



Australian Government
Department of Employment
and Workplace Relations

Trends in Federal Enterprise Bargaining

December quarter 2023

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

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Further Information

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

<https://www.dewr.gov.au/enterprise-agreements-data/trends-federal-enterprise-bargaining>.

The Department recommends that Trends in Federal Enterprise Bargaining data be read in conjunction with the Technical Notes (appended to this document), which describe the methodology for the calculation of the data and provide a guide to interpreting data tables.

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

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Trends in Federal Enterprise Bargaining Report Initial Tables

Table 1 - Average Annualised Wage Increases for agreements approved in the December quarter 2023 which contained quantifiable wage increases (1,020 agreements)

Enterprise agreements approved in the quarter	September quarter 2023 (%)	December quarter 2023 (%)	Change (% Points)
All sectors	4.1	4.3	0.2
Private sector	4.0	3.8	-0.2
Public sector	4.4	5.2	0.8

Table 2 - Average Annualised Wage Increases for agreements current on 31 December 2023 which contained quantifiable wage increases (8,061 agreements)

All current enterprise agreements	September quarter 2023 (%)	December quarter 2023 (%)	Change (% Points)
All sectors	3.0	3.1	0.1
Private sector	3.1	3.2	0.1
Public sector	2.8	3.0	0.2

Trends in Federal Enterprise Bargaining Report Summary

1. Wages growth under federal enterprise agreements December quarter 2023 - *Tables 1 and 2 in Trends report*

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the December quarter 2023 was 4.3 per cent. This compares with 4.1 per cent in the September quarter 2023, 3.0 per cent in the December quarter 2022 and the historic low of 2.2 per cent in the December quarter 2020.¹

For the December quarter 2023, the AAWI of 4.3 per cent is based on 1,020 agreements, covering 136,300 employees, with quantifiable wage increases. This was 81.1 per cent of the 1,257 agreements approved in the quarter, covering 50.5 per cent of the 269,700 employees covered by all approved agreements.²

For the 8,061 enterprise agreements (covering 1,315,236 employees) current as at 31 December 2023 (agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 3.1 per cent. This compares with 3.0 per cent in the September quarter 2023 and 2.6 per cent in the December quarter 2022.

2. Enterprise agreements – proportion of employees covered

Federal and state enterprise agreements covered 34.0 per cent of all Australian employees in May 2023 (latest available data).³

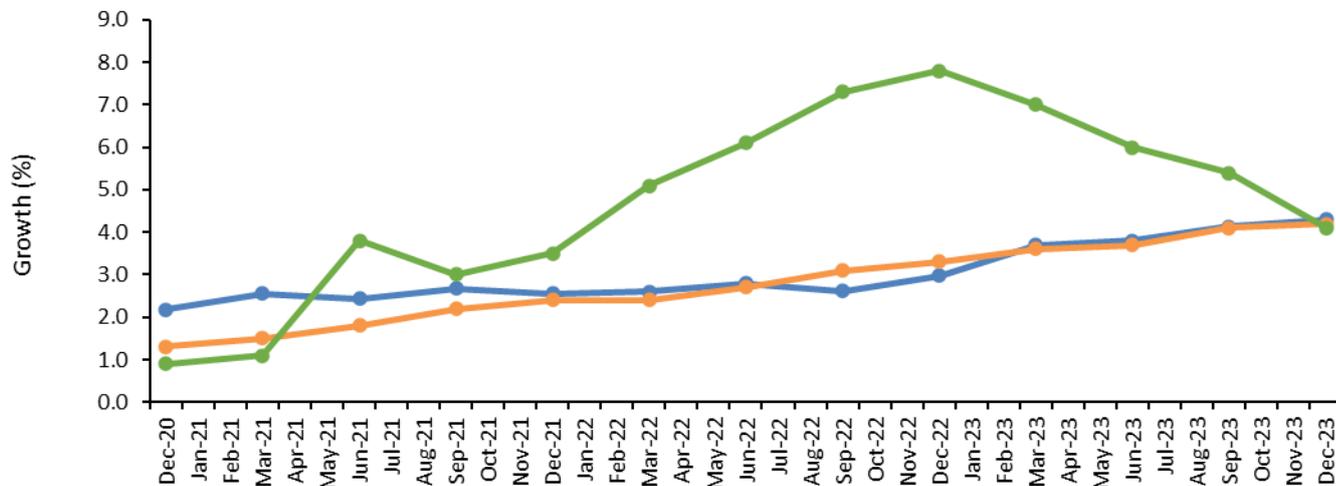
¹ See Note 1 at the end of this summary for more details.

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

³ Australian Bureau of Statistics (ABS), *Employee Earnings and Hours*, Australia, May 2023. Detailed breakdowns by state- and federal-registered agreements for the May 2023 data are not available.

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

Chart 1 – AAWI in approved agreements, ABS Wage Price Index (WPI) and ABS Consumer Price Index (CPI) – December quarter 2020 to December quarter 2023

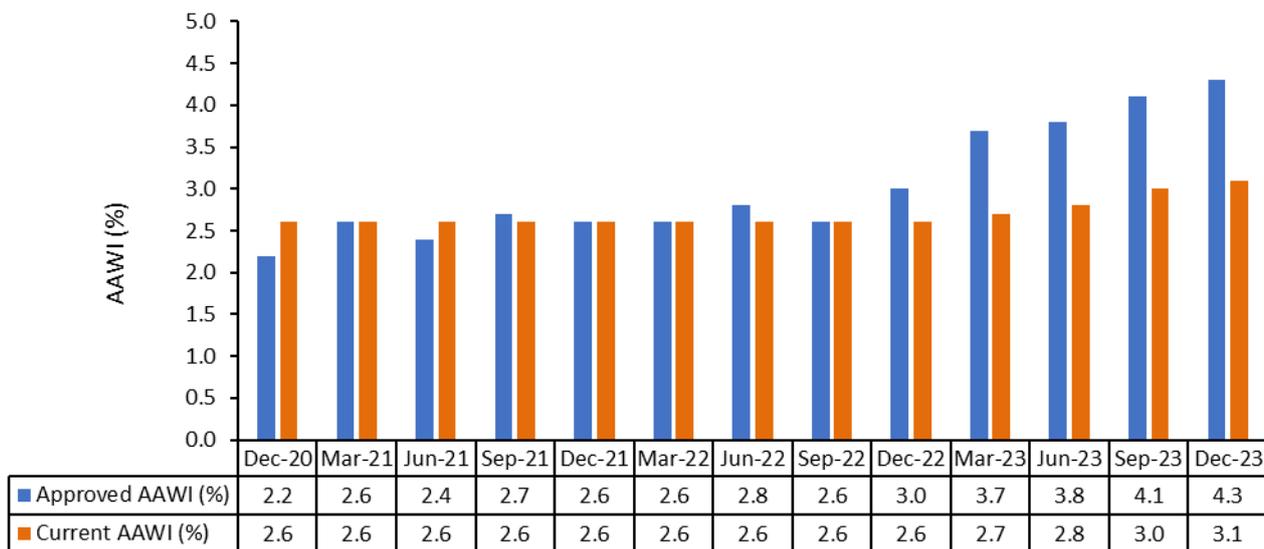


	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
AAWI (%)	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.3
WPI (%)	1.3	1.5	1.8	2.2	2.4	2.4	2.7	3.1	3.3	3.6	3.7	4.1	4.2
CPI (%)	0.9	1.1	3.8	3.0	3.5	5.1	6.1	7.3	7.8	7.0	6.0	5.4	4.1

Sources: Department of Employment and Workplace Relations, Workplace Agreements Database; ABS, *Wage Price Index, Australia*, December 2023; ABS, *Consumer Price Index, Australia*, December 2023.

4. AAWI - agreements approved in the December quarter 2023 and agreements current as at 31 December 2023 - Tables 3, 4, 7 and 8 in Trends report

Chart 2 – AAWI for approved and current agreements - December quarter 2020 to December quarter 2023



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

Approved agreements

There were 1,257 agreements approved in the December quarter 2023, of which 1,020 contained wage increases that could be quantified.

The AAWI for agreements approved in the December quarter 2023 was 4.3 per cent, compared with 4.1 per cent in the September quarter 2023 and 3.0 per cent in the December quarter 2022.

The industries with the highest AAWIs were Education and Training (5.4 per cent), Construction (5.1 per cent) and Administrative and Support Services (5.0 per cent).

The industries with the lowest AAWIs were Rental, Hiring and Real Estate Services (1.9 per cent), Accommodation and Food Services (2.1 per cent) and Retail Trade (2.9 per cent).

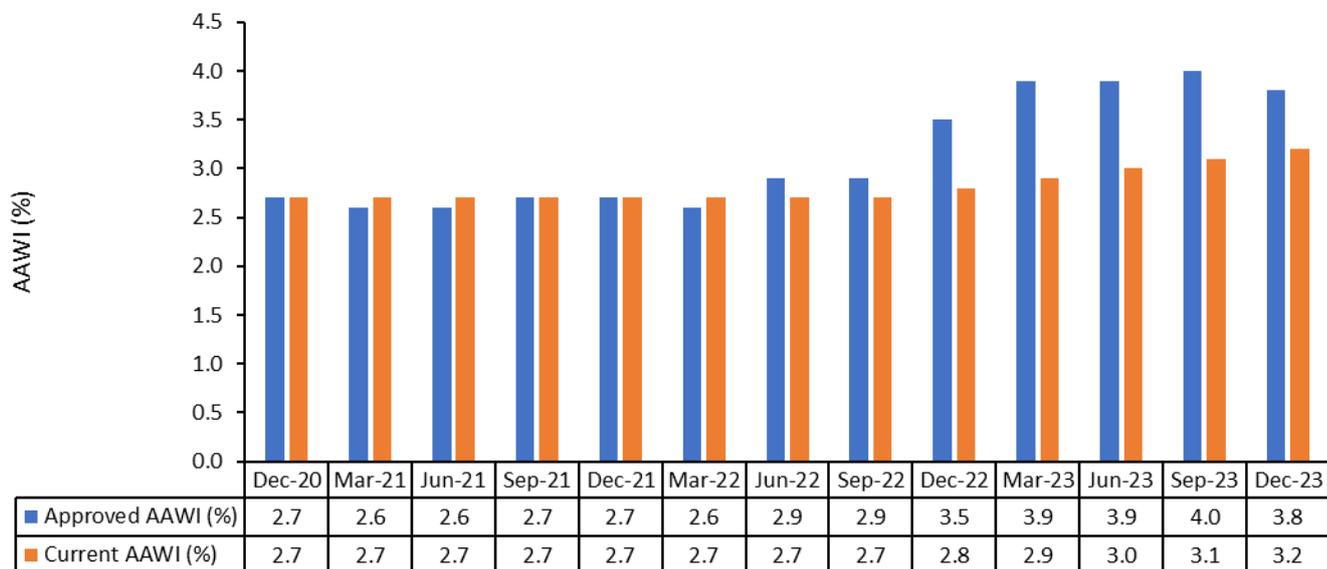
Current agreements

There were 10,206 agreements current as at 31 December 2023, of which 8,061 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 31 December 2023 was 3.1 per cent, compared with 3.0 per cent in the September quarter 2023 and 2.6 per cent in the December quarter 2022.

5. Private sector wages growth – December quarter 2023 - Table 3 and 4 in Trends report

Chart 3 – Private sector AAWI – approved and current agreements – December quarter 2020 to December quarter 2023



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

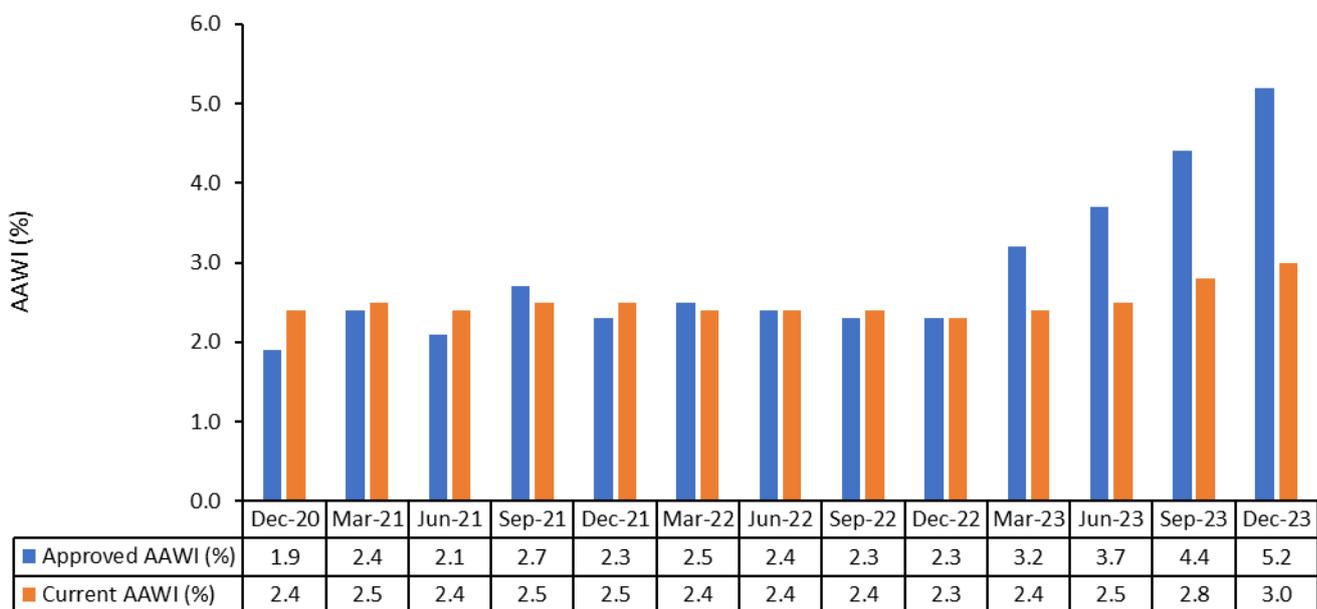
The AAWI for private sector enterprise agreements approved in the December quarter 2023 was 3.8 per cent, compared with 4.0 per cent in the September quarter 2023 and 3.5 per cent in the December quarter 2022.

Large quantifiable private sector agreements approved in the December quarter 2023 include:

- *St John of God Health Care - ANMF - Registered Nurses' and Midwives' Agreement 2022* (3,842 employees), with an AAWI of 3.2 per cent;
- *APPLE AUSTRALIA NATIONAL ENTERPRISE AGREEMENT 2023* (3,298 employees), with an AAWI of 2.5 per cent; and
- *HammondCare Aged Care Enterprise Agreement 2023* (2,964 employees), with an AAWI of 3.0 per cent.

6. Public sector wages growth – December quarter 2023 - Tables 3 and 4 in Trends report

Chart 4 – Public sector AAWI – approved and current agreements – December quarter 2020 to December quarter 2023



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

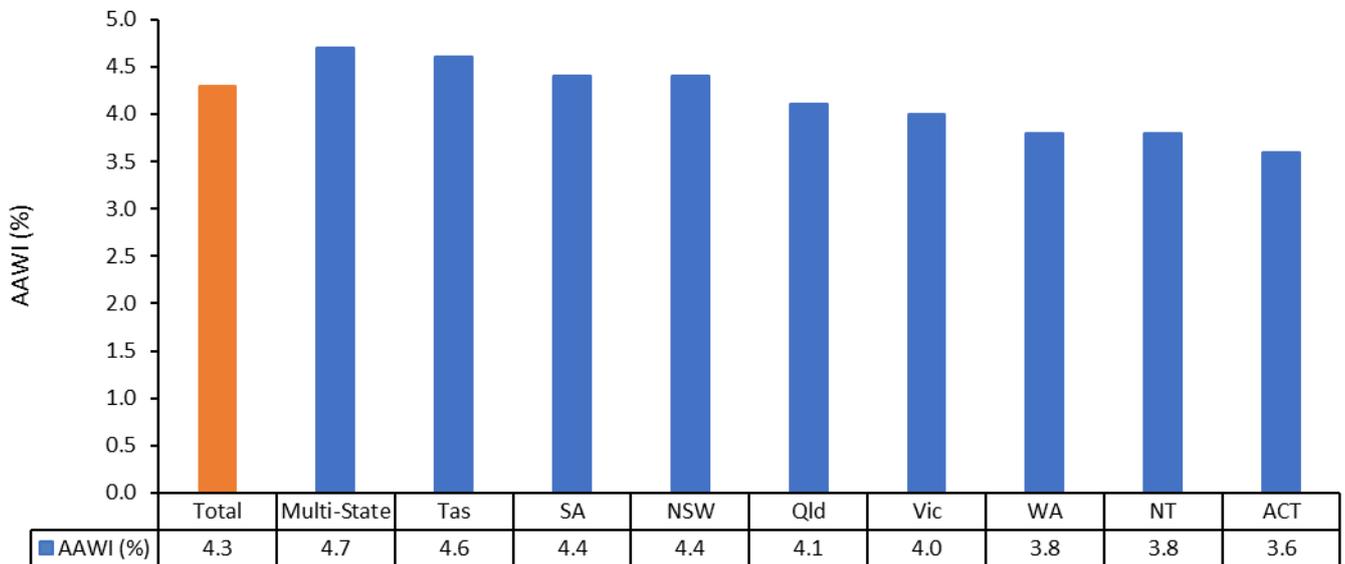
The AAWI for public sector enterprise agreements approved in the December quarter 2023 was 5.2 per cent, compared with 4.4 per cent in the September quarter 2023 and 2.3 per cent in the December quarter 2022.

Large quantifiable public sector agreements approved in the December quarter 2023 include:

- *Deakin University Enterprise Agreement 2023* (8,958 employees), with an AAWI of 4.4 per cent;
- *The University of New South Wales (Professional Staff) Enterprise Agreement 2023* (5,701 employees), with an AAWI of 6.3 per cent; and
- *The University of New South Wales (Academic Staff) Enterprise Agreement 2023* (5,454 employees), with an AAWI of 6.3 per cent.

7. State and Territory wages growth – December quarter 2023 - Table 10 in Trends report

Chart 5 – AAWI for approved agreements by State and Territory – December quarter 2023



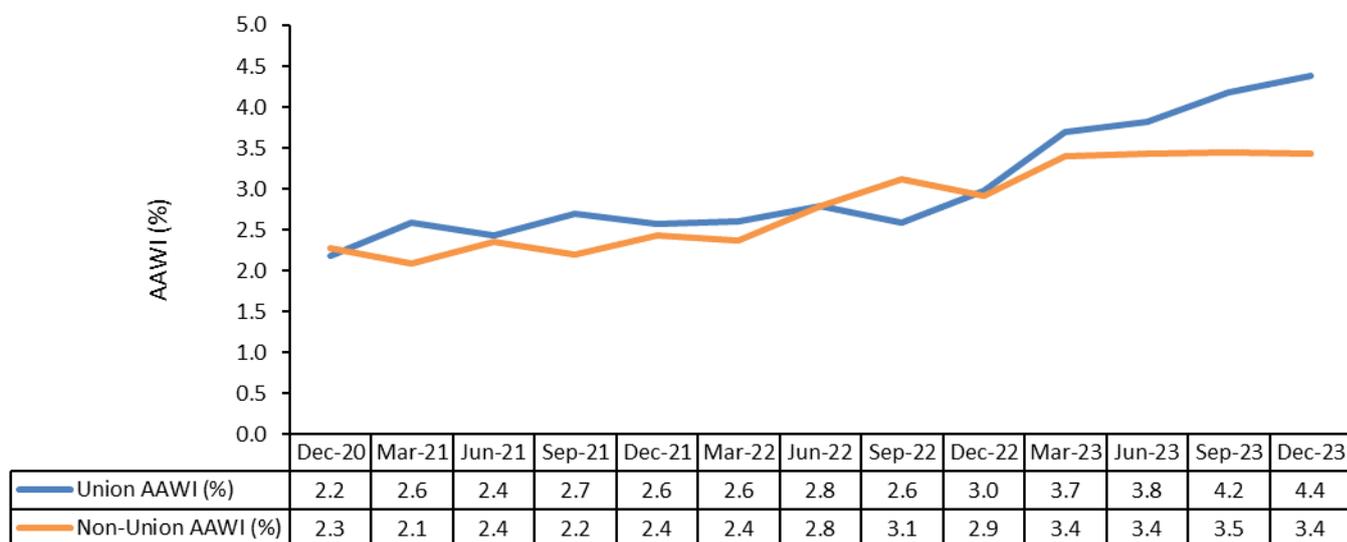
Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

AAWI results for agreements approved in the December quarter 2023 were highest for Multi-State agreements, which had an AAWI of 4.7 per cent.

Agreements approved in the December quarter 2023 in the Australian Capital Territory had the lowest AAWI of 3.6 per cent.

8. Wages growth for agreements that cover union/s and agreements with no union/s covered⁴ – December quarter 2023 – *Table 13 in Trends report*

Chart 6 – Union and non-union AAWI in approved agreements – December quarter 2020 to December quarter 2023



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

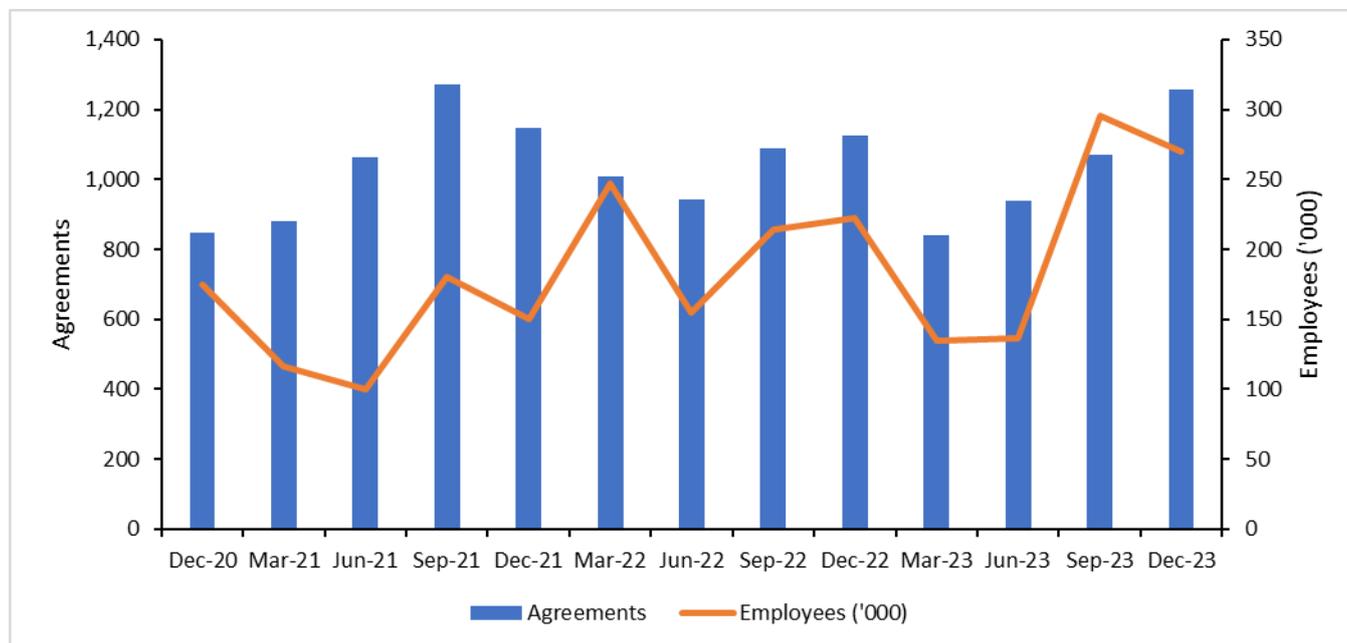
Agreements approved in the December quarter 2023 that formally covered unions had a combined AAWI of 4.4 per cent, compared with 4.2 per cent in the September quarter 2023 and 3.0 per cent in the December quarter 2022.

Agreements approved in the December quarter 2023 with no unions formally covered had a combined AAWI of 3.4 per cent, compared with 3.5 per cent in the September quarter 2023 and 2.9 per cent in the December quarter 2022.

⁴ See Note 4 for more details.

9. Level of agreement making – December quarter 2023 and as at 31 December 2023 – Tables 3 and 4 in Trends report

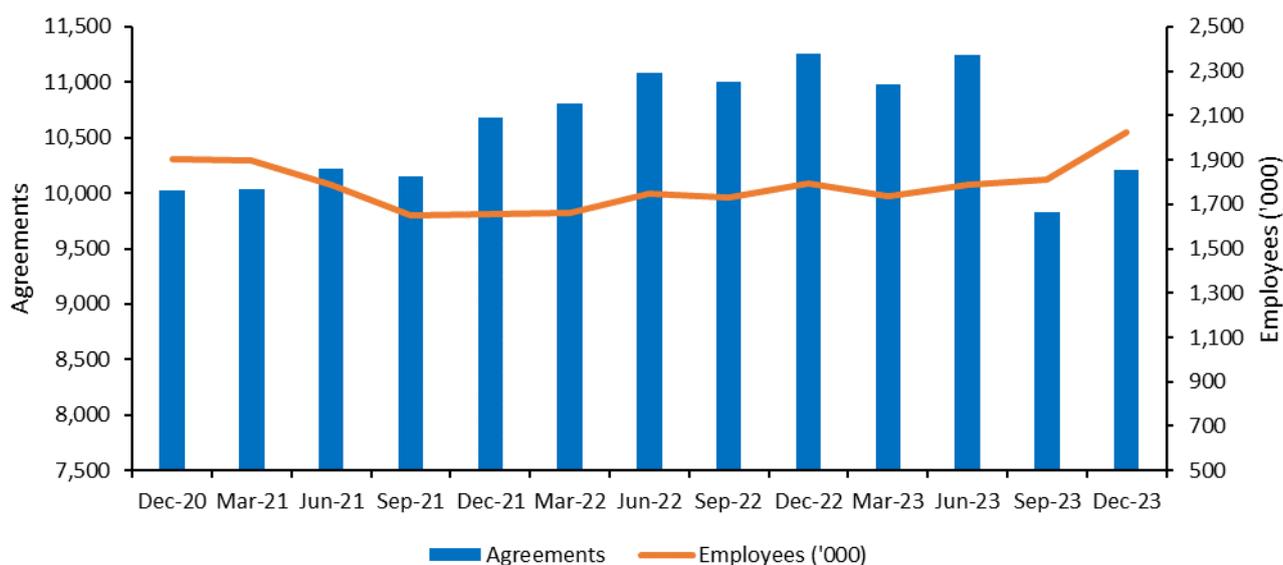
Chart 7 – Approved agreements and employee coverage – December quarter 2020 to December quarter 2023



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

There were 1,257 agreements (covering 269,700 employees) approved in the December quarter 2023, compared with 1,072 agreements (covering 295,600 employees) in the September quarter 2023 and 1,126 agreements (covering 222,100 employees) in the December quarter 2022.

Chart 8 – Current agreements and employee coverage – December quarter 2020 to December quarter 2023



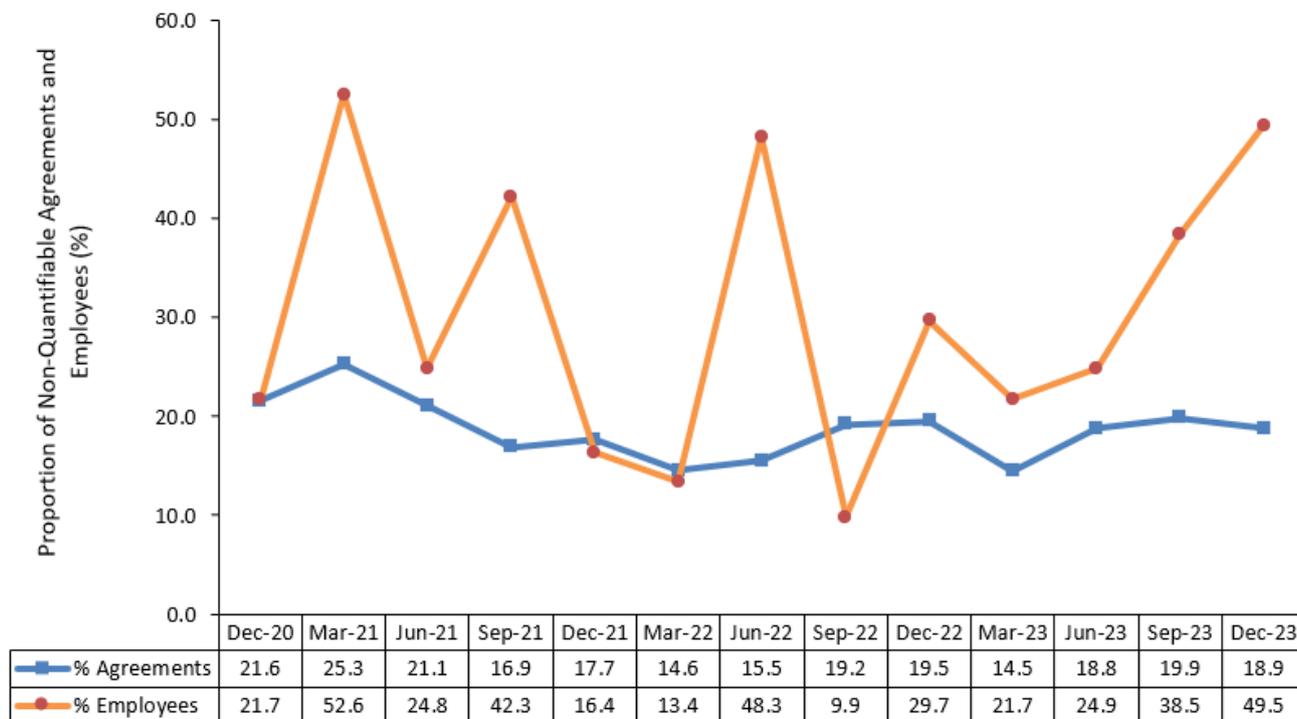
Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

There were 10,206 current (not expired or terminated) agreements as at 31 December 2023, compared with 9,831 agreements current as at 30 September 2023 and 11,262 agreements current at 31 December 2022 (see Chart 8).

The December quarter 2023 employee coverage of 2.02 million is higher than the 1.81 million employees covered as at 30 September 2023 and 1.80 million employees as at 31 December 2022. It is the highest number of employees covered since the June quarter 2020.

10. Non-quantifiable agreements⁵ – December quarter 2023 – *Table 12a in Trends report*

Chart 9 – Non-quantifiable agreements, proportion of approved agreements and employees covered – December quarter 2020 to December quarter 2023



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

Nearly 19 percent (18.9 per cent) of agreements approved in the December quarter 2023, covering 49.5 per cent of employees, do not contain quantifiable wage increases and are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered, or one in which wage adjustments are linked to other sources, such as the Fair Work Commission’s Annual Wage Review, Consumer Price Index (CPI) or Wage Price Index (WPI) movements.

In the December quarter 2023, the two largest approved agreements that did not have quantifiable wage increases were:

- *NSW and ACT Catholic Systemic Schools Enterprise Agreement 2023* (36,977 employees):
 - Inconsistent increase
- *Commonwealth Bank Enterprise Agreement 2023* (33,931 employees):
 - Performance-linked

⁵ 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 does not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the December quarter 2023, the calculated AAWI of 4.3 per cent is based on 1,020 agreements, covering 136,300 employees (that is, 81.1 per cent of the 1,257 agreements approved in the quarter, covering 50.5 per cent of the total 269,700 employees) with quantifiable wage increases (see Table 12b in the Trends report).
 - 237 agreements (18.9 per cent of the total 1,257 agreements) covering 133,400 employees (49.5 per cent of the total 269,700 employees) have wage increases that could not be quantified. For example, an agreement would be non-quantifiable if different increases were given to different classifications, or increases were based on individual performance or business unit performance. Refer to Table 12a in the Trends report for related data.
3. Context for wages growth in federally registered enterprise agreements:
 - 34.0 per cent of all employees in Australia (as measured by the ABS Employee Earnings and Hours survey) had their pay set by an enterprise agreement as at May 2023.

Notes table: Instrument providing rate of pay for all employees, 2010-2023

Instrument providing rate of pay	2014 (%)	2016 (%)	2018 (%)	2021 (%)	2023 (%)
Award	18.8	20.6	21.0	23.0	23.2
Collective Agreement (Federally Registered)	32.6	38.5 (across all collective agreements)*	30.4	35.1 (across all collective agreements)*	34.0 (across all collective agreements)*
Collective Agreement (State Registered)	8.6		7.4		
Collective Agreement (Unregistered)	0.2		0.0		
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	36.4	37.3	37.3	37.8	38.7
Owner/managers of incorporated enterprises	3.4	3.6	3.8	4.1	4.1

Source: ABS, *Employee Earnings and Hours* (May 2014, May 2016, May 2018, May 2021 and May 2023), unpublished data, including revised data for the 2016 Award and all Collective Agreement categories released at the time of the 2018 data – all employees.

* For 2016, a comparable breakdown of the Collective Agreement category is not available. In 2018, the ABS undertook a methodology change in how they consider pay setting mechanisms. The ABS provided indicative comparable estimates for 2016 (calculated using the 2018 methodology) at the higher level for the different methods of setting pay, however, more detailed breakdowns are not available. Detailed breakdowns for 2021 and 2023 data are not available.

Notes:

1. This table is not intended to be analysed as a time series. Figures are extracted from published and unpublished ABS, *Employee Earnings and Hours*. Disaggregation of revised 2016 data is not available.
2. This table includes managerial-level employees. This accounts for all differences between this table and tables published in previous Trends reports. The ABS classifies employees in the individual arrangement category if they have their pay set by an individual common law contract or arrangement, whether or not written, including where employees receive over-award payments.

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

Trends in Federal Enterprise Bargaining Report Main Tables

Table 3 - Agreements approved in the quarter by sector (December quarter 2020 – December quarter 2023)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Public sector agreements	32	15	30	42	70	70	36	42	51	34	25	44	40
Public sector AAWI (%)	1.9	2.4	2.1	2.7	2.3	2.5	2.4	2.3	2.3	3.2	3.7	4.4	5.2
Public sector duration (yrs.)	2.9	2.3	1.2	2.8	1.7	2.2	2.6	3.2	2.8	1.8	1.9	2.5	2.5
Public sector employees ('000)	88.8	3.7	27.7	46.8	44.7	120.3	21.7	103.2	70.0	33.4	33.5	83.8	58.5
Private sector agreements	815	865	1,035	1,229	1,077	939	907	1,046	1,075	807	913	1,028	1,217
Private sector AAWI (%)	2.7	2.6	2.6	2.7	2.7	2.6	2.9	2.9	3.5	3.9	3.9	4.0	3.8
Private sector duration (yrs.)	2.5	2.1	2.7	2.2	2.5	2.6	2.7	2.7	2.4	2.4	2.6	2.7	2.5
Private sector employees ('000)	85.9	112.3	72.4	133.6	105.4	126.7	133.1	110.5	152.1	101.0	102.7	211.8	211.2
All sector agreements	847	880	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,072	1,257
All sectors AAWI (%)	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.3
All sectors duration (yrs.)	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5
All sectors employees ('000)	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2	295.6	269.7

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

Notes:

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

How to read: 40 public sector agreements were approved in the December quarter 2023, covering 58,500 employees. Their AAWI was 5.2 per cent and the average duration was 2.5 years.

Table 4 - Agreements current on the last day of the quarter by sector (December quarter 2020 – December quarter 2023)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Public sector agreements	495	474	473	411	429	437	454	395	408	418	431	399	419
Public sector AAWI (%)	2.4	2.5	2.4	2.5	2.5	2.4	2.4	2.4	2.3	2.4	2.5	2.8	3.0
Public sector duration (yrs.)	3.0	3.0	2.8	3.0	2.9	2.7	2.7	2.9	2.9	2.9	2.8	2.8	2.8
Public sector employees ('000)	655.3	628.0	544.4	425.7	410.6	437.4	465.5	479.9	505.8	521.1	546.4	597.9	627.4
Private sector agreements	9,533	9,562	9,753	9,739	10,256	10,375	10,636	10,603	10,854	10,559	10,809	9,432	9,787
Private sector AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.9	3.0	3.1	3.2
Private sector duration (yrs.)	3.1	3.0	3.0	3.0	3.0	3.1	3.1	3.1	3.1	3.0	2.9	3.0	2.9
Private sector employees ('000)	1,249.9	1,268.2	1,242.8	1,226.0	1,246.2	1,224.7	1,283.6	1,248.6	1,290.0	1,213.1	1,239.9	1,212.1	1,395.0
All sector agreements	10,028	10,036	10,226	10,150	10,685	10,812	11,090	10,998	11,262	10,977	11,240	9,831	10,206
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1
All sectors duration (yrs.)	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	2.9	2.9	2.9	2.9
All sectors employees ('000)	1,905.1	1,896.2	1,787.2	1,651.8	1,656.7	1,662.1	1,749.1	1,728.5	1,795.8	1,734.2	1,786.3	1,810.0	2,022.3

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

Notes:

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

How to read: 419 public sector agreements were current as at 31 December 2023, covering 627,400 employees. Their AAWI was 3.0 per cent and the average duration was 2.8 years.

Table 5 - Agreements approved in the quarter by agreement type (December quarter 2020 – December quarter 2023)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	1	0	0	0	0
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	3.0	*	*	*	*
Multi-enterprise Greenfields duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	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	3	1	1	7	12	7	7	3	1	3	5	1
Multi-enterprise non-Greenfields AAWI (%)	2.5	2.1	*	*	3.7	2.7	2.5	3.4	3.4	*	2.0	3.4	3.8
Multi-enterprise non-Greenfields duration (yrs.)	2.1	2.6	3.4	4.0	2.5	2.9	2.7	1.5	2.5	4.0	2.9	2.3	3.0
Multi-enterprise non-Greenfields employees ('000)	5.1	1.1	1.2	0.0	2.0	26.4	0.9	3.7	2.6	0.7	0.4	36.5	0.0
Single-enterprise Greenfields agreements	71	73	92	96	90	89	104	65	61	59	67	65	63
Single-enterprise Greenfields AAWI (%)	2.2	4.0	4.4	4.3	3.4	3.9	3.6	3.7	3.1	2.6	3.1	3.5	3.9
Single-enterprise Greenfields duration (yrs.)	2.3	2.1	1.8	2.4	2.1	2.7	1.6	2.0	2.3	2.4	2.1	2.3	2.6
Single-enterprise Greenfields employees ('000)	3.6	2.3	2.6	2.1	4.0	3.4	3.2	1.6	2.9	2.4	2.5	2.1	1.7
Single-enterprise non-Greenfields agreements	770	804	972	1,174	1,050	908	832	1,016	1,061	781	868	1,002	1,193
Single-enterprise non-Greenfields AAWI (%)	2.2	2.5	2.4	2.6	2.5	2.6	2.8	2.6	3.0	3.7	3.8	4.3	4.4
Single-enterprise non-Greenfields duration (yrs.)	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.7	2.5
Single-enterprise non-Greenfields employees ('000)	166.1	112.7	96.2	178.4	144.1	217.3	150.6	208.5	216.5	131.4	133.3	257.0	268.0
All agreements	847	880	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,072	1,257
All AAWI (%)	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.3
All duration (yrs.)	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5
All employees ('000)	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2	295.6	269.7

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

Notes:

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

How to read: 1 multi-enterprise non-Greenfields agreement was approved in the December quarter 2023, covering fewer than 100 employees. The AAWI was 3.8 per cent and the duration was 3.0 years.

Table 6 - Agreements current on the last day of the quarter by agreement type (December quarter 2020 – December quarter 2023)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Multi-enterprise Greenfields agreements	0	0	0	0	0	0	0	0	1	1	1	1	1
Multi-enterprise Greenfields AAWI (%)	*	*	*	*	*	*	*	*	3.0	3.0	3.0	3.0	3.0
Multi-enterprise Greenfields duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0	4.0	4.0	4.0	4.0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	58	48	47	41	48	48	51	50	51	48	47	45	46
Multi-enterprise non-Greenfields AAWI (%)	3.1	3.4	3.7	3.7	3.7	3.2	3.1	3.2	2.8	2.8	2.8	3.1	3.1
Multi-enterprise non-Greenfields duration (yrs.)	2.9	2.5	2.9	3.0	2.9	3.0	3.0	2.9	2.8	2.8	2.8	2.6	2.6
Multi-enterprise non-Greenfields employees ('000)	82.1	58.4	32.2	27.7	29.7	50.4	50.5	50.8	46.2	41.8	41.7	76.0	76.1
Single-enterprise Greenfields agreements	461	503	551	611	693	746	828	845	663	576	625	548	577
Single-enterprise Greenfields AAWI (%)	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.4	3.0	2.8	2.9	3.0	3.1
Single-enterprise Greenfields duration (yrs.)	3.1	3.1	3.1	3.0	2.9	2.9	2.7	2.7	2.8	2.8	2.8	2.9	2.9
Single-enterprise Greenfields employees ('000)	23.5	23.5	24.2	24.1	27.6	28.1	30.1	27.8	26.4	24.8	25.3	23.1	23.5
Single-enterprise non-Greenfields agreements	9,478	9,454	9,597	9,467	9,913	9,987	10,180	10,072	10,516	10,321	10,536	9,206	9,552
Single-enterprise non-Greenfields AAWI (%)	2.5	2.6	2.5	2.6	2.6	2.5	2.6	2.6	2.6	2.7	2.8	2.9	3.1
Single-enterprise non-Greenfields duration (yrs.)	3.0	3.0	2.9	3.0	3.0	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.8
Single-enterprise non-Greenfields employees ('000)	1,795.1	1,809.9	1,726.4	1,595.6	1,595.1	1,579.2	1,664.2	1,645.5	1,718.9	1,663.2	1,714.8	1,706.5	1,918.4
Union Collective agreements	12	12	12	12	12	12	12	12	12	12	12	12	12
Union Collective AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Union Collective duration (yrs.)	17.2	17.2	17.2	17.2	17.2	17.2	17.2	17.2	17.2	17.2	17.2	17.2	17.2
Union Collective employees ('000)	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
Employee Collective agreements	19	19	19	19	19	19	19	19	19	19	19	19	18
Employee Collective AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
Employee Collective duration (yrs.)	16.6	16.6	16.6	16.6	16.6	16.6	16.6	16.6	16.6	16.6	16.6	16.6	16.4
Employee Collective employees ('000)	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.3
All agreements	10,028	10,036	10,226	10,150	10,685	10,812	11,090	10,998	11,262	10,977	11,240	9,831	10,206
All AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1
All duration (yrs.)	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	2.9	2.9	2.9	2.9
All employees ('000)	1,905.1	1,896.2	1,787.2	1,651.8	1,656.7	1,662.1	1,749.1	1,728.5	1,795.8	1,734.2	1,786.3	1,810.0	2,022.3

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

Notes:

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

5. *Agreement types – see “Types of Enterprise Agreements” section in Technical Notes at the end of this report.*

How to read: *46 multi-enterprise non-Greenfields agreements were current as at 31 September 2023, covering 76,000 employees. Their AAWI was 3.1 per cent and the average duration was 2.6 years.*

Table 7 - Agreements approved in the quarter by ANZSIC Division (December quarter 2020 – December quarter 2023)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Agriculture, Forestry and Fishing agreements	5	2	10	8	11	4	3	14	9	5	14	11	16
Agriculture, Forestry and Fishing AAWI (%)	1.9	3.2	2.2	2.3	2.4	2.3	2.0	3.5	3.8	3.7	3.7	3.3	3.3
Agriculture, Forestry and Fishing duration (yrs.)	2.9	3.9	3.1	2.9	3.3	2.4	3.9	2.9	2.5	2.3	1.8	3.6	3.6
Agriculture, Forestry and Fishing employees ('000)	0.2	0.1	0.8	1.9	0.9	0.1	0.1	1.8	0.7	0.1	0.5	0.9	1.8
Mining agreements	20	24	37	38	25	25	40	36	37	28	46	39	44
Mining AAWI (%)	2.0	2.0	2.3	2.0	2.8	2.5	2.6	3.2	3.2	3.5	3.4	3.5	3.9
Mining duration (yrs.)	3.2	3.5	3.5	3.5	3.4	2.8	3.5	3.5	3.3	3.3	3.4	3.4	3.3
Mining employees ('000)	2.3	3.7	6.4	4.7	2.4	1.9	4.9	4.9	4.0	8.0	4.5	4.3	5.2
Manufacturing agreements	149	137	153	180	198	186	168	225	203	188	156	202	223
Manufacturing AAWI (%)	2.2	2.2	2.4	2.3	2.5	2.7	3.0	3.4	3.7	3.7	4.1	4.1	4.1
Manufacturing duration (yrs.)	2.2	2.4	2.7	2.7	2.8	2.4	2.6	2.9	2.6	2.8	2.7	2.9	2.8
Manufacturing employees ('000)	9.5	10.5	10.2	11.4	15.7	15.3	13.8	18.8	17.6	18.2	11.4	13.9	15.5
Non-Metal Manufacturing agreements	97	88	109	120	125	125	115	142	139	152	108	134	144
Non-Metal Manufacturing AAWI (%)	2.2	2.2	2.4	2.3	2.4	2.7	2.8	3.4	3.7	3.6	4.2	4.1	4.1
Non-Metal Manufacturing duration (yrs.)	2.2	2.6	2.7	2.8	2.8	2.4	2.7	3.0	2.7	2.8	2.7	2.9	2.9
Non-Metal Manufacturing employees ('000)	6.9	6.9	6.9	7.9	9.4	10.9	8.8	12.0	12.8	15.4	6.6	9.7	11.7
Metal Manufacturing agreements	52	49	44	60	73	61	53	83	64	36	48	68	79
Metal Manufacturing AAWI (%)	2.2	2.2	2.3	2.4	2.7	2.9	3.2	3.5	3.8	4.1	4.1	4.0	4.0
Metal Manufacturing duration (yrs.)	2.1	2.1	2.7	2.5	2.7	2.4	2.4	2.8	2.6	2.9	2.6	2.7	2.6
Metal Manufacturing employees ('000)	2.6	3.6	3.3	3.6	6.3	4.4	5.1	6.8	4.8	2.8	4.9	4.1	3.8
Electricity, Gas, Water and Waste Services agreements	30	24	37	37	42	36	27	33	41	35	22	36	36
Electricity, Gas, Water and Waste Services AAWI (%)	2.8	3.4	1.3	2.1	2.8	2.5	2.8	3.0	3.6	3.7	4.2	4.4	4.2
Electricity, Gas, Water and Waste Services duration (yrs.)	3.0	2.1	1.8	2.4	2.1	2.4	2.2	2.3	1.7	2.2	1.6	2.7	2.5
Electricity, Gas, Water and Waste Services Employees ('000)	11.5	1.2	7.2	4.0	8.7	7.2	3.3	3.7	6.8	3.4	3.4	6.9	4.6
Construction agreements	348	404	531	684	458	366	402	370	361	256	339	380	512
Construction AAWI (%)	4.1	3.4	3.9	3.9	4.0	3.3	3.7	3.6	3.7	3.8	4.1	4.6	5.1
Construction duration (yrs.)	2.7	2.5	2.4	2.3	2.5	2.8	2.4	2.5	2.5	2.6	2.6	2.9	3.0
Construction employees ('000)	9.9	13.9	11.9	13.4	11.2	8.6	8.0	7.9	7.5	6.4	8.1	10.0	13.2
Wholesale Trade agreements	13	10	23	30	15	9	10	17	23	12	20	18	22
Wholesale Trade AAWI (%)	2.3	2.0	2.1	2.5	2.5	2.8	2.7	3.3	3.5	3.9	3.6	4.1	3.8
Wholesale Trade duration (yrs.)	2.1	2.6	2.7	2.5	2.2	2.6	3.0	2.6	2.8	2.7	2.9	3.5	3.5
Wholesale Trade employees ('000)	0.5	0.3	1.2	1.7	1.0	1.1	0.2	2.0	1.4	0.8	1.1	2.5	6.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Retail Trade agreements	7	14	6	7	13	7	4	9	20	8	8	14	19
Retail Trade AAWI (%)	2.2	2.1	2.4	3.1	2.6	2.5	3.0	4.4	3.6	3.9	3.3	2.4	2.9
Retail Trade duration (yrs.)	3.9	3.6	2.7	3.7	3.1	3.1	2.7	2.8	3.2	3.8	3.5	2.9	3.2
Retail Trade employees ('000)	3.1	8.4	0.7	1.6	2.5	1.3	0.5	3.2	7.3	9.6	1.1	50.3	11.3
Accommodation and Food Services agreements	8	4	6	13	5	9	6	12	5	5	10	9	10
Accommodation and Food Services AAWI (%)	2.5	2.5	1.6	2.0	3.5	2.4	2.1	3.2	2.8	4.9	3.6	3.5	2.1
Accommodation and Food Services duration (yrs.)	3.9	3.9	2.5	3.2	2.3	3.5	2.6	3.7	3.4	0.7	2.6	2.8	3.9
Accommodation and Food Services Employees ('000)	1.8	1.4	1.7	0.7	4.1	0.9	0.4	3.4	0.9	3.6	3.1	1.7	1.6
Transport, Postal and Warehousing agreements	73	96	82	97	120	101	93	154	146	119	129	130	121
Transport, Postal and Warehousing AAWI (%)	2.5	2.6	2.1	2.9	2.3	2.7	3.0	2.7	3.4	3.2	3.4	4.1	3.9
Transport, Postal and Warehousing duration (yrs.)	2.8	2.2	2.6	3.0	2.7	2.3	2.6	3.0	2.8	1.8	2.9	3.0	2.6
Transport, Postal and Warehousing employees ('000)	7.5	10.9	7.9	35.9	10.8	23.6	12.2	15.7	14.9	22.1	17.2	12.1	16.7
Information Media and Telecommunications agreements	3	4	3	5	8	8	7	11	5	3	3	11	4
Information Media and Telecommunications AAWI (%)	1.5	2.4	1.3	2.0	2.1	2.9	2.3	2.5	3.7	2.0	3.6	4.1	4.6
Information Media and Telecommunications duration (yrs.)	0.9	2.9	1.0	2.6	2.0	2.9	2.4	2.3	1.8	2.4	2.8	2.9	2.0
Information Media and Telecommunications employees ('000)	1.2	0.5	0.6	0.5	2.1	4.0	5.7	19.2	0.7	1.4	3.1	2.1	0.3
Financial and Insurance Services agreements	1	7	4	10	17	3	5	8	10	2	4	6	13
Financial and Insurance Services AAWI (%)	*	2.1	2.1	5.4	2.3	2.4	3.2	3.2	3.3	5.3	3.4	4.2	4.1
Financial and Insurance Services duration (yrs.)	2.5	3.0	2.7	1.1	2.7	2.4	2.3	2.5	2.0	2.6	2.9	2.9	3.0
Financial and Insurance Services employees ('000)	0.3	7.0	9.1	36.9	5.5	1.3	2.3	4.5	32.9	0.3	3.4	32.9	57.6
Rental, Hiring and Real Estate Services agreements	3	4	11	5	3	3	4	4	3	2	3	5	8
Rental, Hiring and Real Estate Services AAWI (%)	2.3	2.6	2.5	2.5	2.6	1.9	3.3	3.4	3.0	3.7	4.6	3.6	1.9
Rental, Hiring and Real Estate Services duration (yrs.)	2.7	3.5	3.5	3.2	3.5	3.4	3.4	3.7	3.1	2.9	1.5	2.8	3.8
Rental, Hiring and Real Estate Services employees ('000)	0.1	0.2	0.2	0.1	0.1	2.3	0.2	0.2	0.1	0.0	0.0	0.3	0.3
Professional, Scientific and Technical Services agreements	10	6	11	13	7	10	6	8	10	10	8	8	11
Professional, Scientific and Technical Services AAWI (%)	2.0	1.8	3.0	2.9	2.3	3.1	1.8	2.5	3.0	3.9	3.3	4.7	3.4
Professional, Scientific and Technical Services duration (yrs.)	2.7	2.5	3.2	2.5	2.7	2.6	2.7	2.2	2.6	3.2	3.1	2.4	3.5
Professional, Scientific and Technical Services employees ('000)	6.9	0.2	1.2	1.9	2.6	1.5	0.8	1.5	0.9	0.9	0.3	0.9	0.8
Administrative and Support Services agreements	10	9	22	20	20	16	14	23	13	4	9	23	20
Administrative and Support Services AAWI (%)	2.8	4.0	4.0	4.4	3.8	4.7	3.9	3.3	2.7	4.2	2.8	4.0	5.0
Administrative and Support Services duration (yrs.)	3.5	2.3	2.8	2.6	2.3	2.7	2.7	2.1	2.3	2.7	3.3	3.2	3.5
Administrative and Support Services employees ('000)	2.0	0.9	1.0	1.2	0.9	1.4	1.0	1.2	0.6	0.5	1.1	2.4	2.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Public Administration and Safety agreements	30	26	32	38	49	48	26	33	39	22	22	29	28
Public Administration and Safety AAWI (%)	2.0	2.4	2.2	1.9	2.4	2.3	2.2	2.5	3.4	3.1	3.5	3.5	3.4
Public Administration and Safety duration (yrs.)	3.2	2.6	2.6	2.4	1.9	2.3	2.7	2.4	2.3	1.9	2.6	2.4	2.7
Public Administration and Safety employees ('000)	57.1	4.1	8.3	15.9	23.9	39.4	7.5	12.0	8.5	14.9	9.1	26.9	9.2
Education and Training agreements	46	38	27	20	40	66	33	40	69	44	37	42	59
Education and Training AAWI (%)	1.2	2.2	2.0	2.6	2.1	2.6	2.6	2.3	3.4	4.2	3.7	4.4	5.4
Education and Training duration (yrs.)	1.9	1.2	2.3	3.1	1.3	2.7	2.3	3.4	1.9	2.4	1.8	2.4	1.8
Education and Training employees ('000)	39.7	43.6	3.8	8.5	15.1	39.0	4.2	94.4	28.1	19.7	29.2	77.4	85.1
Health Care and Social Assistance agreements	71	49	42	43	78	67	66	58	90	65	87	78	84
Health Care and Social Assistance AAWI (%)	2.3	2.3	2.4	2.1	2.4	2.6	2.7	2.4	2.4	3.4	4.2	4.2	3.3
Health Care and Social Assistance duration (yrs.)	2.2	2.2	1.4	2.4	2.3	2.3	2.8	2.2	2.8	2.0	2.4	2.2	2.5
Health Care and Social Assistance employees ('000)	18.6	7.3	25.0	37.5	32.3	92.6	86.1	13.1	82.6	15.1	36.4	46.3	34.0
Arts and Recreation Services agreements	9	12	11	5	18	15	15	10	12	15	9	9	14
Arts and Recreation Services AAWI (%)	1.6	2.4	2.0	1.4	3.1	2.6	2.1	3.0	3.1	4.7	4.4	4.4	3.4
Arts and Recreation Services duration (yrs.)	1.9	1.5	0.9	2.0	2.8	2.8	2.6	1.6	2.3	0.7	1.9	2.7	2.7
Arts and Recreation Services employees ('000)	0.9	1.2	2.0	1.1	7.7	3.5	3.0	2.7	3.4	6.8	1.4	1.5	2.7
Other Services agreements	11	10	17	18	20	30	14	23	30	18	12	22	13
Other Services AAWI (%)	2.7	2.5	2.3	2.8	2.2	2.4	2.8	2.9	3.5	3.7	3.2	3.4	4.1
Other Services duration (yrs.)	2.5	2.0	2.8	2.7	2.7	2.8	3.0	3.1	2.7	1.8	3.1	3.1	2.5
Other Services employees ('000)	1.7	0.7	1.0	1.3	2.9	2.1	0.8	3.6	3.2	2.5	2.0	2.4	1.4
All sector agreements	847	880	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,072	1,257
All sectors AAWI (%)	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.3
All sectors duration (yrs.)	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5
All sectors employees ('000)	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2	295.6	269.7

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

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. The Manufacturing category has been disaggregated into Metal and non-Metal Manufacturing 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: 16 Agriculture, Forestry and Fishing agreements were approved in the December quarter 2023, covering 1,800 employees. Their AAWI was 3.3 per cent and the average duration was 3.6 years.

Table 8 - Agreements current on the last day of the quarter by ANZSIC Division (December quarter 2020 – December quarter 2023)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Agriculture, Forestry and Fishing agreements	164	160	162	149	151	148	142	133	138	110	110	108	117
Agriculture, Forestry and Fishing AAWI (%)	2.5	2.5	2.5	2.5	2.4	2.4	2.4	2.6	2.6	2.7	2.7	2.9	3.0
Agriculture, Forestry and Fishing duration (yrs.)	3.6	3.7	3.6	3.6	3.6	3.6	3.6	3.7	3.6	3.6	3.5	3.4	3.5
Agriculture, Forestry and Fishing employees ('000)	12.7	12.0	12.6	13.1	13.5	13.3	12.7	11.1	11.4	10.6	10.4	8.4	10.1
Mining agreements	366	358	361	367	369	358	364	371	394	383	391	399	423
Mining AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.6	2.7	2.8	3.0
Mining duration (yrs.)	3.5	3.5	3.5	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.5	3.5
Mining employees ('000)	48.4	49.8	49.9	51.0	51.6	50.4	48.8	52.9	54.2	57.4	55.1	55.6	58.4
Manufacturing agreements	1,737	1,738	1,763	1,646	1,732	1,781	1,778	1,772	1,840	1,889	1,907	1,838	1,939
Manufacturing AAWI (%)	2.5	2.5	2.5	2.4	2.4	2.5	2.5	2.6	2.8	2.9	3.0	3.2	3.3
Manufacturing duration (yrs.)	2.8	2.8	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9
Manufacturing employees ('000)	125.7	126.3	127.8	118.4	126.4	132.0	132.2	133.5	139.3	148.2	147.4	148.1	154.1
Non-Metal Manufacturing agreements	1,162	1,163	1,181	1,112	1,164	1,194	1,192	1,170	1,219	1,273	1,278	1,251	1,312
Non-Metal Manufacturing AAWI (%)	2.4	2.4	2.4	2.4	2.4	2.4	2.5	2.5	2.7	2.8	2.9	3.1	3.3
Non-Metal Manufacturing duration (yrs.)	2.8	2.9	2.9	3.0	3.0	2.9	2.9	3.0	2.9	2.9	2.9	3.0	3.0
Non-Metal Manufacturing employees ('000)	85.6	86.2	87.3	83.1	87.6	91.6	92.6	90.8	96.2	104.1	103.3	103.8	108.6
Metal Manufacturing agreements	575	575	582	534	568	587	586	602	621	616	629	587	627
Metal Manufacturing AAWI (%)	2.6	2.6	2.6	2.5	2.5	2.6	2.6	2.7	2.9	3.0	3.1	3.2	3.4
Metal Manufacturing duration (yrs.)	2.8	2.8	2.8	2.9	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8	2.8
Metal Manufacturing employees ('000)	40.1	40.1	40.5	35.3	38.8	40.3	39.5	42.6	43.0	44.1	44.2	44.3	45.5
Electricity, Gas, Water and Waste Services agreements	367	355	359	336	347	335	351	324	346	354	352	337	359
Electricity, Gas, Water and Waste Services AAWI (%)	2.7	2.6	2.5	2.5	2.5	2.5	2.5	2.7	2.8	2.8	2.9	3.1	3.3
Electricity, Gas, Water and Waste Services duration (yrs.)	2.9	2.9	2.8	2.8	2.7	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6
Electricity, Gas, Water and Waste Services Employees ('000)	58.7	43.5	45.8	40.3	48.1	51.3	54.1	49.8	54.9	56.1	58.9	53.2	55.5
Construction agreements	3,058	3,287	3,496	3,942	4,265	4,433	4,668	4,799	4,697	4,413	4,515	3,311	3,331
Construction AAWI (%)	3.4	3.5	3.5	3.6	3.6	3.6	3.7	3.7	3.6	3.6	3.6	3.5	3.8
Construction duration (yrs.)	3.2	3.1	3.0	3.0	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.1	3.1
Construction employees ('000)	81.5	92.0	96.8	102.4	110.7	113.5	116.5	116.6	115.4	108.2	109.8	87.4	90.3
Wholesale Trade agreements	271	248	239	215	213	206	194	174	181	170	173	171	182
Wholesale Trade AAWI (%)	2.6	2.6	2.5	2.5	2.5	2.6	2.6	2.7	2.9	3.0	3.0	3.2	3.3
Wholesale Trade duration (yrs.)	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.0	3.0	3.0	2.9	3.2
Wholesale Trade employees ('000)	19.1	18.2	17.6	16.5	16.6	17.2	16.3	15.5	15.1	14.7	14.6	12.7	18.4

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Retail Trade agreements	154	155	153	135	140	134	124	114	124	119	121	119	133
Retail Trade AAWI (%)	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.6	2.7	2.8	2.8	2.8	3.0
Retail Trade duration (yrs.)	3.6	3.6	3.6	3.7	3.7	3.7	3.8	3.8	3.8	3.8	3.8	3.8	3.3
Retail Trade employees ('000)	259.4	261.3	260.0	251.5	251.8	244.8	225.6	225.3	223.3	92.3	86.9	83.6	116.3
Accommodation and Food Services agreements	125	115	104	105	107	108	105	105	99	100	102	100	103
Accommodation and Food Services AAWI (%)	2.7	2.7	2.3	2.2	2.8	2.7	2.7	2.9	2.9	3.6	3.6	3.7	3.1
Accommodation and Food Services duration (yrs.)	3.9	3.9	4.0	3.9	3.8	3.8	3.8	3.8	3.8	3.7	3.6	3.7	3.9
Accommodation and Food Services Employees ('000)	52.2	52.9	51.9	50.7	54.6	55.0	54.7	56.7	56.9	60.1	61.1	61.4	59.4
Transport, Postal and Warehousing agreements	1,055	1,053	1,073	975	1,015	1,034	1,035	1,023	1,125	1,160	1,206	1,175	1,242
Transport, Postal and Warehousing AAWI (%)	2.7	2.7	2.6	2.7	2.6	2.7	2.7	2.7	2.8	2.9	2.9	3.0	3.1
Transport, Postal and Warehousing duration (yrs.)	3.0	2.9	2.9	3.0	3.0	2.9	2.8	2.9	2.9	2.8	2.8	2.9	2.9
Transport, Postal and Warehousing employees ('000)	127.0	129.5	117.8	135.3	137.1	151.7	159.5	163.3	166.6	176.2	185.3	166.1	177.3
Information Media and Telecommunications agreements	56	53	51	43	48	51	49	48	52	52	53	58	62
Information Media and Telecommunications AAWI (%)	1.9	1.9	1.9	1.8	1.9	2.0	2.2	2.4	2.5	2.5	2.5	2.6	2.6
Information Media and Telecommunications duration (yrs.)	1.8	1.8	1.8	1.8	2.6	2.7	2.5	2.4	2.4	2.4	2.4	2.5	2.5
Information Media and Telecommunications employees ('000)	33.5	33.2	33.0	32.5	13.6	15.4	15.2	32.5	33.2	33.6	35.2	37.4	37.8
Financial and Insurance Services agreements	72	76	74	67	77	74	74	70	72	71	70	67	74
Financial and Insurance Services AAWI (%)	2.6	2.5	2.5	2.8	2.7	2.7	2.7	2.7	2.8	2.8	2.8	3.1	3.2
Financial and Insurance Services duration (yrs.)	3.1	3.1	3.0	2.3	2.3	2.1	2.1	3.0	3.1	2.6	2.6	2.6	2.8
Financial and Insurance Services employees ('000)	48.4	55.1	63.3	96.6	99.4	70.0	72.2	38.2	36.7	68.8	67.9	72.2	127.7
Rental, Hiring and Real Estate Services agreements	64	58	65	62	62	62	59	57	57	57	59	55	61
Rental, Hiring and Real Estate Services AAWI (%)	2.4	2.4	2.4	2.8	2.8	2.3	2.3	2.1	2.1	2.1	2.1	2.2	2.2
Rental, Hiring and Real Estate Services duration (yrs.)	3.6	3.6	3.7	3.4	3.4	3.4	3.4	3.5	3.5	3.5	3.5	3.5	3.5
Rental, Hiring and Real Estate Services employees ('000)	3.1	3.0	3.2	1.9	1.9	3.9	3.9	3.9	3.9	3.8	3.8	3.8	4.0
Professional, Scientific and Technical Services agreements	180	158	142	129	127	120	118	108	112	109	114	114	115
Professional, Scientific and Technical Services AAWI (%)	2.4	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.3	2.4	2.4	2.7
Professional, Scientific and Technical Services duration (yrs.)	3.0	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1
Professional, Scientific and Technical Services employees ('000)	21.6	19.0	17.9	17.7	17.6	17.8	17.6	17.9	18.2	17.8	18.2	18.0	13.2
Administrative and Support Services agreements	214	208	210	207	214	215	218	223	219	194	187	171	173
Administrative and Support Services AAWI (%)	2.6	2.6	2.7	2.7	2.8	2.9	2.9	2.9	3.0	3.0	3.0	3.3	3.5
Administrative and Support Services duration (yrs.)	3.4	3.4	3.4	3.5	3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.3
Administrative and Support Services employees ('000)	25.0	22.4	22.1	20.9	21.2	21.1	21.7	21.8	20.2	18.7	19.2	16.4	17.8
Public Administration and Safety agreements	393	395	394	373	381	391	400	360	367	367	370	342	346
Public Administration and Safety AAWI (%)	2.2	2.2	2.2	2.1	2.1	2.2	2.2	2.2	2.1	2.2	2.3	2.5	2.6
Public Administration and Safety duration (yrs.)	3.0	3.0	3.0	3.0	3.0	2.8	2.8	2.9	3.1	3.1	3.0	3.0	2.9
Public Administration and Safety employees ('000)	234.3	234.6	233.0	209.6	207.8	210.0	224.2	210.6	182.0	186.0	186.7	205.6	193.6

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Education and Training agreements	613	492	500	458	469	404	418	416	465	447	474	475	509
Education and Training AAWI (%)	2.5	2.6	2.5	2.6	2.6	2.6	2.6	2.5	2.5	2.7	2.8	3.2	3.5
Education and Training duration (yrs.)	2.9	2.8	2.6	2.4	2.3	2.7	2.6	3.1	2.9	2.9	2.8	2.8	2.5
Education and Training employees ('000)	440.9	439.1	328.0	224.6	208.3	166.9	166.8	208.8	226.8	239.4	266.8	301.4	383.5
Health Care and Social Assistance agreements	816	814	760	640	655	647	676	597	644	650	704	669	711
Health Care and Social Assistance AAWI (%)	2.9	2.9	2.8	2.8	2.8	2.5	2.6	2.5	2.4	2.5	2.6	2.8	2.8
Health Care and Social Assistance duration (yrs.)	2.8	2.8	2.7	3.0	2.9	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7
Health Care and Social Assistance employees ('000)	259.2	250.2	251.3	226.1	227.5	277.0	358.6	326.0	391.9	390.2	404.8	429.7	454.8
Arts and Recreation Services agreements	100	102	109	99	110	108	116	108	116	112	119	111	117
Arts and Recreation Services AAWI (%)	2.8	2.8	2.7	2.7	2.8	2.8	2.7	2.7	2.8	3.3	3.3	2.9	3.0
Arts and Recreation Services duration (yrs.)	2.9	2.9	2.8	2.8	2.8	2.9	2.9	3.0	2.9	2.5	2.5	2.8	2.8
Arts and Recreation Services employees ('000)	30.7	29.6	30.5	26.4	31.2	32.4	33.0	26.3	25.4	30.2	31.4	25.5	26.9
Other Services agreements	223	211	211	202	203	203	201	196	214	220	213	211	209
Other Services AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.5	2.4	2.5	2.6	2.8	2.8	2.9	3.0
Other Services duration (yrs.)	3.0	3.0	2.9	3.3	3.2	3.3	3.4	3.4	3.4	3.2	3.2	3.2	3.2
Other Services employees ('000)	23.6	24.4	24.5	16.2	17.9	18.2	15.7	17.8	20.4	21.9	22.6	23.6	23.2
All sector agreements	10,028	10,036	10,226	10,150	10,685	10,812	11,090	10,998	11,262	10,977	11,240	9,831	10,206
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1
All sectors duration (yrs.)	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	2.9	2.9	2.9	2.9
All sectors employees ('000)	1,905.1	1,896.2	1,787.2	1,651.8	1,656.7	1,662.1	1,749.1	1,728.5	1,795.8	1,734.2	1,786.3	1,810.0	2,022.3

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

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. The Manufacturing category has been disaggregated into Metal and non-Metal Manufacturing 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: 117 Agriculture, Forestry and Fishing agreements were current as at 31 December 2023, covering 10,100 employees. Their AAWI was 3.0 per cent and the average duration was 3.5 years.

Table 9 - Agreements by ANZSIC Division, expiring by quarter (December quarter 2023 – December quarter 2026)

FOR ALL CURRENT AGREEMENTS	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26
Agriculture, Forestry and Fishing agreements	8	7	10	13	11	3	14	8	4	1	8	5	3
Agriculture, Forestry and Fishing AAWI (%)	3.1	2.2	2.6	3.0	2.8	4.5	3.6	3.2	3.5	1.5	2.9	3.2	2.6
Agriculture, Forestry and Fishing employees ('000)	0.3	0.7	2.3	0.7	0.5	0.1	1.5	0.5	0.2	0.0	0.6	0.2	0.0
Mining agreements	25	36	30	23	17	19	39	35	36	18	42	25	15
Mining AAWI (%)	2.3	2.1	2.5	1.8	2.7	2.4	2.8	2.6	3.2	3.5	3.0	3.0	3.5
Mining employees ('000)	3.3	3.6	3.2	2.3	3.5	3.4	5.7	3.7	4.7	4.5	5.9	3.5	1.8
Manufacturing agreements	125	116	230	137	158	119	213	157	101	97	130	90	35
Manufacturing AAWI (%)	2.3	2.5	2.8	3.3	3.1	3.3	3.5	3.4	3.3	3.7	3.9	3.3	3.0
Manufacturing employees ('000)	9.5	9.5	17.4	10.5	14.6	7.5	16.0	15.2	7.5	6.3	9.6	7.7	2.8
Non-Metal Manufacturing agreements	86	76	152	85	112	85	148	101	71	70	94	59	23
Non-Metal Manufacturing AAWI (%)	2.5	2.5	2.6	3.4	2.9	3.2	3.5	3.5	3.2	3.5	3.8	3.3	3.0
Non-Metal Manufacturing employees ('000)	6.8	7.6	10.6	7.2	9.8	5.7	10.2	10.6	5.2	4.9	6.7	5.8	2.3
Metal Manufacturing agreements	39	40	78	52	46	34	65	56	30	27	36	31	12
Metal Manufacturing AAWI (%)	2.1	2.4	3.1	3.0	3.4	3.4	3.5	3.2	3.5	4.0	4.0	3.3	3.1
Metal Manufacturing employees ('000)	2.7	2.0	6.8	3.3	4.8	1.8	5.8	4.6	2.3	1.4	2.8	1.9	0.5
Electricity, Gas, Water & Waste Services agreements	22	26	53	30	25	16	31	35	22	18	19	22	7
Electricity, Gas, Water & Waste Services AAWI (%)	3.5	3.0	2.9	3.1	2.8	2.5	2.9	3.6	3.4	3.5	3.8	4.0	3.4
Electricity, Gas, Water & Waste Services Employees ('000)	6.9	10.2	9.8	7.3	2.5	1.2	2.1	3.4	1.3	4.7	0.7	2.1	0.4
Construction agreements	881	303	155	142	168	336	204	145	226	94	131	106	96
Construction AAWI (%)	4.2	3.8	2.8	3.1	2.9	3.0	3.2	3.0	4.1	3.2	3.6	3.3	3.7
Construction employees ('000)	17.8	6.9	4.3	4.0	5.2	9.3	7.4	3.8	6.3	2.6	3.8	2.8	2.2
Wholesale Trade agreements	11	16	21	18	10	11	18	16	11	9	6	6	4
Wholesale Trade AAWI (%)	2.7	2.6	2.5	2.5	3.2	2.5	3.9	3.8	3.5	3.6	3.9	3.7	2.5
Wholesale Trade employees ('000)	0.5	0.7	1.9	1.3	1.3	0.4	1.1	1.5	0.4	0.3	0.8	0.2	0.2
Retail Trade agreements	6	10	19	11	7	6	11	7	9	9	6	6	3
Retail Trade AAWI (%)	2.3	2.2	2.8	2.3	2.4	2.1	4.0	3.3	2.4	2.9	4.0	2.5	2.7
Retail Trade employees ('000)	26.2	13.9	7.5	3.3	3.5	7.1	5.2	1.8	0.7	4.0	2.0	45.7	1.4
Accommodation and Food Services agreements	8	7	12	12	8	5	4	9	4	8	5	10	2
Accommodation and Food Services AAWI (%)	1.9	1.9	2.6	2.3	2.6	2.3	2.8	3.5	4.4	3.1	3.3	2.9	2.4
Accommodation and Food Services Employees ('000)	0.8	0.6	38.0	3.9	1.9	1.5	1.5	0.9	1.6	1.0	2.0	3.1	0.4

FOR ALL CURRENT AGREEMENTS	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26
Transport, Postal and Warehousing agreements	81	56	155	96	90	64	129	71	98	51	92	67	33
Transport, Postal and Warehousing AAWI (%)	2.2	3.1	2.8	3.0	2.8	2.7	3.1	3.2	3.1	2.7	3.4	3.5	3.4
Transport, Postal and Warehousing employees ('000)	9.0	5.0	29.6	36.4	10.8	4.9	12.7	5.6	11.7	7.2	13.3	5.4	6.7
Information Media & Telecommunications agreements	1	4	10	6	4	4	6	8	2	5	4	1	1
Information Media & Telecommunications AAWI (%)	1.3	2.1	2.9	2.4	2.7	2.9	2.9	3.1	2.6	3.6	2.9	*	2.2
Information Media & Telecommunications employees ('000)	0.0	1.0	2.2	22.0	0.1	3.0	1.0	1.9	0.3	2.8	2.3	0.1	0.0
Financial and Insurance Services agreements	6	3	11	8	9	7	7	2	5	1	4	3	1
Financial and Insurance Services AAWI (%)	2.4	2.2	3.1	3.3	2.5	2.3	3.2	3.0	3.3	*	4.3	4.2	*
Financial and Insurance Services employees ('000)	9.6	6.9	4.0	3.1	35.1	1.3	2.5	0.3	2.1	0.2	0.4	5.9	29.7
Rental, Hiring and Real Estate Services agreements	2	5	8	4	1	3	7	5	5	3	4	4	1
Rental, Hiring and Real Estate Services AAWI (%)	*	2.9	2.3	2.9	2.6	2.5	2.3	4.5	3.1	1.7	3.6	3.0	3.0
Rental, Hiring and Real Estate Services ('000)	0.0	0.1	0.9	0.1	0.0	0.2	0.1	0.2	0.1	1.5	0.3	0.1	0.0
Professional, Scientific & Technical Services agreements	13	13	18	8	5	3	13	7	7	7	10	2	1
Professional, Scientific & Technical Services AAWI (%)	2.0	2.5	2.3	2.5	2.5	3.2	2.9	3.9	3.5	4.2	3.3	2.4	*
Professional, Scientific & Technical Services employees ('000)	6.1	1.0	2.1	3.5	0.3	0.7	1.3	0.9	0.8	0.2	0.5	0.1	0.0
Administrative and Support Services agreements	35	20	16	13	6	13	11	8	16	3	11	5	5
Administrative and Support Services AAWI (%)	4.4	3.3	2.8	2.6	2.9	3.0	3.3	2.3	3.4	4.7	3.3	3.7	3.8
Administrative and Support Services employees ('000)	2.1	2.4	3.8	0.9	0.5	1.5	0.6	0.4	0.9	0.4	0.7	0.4	0.5
Public Administration and Safety agreements	27	21	62	30	20	18	75	18	26	13	14	5	3
Public Administration and Safety AAWI (%)	2.3	2.0	2.3	2.3	2.7	2.5	2.5	2.1	3.2	3.6	2.9	2.1	2.6
Public Administration and Safety employees ('000)	22.6	54.6	20.4	14.7	8.8	2.7	28.7	18.4	9.8	18.5	3.6	0.4	0.3
Education and Training agreements	90	22	45	10	68	34	36	13	83	23	17	8	13
Education and Training AAWI (%)	2.6	2.4	2.5	4.5	3.2	3.1	5.2	4.5	2.7	3.4	4.6	3.6	2.5
Education and Training employees ('000)	14.5	10.3	2.8	16.3	14.7	34.1	26.2	16.2	136.0	5.5	17.8	6.0	1.7
Health Care and Social Assistance agreements	59	35	151	49	33	28	82	40	40	32	51	20	12
Health Care and Social Assistance AAWI (%)	2.7	2.4	2.7	4.2	2.5	2.7	3.4	4.2	2.6	2.1	2.5	2.7	2.4
Health Care and Social Assistance employees ('000)	31.9	16.3	129.7	11.7	19.0	10.5	90.5	11.1	26.3	34.0	23.1	12.4	3.6
Arts and Recreation Services agreements	21	13	16	9	9	3	16	5	9	0	5	1	0
Arts and Recreation Services AAWI (%)	2.7	3.5	2.5	3.2	2.5	2.8	3.4	2.2	2.4	*	6.8	2.5	*
Arts and Recreation Services employees ('000)	2.5	5.2	2.0	1.8	1.1	2.1	3.0	2.7	2.7	0.0	1.4	0.0	0.0

FOR ALL CURRENT AGREEMENTS	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26
Other Services agreements	17	12	22	17	16	8	28	23	18	14	9	9	3
Other Services AAWI (%)	2.6	3.4	3.1	2.2	3.0	2.2	3.2	3.0	3.5	3.0	3.0	2.9	4.6
Other Services employees ('000)	1.3	0.9	3.8	2.9	1.1	0.5	2.9	2.6	0.7	1.7	1.5	1.6	0.3
All sector agreements	1,438	725	1,044	636	665	700	944	612	722	406	568	395	238
All sectors AAWI (%)	2.7	2.4	2.7	2.9	2.9	2.9	3.5	3.6	2.8	2.9	3.5	3.3	3.2
All sectors employees ('000)	165.0	149.8	285.8	146.6	124.6	92.0	210.0	91.1	214.2	95.2	90.3	97.6	52.0

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

Notes:

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

How to read: 35 Manufacturing agreements, covering 2,800 employees, have an expiry date in the December quarter 2026. Their AAWI is 3.0 per cent.

Table 10 - Agreements approved in the quarter by state (December quarter 2020 – December quarter 2023)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
ACT agreements	23	9	10	6	18	17	15	11	15	12	12	14	11
ACT AAWI (%)	2.8	3.0	3.0	3.5	2.7	2.7	3.7	4.4	2.6	3.7	3.8	3.5	3.6
ACT duration (yrs.)	2.0	1.0	3.0	2.0	1.0	1.0	1.8	1.8	1.9	2.2	2.7	2.5	2.5
ACT employees ('000)	1.7	1.5	1.2	0.5	13.5	14.2	0.3	0.1	0.8	0.8	1.9	16.9	1.5
NSW agreements	190	157	179	177	205	166	173	219	206	155	172	192	199
NSW AAWI (%)	1.6	2.3	2.5	2.3	2.5	2.7	3.0	3.2	3.7	3.8	3.7	5.5	4.4
NSW duration (yrs.)	1.4	2.5	2.6	2.7	1.8	2.7	2.6	3.0	2.3	2.6	2.0	2.5	2.7
NSW employees ('000)	22.7	9.8	10.2	11.6	41.6	26.5	13.4	16.6	27.9	11.5	30.7	19.7	19.9
NT agreements	8	4	8	10	12	12	11	11	10	7	8	9	13
NT AAWI (%)	2.5	1.8	1.8	2.1	1.8	2.2	2.7	2.6	2.5	3.1	3.1	3.5	3.8
NT duration (yrs.)	3.5	3.6	3.6	2.6	3.5	3.0	2.6	3.0	3.1	1.8	2.6	3.0	2.5
NT employees ('000)	0.6	0.1	0.7	0.7	0.6	1.7	1.3	1.0	1.0	4.7	0.8	6.7	1.0
Qld agreements	149	118	131	144	151	137	134	137	155	127	147	152	268
Qld AAWI (%)	2.7	2.5	2.6	2.5	3.0	2.8	2.9	3.4	3.5	4.0	4.3	4.3	4.1
Qld duration (yrs.)	2.6	2.7	2.7	2.9	2.5	2.4	2.5	2.8	2.5	2.8	2.4	2.5	2.8
Qld employees ('000)	37.0	13.9	8.1	16.2	10.4	13.1	9.7	9.4	20.0	17.0	22.7	33.3	24.5
SA agreements	34	52	55	49	72	58	63	51	70	45	44	57	61
SA AAWI (%)	1.9	2.9	2.6	2.9	2.4	2.8	2.7	3.4	3.4	3.4	4.6	5.1	4.4
SA duration (yrs.)	2.5	2.3	2.0	2.6	2.8	2.4	2.2	2.8	1.8	2.7	2.8	2.3	2.1
SA employees ('000)	3.3	2.8	5.9	2.2	4.6	5.6	6.1	5.6	17.7	3.0	3.1	10.1	6.2
Tas agreements	22	20	25	27	28	31	24	30	32	26	32	27	25
Tas AAWI (%)	3.7	2.4	2.7	3.0	2.7	2.4	2.9	3.3	3.6	4.0	3.7	5.8	4.6
Tas duration (yrs.)	2.1	2.3	2.4	2.6	2.4	2.7	3.0	2.8	2.3	2.4	1.8	2.1	2.6
Tas employees ('000)	2.4	1.5	2.9	1.8	2.9	3.8	1.5	3.0	3.4	1.2	3.8	2.3	1.3
Vic agreements	232	325	411	574	394	354	335	378	399	268	285	323	323
Vic AAWI (%)	2.2	3.1	2.6	2.8	2.7	2.6	2.8	2.4	2.4	3.5	3.5	3.4	4.0
Vic duration (yrs.)	3.1	2.3	1.8	2.7	2.7	2.3	2.8	3.2	2.8	2.0	2.3	2.3	2.6
Vic employees ('000)	75.0	17.8	37.8	32.4	41.0	103.8	92.3	123.2	83.0	34.2	26.1	62.1	35.4
WA agreements	56	68	64	74	85	77	74	92	91	81	82	77	76
WA AAWI (%)	1.8	2.2	1.5	1.9	2.1	2.1	2.3	2.8	3.3	4.0	3.8	4.9	3.8
WA duration (yrs.)	2.1	2.6	2.2	2.0	2.7	2.7	2.3	2.7	2.5	1.8	2.7	2.4	2.5
WA employees ('000)	8.0	6.0	11.3	9.0	7.3	7.8	7.8	15.1	6.4	13.0	10.5	9.4	12.1
Multi-state agreements	133	127	181	210	180	156	114	159	148	120	156	221	280
Multi-state AAWI (%)	2.4	2.3	2.5	2.9	2.3	2.6	2.8	2.7	3.7	3.7	3.7	4.3	4.7
Multi-state duration (yrs.)	3.0	1.9	2.7	2.1	2.7	2.7	2.6	2.5	2.4	2.4	2.9	2.9	2.5
Multi-state employees ('000)	24.1	62.8	21.9	106.1	28.1	70.6	22.3	39.6	62.0	49.0	36.5	135.2	167.7

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Other agreements	0	0	1	0	2	1	0	0	0	0	0	0	1
Other AAWI (%)	*	*	2.0	*	1.9	2.0	*	*	*	*	*	*	*
Other duration (yrs.)	0.0	0.0	2.8	0.0	2.1	2.5	0.0	0.0	0.0	0.0	0.0	0.0	3.6
Other employees ('000)	0.0	0.0	0.1	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
All States agreements	847	880	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,072	1,257
All states AAWI (%)	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.3
All states duration (yrs.)	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5
All states employees ('000)	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2	295.6	269.7

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

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal enterprise agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. Figures for State and Territory agreements are based on intra-State agreements only.
5. Multiple State agreements are those covering more than one State and include Australia-wide agreements.
6. Other agreements 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: 11 agreements approved in the December quarter 2023 operate solely in the ACT, covering 1,500 employees. Their AAWI is 3.6 per cent and the average duration is 2.5 years.

Table 11 - Agreements current on the last day of the quarter by state (December quarter 2020 – December quarter 2023)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
ACT agreements	148	146	143	127	118	122	129	125	109	115	119	112	117
ACT AAWI (%)	2.6	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.7	2.9	3.2	3.5	3.5
ACT duration	2.7	2.6	2.6	2.6	2.0	1.6	1.6	1.5	2.1	2.8	2.8	2.6	2.6
ACT employees ('000)	33.5	32.8	33.7	33.3	28.7	41.3	39.1	37.8	12.5	7.6	9.7	25.1	26.4
NSW agreements	2,010	1,987	2,044	1,977	2,068	2,041	2,052	2,055	2,141	2,033	2,072	2,066	2,126
NSW AAWI (%)	2.6	2.7	2.7	2.7	2.6	2.6	2.6	2.8	3.0	3.0	3.1	3.5	3.6
NSW duration	2.8	2.9	2.9	2.9	2.7	2.7	2.7	2.9	2.8	2.8	2.7	2.8	2.8
NSW employees ('000)	244.5	216.7	208.6	168.7	193.2	189.7	191.1	162.7	183.4	179.1	197.4	190.7	203.9
NT agreements	131	126	125	117	116	118	116	109	113	112	114	114	118
NT AAWI (%)	2.5	2.5	2.4	2.4	2.4	2.4	2.4	2.3	2.3	2.6	2.6	3.0	3.0
NT duration	3.1	3.2	3.2	3.1	3.3	3.2	3.2	3.2	3.2	2.7	2.7	2.8	2.8
NT employees ('000)	29.6	27.5	28.0	15.5	10.6	11.9	12.6	8.4	8.9	13.4	14.0	20.2	20.9
Qld agreements	1,582	1,535	1,557	1,520	1,591	1,576	1,626	1,612	1,422	1,407	1,455	1,391	1,567
Qld AAWI (%)	2.5	2.5	2.5	2.5	2.5	2.6	2.6	2.7	2.7	2.9	3.1	3.3	3.5
Qld duration	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	2.9	2.9	2.9
Qld employees ('000)	201.8	206.0	203.3	162.9	164.7	161.2	162.4	155.1	161.4	162.8	176.8	171.4	187.4
SA agreements	592	592	605	541	564	571	590	537	574	569	574	571	595
SA AAWI (%)	2.6	2.5	2.5	2.5	2.6	2.6	2.6	2.5	2.7	2.8	2.9	3.4	3.5
SA duration	3.0	3.0	2.9	2.9	2.9	2.9	2.8	2.8	2.5	2.5	2.5	2.5	2.5
SA employees ('000)	53.7	49.6	51.6	39.2	39.0	41.5	45.3	44.2	58.8	58.5	58.2	60.8	64.3
Tas agreements	297	293	297	256	271	269	287	261	281	283	295	276	287
Tas AAWI (%)	3.2	3.2	3.1	3.1	3.0	2.9	2.9	2.9	3.0	3.0	3.1	3.3	3.4
Tas duration	2.7	2.7	2.7	2.9	2.8	2.9	2.9	3.0	2.9	3.0	2.8	2.8	2.8
Tas employees ('000)	25.8	25.6	27.3	21.4	22.5	23.5	25.1	23.2	25.9	23.7	26.6	25.7	26.2
Vic agreements	2,519	2,638	2,653	2,853	3,104	3,241	3,415	3,462	3,702	3,788	3,935	2,628	2,567
Vic AAWI (%)	2.8	2.8	2.7	2.8	2.8	2.6	2.6	2.6	2.5	2.5	2.6	2.5	2.6
Vic duration	3.1	3.1	2.9	3.1	3.1	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.9
Vic employees ('000)	531.8	527.9	423.5	381.8	374.5	432.4	516.9	581.4	643.3	659.0	672.7	666.9	665.4
WA agreements	960	930	934	881	912	909	915	888	938	932	931	897	913
WA AAWI (%)	1.9	1.9	1.9	1.9	2.0	2.0	2.0	2.1	2.2	2.5	2.6	3.0	3.2
WA duration	2.9	2.9	2.8	2.9	2.9	2.8	2.8	2.9	2.9	2.8	2.7	2.8	2.8
WA employees ('000)	109.4	109.4	109.7	83.4	86.8	90.7	90.6	88.1	83.1	89.7	95.6	88.5	91.2

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Multi-state agreements	1,786	1,786	1,865	1,875	1,936	1,959	1,954	1,943	1,976	1,732	1,741	1,773	1,912
Multi-state AAWI (%)	2.5	2.4	2.4	2.5	2.5	2.6	2.6	2.6	2.7	2.8	2.9	3.1	3.4
Multi-state duration	3.3	3.1	3.1	3.0	3.1	3.2	3.2	3.3	3.3	3.1	3.0	3.1	2.9
Multi-state employees ('000)	674.8	700.3	701.1	745.4	736.3	669.5	665.7	627.3	618.0	540.0	535.2	560.6	736.5
Other agreements	3	3	3	3	5	6	6	6	6	6	4	3	4
Other AAWI (%)	2.4	2.4	2.4	2.4	2.3	2.2	2.2	2.2	2.2	2.2	2.0	1.9	1.9
Other duration	3.1	3.1	3.0	3.0	2.8	2.8	2.8	2.8	2.8	2.8	2.5	2.9	3.2
Other employees ('000)	0.2	0.2	0.3	0.3	0.4	0.4	0.4	0.4	0.4	0.4	0.2	0.1	0.2
All sector agreements	10,028	10,036	10,226	10,150	10,685	10,812	11,090	10,998	11,262	10,977	11,240	9,831	10,206
All sectors AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1
All sectors duration	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	2.9	2.9	2.9	2.9
All sectors employees ('000)	1,905.1	1,896.2	1,787.2	1,651.8	1,656.7	1,662.1	1,749.1	1,728.5	1,795.8	1,734.2	1,786.3	1,810.0	2,022.3

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

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal enterprise agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. Figures for State and Territory agreements are based on intra-State agreements only.
5. Multiple State agreements are those covering more than one State and include Australia-wide agreements.
6. Other agreements include 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: 117 agreements current as at 31 December 2023 operate solely in the ACT, covering 26,400 employees. Their AAWI is 3.5 per cent and the average duration is 2.6 years.

Table 12a - Agreements approved in the quarter – non-quantifiable wage increases, by reason (December quarter 2022 – December quarter 2023)

Linked to minimum wage

Agreement Type	Mar-23	Jun-23	Sep-23	Dec-23
Single-enterprise non-Greenfields agreements	35	44	56	70
Single-enterprise non-Greenfields employees ('000)	12.1	10.4	14.5	13.6
Single-enterprise Greenfields agreements	1	3	1	0
Single-enterprise Greenfields employees ('000)	0.1	0.3	0.1	0.0
Multi-enterprise non-Greenfields agreements	0	2	2	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.2	3.0	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	36	49	59	70
Sub-total employees ('000)	12.2	10.8	17.6	13.6

Linked to CPI

Agreement Type	Mar-23	Jun-23	Sep-23	Dec-23
Single-enterprise non-Greenfields agreements	13	11	17	20
Single-enterprise non-Greenfields employees ('000)	2.0	1.7	1.5	1.2
Single-enterprise Greenfields agreements	0	0	1	1
Single-enterprise Greenfields employees ('000)	0.0	0.0	0.1	0.0
Multi-enterprise non-Greenfields agreements	1	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0.7	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	14	11	18	21
Sub-total employees ('000)	2.7	1.7	1.6	1.3

Inconsistent increase

Agreement Type	Mar-23	Jun-23	Sep-23	Dec-23
Single-enterprise non-Greenfields agreements	31	53	53	40
Single-enterprise non-Greenfields employees ('000)	8.5	14.8	87.1	51.3
Single-enterprise Greenfields agreements	1	0	0	1
Single-enterprise Greenfields employees ('000)	0.2	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

Agreement Type	Mar-23	Jun-23	Sep-23	Dec-23
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	32	53	53	41
Sub-total employees ('000)	8.7	14.8	87.1	51.3

Performance linked

Agreement Type	Mar-23	Jun-23	Sep-23	Dec-23
Single-enterprise non-Greenfields agreements	2	5	1	6
Single-enterprise non-Greenfields employees ('000)	0.1	0.6	0.0	36.8
Single-enterprise Greenfields agreements	0	0	0	0
Single-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields agreements	0	0	0	0
Multi-enterprise non-Greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	2	5	1	6
Sub-total employees ('000)	0.1	0.6	0.0	36.8

Other reason

Agreement Type	Mar-23	Jun-23	Sep-23	Dec-23
Single-enterprise non-Greenfields agreements	37	57	79	96
Single-enterprise non-Greenfields employees ('000)	5.5	6.0	7.2	30.4
Single-enterprise Greenfields agreements	1	1	3	3
Single-enterprise Greenfields employees ('000)	0.0	0.1	0.2	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	38	58	82	99
Sub-total employees ('000)	5.5	6.1	7.4	30.5

Totals

Agreement Type	Mar-23	Jun-23	Sep-23	Dec-23
Total non-quantifiable agreements	122	176	213	237
Total employees covered by non-quantifiable agreements ('000)	29.2	34.0	113.8	133.4

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

Notes:

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

How to read: *70 single enterprise non-Greenfields agreements approved in the December quarter 2023 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 13,600 employees.*

Table 12b - Agreements approved in the quarter – quantifiable wage increases (December quarter 2022 – December quarter 2023)

Quantifiable agreements

Agreement Type	Mar-23	Jun-23	Sep-23	Dec-23
Single-enterprise non-Greenfields agreements	663	698	796	961
Single-enterprise non-Greenfields employees ('000)	103.2	99.9	146.6	134.7
Single-enterprise Greenfields agreements	56	63	60	58
Single-enterprise Greenfields employees ('000)	2.1	2.2	1.8	1.5
Multi-enterprise non-Greenfields agreements	0	1	3	1
Multi-enterprise non-Greenfields employees ('000)	0.0	0.2	33.5	0.0
Multi-enterprise Greenfields agreements	0	0	0	0
Multi-enterprise Greenfields employees ('000)	0.0	0.0	0.0	0.0
Total quantifiable agreements	719	762	859	1020
Total employees covered by quantifiable agreements ('000)	105.3	102.2	181.9	136.3

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

Notes:

1. *Revisions have been made to historical series.*

How to read: 961 single enterprise non-Greenfields agreements approved in the December quarter 2023 had quantifiable AAWIs. These agreements cover 134,700 employees.

Table 13 - Agreements approved in the quarter by union coverage (December quarter 2020 – December quarter 2023)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Agreements (union covered)	645	718	869	1,055	928	847	742	870	910	673	713	804	1,000
AAWI (%) (union covered)	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.2	4.4
Duration (yrs.) (union covered)	2.7	2.1	2.1	2.3	2.2	2.4	2.7	3.0	2.5	2.2	2.3	2.6	2.5
Employees ('000) (union covered)	169.5	110.5	91.3	172.6	142.3	239.6	146.9	205.7	214.6	126.2	122.0	281.2	256.0
Agreements (no union covered)	202	162	196	216	219	162	201	218	216	168	225	268	257
AAWI (%) (no union covered)	2.3	2.1	2.4	2.2	2.4	2.4	2.8	3.1	2.9	3.4	3.4	3.5	3.4
Duration (yrs.) (no union covered)	3.4	3.2	3.6	3.2	3.4	3.6	3.0	3.3	3.1	3.4	3.7	3.5	3.6
Employees ('000) (no union covered)	5.2	5.6	8.8	7.9	7.7	7.4	7.9	8.0	7.5	8.2	14.2	14.4	13.7
All agreements	847	880	1,065	1,271	1,147	1,009	943	1,088	1,126	841	938	1,072	1,257
All AAWI (%)	2.2	2.6	2.4	2.7	2.6	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.3
All duration (yrs.)	2.7	2.1	2.3	2.3	2.3	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5
All employees ('000)	174.7	116.0	100.1	180.5	150.1	247.0	154.8	213.7	222.1	134.4	136.2	295.6	269.7

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

Notes:

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

How to read: 1,000 agreements approved in the December quarter 2023, covering 256,000 employees, formally covered a union. Their AAWI was 4.4 per cent and the average duration was 2.5 years.

Table 14 - Agreements current on the last day of the quarter by union coverage (December quarter 2020 – December quarter 2023)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Dec-20	Mar-21	Jun-21	Sep-21	Dec-21	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23
Agreements (union covered)	6,674	6,784	7,028	7,053	7,575	7,781	8,106	8,060	8,291	8,092	8,432	7,090	7,415
AAWI (%) (union covered)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1
Duration (yrs.) (union covered)	3.0	3.0	2.9	3.0	2.9	2.9	2.9	3.0	3.0	2.9	2.8	2.9	2.8
Employees ('000) (union covered)	1,793.4	1,786.2	1,675.7	1,545.2	1,548.6	1,555.2	1,643.8	1,625.0	1,690.0	1,630.6	1,683.5	1,696.9	1,901.8
Agreements (no union covered)	3,354	3,252	3,198	3,097	3,110	3,031	2,984	2,938	2,971	2,885	2,808	2,741	2,791
AAWI (%) (no union covered)	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.5	2.5	2.6	2.7	2.8	2.9
Duration (yrs.) (no union covered)	3.7	3.7	3.7	3.7	3.7	3.7	3.8	3.8	3.7	3.7	3.7	3.8	3.8
Employees ('000) (no union covered)	111.7	110.0	111.4	106.6	108.1	106.9	105.3	103.5	105.8	103.6	102.8	113.1	120.6
All agreements	10,028	10,036	10,226	10,150	10,685	10,812	11,090	10,998	11,262	10,977	11,240	9,831	10,206
Overall AAWI (%)	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1
Overall duration (yrs.)	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1	2.9	2.9	2.9	2.9
All employees ('000)	1,905.1	1,896.2	1,787.2	1,651.8	1,656.7	1,662.1	1,749.1	1,728.5	1,795.8	1,734.2	1,786.3	1,810.0	2,022.3

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

Notes:

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

How to read: 7,415 agreements current as at 31 December 2023, covering 1,901,800 employees, formally covered a union. Their AAWI was 3.1 per cent and the average duration was 2.8 years.

Table 15 - Agreements approved in the December quarter 2023 covering 2,000 employees or more

Agreement ID	Title	Employees	AAWI	ANZSIC	States	Sector
AE522879	NSW and ACT Catholic Systemic Schools Enterprise Agreement 2023	36,977	Inconsistent increase	Education and Training	ACT, NSW	Private
AE521866	Commonwealth Bank Enterprise Agreement 2023	33,931	Performance linked	Financial and Insurance Services	Aus, TER	Private
AE521992	ANZ Enterprise Agreement 2023 - 2027 (Australia)	18,840	Other reason	Financial and Insurance Services	Aus	Private
AE521833	Deakin University Enterprise Agreement 2023	8,958	4.4	Education and Training	Aus	Public
AE522158	The University of New South Wales (Professional Staff) Enterprise Agreement 2023	5,701	6.3	Education and Training	ACT, NSW	Public
AE522157	The University of New South Wales (Academic Staff) Enterprise Agreement 2023	5,454	6.3	Education and Training	ACT, NSW	Public
AE521875	Curtin University Enterprise Bargaining Agreement 2022-2025	5,238	6.5	Education and Training	ACT, NSW, Qld, SA, Tas, Vic, WA	Public
AE522205	Costco Wholesale Australia Enterprise Agreement 2023-2027	4,644	Inconsistent increase	Wholesale Trade	ACT, NSW, Qld, SA, Vic, WA	Private
AE522483	The Reject Shop Agreement 2023	4,270	Provides for FWA increases	Retail Trade	Aus	Private
AE522535	La Trobe University Enterprise Agreement 2023	4,239	7.1	Education and Training	Vic	Public
AE522083	St John of God Health Care - ANMF - Registered Nurses' and Midwives' Agreement 2022	3,842	3.1	Health Care and Social Assistance	WA	Private
AE521821	APPLE AUSTRALIA NATIONAL ENTERPRISE AGREEMENT 2023	3,298	2.5	Retail Trade	Aus	Private
AE521858	Macquarie University Professional Staff Enterprise Agreement 2023	2,983	5.4	Education and Training	NSW	Public
AE522498	HammondCare Aged Care Enterprise Agreement 2023	2,964	3.0	Health Care and Social Assistance	ACT, NSW, Qld, SA, Vic	Private
AE522217	Central Queensland University Enterprise Agreement 2023	2,482	Inconsistent increase	Education and Training	Aus	Public
AE522665	Toll - TWU Enterprise Agreement 2023 - 2026	2,467	3.7	Transport, Postal and Warehousing	Aus	Private

Agreement ID	Title	Employees	AAWI	ANZSIC	States	Sector
AE522353	Opal HealthCare (Victoria) Enterprise Agreement 2023	2,463	2.8	Health Care and Social Assistance	Vic	Private
AE521958	Macquarie University Academic Staff Enterprise Agreement 2023	2,325	4.2	Education and Training	NSW	Public
AE522322	University of the Sunshine Coast Enterprise Agreement (EA) 2023	2,179	4.3	Education and Training	Aus	Public

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

Notes:

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

How to read: NSW and ACT Catholic Systemic Schools Enterprise Agreement 2023 covers 36,977 employees. Its AAWI is unquantifiable as its wages inconsistently increase, it is in the private sector and it covers employees in ACT and NSW.

Table 16 - Agreements approved in the December quarter 2023 by state and ANZSIC division.

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	5	0	1	2	1	2	0	5	0	16
Agriculture, Forestry and Fishing AAWI (%)	*	*	*	*	*	5.0	2.6	*	3.2	*	3.3
Agriculture, Forestry and Fishing duration (yrs.)	0.0	4.0	0.0	4.0	4.0	0.7	2.1	0.0	3.6	0.0	3.6
Agriculture, Forestry and Fishing employees ('000)	0.0	0.2	0.0	0.1	0.2	0.0	0.0	0.0	1.4	0.0	1.8
Mining agreements	0	8	3	9	4	0	1	5	14	0	44
Mining AAWI (%)	*	3.3	2.5	3.3	4.3	*	5.0	4.2	3.3	*	3.9
Mining duration (yrs.)	0.0	3.8	2.8	3.9	2.3	0.0	2.8	3.0	3.9	0.0	3.3
Mining employees ('000)	0.0	0.3	0.1	0.8	0.3	0.0	0.2	2.6	1.1	0.0	5.2
Manufacturing agreements	0	54	1	33	14	9	84	12	16	0	223
Manufacturing AAWI (%)	*	4.1	4.1	4.1	4.1	5.1	3.9	5.2	3.3	*	4.1
Manufacturing duration (yrs.)	0.0	2.5	3.0	2.9	2.8	2.3	2.7	3.4	3.4	0.0	2.8
Manufacturing employees ('000)	0.0	3.8	0.0	2.7	0.5	0.5	5.7	1.5	0.9	0.0	15.5
Non-Metal Manufacturing agreements	0	36	1	22	9	6	53	9	8	0	144
Non-Metal Manufacturing AAWI (%)	*	4.1	4.1	4.2	4.1	5.2	3.9	5.3	3.1	*	4.1
Non-Metal Manufacturing duration (yrs.)	0.0	2.7	3.0	3.0	2.8	2.3	2.8	3.5	3.4	0.0	2.9
Non-Metal Manufacturing employees ('000)	0.0	2.6	0.0	2.0	0.3	0.5	4.6	1.3	0.3	0.0	11.7
Metal Manufacturing agreements	0	18	0	11	5	3	31	3	8	0	79
Metal Manufacturing AAWI (%)	*	4.3	*	3.7	4.1	3.4	3.8	5.0	3.6	*	4.0
Metal Manufacturing duration (yrs.)	0.0	2.2	0.0	2.8	2.7	2.9	2.6	2.7	3.5	0.0	2.6
Metal Manufacturing employees ('000)	0.0	1.2	0.0	0.6	0.2	0.0	1.1	0.2	0.5	0.0	3.8
Electricity, Gas, Water and Waste Services agreements	1	10	0	6	0	1	11	3	4	0	36
Electricity, Gas, Water and Waste Services AAWI (%)	3.2	4.0	*	4.6	*	4.3	4.7	3.1	3.0	*	4.2
Electricity, Gas, Water and Waste Services duration (yrs.)	3.0	2.9	0.0	2.3	0.0	4.0	1.7	3.6	3.3	0.0	2.5
Electricity, Gas, Water and Waste Services Employees ('000)	0.4	1.4	0.0	1.2	0.0	0.0	1.1	0.3	0.3	0.0	4.6
Construction agreements	4	61	1	125	12	6	139	24	140	0	512
Construction AAWI (%)	6.8	5.2	*	6.0	3.9	4.3	3.6	4.6	5.7	*	5.1
Construction duration (yrs.)	2.5	3.2	2.7	2.9	2.7	2.5	2.0	3.1	3.6	0.0	3.0
Construction employees ('000)	0.1	2.1	0.0	2.7	0.4	0.3	2.7	0.9	4.1	0.0	13.2
Wholesale Trade agreements	0	7	0	5	1	1	3	1	4	0	22
Wholesale Trade AAWI (%)	*	3.7	*	3.9	4.3	3.8	3.4	3.6	3.9	*	3.8
Wholesale Trade duration (yrs.)	0.0	2.6	0.0	2.8	2.7	1.9	2.8	2.5	3.7	0.0	3.5
Wholesale Trade employees ('000)	0.0	0.4	0.0	0.4	0.1	0.0	0.1	0.1	5.1	0.0	6.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Retail Trade agreements	0	4	0	4	0	1	4	1	5	0	19
Retail Trade AAWI (%)	*	4.6	*	3.9	*	*	4.9	*	2.5	*	2.9
Retail Trade duration (yrs.)	0.0	3.3	0.0	3.9	0.0	3.0	2.3	3.0	3.2	0.0	3.2
Retail Trade employees ('000)	0.0	0.6	0.0	1.7	0.0	0.1	1.0	0.1	7.8	0.0	11.3
Accommodation and Food Services agreements	0	1	0	6	0	0	1	0	2	0	10
Accommodation and Food Services AAWI (%)	*	2.9	*	2.0	*	*	*	*	*	*	2.1
Accommodation and Food Services duration (yrs.)	0.0	4.0	0.0	3.9	0.0	0.0	4.0	0.0	4.0	0.0	3.9
Accommodation and Food Services Employees ('000)	0.0	0.0	0.0	1.4	0.0	0.0	0.0	0.0	0.2	0.0	1.6
Transport, Postal and Warehousing agreements	0	18	2	23	9	0	15	19	35	0	121
Transport, Postal and Warehousing AAWI (%)	*	4.7	2.4	3.9	4.7	*	3.7	3.9	3.6	*	3.9
Transport, Postal and Warehousing duration (yrs.)	0.0	2.4	3.2	2.5	1.3	0.0	3.0	3.1	2.7	0.0	2.6
Transport, Postal and Warehousing employees ('000)	0.0	1.5	0.1	3.0	1.7	0.0	0.6	2.1	7.8	0.0	16.7
Information Media and Telecommunications agreements	0	1	0	0	0	0	1	0	2	0	4
Information Media and Telecommunications AAWI (%)	*	4.6	*	*	*	*	3.0	*	4.8	*	4.6
Information Media and Telecommunications duration (yrs.)	0.0	2.6	0.0	0.0	0.0	0.0	1.7	0.0	0.9	0.0	2.0
Information Media and Telecommunications employees ('000)	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.3
Financial and Insurance Services agreements	0	1	0	0	0	0	2	0	10	0	13
Financial and Insurance Services AAWI (%)	*	4.0	*	*	*	*	4.2	*	4.1	*	4.1
Financial and Insurance Services duration (yrs.)	0.0	2.9	0.0	0.0	0.0	0.0	3.4	0.0	3.0	0.0	3.0
Financial and Insurance Services employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.0	57.4	0.0	57.6
Rental, Hiring and Real Estate Services agreements	0	1	0	5	0	0	1	0	1	0	8
Rental, Hiring and Real Estate Services AAWI (%)	*	1.0	*	*	*	*	2.2	*	*	*	1.9
Rental, Hiring and Real Estate Services duration (yrs.)	0.0	3.0	0.0	4.0	0.0	0.0	2.9	0.0	4.0	0.0	3.8
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.1	0.0	0.3
Professional, Scientific and Technical Services agreements	0	2	0	0	0	0	2	2	5	0	11
Professional, Scientific and Technical Services AAWI (%)	*	3.4	*	*	*	*	5.6	*	3.0	*	3.4
Professional, Scientific and Technical Services duration (yrs.)	0.0	3.9	0.0	0.0	0.0	0.0	2.6	4.0	3.4	0.0	3.5
Professional, Scientific and Technical Services employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.1	0.5	0.0	0.8
Administrative and Support Services agreements	0	0	0	4	1	0	6	2	7	0	20
Administrative and Support Services AAWI (%)	*	*	*	5.6	4.0	*	4.2	6.7	5.3	*	5.0
Administrative and Support Services duration (yrs.)	0.0	0.0	0.0	3.5	1.5	0.0	2.8	2.6	3.8	0.0	3.5
Administrative and Support Services employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.1	1.7	0.0	2.4
Public Administration and Safety agreements	4	1	3	4	1	2	8	0	4	1	28
Public Administration and Safety AAWI (%)	3.5	2.8	4.0	3.6	7.6	3.6	3.2	*	2.7	*	3.4
Public Administration and Safety duration (yrs.)	2.3	3.0	1.6	1.6	0.8	3.4	2.8	0.0	4.0	3.6	2.7
Public Administration and Safety employees ('000)	1.1	0.3	0.5	0.2	0.1	0.3	6.3	0.0	0.3	0.1	9.2

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	1	11	1	20	5	0	11	0	10	0	59
Education and Training AAWI (%)	3.7	4.8	4.7	4.0	4.2	*	6.2	*	5.5	*	5.4
Education and Training duration (yrs.)	4.0	2.7	2.1	2.7	1.4	0.0	2.4	0.0	1.6	0.0	1.8
Education and Training employees ('000)	0.0	5.4	0.1	3.3	0.8	0.0	5.6	0.0	69.8	0.0	85.1
Health Care and Social Assistance agreements	0	11	1	18	10	1	28	5	10	0	84
Health Care and Social Assistance AAWI (%)	*	4.1	1.8	3.6	3.8	*	2.8	3.2	3.6	*	3.3
Health Care and Social Assistance duration (yrs.)	0.0	2.3	4.0	2.3	2.9	2.6	2.8	1.2	2.8	0.0	2.5
Health Care and Social Assistance employees ('000)	0.0	2.5	0.0	6.1	1.8	0.1	10.6	4.3	8.6	0.0	34.0
Arts and Recreation Services agreements	0	2	1	1	1	2	3	1	3	0	14
Arts and Recreation Services AAWI (%)	*	3.6	*	*	*	4.3	3.0	2.7	3.2	*	3.4
Arts and Recreation Services duration (yrs.)	0.0	3.2	4.0	3.6	0.6	2.3	2.7	4.0	1.1	0.0	2.7
Arts and Recreation Services employees ('000)	0.0	1.2	0.2	0.2	0.3	0.0	0.4	0.0	0.3	0.0	2.7
Other Services agreements	1	1	0	4	1	1	1	1	3	0	13
Other Services AAWI (%)	4.0	4.0	*	3.9	3.0	4.8	4.7	1.4	4.3	*	4.1
Other Services duration (yrs.)	1.7	2.6	0.0	2.7	1.7	1.5	3.0	2.1	2.3	0.0	2.5
Other Services employees ('000)	0.0	0.0	0.0	0.7	0.1	0.0	0.3	0.0	0.3	0.0	1.4
All sector agreements	11	199	13	268	61	25	323	76	280	1	1,257
All sectors AAWI (%)	3.6	4.4	3.8	4.1	4.4	4.6	4.0	3.8	4.7	*	4.3
All sectors duration (yrs.)	2.5	2.7	2.5	2.8	2.1	2.6	2.6	2.5	2.5	3.6	2.5
All sectors employees ('000)	1.5	19.9	1.0	24.5	6.2	1.3	35.4	12.1	167.7	0.1	269.7

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

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. The Manufacturing category has been disaggregated into Metal and non-Metal Manufacturing 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 16 Agriculture, Forestry and Fishing agreements approved in the December quarter 2023, 5 operate solely in New South Wales. These 5 agreements cover 200 employees, the AAWI is non-quantifiable and the average duration is 4.0 years.

Table 17 - Agreements current on the last day of the December quarter 2023 by state and ANZSIC division

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	24	1	22	8	16	24	6	16	0	117
Agriculture, Forestry and Fishing AAWI (%)	*	2.9	2.5	2.3	3.2	3.5	2.8	4.1	3.3	*	3.0
Agriculture, Forestry and Fishing duration (yrs.)	0.0	3.5	4.0	3.1	3.5	2.3	2.8	3.1	4.9	0.0	3.5
Agriculture, Forestry and Fishing employees ('000)	0.0	1.1	0.0	2.4	0.4	1.3	1.8	0.6	2.5	0.0	10.1
Mining agreements	0	127	6	101	13	11	27	47	90	1	423
Mining AAWI (%)	*	2.9	2.7	2.8	3.8	4.0	3.3	3.3	2.8	2.0	3.0
Mining duration (yrs.)	0.0	3.5	2.9	3.4	2.9	2.5	3.2	3.5	3.8	2.8	3.5
Mining employees ('000)	0.0	16.0	0.8	17.8	0.6	0.9	1.8	6.4	14.0	0.1	58.4
Manufacturing agreements	4	481	7	280	161	59	665	133	149	0	1,939
Manufacturing AAWI (%)	2.8	3.5	2.6	3.3	3.0	3.7	3.2	3.2	3.3	*	3.3
Manufacturing duration (yrs.)	2.8	2.9	3.0	3.1	2.9	2.7	2.9	3.2	2.9	0.0	2.9
Manufacturing employees ('000)	0.1	34.7	0.1	26.2	12.4	3.2	45.5	10.2	21.6	0.0	154.1
Non-Metal Manufacturing agreements	4	321	6	192	118	45	466	86	74	0	1,312
Non-Metal Manufacturing AAWI (%)	2.8	3.4	2.5	3.3	3.0	3.8	3.3	3.2	3.1	*	3.3
Non-Metal Manufacturing duration (yrs.)	2.8	3.1	3.0	3.1	3.0	2.5	2.9	3.0	2.9	0.0	3.0
Non-Metal Manufacturing employees ('000)	0.1	23.8	0.1	19.8	8.9	2.3	34.7	6.7	12.2	0.0	108.6
Metal Manufacturing agreements	0	160	1	88	43	14	199	47	75	0	627
Metal Manufacturing AAWI (%)	*	3.6	4.4	3.4	3.1	3.5	3.1	3.4	3.5	*	3.4
Metal Manufacturing duration (yrs.)	0.0	2.6	2.7	3.0	2.6	3.0	2.8	3.4	2.8	0.0	2.8
Metal Manufacturing employees ('000)	0.0	10.9	0.0	6.4	3.4	0.9	10.9	3.5	9.4	0.0	45.5
Electricity, Gas, Water and Waste Services agreements	5	81	6	64	24	11	100	39	29	0	359
Electricity, Gas, Water and Waste Services AAWI (%)	3.1	3.3	4.8	3.9	3.9	3.5	3.3	3.3	2.7	*	3.3
Electricity, Gas, Water and Waste Services duration (yrs.)	2.7	2.7	3.0	2.8	1.7	3.1	2.6	2.1	2.8	0.0	2.6
Electricity, Gas, Water and Waste Services Employees ('000)	1.1	9.4	0.9	5.8	3.5	2.3	8.3	6.5	17.7	0.0	55.5
Construction agreements	58	718	20	460	148	59	719	291	858	0	3,331
Construction AAWI (%)	4.6	4.3	2.1	4.1	3.4	3.0	3.3	3.0	4.0	*	3.8
Construction duration (yrs.)	2.7	3.0	3.7	2.9	3.2	2.9	2.6	3.4	3.6	0.0	3.1
Construction employees ('000)	1.1	18.6	0.5	12.1	3.6	2.2	16.7	8.0	27.4	0.0	90.3
Wholesale Trade agreements	1	37	0	21	7	8	60	18	30	0	182
Wholesale Trade AAWI (%)	4.0	3.7	*	3.4	3.7	2.7	3.2	2.9	3.0	*	3.3
Wholesale Trade duration (yrs.)	3.0	2.6	0.0	3.2	2.7	2.8	2.6	3.2	3.6	0.0	3.2
Wholesale Trade employees ('000)	0.0	1.9	0.0	1.4	0.3	0.3	4.6	1.0	9.0	0.0	18.4

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	0	21	1	24	6	0	27	11	41	0	133
Retail Trade AAWI (%)	*	4.0	1.6	3.0	3.3	*	3.4	3.6	2.5	*	3.0
Retail Trade duration (yrs.)	0.0	3.1	3.0	3.7	2.5	0.0	3.2	3.6	3.3	0.0	3.3
Retail Trade employees ('000)	0.0	1.9	0.0	4.4	0.5	0.0	5.8	2.8	100.8	0.0	116.3
Accommodation and Food Services agreements	0	25	2	15	3	3	12	11	29	0	103
Accommodation and Food Services AAWI (%)	*	3.1	4.0	3.2	1.1	4.0	2.3	2.3	3.3	*	3.1
Accommodation and Food Services duration (yrs.)	0.0	3.7	3.1	3.6	12.1	1.1	3.2	3.8	3.9	0.0	3.9
Accommodation and Food Services Employees ('000)	0.0	3.3	0.0	2.6	0.1	0.5	0.7	4.2	47.6	0.0	59.4
Transport, Postal and Warehousing agreements	9	260	22	193	84	23	247	164	240	0	1,242
Transport, Postal and Warehousing AAWI (%)	3.5	3.4	2.2	3.3	3.4	3.2	3.0	3.2	3.0	*	3.1
Transport, Postal and Warehousing duration (yrs.)	2.2	3.1	3.7	3.0	2.8	3.4	2.9	3.2	2.7	0.0	2.9
Transport, Postal and Warehousing employees ('000)	0.6	25.5	1.4	16.3	7.0	1.7	18.9	12.1	93.7	0.0	177.3
Information Media and Telecommunications agreements	1	6	0	0	2	1	16	3	33	0	62
Information Media and Telecommunications AAWI (%)	3.7	4.8	*	*	1.5	2.1	2.9	2.1	2.6	*	2.6
Information Media and Telecommunications duration (yrs.)	1.6	2.4	0.0	0.0	2.6	3.0	2.3	3.9	2.5	0.0	2.5
Information Media and Telecommunications employees ('000)	0.0	0.6	0.0	0.0	0.0	0.1	1.2	0.2	35.7	0.0	37.8
Financial and Insurance Services agreements	0	6	0	3	1	1	9	4	50	0	74
Financial and Insurance Services AAWI (%)	*	2.9	*	2.9	3.3	2.5	2.4	3.0	3.3	*	3.2
Financial and Insurance Services duration (yrs.)	0.0	2.5	0.0	3.0	4.0	4.0	2.8	2.6	2.8	0.0	2.8
Financial and Insurance Services employees ('000)	0.0	1.0	0.0	1.1	0.0	0.0	2.1	0.4	123.1	0.0	127.7
Rental, Hiring and Real Estate Services agreements	0	12	1	14	0	0	15	3	15	0	61
Rental, Hiring and Real Estate Services AAWI (%)	*	2.7	3.0	3.0	*	*	2.4	2.9	2.1	*	2.2
Rental, Hiring and Real Estate Services duration (yrs.)	0.0	3.1	3.0	3.7	0.0	0.0	3.7	3.9	3.4	0.0	3.5
Rental, Hiring and Real Estate Services employees ('000)	0.0	0.3	0.0	0.4	0.0	0.0	0.4	0.2	2.8	0.0	4.0
Professional, Scientific and Technical Services agreements	0	17	1	6	2	2	24	15	47	1	115
Professional, Scientific and Technical Services AAWI (%)	*	2.8	2.5	2.1	2.7	2.1	2.8	2.9	2.7	2.0	2.7
Professional, Scientific and Technical Services duration (yrs.)	0.0	2.9	4.0	4.6	1.9	3.5	4.3	3.2	2.9	2.5	3.1
Professional, Scientific and Technical Services employees ('000)	0.0	1.0	0.3	0.1	0.1	0.0	1.5	1.0	9.1	0.0	13.2
Administrative and Support Services agreements	0	30	0	20	3	2	45	13	59	0	173
Administrative and Support Services AAWI (%)	*	4.7	*	3.8	3.5	3.6	3.3	3.6	3.3	*	3.5
Administrative and Support Services duration (yrs.)	0.0	2.9	0.0	2.9	1.6	3.1	2.9	3.3	3.7	0.0	3.3
Administrative and Support Services employees ('000)	0.0	1.6	0.0	1.4	0.1	0.2	3.3	0.8	10.2	0.0	17.8
Public Administration and Safety agreements	12	12	23	16	6	28	144	50	53	2	346
Public Administration and Safety AAWI (%)	3.5	5.1	2.9	4.9	5.3	3.0	2.2	2.9	3.3	1.5	2.6
Public Administration and Safety duration (yrs.)	2.6	2.1	2.2	2.5	1.8	3.1	3.0	2.5	3.0	3.7	2.9
Public Administration and Safety employees ('000)	20.0	1.8	7.7	2.0	0.3	3.7	118.3	9.2	30.6	0.1	193.6

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training agreements	5	109	8	179	43	18	81	27	39	0	509
Education and Training AAWI (%)	2.9	3.9	3.2	3.8	4.6	2.8	2.6	3.9	4.5	*	3.5
Education and Training duration (yrs.)	2.7	2.2	2.2	2.5	2.0	3.1	3.1	2.5	2.1	0.0	2.5
Education and Training employees ('000)	1.2	51.8	2.1	33.5	20.4	1.8	141.3	6.2	125.2	0.0	383.5
Health Care and Social Assistance agreements	11	100	17	97	65	33	260	52	76	0	711
Health Care and Social Assistance AAWI (%)	2.7	3.1	3.2	3.6	3.0	3.7	2.5	3.1	3.2	*	2.8
Health Care and Social Assistance duration (yrs.)	2.3	2.5	3.1	2.7	2.5	2.5	2.7	2.0	2.9	0.0	2.7
Health Care and Social Assistance employees ('000)	1.2	24.1	6.4	50.5	11.9	7.2	278.3	18.7	56.5	0.0	454.8
Arts and Recreation Services agreements	0	22	2	18	5	6	43	5	15	0	117
Arts and Recreation Services AAWI (%)	*	3.6	2.1	3.4	3.4	4.0	2.4	2.4	2.7	*	3.0
Arts and Recreation Services duration (yrs.)	0.0	2.6	3.2	2.9	1.8	5.1	3.0	2.2	2.5	0.0	2.8
Arts and Recreation Services employees ('000)	0.0	6.3	0.6	5.4	1.4	0.5	9.3	0.2	2.6	0.0	26.9
Other Services agreements	4	38	1	34	14	5	49	21	43	0	209
Other Services AAWI (%)	3.1	3.5	1.2	3.1	3.4	3.9	2.9	2.8	2.8	*	3.0
Other Services duration (yrs.)	2.9	5.0	4.0	2.9	3.0	2.9	3.0	3.2	2.8	0.0	3.2
Other Services employees ('000)	0.1	2.7	0.0	4.0	1.8	0.1	5.6	2.5	6.4	0.0	23.2
All sector agreements	117	2,126	118	1,567	595	287	2,567	913	1,912	4	10,206
All sectors AAWI (%)	3.5	3.6	3.0	3.5	3.5	3.4	2.6	3.2	3.4	1.9	3.1
All sectors duration (yrs.)	2.6	2.8	2.8	2.9	2.5	2.8	2.9	2.8	2.9	3.2	2.9
All sectors employees ('000)	26.4	203.8	20.9	187.4	64.3	26.2	665.4	91.2	736.5	0.2	2,202.3

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

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. The Manufacturing category has been disaggregated into Metal and non-Metal Manufacturing 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 117 Agriculture, Forestry and Fishing agreements current as at 31 December 2023, 24 operate solely in New South Wales. These 24 agreements cover 1,100 employees, their AAWI is 2.9 per cent and the average duration is 3.5 years.

Trends in Federal Enterprise Bargaining - Technical Notes

The Workplace Agreements Database

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

Agreements included in the WAD

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

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

Wider context for Trends data

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

Technical Notes Table - Instrument providing rate of pay for all employees, 2014-2023

Instrument providing rate of pay	2014 (%)	2016 (%)	2018 (%)	2021 (%)	2023 (%)
Award	18.8	20.6	21.0	23.0	23.2
Collective Agreement (Federally Registered)	32.6	38.5 (across all collective agreements)*	30.4	35.1 (across all collective agreements)*	34.0 (across all collective agreements)*
Collective Agreement (State Registered)	8.6		7.4		
Collective Agreement (Unregistered)	0.2		0.0		
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	36.4	37.3	37.3	37.8	38.7
Owner/managers of incorporated enterprises	3.4	3.6	3.8	4.1	4.1

Source: ABS, *Employee Earnings and Hours* (May 2014, May 2016, May 2018, May 2021 and May 2023), unpublished data, including revised data for the 2016 Award and all Collective Agreement categories released at the time of the 2018 data – all employees.

* For 2016, a comparable breakdown of the Collective Agreement category is not available. In 2018, the ABS undertook a methodology change in how they consider pay setting mechanisms. The ABS provided indicative comparable estimates for 2016 (calculated using the 2018 methodology) at the higher level for the different methods of setting pay, however, more detailed breakdowns are not available. Detailed breakdowns for 2021 data are not yet available.

Notes:

- This table is not intended to be analysed as a time series. Figures are extracted from published and unpublished ABS, *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. The 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.

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

Note: 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 the 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 per cent and smallest 5 per cent 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 defined as the period from certification to expiry in years.

The '**effective duration**' of each agreement is used to calculate the 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 the expiry date or the date of the last wage increase (whichever is latest) or termination date (where applicable and only if prior to the later of either the expiry date or the date of the last wage increase). Those few agreements with a formal duration of less than one year are deemed to have an effective duration of 12 months.

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

Average Annualised Wage Increases

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

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

For agreements with quantifiable wage increases, the average annualised wage increase (AAWI) per agreement is calculated using the following formula:

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

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

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

d = the effective duration of the agreement in years

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

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

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

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

Alternative AAWI data – Fair Work Commission

Since September 2022, the Fair Work Commission (FWC) has published [fortnightly AAWI series on lodged agreements](#). There are some key differences in methodology between the FWC data and the AAWI data reported on in Trends:

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

Australian and New Zealand Standard Industrial Classification (ANZSIC)

From the September quarter 2009 the Trends report 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 are shown in the following table.

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 wage increases are dependent upon individual or company performance.
Linked to CPI	Wage increases in the agreement are linked to future CPI movements and cannot be quantified at the time of calculating the AAWIs in this report.
Linked to minimum wages	Wage increases in the agreement are linked to future minimum wage or award wage increase decisions and cannot be quantified at the time of calculating the AAWIs in this report.
Other reason	Wage increases cannot be quantified due to a reason not elsewhere classified.

Types of enterprise agreements

Tables 5, 6 and 12a and 12b in Trends include information about enterprise 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.

Types of enterprise agreements made under the *Fair Work Act 2009*:

- single enterprise non-Greenfields
- single enterprise Greenfields
- multi-enterprise non-Greenfields
- multi-enterprise Greenfields.

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 *Fair Work Act 2009* 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

Pre-reform Agreements were approved under the *Workplace Relations Act 1996*, before the *Fair Work Act 2009*. Pre-reform agreement types appearing in this report (Table 6) include:

- Union Collective Agreements
- Employee Collective Agreements

On application to the Fair Work Commission, the default period for Pre-reform Agreements can be extended, meaning that [extended agreements](#) did not sunset and continue to operate on and after 7 December 2023.

These agreements are appearing for the first time in the December 2023 Trends in Federal Enterprise Bargaining report. They are considered current and will affect historical data.