	2.8	2.8	2.7
Single-enterprise greenfields duration (yrs.)	3.6	3.6	3.5	3.5	3.4	3.3	3.3	3.3	3.2	3.4	3.2	3.2	3.1
Single-enterprise greenfields employees ('000)	42.4	42.8	40.1	33.9	33.5	29.8	27.9	25.4	24.3	22.0	24.6	23.6	26.0
Single-enterprise non-greenfields agreements	13470	13422	13446	12059	12215	12052	12228	10483	10430	10188	10910	10471	10283
Single-enterprise non-greenfields AAWI (%)	3.2	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.6	2.6	2.6	2.6
Single-enterprise non-greenfields duration (yrs.)	3.1	3.2	3.1	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
Single-enterprise non-greenfields employees ('000)	1968.0	1902.1	1786.8	1676.8	1730.1	1707.7	1886.5	1823.7	1796.5	1974.9	2070.5	2047.4	2120.9
All agreements	14664	14559	14489	12909	12983	12731	12831	10995	10902	10574	11336	10877	10735
All AAWI (%)	3.2	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.6	2.6
All duration (yrs.)	3.1	3.2	3.1	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2
All employees ('000)	2062.0	1997.1	1881.5	1761.2	1813.5	1784.9	1962.9	1898.3	1883.5	2086.5	2189.7	2160.4	2234.9

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

Notes:

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

How to read: 69 multi-enterprise non-greenfields agreements were current as at 31 December 2019, covering an estimated 87,900 employees. Their average AAWI was 2.9 per cent and their average duration was 2.9 years.

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

FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
Agriculture, Forestry and Fishing agreements	16	8	14	4	12	11	19	7	12	46	21	13	20
Agriculture, Forestry and Fishing AAWI (%)	3.0	2.4	2.7	2.5	2.7	2.1	2.6	3.0	2.4	2.2	2.7	2.4	2.6
Agriculture, Forestry and Fishing duration (yrs.)	2.6	3.5	3.1	3.4	3.3	3.5	3.0	3.4	3.6	3.9	3.5	3.3	3.5
Agriculture, Forestry and Fishing employees ('000)	0.7	2.5	1.6	0.9	0.7	0.7	1.1	0.7	1.2	2.4	1.4	1.5	2.7
Mining agreements	17	20	29	18	33	24	39	20	26	58	46	38	25
Mining AAWI (%)	2.3	1.4	2.3	1.9	1.8	2.0	2.2	2.2	2.7	2.3	2.6	2.3	2.3
Mining duration (yrs.)	3.6	2.6	3.4	3.5	3.1	2.8	2.7	3.6	2.8	3.4	3.0	3.3	3.3
Mining employees ('000)	0.9	1.2	3.6	1.5	3.6	2.3	7.1	2.6	2.1	6.1	8.3	5.1	4.5
Manufacturing agreements	250	158	161	112	203	152	138	145	148	240	313	193	209
Manufacturing AAWI (%)	2.8	2.4	2.4	2.4	2.5	2.5	2.6	2.7	2.8	2.6	2.6	2.6	2.5
Manufacturing duration (yrs.)	2.5	2.8	2.8	2.7	2.9	2.9	2.6	2.7	2.9	2.6	2.9	2.7	2.7
Manufacturing employees ('000)	14.5	10.3	8.5	7.7	15.2	8.6	12.0	10.3	12.6	17.8	22.4	11.5	18.2
Non-metal manufacturing agreements	163	108	111	79	128	96	88	93	94	152	199	130	142
Non-metal manufacturing AAWI (%)	2.8	2.3	2.4	2.4	2.7	2.5	2.5	2.4	2.9	2.6	2.5	2.5	2.5
Non-metal manufacturing duration (yrs.)	2.5	2.9	2.8	2.7	2.9	2.8	2.7	2.8	2.8	2.8	3.0	2.9	2.8
Non-metal manufacturing employees ('000)	8.8	7.4	5.8	4.4	8.6	5.6	8.4	5.6	8.6	12.5	14.9	8.3	11.0
Metal manufacturing agreements	87	50	50	33	75	56	50	52	54	88	114	63	67
Metal manufacturing AAWI (%)	2.8	2.6	2.4	2.5	2.2	2.4	2.9	3.0	2.6	2.6	2.9	2.7	2.6
Metal manufacturing duration (yrs.)	2.5	2.6	2.9	2.7	2.9	3.1	2.4	2.7	3.1	2.3	2.9	2.3	2.5
Metal manufacturing employees ('000)	5.7	2.8	2.7	3.2	6.5	3.0	3.6	4.7	4.0	5.3	7.5	3.2	7.2
Electricity, Gas, Water and Waste Services agreements	28	25	24	24	38	24	38	34	33	58	40	38	35
Electricity, Gas, Water and Waste Services AAWI (%)	3.0	3.5	3.2	2.3	2.9	3.1	2.5	3.2	2.8	2.5	2.6	3.0	3.2
Electricity, Gas, Water and Waste Services duration (yrs.)	2.9	2.9	3.0	3.1	2.9	2.6	2.9	3.3	2.8	2.7	3.3	3.1	3.4
Electricity, Gas, Water and Waste Services Employees ('000)	3.8	2.6	3.4	3.7	10.4	2.2	12.7	4.9	3.8	5.2	1.9	1.5	3.4
Construction agreements	470	246	212	202	319	279	359	328	323	329	521	430	400
Construction AAWI (%)	5.3	4.2	3.7	3.1	4.7	5.3	5.9	5.9	5.8	3.7	3.3	3.9	4.2
Construction duration (yrs.)	2.7	2.7	3.0	3.0	2.8	2.6	2.5	2.5	2.3	2.5	2.8	2.5	2.3
Construction employees ('000)	8.4	3.9	3.2	4.5	9.4	7.8	6.8	7.3	6.6	8.4	13.6	9.3	10.8
Wholesale Trade agreements	56	53	34	24	61	35	39	43	32	67	18	18	25
Wholesale Trade AAWI (%)	2.6	2.5	2.4	2.8	2.6	2.8	2.7	2.0	2.4	2.4	2.8	2.7	3.0
Wholesale Trade duration (yrs.)	2.5	2.9	2.9	2.6	2.3	2.8	2.9	2.8	3.3	2.8	2.7	3.3	3.7
Wholesale Trade employees ('000)	2.1	6.5	2.1	1.4	3.5	2.4	1.8	2.3	2.3	2.9	0.9	0.9	8.3

FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
Retail Trade agreements	14	17	11	10	20	6	7	8	14	30	21	18	12
Retail Trade AAWI (%)	2.7	2.4	2.4	1.1	2.3	3.0	2.9	3.2	3.4	3.1	2.3	2.8	2.4
Retail Trade duration (yrs.)	3.1	3.5	2.6	3.6	2.2	2.7	2.0	4.1	3.4	3.9	1.7	2.9	3.5
Retail Trade employees ('000)	1.0	5.0	1.3	2.6	3.6	3.1	82.8	1.2	6.2	122.5	7.9	30.4	60.9
Accommodation and Food Services agreements	28	21	15	16	4	4	15	3	14	9	9	12	11
Accommodation and Food Services AAWI (%)	2.5	2.4	2.4	2.9	2.1	3.2	2.2	3.8	2.7	3.2	2.9	2.5	3.2
Accommodation and Food Services duration (yrs.)	3.6	3.2	3.7	3.7	2.7	2.6	3.5	4.0	3.6	2.6	2.9	2.7	3.6
Accommodation and Food Services Employees ('000)	1.8	1.1	0.9	2.5	0.6	1.8	1.5	0.1	1.3	0.5	1.4	2.3	0.8
Transport, Postal and Warehousing agreements	90	79	71	52	87	73	111	89	55	117	191	144	104
Transport, Postal and Warehousing AAWI (%)	3.0	2.8	2.1	2.0	2.4	2.2	2.7	2.6	2.7	2.8	3.1	2.7	2.8
Transport, Postal and Warehousing duration (yrs.)	3.1	3.2	3.4	3.2	2.5	2.9	2.8	2.7	3.1	3.0	3.0	3.0	2.9
Transport, Postal and Warehousing employees ('000)	14.3	11.6	5.4	35.7	14.9	6.3	27.1	12.9	7.6	10.8	17.2	11.1	15.2
Information Media and Telecommunications agreements	10	10	1	4	4	3	8	7	7	11	10	9	7
Information Media and Telecommunications AAWI (%)	2.0	2.1	2.6	1.9	2.1	2.2	1.6	1.6	2.1	2.1	2.2	2.1	1.9
Information Media and Telecommunications duration (yrs.)	2.9	2.2	2.3	3.5	1.7	2.8	3.0	2.6	3.1	2.8	2.4	2.4	2.2
Information Media and Telecommunications employees ('000)	1.7	4.4	0.4	0.4	0.9	0.4	1.1	0.6	0.8	2.4	5.6	1.0	1.7
Financial and Insurance Services agreements	19	6	5	4	14	7	12	6	9	10	8	5	9
Financial and Insurance Services AAWI (%)	2.8	2.3	3.2	2.6	2.6	2.8	2.3	3.1	2.6	2.7	2.8	2.8	3.1
Financial and Insurance Services duration (yrs.)	1.0	2.6	3.0	2.9	2.9	3.2	2.6	1.9	2.9	2.9	3.0	2.9	2.5
Financial and Insurance Services employees ('000)	34.3	0.8	7.8	0.9	3.1	1.3	1.1	0.5	4.2	31.4	2.1	0.9	3.5
Rental, Hiring and Real Estate Services agreements	26	26	8	7	10	7	17	9	18	9	3	6	5
Rental, Hiring and Real Estate Services AAWI (%)	3.7	2.7	1.8	2.0	3.2	2.7	3.6	7.9	6.5	3.3	2.1	3.5	5.1
Rental, Hiring and Real Estate Services duration (yrs.)	2.6	3.2	2.1	3.8	3.0	2.8	2.9	1.8	1.9	2.6	2.2	3.1	2.9
Rental, Hiring and Real Estate Services employees ('000)	0.8	0.5	0.9	1.8	0.3	0.2	0.4	0.2	0.3	0.3	0.0	0.3	0.3
Professional, Scientific and Technical Services agreements	41	23	22	27	30	23	25	15	16	30	18	10	12
Professional, Scientific and Technical Services AAWI (%)	2.5	3.2	3.5	2.2	3.0	2.7	2.7	2.3	2.3	2.3	2.4	2.5	2.0
Professional, Scientific and Technical Services duration (yrs.)	2.5	3.1	3.0	3.3	2.6	3.3	3.5	2.7	2.9	2.6	3.0	2.6	3.4
Professional, Scientific and Technical Services employees ('000)	2.4	1.5	2.1	7.4	1.0	2.2	2.4	4.8	1.6	3.0	1.5	0.9	0.6
Administrative and Support Services agreements	50	30	26	13	21	20	20	25	17	26	32	26	36
Administrative and Support Services AAWI (%)	2.3	2.7	2.1	3.0	2.4	3.9	4.2	4.5	2.9	3.3	2.5	2.2	3.0
Administrative and Support Services duration (yrs.)	2.0	3.2	3.0	2.6	2.7	2.9	2.5	2.8	2.1	2.9	3.5	3.4	3.0
Administrative and Support Services employees ('000)	5.0	3.1	2.7	0.5	1.4	1.2	5.4	0.6	3.7	2.1	2.3	5.3	3.5

FOR AGREEMENTS LODGED IN THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
Public Administration and Safety agreements	65	50	51	25	43	42	49	26	35	53	55	53	51
Public Administration and Safety AAWI (%)	2.2	2.3	2.6	2.0	2.0	2.5	2.4	2.1	2.3	2.4	2.4	2.5	2.2
Public Administration and Safety duration (yrs.)	2.8	3.0	3.0	3.0	2.9	3.0	3.3	3.5	2.9	3.1	3.0	3.3	2.9
Public Administration and Safety employees ('000)	27.6	17.0	13.0	51.3	41.0	10.9	32.4	10.0	6.4	38.7	26.8	18.8	17.7
Education and Training agreements	48	64	40	27	40	67	75	38	50	76	87	50	53
Education and Training AAWI (%)	3.3	2.5	2.2	2.6	2.6	2.5	2.5	2.1	2.6	2.8	2.5	2.7	2.7
Education and Training duration (yrs.)	2.5	3.3	3.6	3.6	3.5	3.2	3.3	1.9	3.4	2.6	3.1	2.8	2.9
Education and Training employees ('000)	9.5	45.4	14.1	85.1	11.7	33.2	27.4	41.4	45.1	69.6	32.1	25.7	15.8
Health Care and Social Assistance agreements	81	87	76	88	79	147	107	48	85	116	143	137	77
Health Care and Social Assistance AAWI (%)	3.4	3.0	2.7	2.5	2.7	2.3	2.5	3.9	2.9	2.7	3.0	2.7	2.4
Health Care and Social Assistance duration (yrs.)	4.6	2.6	2.9	2.4	3.4	2.8	2.8	3.6	3.7	3.0	2.6	2.9	2.5
Health Care and Social Assistance employees ('000)	109.2	24.7	38.6	23.5	23.9	36.0	45.4	29.7	28.1	35.6	42.7	33.9	29.2
Arts and Recreation Services agreements	13	14	8	9	10	6	7	8	9	9	13	23	9
Arts and Recreation Services AAWI (%)	2.7	3.5	2.4	2.2	2.5	2.9	2.8	2.7	2.2	2.7	3.2	2.7	3.3
Arts and Recreation Services duration (yrs.)	3.0	3.3	3.0	3.1	3.3	2.9	2.7	3.1	3.1	3.1	3.1	2.8	2.7
Arts and Recreation Services employees ('000)	5.9	8.8	1.5	3.6	2.2	1.5	1.5	1.5	1.3	3.3	2.2	4.7	1.2
Other Services agreements	34	32	38	13	20	27	26	14	20	37	31	26	26
Other Services AAWI (%)	2.7	2.7	2.4	2.6	2.8	2.4	2.8	2.3	2.6	3.1	2.1	2.6	2.6
Other Services duration (yrs.)	2.4	2.9	2.4	2.0	2.7	2.9	2.9	3.0	2.5	2.9	3.0	2.8	3.1
Other Services employees ('000)	2.5	1.0	3.1	1.2	2.6	4.0	1.0	1.3	3.1	4.8	5.1	3.4	3.7
All sector agreements	1356	969	846	679	1048	957	1111	873	923	1331	1580	1249	1126
All sectors AAWI (%)	3.1	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.7	2.7	2.7	2.7
All sectors duration (yrs.)	3.3	3.0	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0
All sectors employees ('000)	246.2	151.8	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.6	201.8

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

Notes:

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

How to read: 20 Agriculture, Forestry and Fishing agreements were approved in the December Quarter 2019, covering 2,700 employees. Their average AAWI was 2.6 per cent and their average duration was 3.5 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
Agriculture, Forestry and Fishing agreements	146	142	154	135	140	141	149	137	138	169	181	165	183
Agriculture, Forestry and Fishing AAWI (%)	2.8	2.7	2.7	2.7	2.7	2.6	2.6	2.6	2.6	2.6	2.6	2.5	2.5
Agriculture, Forestry and Fishing duration (yrs.)	3.3	3.3	3.3	3.4	3.5	3.5	3.5	3.5	3.5	3.6	3.6	3.7	3.7
Agriculture, Forestry and Fishing employees ('000)	9.3	11.2	12.8	12.1	12.3	12.6	12.9	12.5	12.3	14.4	15.3	13.2	15.8
Mining agreements	412	398	390	362	361	361	357	325	309	338	359	375	376
Mining AAWI (%)	2.7	2.6	2.3	2.2	1.9	1.9	2.0	2.0	2.1	2.1	2.3	2.3	2.3
Mining duration (yrs.)	3.4	3.4	3.4	3.5	3.5	3.4	3.3	3.3	3.2	3.3	3.3	3.3	3.3
Mining employees ('000)	46.8	43.3	40.8	38.1	38.8	38.8	40.3	37.5	35.6	39.1	39.0	45.2	48.2
Manufacturing agreements	2328	2295	2285	2010	2028	1996	1966	1712	1691	1726	1874	1813	1853
Manufacturing AAWI (%)	2.9	2.8	2.8	2.7	2.7	2.7	2.7	2.5	2.6	2.5	2.5	2.5	2.5
Manufacturing duration (yrs.)	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.0
Manufacturing employees ('000)	148.6	145.9	144.7	129.2	131.8	126.3	125.8	109.3	109.6	117.2	128.4	124.8	135.0
Non-metal manufacturing agreements	1479	1455	1453	1307	1311	1288	1267	1118	1112	1133	1220	1172	1207
Non-metal manufacturing AAWI (%)	2.8	2.8	2.7	2.7	2.7	2.6	2.6	2.5	2.5	2.5	2.5	2.5	2.5
Non-metal manufacturing duration (yrs.)	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	3.1
Non-metal manufacturing employees ('000)	100.4	97.9	97.8	86.9	85.7	82.9	82.6	73.6	74.0	80.2	86.4	83.9	91.0
Metal manufacturing agreements	849	840	832	703	717	708	699	594	579	593	654	641	646
Metal manufacturing AAWI (%)	2.9	2.9	2.8	2.8	2.8	2.7	2.7	2.6	2.6	2.5	2.6	2.6	2.6
Metal manufacturing duration (yrs.)	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Metal manufacturing employees ('000)	48.1	48.0	46.9	42.3	46.1	43.4	43.2	35.8	35.6	37.0	42.1	40.9	44.0
Electricity, Gas, Water and Waste Services agreements	401	397	406	356	366	347	357	322	333	349	361	366	378
Electricity, Gas, Water and Waste Services AAWI (%)	3.1	3.0	3.0	3.0	2.9	2.9	2.9	2.9	2.9	2.8	2.8	2.8	2.8
Electricity, Gas, Water and Waste Services duration (yrs.)	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.0	2.9	3.0	3.0	3.0
Electricity, Gas, Water and Waste Services Employees ('000)	45.2	43.9	46.7	38.8	47.3	39.8	45.6	48.2	51.0	53.5	54.0	51.6	52.1
Construction agreements	4545	4554	4547	4192	4253	4278	4270	3374	3324	2917	3152	3033	2746
Construction AAWI (%)	4.4	4.4	4.4	4.3	4.3	4.5	4.7	4.2	4.3	3.3	3.3	3.2	3.2
Construction duration (yrs.)	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.0	3.3	3.2	3.2	3.2
Construction employees ('000)	115.0	113.4	112.7	95.4	99.9	94.8	94.4	76.3	74.6	64.4	72.2	70.6	69.5
Wholesale Trade agreements	483	502	497	444	467	454	456	413	425	456	445	369	355
Wholesale Trade AAWI (%)	3.0	2.9	2.8	2.7	2.7	2.7	2.7	2.6	2.5	2.5	2.5	2.5	2.6
Wholesale Trade duration (yrs.)	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.1	3.3
Wholesale Trade employees ('000)	28.8	33.3	32.8	27.5	29.5	26.5	26.6	25.6	27.2	27.5	27.5	20.0	26.1

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
Retail Trade agreements	240	246	233	206	214	201	180	151	153	161	163	162	170
Retail Trade AAWI (%)	3.0	2.9	2.9	2.8	2.8	2.5	2.5	2.3	2.4	2.7	2.7	2.7	2.6
Retail Trade duration (yrs.)	3.3	3.3	3.3	3.4	3.3	3.2	2.4	2.3	2.4	3.2	3.1	3.1	3.2
Retail Trade employees ('000)	61.8	60.7	56.8	51.6	52.8	43.8	121.0	104.8	110.0	231.2	236.6	264.5	325.0
Accommodation and Food Services agreements	413	405	388	352	327	296	295	247	235	225	214	203	191
Accommodation and Food Services AAWI (%)	2.8	2.8	2.8	2.7	2.6	2.7	2.7	2.6	2.6	2.7	2.7	2.7	2.7
Accommodation and Food Services duration (yrs.)	3.8	3.8	3.4	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.4	3.3
Accommodation and Food Services Employees ('000)	143.3	139.5	37.6	31.4	24.0	23.5	23.8	20.8	20.0	18.5	18.5	20.3	17.9
Transport, Postal and Warehousing agreements	1192	1172	1141	1029	1037	1026	1020	952	923	930	1058	1054	1115
Transport, Postal and Warehousing AAWI (%)	3.2	3.2	3.1	2.7	2.6	2.6	2.6	2.5	2.5	2.5	2.6	2.5	2.5
Transport, Postal and Warehousing duration (yrs.)	3.2	3.2	3.2	3.2	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.0
Transport, Postal and Warehousing employees ('000)	182.6	151.3	148.0	154.7	154.0	149.7	165.8	161.0	163.9	160.8	174.3	167.6	178.0
Information Media and Telecommunications agreements	95	100	94	82	74	69	69	60	60	63	71	72	74
Information Media and Telecommunications AAWI (%)	2.9	2.8	2.8	2.8	2.8	2.8	2.8	2.9	2.1	2.2	2.1	2.1	2.1
Information Media and Telecommunications duration (yrs.)	2.9	2.8	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.9	2.7	2.7	2.6
Information Media and Telecommunications employees ('000)	42.3	46.0	45.8	44.9	45.2	42.6	43.2	40.3	7.6	7.8	14.0	14.7	14.7
Financial and Insurance Services agreements	134	134	131	105	109	112	118	102	101	104	108	89	92
Financial and Insurance Services AAWI (%)	2.8	2.8	2.9	2.9	2.8	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7
Financial and Insurance Services duration (yrs.)	2.6	2.6	2.6	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	2.9
Financial and Insurance Services employees ('000)	164.3	164.8	169.5	138.2	140.2	141.1	139.9	137.3	102.6	103.2	94.9	86.3	57.0
Rental, Hiring and Real Estate Services agreements	278	291	285	257	242	227	224	181	172	146	140	107	97
Rental, Hiring and Real Estate Services AAWI (%)	3.4	3.4	3.4	2.8	2.7	2.7	2.7	2.6	2.6	2.4	2.4	2.2	2.3
Rental, Hiring and Real Estate Services duration (yrs.)	3.4	3.4	3.4	3.4	3.3	3.3	3.3	3.3	3.2	3.3	3.3	3.3	3.3
Rental, Hiring and Real Estate Services employees ('000)	7.2	7.3	7.2	8.5	8.4	8.2	8.2	7.2	6.8	6.2	5.8	5.2	5.4
Professional, Scientific and Technical Services agreements	407	403	397	361	372	357	356	310	301	298	291	258	242
Professional, Scientific and Technical Services AAWI (%)	3.1	3.1	3.0	2.7	2.7	2.7	2.7	2.6	2.5	2.4	2.4	2.4	2.4
Professional, Scientific and Technical Services duration (yrs.)	3.2	3.2	3.2	3.3	3.3	3.3	3.3	3.3	3.2	3.1	3.1	3.2	3.1
Professional, Scientific and Technical Services employees ('000)	30.1	30.1	29.4	30.8	29.5	27.6	28.8	30.6	30.4	30.2	29.9	28.7	27.7
Administrative and Support Services agreements	569	565	566	477	468	454	440	363	344	322	324	280	274
Administrative and Support Services AAWI (%)	3.2	3.1	3.0	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.8	2.7	2.7
Administrative and Support Services duration (yrs.)	3.2	3.2	3.2	3.4	3.4	3.4	3.3	3.3	3.1	3.1	3.1	3.2	3.2
Administrative and Support Services employees ('000)	44.3	45.2	45.4	36.7	36.1	34.2	37.7	30.0	31.3	30.2	30.4	31.1	32.5
Public Administration and Safety agreements	547	565	601	511	523	534	559	506	496	488	511	492	497
Public Administration and Safety AAWI (%)	2.8	2.8	2.8	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.3
Public Administration and Safety duration (yrs.)	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.2
Public Administration and Safety employees ('000)	233.5	245.0	255.1	251.3	285.2	289.3	315.2	317.1	302.8	308.9	325.5	316.5	299.6

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
Education and Training agreements	633	575	595	565	573	435	497	496	519	498	582	587	620
Education and Training AAWI (%)	3.4	3.3	3.2	2.8	2.8	2.7	2.6	2.5	2.5	2.6	2.6	2.6	2.6
Education and Training duration (yrs.)	2.8	3.2	3.2	3.4	3.4	3.5	3.5	3.3	3.3	3.2	3.2	3.1	3.1
Education and Training employees ('000)	299.2	256.6	225.0	248.7	256.9	250.8	267.4	299.8	340.3	402.9	435.6	421.3	434.6
Health Care and Social Assistance agreements	1313	1291	1241	984	958	980	1050	933	958	987	1092	1077	1100
Health Care and Social Assistance AAWI (%)	3.2	3.2	3.2	3.1	3.0	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0
Health Care and Social Assistance duration (yrs.)	3.4	3.4	3.4	3.5	3.5	3.5	3.4	3.5	3.5	3.5	3.5	3.5	3.5
Health Care and Social Assistance employees ('000)	380.0	376.9	393.0	350.2	349.1	364.0	395.4	386.1	400.1	411.4	424.5	425.4	441.8
Arts and Recreation Services agreements	143	141	141	138	141	136	136	114	120	105	111	109	115
Arts and Recreation Services AAWI (%)	2.7	2.9	3.0	2.9	2.9	2.9	2.9	2.8	2.8	2.8	2.9	2.7	2.8
Arts and Recreation Services duration (yrs.)	3.1	3.2	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.3	3.3	3.3	3.3
Arts and Recreation Services employees ('000)	35.7	43.1	38.1	38.5	39.9	39.8	39.6	33.4	34.4	35.5	36.4	27.8	25.9
Other Services agreements	385	383	397	343	330	327	332	297	300	292	299	266	257
Other Services AAWI (%)	2.9	2.9	2.9	2.9	2.8	2.8	2.7	2.6	2.6	2.7	2.6	2.6	2.6
Other Services duration (yrs.)	2.7	2.8	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.9	2.9	3.0	3.0
Other Services employees ('000)	43.9	39.3	40.1	34.6	32.6	31.5	31.1	20.5	23.0	23.6	26.8	25.6	28.1
All sector agreements	14664	14559	14489	12909	12983	12731	12831	10995	10902	10574	11336	10877	10735
All sectors AAWI (%)	3.2	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.6	2.6
All sectors duration (yrs.)	3.1	3.2	3.1	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2
All sectors employees ('000)	2062.0	1997.1	1881.5	1761.2	1813.5	1784.9	1962.9	1898.3	1883.5	2086.5	2189.7	2160.4	2234.9

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

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * 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: 183 Agriculture, Forestry and Fishing agreements current as at 31 December 2019, covering 15,800 employees. Their average AAWI was 2.5 per cent and their average duration was 3.7 years.

Table 9 - Agreements, by ANZSIC Division, expiring by quarter (December quarter 2019 – December quarter 2022)

FOR ALL CURRENT AGREEMENTS	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	5	7	20	6	14	4	13	18	10	5	10	11	7
Agriculture, Forestry and Fishing AAWI (%)	2.7	2.4	2.7	2.8	2.5	2.5	3.1	2.5	2.9	2.6	2.5	2.3	2.8
Agriculture, Forestry and Fishing employees ('000)	0.1	0.4	1.5	1.1	2.0	0.6	0.5	1.2	0.6	0.2	1.1	1.9	0.6
Mining agreements	26	14	25	32	33	28	39	19	23	25	34	15	11
Mining AAWI (%)	1.8	2.5	2.5	2.3	1.8	2.1	2.3	2.0	2.7	2.4	2.8	2.5	2.6
Mining employees ('000)	2.2	0.9	2.1	3.5	3.2	1.9	6.8	2.4	1.8	2.6	4.6	1.8	1.9
Manufacturing agreements	156	110	260	160	164	105	216	145	115	89	170	78	65
Manufacturing AAWI (%)	2.4	2.4	2.5	2.4	2.6	2.6	2.7	2.5	2.4	2.6	2.7	2.6	2.3
Manufacturing employees ('000)	7.9	6.9	20.8	10.5	11.2	6.3	15.1	8.3	9.1	5.2	15.0	6.6	6.3
Non-metal manufacturing agreements	96	79	157	107	114	65	148	91	75	57	118	50	36
Non-metal manufacturing AAWI (%)	2.4	2.4	2.6	2.4	2.6	2.6	2.6	2.5	2.5	2.4	2.6	2.4	2.3
Non-metal manufacturing employees ('000)	4.7	6.0	13.3	7.1	8.5	4.3	8.7	5.1	5.9	3.6	9.9	4.2	4.3
Metal manufacturing agreements	60	31	103	53	50	40	68	54	40	32	52	28	29
Metal manufacturing AAWI (%)	2.4	2.4	2.5	2.3	2.4	2.5	2.8	2.4	2.3	3.1	2.9	2.8	2.5
Metal manufacturing employees ('000)	3.2	0.9	7.4	3.5	2.7	2.0	6.4	3.2	3.2	1.6	5.1	2.5	2.0
Electricity, Gas, Water and Waste Services agreements	23	20	45	25	37	23	47	28	27	32	17	22	11
Electricity, Gas, Water and Waste Services AAWI (%)	3.2	2.4	2.1	3.1	3.1	2.8	2.8	2.7	3.0	2.8	2.4	2.9	2.5
Electricity, Gas, Water and Waste Services Employees ('000)	4.3	0.8	5.8	5.5	7.2	13.7	7.2	1.4	1.0	2.0	1.0	1.7	0.7
Construction agreements	590	274	251	171	148	296	141	154	177	120	171	136	182
Construction AAWI (%)	4.1	4.5	3.0	3.7	3.2	3.3	3.5	2.8	3.0	2.6	3.0	2.7	3.9
Construction employees ('000)	10.1	7.0	5.4	4.5	2.9	7.8	3.6	4.4	4.0	4.5	5.6	3.9	3.9
Wholesale Trade agreements	43	27	48	37	36	35	44	22	20	13	20	21	6
Wholesale Trade AAWI (%)	2.7	2.4	2.5	2.5	2.7	2.5	2.8	2.3	2.3	1.9	2.6	1.9	2.1
Wholesale Trade employees ('000)	2.6	1.2	2.1	2.0	2.2	1.1	2.4	1.0	1.3	0.3	0.8	1.8	1.1
Retail Trade agreements	6	15	23	7	11	11	18	12	11	9	18	10	8
Retail Trade AAWI (%)	2.2	3.3	2.4	2.3	2.4	2.3	3.3	2.3	2.3	2.9	2.9	3.1	3.7
Retail Trade employees ('000)	0.3	1.3	92.2	0.2	1.7	4.0	7.1	5.3	2.0	7.5	21.0	3.5	4.0
Accommodation and Food Services agreements	23	26	27	23	22	12	18	8	6	5	13	5	9
Accommodation and Food Services AAWI (%)	2.8	2.2	2.9	2.9	2.4	1.7	2.8	3.0	2.8	1.6	2.8	2.3	1.8
Accommodation and Food Services Employees ('000)	3.2	1.0	1.2	3.9	2.8	0.5	2.3	2.0	0.7	0.1	1.0	0.5	0.6

FOR ALL CURRENT AGREEMENTS	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
Transport, Postal and Warehousing agreements	60	47	172	76	91	65	155	74	78	58	93	59	29
Transport, Postal and Warehousing AAWI (%)	2.5	2.5	2.4	2.2	2.7	2.6	2.8	2.9	2.9	2.4	2.7	2.6	2.5
Transport, Postal and Warehousing employees ('000)	8.5	4.0	37.8	36.6	9.5	5.6	28.5	6.3	10.0	3.5	8.4	4.9	9.8
Information Media and Telecommunications agreements	8	7	14	4	7	3	11	2	2	2	13	2	2
Information Media and Telecommunications AAWI (%)	2.2	2.3	2.3	1.5	1.7	2.4	2.8	2.1	2.0	2.0	2.0	2.0	2.1
Information Media and Telecommunications employees ('000)	3.5	0.4	1.4	1.0	0.8	0.1	1.1	0.1	0.4	0.9	5.8	0.4	0.2
Financial and Insurance Services agreements	5	2	21	7	9	2	16	5	8	2	9	1	4
Financial and Insurance Services AAWI (%)	2.1	2.9	2.8	3.1	2.8	2.2	2.3	2.7	1.3	4.7	2.4	2.2	2.4
Financial and Insurance Services employees ('000)	31.7	1.0	9.5	3.2	3.5	0.0	4.0	1.4	31.3	0.2	1.4	0.3	0.3
Rental, Hiring and Real Estate Services agreements	16	17	17	12	1	10	5	6	6	3	7	5	1
Rental, Hiring and Real Estate Services AAWI (%)	4.3	1.8	2.4	2.1	2.4	2.6	2.6	2.0	2.1	2.4	4.4	3.9	*
Rental, Hiring and Real Estate Services ('000)	0.2	1.1	0.8	0.6	0.0	0.3	0.1	1.4	0.3	0.1	0.2	0.3	0.1
Professional, Scientific and Technical Services agreements	28	20	45	14	29	23	30	13	10	11	14	7	4
Professional, Scientific and Technical Services AAWI (%)	2.8	2.3	2.4	2.2	2.3	2.6	3.3	2.5	2.4	1.8	2.4	2.3	*
Professional, Scientific and Technical Services employees ('000)	2.3	0.5	2.4	4.8	8.5	1.7	2.2	2.3	0.4	0.9	1.1	0.7	0.2
Administrative and Support Services agreements	38	30	36	24	22	18	22	12	20	6	13	10	12
Administrative and Support Services AAWI (%)	4.0	4.0	2.4	3.3	2.8	3.3	2.8	2.4	2.6	2.5	2.1	2.8	1.9
Administrative and Support Services employees ('000)	1.6	3.9	3.5	1.9	4.7	3.8	2.0	1.3	1.5	0.4	0.9	0.3	2.0
Public Administration and Safety agreements	63	25	98	36	35	21	53	27	40	31	54	20	7
Public Administration and Safety AAWI (%)	3.0	2.1	2.1	2.0	2.1	1.9	2.2	2.4	2.6	2.1	2.2	2.7	2.0
Public Administration and Safety employees ('000)	76.1	9.5	24.4	50.8	37.6	3.2	22.8	26.7	24.1	20.1	21.2	10.3	4.2
Education and Training agreements	80	18	35	25	138	46	69	19	93	20	30	13	24
Education and Training AAWI (%)	2.7	2.5	2.7	3.1	2.7	2.5	2.6	2.2	2.5	3.1	2.9	2.6	3.3
Education and Training employees ('000)	45.9	12.1	3.6	7.4	13.5	28.4	219.5	16.1	52.6	4.7	13.3	9.3	9.5
Health Care and Social Assistance agreements	72	77	311	65	62	33	171	66	65	43	65	41	21
Health Care and Social Assistance AAWI (%)	2.4	3.2	2.4	3.4	2.6	2.9	2.8	2.6	3.8	2.9	3.0	3.0	2.6
Health Care and Social Assistance employees ('000)	12.3	70.6	101.1	51.4	28.4	13.6	54.6	22.0	38.1	10.6	24.1	11.1	5.0
Arts and Recreation Services agreements	18	11	21	11	6	4	10	3	7	2	10	4	6
Arts and Recreation Services AAWI (%)	3.0	2.7	2.6	2.7	2.3	2.8	3.1	1.3	2.8	3.4	2.7	3.1	3.7
Arts and Recreation Services employees ('000)	2.5	0.9	5.7	1.2	0.6	2.1	4.4	0.5	2.0	0.9	4.2	0.3	0.7
Other Services agreements	38	19	34	18	20	21	29	11	26	12	19	12	3
Other Services AAWI (%)	3.2	2.8	2.1	3.0	2.5	2.5	2.2	3.3	2.6	3.1	2.8	2.2	2.4
Other Services employees ('000)	1.4	1.0	4.4	1.4	1.3	0.6	7.4	3.1	1.3	1.3	2.8	0.6	0.4

FOR ALL CURRENT AGREEMENTS	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
All sector agreements	1298	766	1503	753	885	760	1107	644	744	488	780	472	412
All sectors AAWI (%)	2.9	3.0	2.4	2.6	2.4	2.7	2.7	2.5	2.9	2.5	2.7	2.7	2.7
All sectors employees ('000)	216.7	124.3	325.6	191.4	141.4	95.4	391.6	107.0	182.6	66.1	133.6	60.3	51.6

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

Notes:

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

How to read: 7 Agriculture, Forestry and Fishing agreements, covering 600 employees, have an expiry date in the December quarter 2022. The average AAWI is 2.8 per cent.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
ACT agreements	17	13	6	16	10	11	18	5	9	14	22	23	8
ACT AAWI (%)	2.3	2.2	2.6	2.5	2.3	2.1	1.9	2.9	3.2	2.6	2.7	2.9	2.7
ACT duration (yrs.)	3.1	2.9	3.0	2.5	3.3	2.7	3.2	3.4	2.4	4.0	3.0	4.0	3.4
ACT employees ('000)	0.7	1.5	1.1	1.6	1.0	1.7	1.8	0.2	0.9	10.0	10.7	9.2	0.4
NSW agreements	215	175	165	150	264	287	263	197	176	243	314	204	184
NSW AAWI (%)	2.6	2.5	2.5	2.3	3.4	2.9	2.8	2.9	2.5	2.7	2.9	2.7	2.5
NSW duration (yrs.)	2.3	3.1	2.9	2.6	2.7	2.5	2.9	2.8	2.8	2.8	2.6	2.8	2.4
NSW employees ('000)	19.6	35.5	21.0	19.3	15.2	31.3	67.2	9.9	27.8	26.3	29.2	19.2	30.4
NT agreements	15	10	11	9	10	6	22	9	7	15	14	14	16
NT AAWI (%)	2.7	2.6	3.7	2.5	1.3	2.3	2.5	2.4	3.0	2.6	2.9	2.0	2.8
NT duration (yrs.)	3.2	3.4	3.3	3.1	3.5	3.3	3.9	3.9	2.5	3.7	2.9	3.1	3.4
NT employees ('000)	0.8	0.4	0.6	0.5	1.5	0.4	12.3	3.6	0.7	4.5	3.1	1.2	2.2
Qld agreements	132	151	111	91	137	113	133	95	95	216	230	197	165
Qld AAWI (%)	2.5	3.0	2.6	2.5	2.6	2.3	2.4	2.5	2.5	2.5	2.5	2.7	2.6
Qld duration (yrs.)	2.6	2.9	2.7	2.8	3.0	3.1	2.9	3.4	3.0	2.8	2.8	3.0	2.9
Qld employees ('000)	8.8	17.4	13.3	12.1	13.2	14.9	13.2	7.9	18.6	34.2	21.6	20.6	20.2
SA agreements	61	54	53	34	59	68	60	40	49	85	129	64	77
SA AAWI (%)	2.7	2.7	2.2	2.3	2.7	2.3	2.1	2.9	2.8	2.9	2.9	2.7	2.7
SA duration (yrs.)	2.8	3.3	3.0	2.9	3.2	2.9	2.6	3.3	3.4	3.0	2.8	2.8	3.0
SA employees ('000)	3.8	6.6	2.8	10.0	6.6	12.0	5.7	5.7	3.8	5.4	10.1	4.3	4.3
Tas agreements	35	26	14	11	22	28	43	30	26	35	47	44	29
Tas AAWI (%)	2.7	2.3	2.7	1.5	2.9	2.8	4.0	3.1	2.8	2.9	3.1	3.1	3.1
Tas duration (yrs.)	2.8	3.3	3.1	2.5	3.0	2.3	2.3	2.6	3.2	2.9	2.7	2.7	3.0
Tas employees ('000)	3.6	1.9	1.5	0.6	1.0	2.4	3.9	3.6	2.5	2.0	4.7	5.7	2.5
Vic agreements	552	294	274	206	318	250	340	280	326	389	396	362	378
Vic AAWI (%)	3.5	3.2	2.9	3.1	2.9	2.9	3.2	4.1	3.2	2.9	3.0	2.9	3.2
Vic duration (yrs.)	4.3	3.0	3.3	3.6	3.2	3.1	3.0	3.6	3.7	2.7	2.9	3.1	2.8
Vic employees ('000)	129.0	30.6	43.7	88.4	30.6	26.0	35.3	35.8	46.7	83.4	41.2	33.5	33.1
WA agreements	103	103	73	59	92	84	87	75	55	112	155	124	91
WA AAWI (%)	2.5	1.9	2.0	2.1	1.8	2.1	1.8	1.8	2.1	1.8	1.8	1.9	2.1
WA duration (yrs.)	2.7	2.6	2.8	3.2	3.2	3.0	3.0	2.5	3.2	2.9	2.9	2.6	3.0
WA employees ('000)	12.7	10.2	5.1	9.1	15.5	11.3	19.6	5.8	4.4	11.1	11.4	15.6	13.3
Multi-state agreements	226	143	137	103	136	110	144	142	180	222	272	216	178
Multi-state AAWI (%)	2.4	2.5	2.2	2.0	2.2	2.6	2.5	2.6	2.9	2.5	2.6	2.8	2.5
Multi-state duration (yrs.)	2.0	3.1	2.9	3.1	2.8	3.1	2.2	2.1	3.0	3.5	3.0	2.8	3.4
Multi-state employees ('000)	67.3	47.7	25.1	94.5	65.4	26.2	111.9	60.4	33.0	190.7	63.3	59.1	95.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
Other agreements	0	0	2	0	0	0	1	0	0	0	1	1	0
Other AAWI (%)	*	*	1.8	*	*	*	2.5	*	*	*	*	1.0	*
Other duration (yrs.)	0.0	0.0	4.2	0.0	0.0	0.0	2.0	0.0	0.0	0.0	4.0	2.0	0.0
Other employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.1	0.0
All States agreements	1356	969	846	679	1048	957	1111	873	923	1331	1580	1249	1126
All states AAWI (%)	3.1	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.7	2.7	2.7	2.7
All states duration (yrs.)	3.3	3.0	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0
All states employees ('000)	246.2	151.8	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.6	201.8

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

Notes:

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

How to read: 8 agreements approved in the December quarter 2019 operate solely in the ACT. These agreements cover 400 employees, their average AAWI is 2.7 per cent, and their average duration is 3.4 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
ACT agreements	187	189	189	134	133	127	142	134	133	134	141	149	146
ACT AAWI (%)	2.8	2.8	2.8	2.7	2.7	2.6	2.6	2.5	2.3	2.3	2.6	2.7	2.7
ACT duration (yrs.)	2.9	3.0	3.0	3.1	3.1	3.1	3.2	3.3	3.0	3.1	3.3	3.5	3.5
ACT employees ('000)	37.7	37.6	38.5	16.0	16.6	17.7	16.4	16.5	12.5	11.7	28.4	38.7	38.7
NSW agreements	2603	2574	2591	2069	2129	2194	2293	2238	2263	1972	2113	2036	2070
NSW AAWI (%)	3.1	3.0	2.9	2.7	2.7	2.7	2.7	2.7	2.7	2.5	2.6	2.6	2.6
NSW duration (yrs.)	2.8	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.9	3.0	3.0	3.0	2.9
NSW employees ('000)	278.0	270.8	261.8	217.1	205.3	212.3	263.3	252.1	266.9	268.5	281.3	275.1	299.2
NT agreements	331	297	279	254	230	209	211	192	154	142	138	141	149
NT AAWI (%)	3.6	3.5	3.4	3.3	3.0	2.8	2.6	2.5	2.5	2.5	2.5	2.5	2.5
NT duration (yrs.)	3.1	3.1	3.1	3.2	3.3	3.3	3.7	3.8	3.8	3.8	3.7	3.7	3.7
NT employees ('000)	23.7	21.4	21.2	16.2	12.2	10.7	22.0	23.9	23.1	26.6	28.0	29.4	31.1
Qld agreements	2176	2115	2078	1913	1883	1744	1747	1611	1565	1546	1688	1688	1630
Qld AAWI (%)	3.0	3.0	2.9	2.8	2.8	2.7	2.7	2.6	2.5	2.5	2.5	2.5	2.5
Qld duration (yrs.)	3.1	3.2	3.1	3.2	3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.1	3.1
Qld employees ('000)	224.3	216.9	209.3	192.0	196.0	190.8	193.5	163.2	170.3	180.5	195.0	165.6	177.8
SA agreements	814	789	803	709	705	701	710	601	593	607	689	661	696
SA AAWI (%)	3.1	3.1	2.9	2.9	2.9	2.8	2.6	2.5	2.6	2.6	2.6	2.6	2.6
SA duration (yrs.)	3.0	3.0	3.0	3.1	3.2	3.1	3.0	3.1	3.1	3.1	3.1	3.1	3.1
SA employees ('000)	62.6	64.2	58.1	56.2	58.7	66.5	64.0	61.3	62.1	63.0	69.4	67.1	69.2
Tas agreements	339	327	326	273	278	268	299	270	277	271	304	301	314
Tas AAWI (%)	2.8	2.7	2.7	2.7	2.7	2.6	2.9	2.9	3.0	3.0	3.0	3.0	3.0
Tas duration (yrs.)	2.8	2.8	2.9	3.0	3.0	3.0	2.8	2.8	2.9	2.9	2.9	3.0	3.0
Tas employees ('000)	29.6	28.1	29.0	22.0	21.7	21.4	23.6	21.3	22.5	22.3	26.0	27.3	28.9
Vic agreements	3879	3981	3984	3658	3765	3768	3880	2670	2742	2854	3027	2854	2737
Vic AAWI (%)	3.5	3.5	3.5	3.4	3.4	3.4	3.3	3.2	3.2	3.2	3.1	3.1	3.1
Vic duration (yrs.)	3.5	3.5	3.5	3.6	3.6	3.6	3.6	3.7	3.7	3.6	3.6	3.6	3.6
Vic employees ('000)	513.4	510.1	517.7	524.1	532.1	527.5	544.0	522.3	554.9	616.6	640.2	621.3	615.3
WA agreements	1989	1940	1855	1589	1521	1406	1344	1175	1077	1037	1089	1056	1082
WA AAWI (%)	3.2	3.1	3.0	2.7	2.6	2.4	2.2	2.1	2.1	2.0	2.0	1.9	1.9
WA duration (yrs.)	3.2	3.2	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.1
WA employees ('000)	146.3	146.2	140.4	122.6	128.0	122.8	128.3	116.8	109.8	111.6	117.8	113.7	117.7

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
Multi-state agreements	2344	2345	2381	2307	2336	2311	2201	2100	2094	2008	2143	1986	1906
Multi-state AAWI (%)	2.9	2.8	2.8	2.5	2.4	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3
Multi-state duration (yrs.)	3.1	3.1	3.0	3.1	3.1	3.1	3.0	2.9	2.9	3.0	3.0	3.0	3.0
Multi-state employees ('000)	745.8	701.3	605.3	594.9	642.8	615.1	707.5	720.6	661.1	785.5	803.2	822.0	856.7
Other agreements	2	2	3	3	3	3	4	4	4	3	4	5	5
Other AAWI (%)	2.1	2.1	2.0	2.0	2.0	2.0	2.3	2.3	2.3	2.4	2.4	2.1	2.1
Other duration (yrs.)	3.0	3.0	3.1	3.1	3.1	3.1	2.5	2.5	2.5	2.3	2.3	2.3	2.3
Other employees ('000)	0.6	0.6	0.2	0.2	0.2	0.2	0.3	0.3	0.3	0.2	0.2	0.3	0.3
All sector agreements	14664	14559	14489	12909	12983	12731	12831	10995	10902	10574	11336	10877	10735
All sectors AAWI (%)	3.2	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.6	2.6
All sectors duration (yrs.)	3.1	3.2	3.1	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2
All sectors employees ('000)	2062.0	1997.1	1881.5	1761.2	1813.5	1784.9	1962.9	1898.3	1883.5	2086.5	2189.7	2160.4	2234.9

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

Notes:

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

How to read: 146 agreements current as at 31 December 2019 operate solely in the ACT. These agreements cover 38,700 employees, their AAWI is 2.7 per cent, and their average duration is 3.5 years.

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

Linked to minimum wage

Agreement Type	Mar-19	Jun-19	Sep-19	Dec-19
Single-enterprise non-greenfields agreements	76	86	69	55
Single-enterprise non-greenfields employees ('000)	9.9	5.2	31.0	29.6
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	1	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	76	88	69	55
Sub-total employees ('000)	9.9	5.3	31.0	29.6

Linked to CPI

Agreement Type	Mar-19	Jun-19	Sep-19	Dec-19
Single-enterprise non-greenfields agreements	33	50	35	15
Single-enterprise non-greenfields employees ('000)	2.5	5.4	2.0	0.9
Single-enterprise greenfields agreements	0	0	1	0
Single-enterprise greenfields employees ('000)	0.0	0.0	0.1	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	33	50	36	15
Sub-total employees ('000)	2.5	5.4	2.0	0.9

Inconsistent Increase

Agreement Type	Mar-19	Jun-19	Sep-19	Dec-19
Single-enterprise non-greenfields agreements	75	68	43	48
Single-enterprise non-greenfields employees ('000)	7.7	13.5	3.4	9.0
Single-enterprise greenfields agreements	5	2	3	4
Single-enterprise greenfields employees ('000)	0.1	0.0	0.0	0.1
Multi-enterprise non-greenfields agreements	0	0	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	80	70	46	52
Sub-total employees ('000)	7.8	13.6	3.4	9.1

Performance Linked

Agreement Type	Mar-19	Jun-19	Sep-19	Dec-19
Single-enterprise non-greenfields agreements	7	7	2	8
Single-enterprise non-greenfields employees ('000)	30.3	0.5	0.1	0.5
Single-enterprise greenfields agreements	0	0	0	0
Single-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise non-greenfields agreements	0	0	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	7	7	2	8
Sub-total employees ('000)	30.3	0.5	0.1	0.5

Other Reason

Agreement Type	Mar-19	Jun-19	Sep-19	Dec-19
Single-enterprise non-greenfields agreements	94	119	98	78
Single-enterprise non-greenfields employees ('000)	116.3	11.5	9.4	42.5
Single-enterprise greenfields agreements	9	1	1	6
Single-enterprise greenfields employees ('000)	0.5	0.1	0.1	0.3
Multi-enterprise non-greenfields agreements	0	0	0	1
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	1.8
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	103	120	99	85
Sub-total employees ('000)	116.8	11.6	9.5	44.7

Totals

Agreement Type	Mar-19	Jun-19	Sep-19	Dec-19
Total non-quantifiable agreements	299	335	252	215
Total employees covered by non-quantifiable agreements	167.3	36.3	46.1	84.7

Quantifiable agreements

Agreement Type	Mar-19	Jun-19	Sep-19	Dec-19
Single-enterprise non-greenfields agreements	991	1160	918	858
Single-enterprise non-greenfields employees ('000)	170.4	150.4	120.2	114.0
Single-enterprise greenfields agreements	40	72	74	50
Single-enterprise greenfields employees ('000)	2.5	3.3	1.8	2.8
Multi-enterprise non-greenfields agreements	1	13	5	3
Multi-enterprise non-greenfields employees ('000)	27.4	5.2	0.5	0.3
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Total quantifiable agreements	1032	1245	997	911
Total employees covered by quantifiable agreements ('000)	200.4	159.0	122.5	117.1

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

Notes:

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

How to read: 55 single enterprise non-greenfields agreements approved in the December Quarter 2019 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 29,600 employees.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
Agreements (union covered)	1028	686	595	497	789	737	852	684	726	1034	1107	866	838
AAWI (%) (union covered)	3.1	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.7	2.7	2.7	2.7
Duration (yrs.) (yrs.) (union covered)	3.3	3.0	3.0	3.2	2.9	2.9	2.7	2.7	3.2	3.2	2.8	2.9	3.0
Employees ('000) (union covered)	238.3	144.4	106.7	227.4	141.3	120.0	263.9	127.2	131.8	357.4	178.3	156.8	192.3
Agreements (no union covered)	328	283	251	182	259	220	259	189	197	297	473	383	288
AAWI (%) (no union covered)	2.5	2.5	2.5	2.5	2.4	2.3	2.4	2.2	2.5	2.4	2.6	2.6	2.5
Duration (yrs.) (yrs.) (no union covered)	3.2	3.6	3.3	3.6	3.2	3.4	3.3	3.2	3.4	3.4	3.4	3.2	3.3
Employees ('000) (no union covered)	8.0	7.5	7.5	8.8	8.6	6.3	7.1	5.6	6.5	10.3	17.0	11.7	9.5
All agreements	1356	969	846	679	1048	957	1111	873	923	1331	1580	1249	1126
Overall AAWI (%)	3.1	2.7	2.6	2.2	2.5	2.7	2.7	3.2	2.8	2.7	2.7	2.7	2.7
Overall duration (yrs.) (yrs.)	3.3	3.0	3.0	3.2	3.0	2.9	2.7	2.8	3.2	3.2	2.8	2.9	3.0
All employees ('000)	246.2	151.8	114.2	236.2	149.9	126.3	271.0	132.8	138.4	367.7	195.3	168.6	201.8

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

Notes:

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

How to read: 838 agreements approved in the December quarter 2019, covering 192,300 employees, formally covered a union. Their average AAWI was 2.7 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 2016 – December quarter 2019)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19
Agreements (union covered)	9393	9374	9389	8152	8347	8250	8460	6958	7080	6855	7461	7068	6942
AAWI (%) (union covered)	3.2	3.2	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.7	2.6
Duration (yrs.) (yrs.) (union covered)	3.1	3.2	3.1	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
Employees ('000) (union covered)	1867.7	1805.7	1697.4	1587.1	1644.0	1622.8	1806.1	1770.5	1762.2	1966.3	2064.1	2039.0	2115.3
Agreements (no union covered)	5271	5185	5100	4757	4636	4481	4371	4037	3822	3719	3875	3809	3793
AAWI (%) (no union covered)	2.8	2.7	2.7	2.6	2.6	2.6	2.5	2.5	2.5	2.4	2.5	2.5	2.5
Duration (yrs.) (yrs.) (no union covered)	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.6	3.6	3.5	3.5	3.5	3.5
Employees ('000) (no union covered)	194.2	191.4	184.1	174.1	169.4	162.1	156.8	127.8	121.3	120.2	125.6	121.4	119.6
All agreements	14664	14559	14489	12909	12983	12731	12831	10995	10902	10574	11336	10877	10735
Overall AAWI (%)	3.2	3.1	3.1	2.9	2.8	2.8	2.8	2.7	2.7	2.7	2.7	2.6	2.6
Overall duration (yrs.) (yrs.)	3.1	3.2	3.1	3.3	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2
All employees ('000)	2062.0	1997.1	1881.5	1761.2	1813.5	1784.9	1962.9	1898.3	1883.5	2086.5	2189.7	2160.4	2234.9

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

Notes:

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

How to read: 6,942 agreements current as at 31 December 2019, covering 2,115,300 employees, formally covered a union. Their average AAWI was 2.6 per cent and their average duration was 3.2 years.

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

Agreement ID	Title	Employees	AAWI	ANZSIC	States
AE506167	KMART AUSTRALIA LTD AGREEMENT 2018	32,039	*	Retail Trade	Aus
AE506502	Hungry Jack's National Enterprise Agreement 2019	16,311	*	Retail Trade	Aus
AE505689	Flight Centre Enterprise Agreement 2018	6,455	*	Transport, Postal and Warehousing	Aus
AE505609	Officeworks Store Operations Agreement 2019	6,223	2.3	Retail Trade	Aus
AE505694	TAFE Commission of NSW Administrative, Support and Related Employees Enterprise Agreement	4,899	2.2	Education and Training	NSW
AE506009	The Australian Unity Home & Disability Services NSW Care Worker Enterprise Agreement 2019	3,325	1.5	Health Care and Social Assistance	NSW
AE506170	Costco Wholesale Australia Enterprise Agreement 2019 - 2023	3,168	3.2	Wholesale Trade	ACT, NSW, Qld, SA, Vic, WA
AE505939	University of Wollongong (Academic Staff) Enterprise Agreement, 2019	2,918	3.0	Education and Training	NSW
AE506183	Victoria University Enterprise Agreement 2019	2,734	3.2	Education and Training	Vic
AE505808	Dan Murphy's Agreement 2019	2,613	*	Retail Trade	Aus
AE506141	Catholic Healthcare Residential Aged Care Enterprise Agreement (New South Wales) 2018 - 2021	2,612	2.1	Health Care and Social Assistance	NSW
AE506219	Department of Industry, Innovation and Science Enterprise Agreement 2019-2022	2,609	2.0	Public Administration and Safety	Aus
AE505554	ALDI Prestons Agreement 2017	2,244	*	Wholesale Trade	ACT, NSW
AE505575	Regis Aged Care Registered Nurses, Enrolled Nurses & Assistants in Nursing, Queensland Agreement 2018	2,071	*	Health Care and Social Assistance	Qld
AE505891	Bankwest Enterprise Agreement 2019	2,013	*	Financial and Insurance Services	Aus

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

Notes:

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

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	6	1	2	0	4	4	2	1	0	20
Agriculture, Forestry and Fishing AAWI (%)	*	2.5	4.2	2.0	*	3.0	2.8	3.6	2.5	*	2.6
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.1	1.2	3.0	0.0	3.1	3.2	2.5	4.0	0.0	3.5
Agriculture, Forestry and Fishing employees ('000)	0.0	0.8	0.0	0.1	0.0	0.3	0.0	0.1	1.3	0.0	2.7
Mining agreements	0	6	0	5	0	0	3	3	8	0	25
Mining AAWI (%)	*	2.6	*	2.1	*	*	2.7	2.2	2.0	*	2.3
Mining duration (yrs.)	0.0	2.1	0.0	3.2	0.0	0.0	2.6	4.0	3.3	0.0	3.3
Mining employees ('000)	0.0	0.7	0.0	1.6	0.0	0.0	0.3	1.5	0.5	0.0	4.5
Manufacturing agreements	0	42	0	32	21	8	79	12	15	0	209
Manufacturing AAWI (%)	*	2.6	*	2.1	2.6	2.6	2.6	1.8	2.8	*	2.5
Manufacturing duration (yrs.)	0.0	2.7	0.0	2.7	3.0	2.5	3.0	3.6	2.1	0.0	2.7
Manufacturing employees ('000)	0.0	3.9	0.0	1.7	1.4	0.6	5.5	0.6	4.4	0.0	18.2
Non-metal manufacturing agreements	0	29	0	21	17	7	55	6	7	0	142
Non-metal manufacturing AAWI (%)	*	2.6	*	2.2	2.5	2.6	2.5	2.3	2.5	*	2.5
Non-metal manufacturing duration (yrs.)	0.0	2.6	0.0	2.5	3.0	2.5	3.1	3.6	2.7	0.0	2.8
Non-metal manufacturing employees ('000)	0.0	3.4	0.0	1.2	1.1	0.6	4.1	0.2	0.6	0.0	11.0
Metal manufacturing agreements	0	13	0	11	4	1	24	6	8	0	67
Metal manufacturing AAWI (%)	*	2.7	*	2.1	3.0	2.3	2.8	1.6	2.8	*	2.6
Metal manufacturing duration (yrs.)	0.0	3.1	0.0	3.2	2.9	3.0	2.8	3.6	2.0	0.0	2.5
Metal manufacturing employees ('000)	0.0	0.6	0.0	0.6	0.4	0.0	1.4	0.4	3.8	0.0	7.2
Electricity, Gas, Water and Waste Services agreements	1	4	0	11	4	0	13	2	0	0	35
Electricity, Gas, Water and Waste Services AAWI (%)	2.4	3.9	*	3.1	2.3	*	3.2	2.3	*	*	3.2
Electricity, Gas, Water and Waste Services duration (yrs.)	3.5	2.9	0.0	3.8	2.9	0.0	3.6	4.0	0.0	0.0	3.4
Electricity, Gas, Water and Waste Services Employees ('000)	0.0	0.4	0.0	0.9	0.7	0.0	1.4	0.0	0.0	0.0	3.4
Construction agreements	1	58	1	47	17	5	170	21	80	0	400
Construction AAWI (%)	*	3.4	2.6	3.7	3.8	3.7	5.3	2.4	3.4	*	4.2
Construction duration (yrs.)	4.0	3.0	2.9	2.8	3.4	2.7	1.3	3.3	2.8	0.0	2.3
Construction employees ('000)	0.0	2.0	0.0	1.8	0.4	0.1	4.2	0.5	1.7	0.0	10.8
Wholesale Trade agreements	0	6	0	3	2	1	7	0	6	0	25
Wholesale Trade AAWI (%)	*	2.7	*	2.9	3.0	2.8	2.5	*	3.0	*	3.0
Wholesale Trade duration (yrs.)	0.0	3.0	0.0	4.0	2.1	3.0	2.7	0.0	3.8	0.0	3.7
Wholesale Trade employees ('000)	0.0	0.6	0.0	0.4	0.0	0.0	0.1	0.0	7.1	0.0	8.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	0	1	0	2	0	0	0	1	8	0	12
Retail Trade AAWI (%)	*	2.8	*	2.2	*	*	*	*	2.4	*	2.4
Retail Trade duration (yrs.)	0.0	3.0	0.0	3.0	0.0	0.0	0.0	2.0	3.5	0.0	3.5
Retail Trade employees ('000)	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.7	60.0	0.0	60.9
Accommodation and Food Services agreements	0	1	1	1	1	0	1	0	6	0	11
Accommodation and Food Services AAWI (%)	*	2.2	*	1.1	3.0	*	2.8	*	4.5	*	3.2
Accommodation and Food Services duration (yrs.)	0.0	3.4	3.3	4.0	2.0	0.0	4.3	0.0	3.6	0.0	3.6
Accommodation and Food Services Employees ('000)	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.7	0.0	0.8
Transport, Postal and Warehousing agreements	1	27	0	9	6	3	25	14	19	0	104
Transport, Postal and Warehousing AAWI (%)	2.6	2.9	*	1.9	2.4	2.7	3.6	2.6	2.6	*	2.8
Transport, Postal and Warehousing duration (yrs.)	3.2	2.4	0.0	3.2	2.8	2.9	3.2	2.1	3.0	0.0	2.9
Transport, Postal and Warehousing employees ('000)	0.0	2.3	0.0	1.0	0.2	0.2	2.0	0.7	8.8	0.0	15.2
Information Media and Telecommunications agreements	0	1	0	0	0	0	1	1	4	0	7
Information Media and Telecommunications AAWI (%)	*	1.6	*	*	*	*	*	.8	2.4	*	1.9
Information Media and Telecommunications duration (yrs.)	0.0	1.3	0.0	0.0	0.0	0.0	1.1	2.7	3.0	0.0	2.2
Information Media and Telecommunications employees ('000)	0.0	0.6	0.0	0.0	0.0	0.0	0.1	0.1	0.8	0.0	1.7
Financial and Insurance Services agreements	0	0	0	1	1	1	1	0	5	0	9
Financial and Insurance Services AAWI (%)	*	*	*	2.2	*	*	2.5	*	3.5	*	3.1
Financial and Insurance Services duration (yrs.)	0.0	0.0	0.0	2.8	4.0	3.0	3.3	0.0	2.4	0.0	2.5
Financial and Insurance Services employees ('000)	0.0	0.0	0.0	0.3	0.0	0.0	0.2	0.0	3.1	0.0	3.5
Rental, Hiring and Real Estate Services agreements	0	1	0	1	1	0	1	0	1	0	5
Rental, Hiring and Real Estate Services AAWI (%)	*	*	*	2.9	7.6	*	2.8	*	*	*	5.1
Rental, Hiring and Real Estate Services duration (yrs.)	0.0	4.0	0.0	3.7	2.0	0.0	3.3	0.0	3.0	0.0	2.9
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.3
Professional, Scientific and Technical Services agreements	0	1	1	0	1	1	2	2	4	0	12
Professional, Scientific and Technical Services AAWI (%)	*	2.9	*	*	3.0	4.7	3.6	*	1.5	*	2.0
Professional, Scientific and Technical Services duration (yrs.)	0.0	1.8	4.0	0.0	3.0	1.5	1.6	3.3	3.9	0.0	3.4
Professional, Scientific and Technical Services employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.3	0.0	0.6
Administrative and Support Services agreements	0	1	1	6	1	0	17	4	6	0	36
Administrative and Support Services AAWI (%)	*	2.1	*	3.0	*	*	4.3	1.3	2.2	*	3.0
Administrative and Support Services duration (yrs.)	0.0	3.3	4.0	3.6	3.0	0.0	2.2	3.3	3.7	0.0	3.0
Administrative and Support Services employees ('000)	0.0	0.0	0.1	0.2	0.0	0.0	1.4	1.0	0.7	0.0	3.5

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Public Administration and Safety agreements	1	3	2	5	3	0	15	15	7	0	51
Public Administration and Safety AAWI (%)	3.4	3.0	2.5	3.5	2.5	*	2.4	2.0	2.0	*	2.2
Public Administration and Safety duration (yrs.)	3.0	2.4	4.0	2.0	2.7	0.0	2.9	2.7	3.0	0.0	2.9
Public Administration and Safety employees ('000)	0.0	0.2	0.6	0.5	0.3	0.0	7.4	4.4	4.2	0.0	17.7
Education and Training agreements	2	11	1	19	8	0	8	3	1	0	53
Education and Training AAWI (%)	2.5	2.5	2.4	2.9	2.2	*	3.5	1.7	*	*	2.7
Education and Training duration (yrs.)	3.5	2.9	2.3	2.5	3.1	0.0	3.0	3.4	3.0	0.0	2.9
Education and Training employees ('000)	0.2	8.7	0.2	1.6	0.8	0.0	4.0	0.2	0.0	0.0	15.8
Health Care and Social Assistance agreements	2	10	8	13	10	3	21	5	5	0	77
Health Care and Social Assistance AAWI (%)	3.0	2.0	3.1	2.5	2.8	3.4	2.8	2.0	2.2	*	2.4
Health Care and Social Assistance duration (yrs.)	3.0	1.8	3.2	2.7	2.8	3.3	3.2	3.0	2.3	0.0	2.5
Health Care and Social Assistance employees ('000)	0.1	9.8	1.1	8.8	0.4	1.0	4.7	2.2	1.0	0.0	29.2
Arts and Recreation Services agreements	0	1	0	3	0	1	4	0	0	0	9
Arts and Recreation Services AAWI (%)	*	*	*	2.8	*	2.5	3.4	*	*	*	3.3
Arts and Recreation Services duration (yrs.)	0.0	1.1	0.0	3.5	0.0	1.0	2.8	0.0	0.0	0.0	2.7
Arts and Recreation Services employees ('000)	0.0	0.1	0.0	0.1	0.0	0.0	1.0	0.0	0.0	0.0	1.2
Other Services agreements	0	4	0	5	1	2	6	6	2	0	26
Other Services AAWI (%)	*	2.2	*	2.3	1.8	2.5	2.4	3.5	2.3	*	2.6
Other Services duration (yrs.)	0.0	3.1	0.0	2.9	1.8	2.7	3.3	2.7	3.8	0.0	3.1
Other Services employees ('000)	0.0	0.3	0.0	1.0	0.0	0.1	0.7	1.1	0.5	0.0	3.7
All sector agreements	8	184	16	165	77	29	378	91	178	0	1126
All sectors AAWI (%)	2.7	2.5	2.8	2.6	2.7	3.1	3.2	2.1	2.5	*	2.7
All sectors duration (yrs.)	3.4	2.4	3.4	2.9	3.0	3.0	2.8	3.0	3.4	0.0	2.7
All sectors employees ('000)	0.4	30.4	2.2	20.2	4.3	2.5	33.1	13.3	95.3	0.0	201.8

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

Notes:

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

How to read: Of the 20 Agriculture, Forestry and Fishing agreements approved in the December Quarter 2019, 6 operate in solely in NSW. These agreements cover 800 employees, the average AAWI is 2.5, and their average duration is 3.1 years.

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

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	36	5	53	10	19	31	15	14	0	183
Agriculture, Forestry and Fishing AAWI (%)	*	2.4	4.2	2.5	2.1	3.0	2.7	2.3	2.6	*	2.5
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.6	3.1	4.0	3.7	3.3	3.3	3.7	3.8	0.0	3.7
Agriculture, Forestry and Fishing employees ('000)	0.0	5.3	0.0	3.4	0.7	1.5	1.6	1.0	2.2	0.0	15.8
Mining agreements	2	110	3	81	20	6	21	57	76	0	376
Mining AAWI (%)	*	2.3	2.1	2.3	2.1	2.5	2.6	2.0	2.5	*	2.3
Mining duration (yrs.)	4.0	3.0	3.0	3.0	3.7	2.2	3.1	3.8	3.5	0.0	3.3
Mining employees ('000)	0.0	12.3	0.9	12.3	2.1	0.6	1.2	7.2	11.7	0.0	48.2
Manufacturing agreements	5	443	6	284	142	56	646	120	151	0	1853
Manufacturing AAWI (%)	2.3	2.6	1.8	2.4	2.4	2.7	2.6	1.8	2.6	*	2.5
Manufacturing duration (yrs.)	3.4	3.0	3.7	3.0	3.1	2.9	3.1	3.4	3.0	0.0	3.0
Manufacturing employees ('000)	0.1	28.1	0.1	22.4	12.1	3.0	42.1	6.5	20.5	0.0	135.0
Non-metal manufacturing agreements	2	284	4	201	103	42	430	68	73	0	1207
Non-metal manufacturing AAWI (%)	2.2	2.5	1.8	2.4	2.4	2.8	2.6	1.8	2.6	*	2.5
Non-metal manufacturing duration (yrs.)	3.0	3.0	3.5	3.0	3.0	2.8	3.1	3.4	3.2	0.0	3.1
Non-metal manufacturing employees ('000)	0.1	18.5	0.1	17.7	8.1	2.4	29.5	3.4	11.2	0.0	91.0
Metal manufacturing agreements	3	159	2	83	39	14	216	52	78	0	646
Metal manufacturing AAWI (%)	2.4	2.7	1.4	2.4	2.4	2.2	2.8	1.8	2.5	*	2.6
Metal manufacturing duration (yrs.)	3.9	2.9	4.0	2.9	3.2	3.1	3.0	3.5	2.6	0.0	3.0
Metal manufacturing employees ('000)	0.0	9.6	0.1	4.7	4.0	0.6	12.6	3.1	9.3	0.0	44.0
Electricity, Gas, Water and Waste Services agreements	8	96	3	66	28	10	99	43	25	0	378
Electricity, Gas, Water and Waste Services AAWI (%)	3.0	2.5	2.0	2.8	2.9	2.6	3.2	1.9	2.9	*	2.8
Electricity, Gas, Water and Waste Services duration (yrs.)	3.0	3.0	3.4	3.1	3.3	3.3	3.1	2.9	3.0	0.0	3.0
Electricity, Gas, Water and Waste Services Employees ('000)	1.2	15.6	0.0	3.9	5.3	2.0	8.0	7.0	9.0	0.0	52.1
Construction agreements	32	374	29	364	139	54	706	290	757	1	2746
Construction AAWI (%)	3.3	3.1	2.5	3.1	2.9	4.7	3.9	2.3	2.8	*	3.2
Construction duration (yrs.)	3.7	3.3	3.6	3.1	3.1	2.7	2.8	3.4	3.4	4.0	3.2
Construction employees ('000)	0.7	11.9	0.5	9.3	3.8	1.8	17.7	6.3	17.5	0.0	69.5
Wholesale Trade agreements	5	84	6	43	18	17	98	37	47	0	355
Wholesale Trade AAWI (%)	2.3	2.6	2.3	2.3	2.8	2.5	2.8	2.0	2.6	*	2.6
Wholesale Trade duration (yrs.)	2.8	2.9	2.6	3.6	3.1	3.5	3.2	2.6	3.6	0.0	3.3
Wholesale Trade employees ('000)	0.1	3.6	0.1	3.1	1.0	0.9	4.2	2.1	10.9	0.0	26.1

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	19	2	21	17	4	33	21	51	0	170
Retail Trade AAWI (%)	*	3.0	2.3	3.2	3.1	2.9	3.1	2.6	2.4	*	2.6
Retail Trade duration (yrs.)	4.0	2.9	3.6	3.1	3.7	3.0	3.0	3.1	3.2	0.0	3.2
Retail Trade employees ('000)	0.0	2.6	0.1	2.4	2.4	0.4	4.1	2.4	310.7	0.0	325.0
Accommodation and Food Services agreements	3	53	2	39	5	1	33	16	39	0	191
Accommodation and Food Services AAWI (%)	*	2.7	*	2.4	2.7	*	2.9	1.9	2.8	*	2.7
Accommodation and Food Services duration (yrs.)	2.7	3.1	3.5	3.8	2.3	3.6	3.5	3.8	3.6	0.0	3.3
Accommodation and Food Services Employees ('000)	0.6	6.1	0.5	1.3	1.4	0.0	1.8	2.4	3.7	0.0	17.9
Transport, Postal and Warehousing agreements	6	225	21	173	81	19	208	148	234	0	1115
Transport, Postal and Warehousing AAWI (%)	2.3	2.8	3.0	2.5	2.6	2.8	3.2	2.3	2.3	*	2.5
Transport, Postal and Warehousing duration (yrs.)	4.0	3.1	3.6	3.3	3.3	3.2	2.9	3.1	3.0	0.0	3.0
Transport, Postal and Warehousing employees ('000)	1.7	29.2	1.2	15.0	5.0	0.8	16.6	9.1	99.3	0.0	178.0
Information Media and Telecommunications agreements	1	10	0	4	1	2	20	6	30	0	74
Information Media and Telecommunications AAWI (%)	2.0	1.9	*	2.0	3.0	2.0	2.6	1.9	2.1	*	2.1
Information Media and Telecommunications duration (yrs.)	3.7	1.7	0.0	1.0	4.5	2.1	3.1	3.2	2.8	0.0	2.6
Information Media and Telecommunications employees ('000)	0.1	0.9	0.0	1.5	0.0	0.1	1.5	0.4	10.3	0.0	14.7
Financial and Insurance Services agreements	0	7	2	3	3	4	17	11	45	0	92
Financial and Insurance Services AAWI (%)	*	2.6	2.8	2.4	2.4	2.2	3.1	1.2	2.9	*	2.7
Financial and Insurance Services duration (yrs.)	0.0	3.1	2.4	3.4	3.8	3.3	3.4	3.0	2.9	0.0	2.9
Financial and Insurance Services employees ('000)	0.0	0.3	0.1	1.0	0.0	0.2	2.4	1.8	51.2	0.0	57.0
Rental, Hiring and Real Estate Services agreements	1	14	0	14	7	4	22	15	20	0	97
Rental, Hiring and Real Estate Services AAWI (%)	1.5	3.1	*	2.4	5.3	3.2	2.3	1.8	2.0	*	2.3
Rental, Hiring and Real Estate Services duration (yrs.)	4.1	2.9	0.0	3.6	2.8	2.4	3.5	3.7	3.3	0.0	3.3
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.5	0.0	0.5	0.1	0.1	0.8	0.3	3.0	0.0	5.4
Professional, Scientific and Technical Services agreements	3	43	4	21	4	3	56	21	87	0	242
Professional, Scientific and Technical Services AAWI (%)	2.0	2.9	*	2.4	2.3	4.7	3.1	2.1	2.3	*	2.4
Professional, Scientific and Technical Services duration (yrs.)	3.1	2.7	4.0	2.4	3.3	3.4	3.2	3.2	3.2	0.0	3.1
Professional, Scientific and Technical Services employees ('000)	0.1	2.0	0.1	1.1	0.2	0.1	3.7	1.2	19.2	0.0	27.7
Administrative and Support Services agreements	2	44	2	34	7	5	67	33	80	0	274
Administrative and Support Services AAWI (%)	*	2.6	2.2	2.6	2.5	3.2	3.0	1.6	2.5	*	2.7
Administrative and Support Services duration (yrs.)	3.6	3.3	4.0	3.1	3.5	3.5	3.2	3.5	3.1	0.0	3.2
Administrative and Support Services employees ('000)	0.1	3.0	0.2	2.1	0.2	0.5	7.8	2.3	16.2	0.0	32.5

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Public Administration and Safety agreements	29	31	27	38	12	27	144	90	96	3	497
Public Administration and Safety AAWI (%)	2.7	2.7	2.4	2.6	2.3	2.7	2.8	1.9	2.0	2.1	2.3
Public Administration and Safety duration (yrs.)	3.6	3.2	3.8	3.0	3.4	3.5	3.4	2.9	3.0	2.0	3.2
Public Administration and Safety employees ('000)	26.4	4.1	19.4	3.3	0.7	2.7	94.2	13.2	135.3	0.3	299.6
Education and Training agreements	15	162	7	201	49	20	93	40	33	0	620
Education and Training AAWI (%)	2.4	2.5	3.1	2.5	2.5	2.5	2.9	1.7	2.4	*	2.6
Education and Training duration (yrs.)	3.4	3.1	2.8	3.1	3.1	2.5	3.4	3.3	2.6	0.0	3.1
Education and Training employees ('000)	4.0	81.0	1.9	42.9	17.4	3.7	161.8	24.4	97.6	0.0	434.6
Health Care and Social Assistance agreements	22	253	25	130	127	51	340	82	70	0	1100
Health Care and Social Assistance AAWI (%)	2.9	2.5	2.5	2.5	2.7	3.2	3.4	1.8	2.8	*	3.0
Health Care and Social Assistance duration (yrs.)	2.6	2.6	3.8	2.9	3.1	2.9	4.1	2.6	2.9	0.0	3.5
Health Care and Social Assistance employees ('000)	2.7	85.2	5.9	36.1	14.6	9.5	230.6	27.1	30.2	0.0	441.8
Arts and Recreation Services agreements	6	16	0	18	9	5	49	3	9	0	115
Arts and Recreation Services AAWI (%)	2.0	2.8	*	2.7	2.1	2.0	3.0	1.6	3.0	*	2.8
Arts and Recreation Services duration (yrs.)	3.0	2.8	0.0	3.4	2.5	2.4	3.5	2.9	3.0	0.0	3.3
Arts and Recreation Services employees ('000)	0.8	3.5	0.0	6.8	1.3	0.8	11.0	0.6	1.0	0.0	25.9
Other Services agreements	4	50	5	43	17	7	54	34	42	1	257
Other Services AAWI (%)	2.8	2.6	3.6	2.2	2.4	2.5	2.7	2.9	2.8	1.7	2.6
Other Services duration (yrs.)	3.8	3.0	3.3	2.8	3.1	2.8	3.4	2.7	3.1	4.6	3.0
Other Services employees ('000)	0.1	3.8	0.1	9.4	0.8	0.2	4.2	2.5	7.0	0.0	28.1
All sector agreements	146	2070	149	1630	696	314	2737	1082	1906	5	10735
All sectors AAWI (%)	2.7	2.6	2.5	2.5	2.6	3.0	3.1	1.9	2.3	2.1	2.6
All sectors duration (yrs.)	3.5	2.9	3.7	3.1	3.1	3.0	3.6	3.1	3.0	2.3	3.2
All sectors employees ('000)	38.7	299.2	31.1	177.8	69.2	28.9	615.3	117.7	856.7	0.3	2234.9

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

Notes:

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

How to read: Of the 183 Agriculture, Forestry and Fishing agreements current as at 31 December 2019, 36 operate solely in NSW. These agreements cover 5,300 employees, their average AAWI is 2.4 per cent and their average duration is 3.6 years.

Trends in Federal Enterprise Bargaining - Technical Notes

The Workplace Agreements Database

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

Agreements included in the WAD

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

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

Wider context for Trends data

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

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

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

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

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

Presentation of Trends in Federal Enterprise Bargaining data

A typical row of data in Trends appears as follows:

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

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

Employee coverage

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

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

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

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

Duration of agreements

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

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

Average annualised wage increases

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

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

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

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

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

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

d = the effective duration of the agreement in years

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

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

The “all current wage” estimates are the AAWI per employee for all quantifiable federal wage agreements that are current on the last day of the quarter. Current agreements are those agreements that have been approved and have commenced, but have neither been terminated nor nominally expired at a given point in time. An agreement is deemed to be current on its nominal expiry date.

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

Australian and New Zealand Standard Industrial Classification (ANZSIC)

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

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

Union Coverage

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

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

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

Non-quantifiable wage increases

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

Reason	Definition
Inconsistent Increase	Percentage wage increases vary between classifications in the agreement.
Performance Linked	Wage increases are awarded only if certain productivity improvements are made, or if wage increases are dependent upon individual or company performance.

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

Types of Enterprise Agreements

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

Enterprise agreements made under the *Fair Work Act 2009*

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

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

Recent methodological change

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