



Australian Government

Attorney-General's Department

Trends in Federal Enterprise Bargaining Report

December quarter 2021

Trends in Federal Enterprise Bargaining Report Initial Tables

Table 1:

Average Annualised Wage Increases for agreements approved in the December quarter 2021 which contained quantifiable wage increases (941 agreements)

| Enterprise agreements approved in the quarter | September Quarter 2021 (%) | December quarter 2021 (%) | Change (% Points) |
|--|-----------------------------------|----------------------------------|--------------------------|
| All sectors | 2.7 | 2.6 | -0.1 |
| Private sector | 2.7 | 2.7 | 0.0 |
| Public sector | 2.7 | 2.3 | -0.4 |

Table 2:

Average Annualised Wage Increases for agreements current on 31 December 2021 which contained quantifiable wage increases (8,167 agreements)

| All current enterprise agreements | September Quarter 2021 (%) | December quarter 2021 (%) | Change (% Points) |
|--|-----------------------------------|----------------------------------|--------------------------|
| All sectors | 2.6 | 2.6 | 0.0 |
| Private sector | 2.7 | 2.7 | 0.0 |
| Public sector | 2.5 | 2.5 | 0.0 |

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Further Information

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

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

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

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Trends in Federal Enterprise Bargaining Report Summary

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

The Average Annualised Wage Increase (AAWI) for federal enterprise agreements approved in the December quarter 2021 was 2.6 per cent, down from 2.7 per cent in the September quarter 2021, and up from 2.2 per cent in the December quarter 2020.¹ The 2.6 per cent AAWI result is above the historic low of 2.2 per cent in the December quarter 2020.

The 2.6 per cent AAWI result is based on the 82.3 per cent of agreements approved in the December quarter 2021, covering 83.5 per cent of employees, which contained quantifiable wage increases.²

For the 8,167 enterprise agreements current as at 31 December 2021 (that is, agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 2.6 per cent, equal to the 2.6 per cent in the September quarter 2021 and the 2.6 per cent in the December quarter 2020.

2. Federal enterprise agreements – Proportion of employees covered

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

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

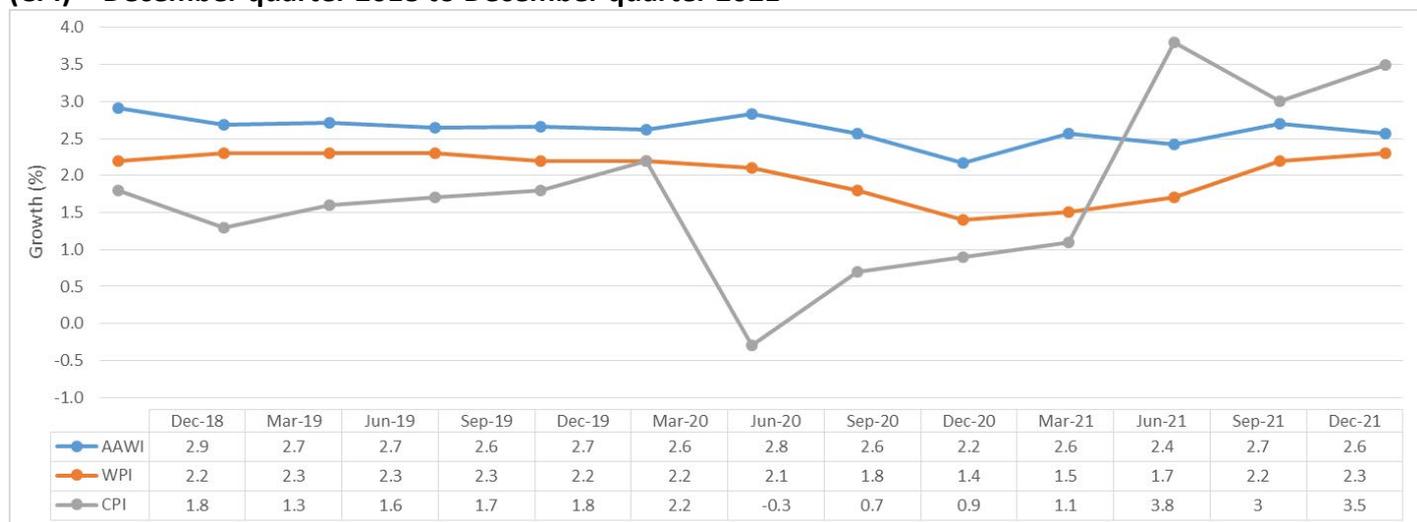
¹ See Note 1 at the end of this summary for more details

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

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

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

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



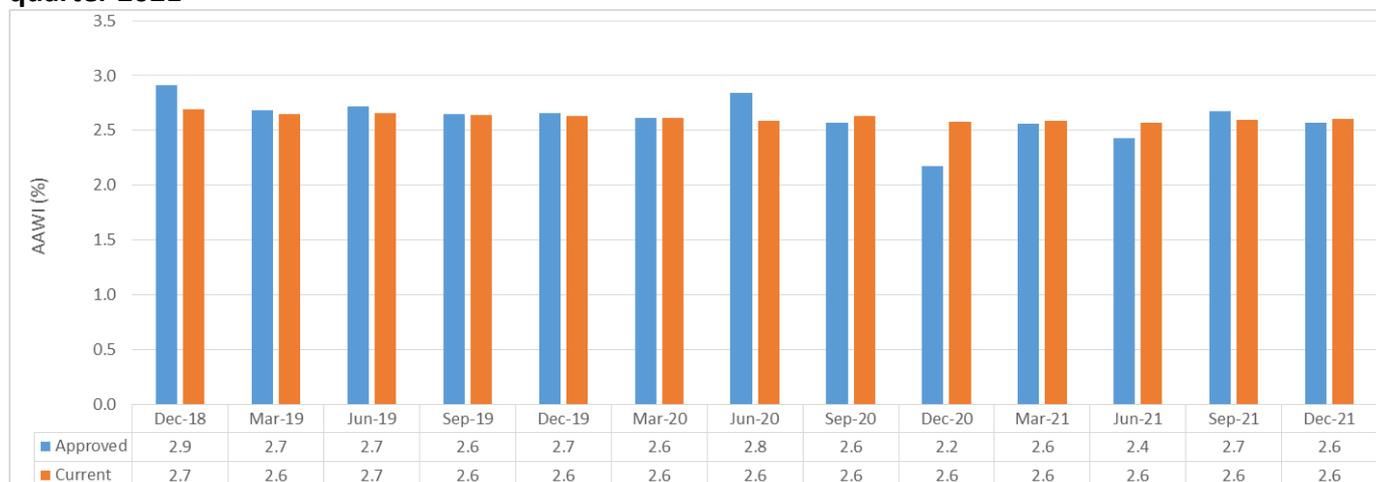
Source: Attorney-General’s Department, Workplace Agreements Database; Australian Bureau of Statistics, Wage Price Index, Australia – December 2021; Australian Bureau of Statistics, Consumer Price Index, Australia– December 2021.

Notes:

The higher than usual increase in inflation reported in the June and September quarters 2021 are influenced by price changes relating to the COVID-19 pandemic over the last year including the unwinding of the free child care package implemented in the June quarter 2020. While, for the December quarter 2021, the higher than usual inflation was due to higher dwelling construction costs and automotive fuel prices. The trimmed mean inflation, while not included in Chart 1, is designed to remove large “one off” price impacts, and was 1.6 per cent for the June quarter 2021, 2.1 per cent in the September quarter 2021 and 2.6 per cent in the December quarter 2021.

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

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



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

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

Approved agreements

There were 1,144 agreements approved in the December quarter 2021, of which 941 contained wage increases that could be quantified.

The AAWI for agreements approved in the December quarter 2021 was 2.6 per cent, down from 2.7 per cent in the September quarter 2021, and up from 2.2 per cent in the December quarter 2020.

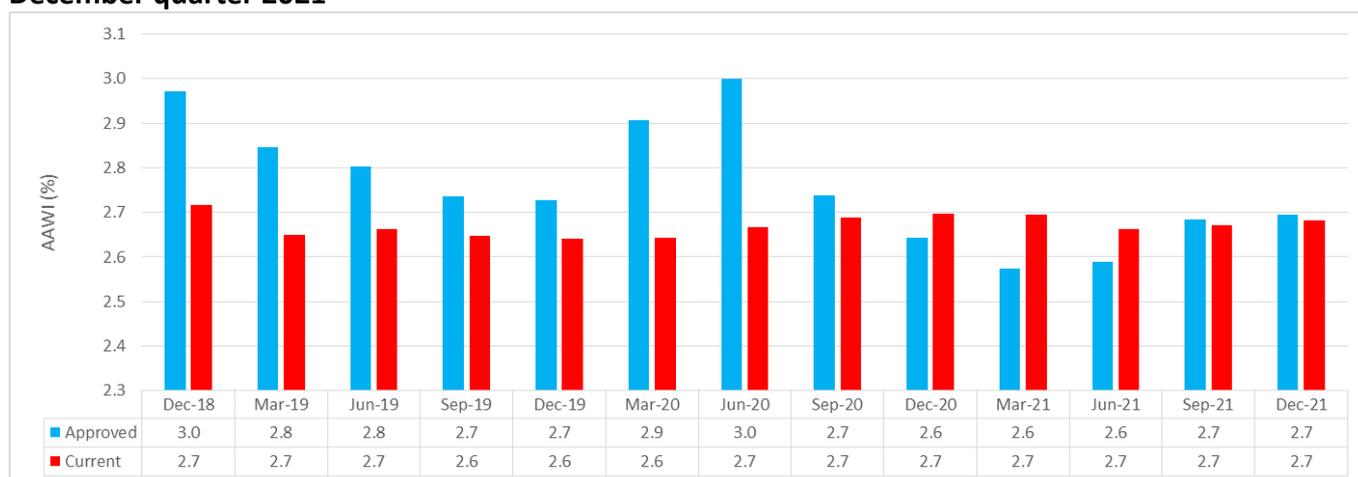
Current agreements

There were 10,646 agreements current as at 31 December 2021, of which 8,167 contained quantifiable wage increases.

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

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

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



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

Chart 3 (above) shows the AAWI results for private sector agreements approved in each quarter since the December quarter 2018, and the AAWI for private sector agreements current as at the end of each quarter. The AAWI for private sector enterprise agreements approved in the December quarter 2021 was 2.7 per cent, the same as 2.7 per cent in the September quarter 2021, and up from the 2.6 per cent in the December quarter 2020.

The industries with the highest AAWIs were Construction (4.0 per cent), Administrative and Support Services (3.8 per cent) and Accommodation and Food Services (3.5 per cent).

The industries with the lowest AAWIs were Education and Training, Information, Media and Telecommunications (both 2.1 per cent) and Other Services (2.2 per cent).

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

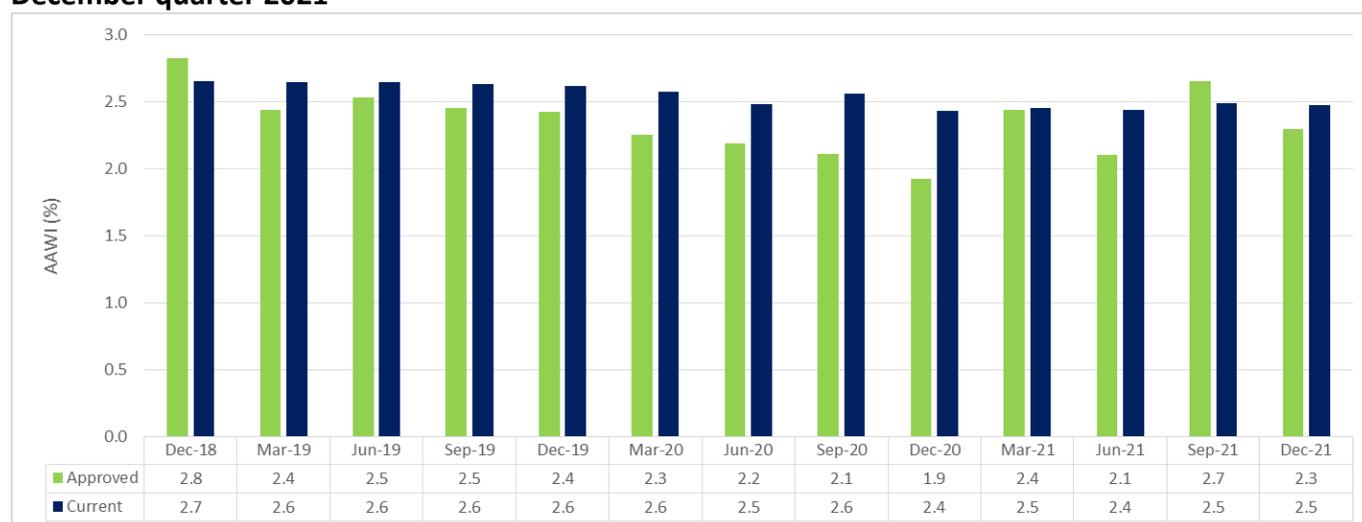
- *Ramsay Health Care Australia Pty Limited and NSW Nurses & Midwives' Association and ANMF NSW Branch Enterprise Agreement 2021-2023 (5,512 employees);*
 - an AAWI of 2.0 per cent; and

- *Japara Administration Pty Ltd Victorian Aged Care Employees Enterprise Agreement 2021* (4,004 employees);
 - an AAWI of 3.4 per cent.

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

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

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



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

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

The AAWI for public sector enterprise agreements approved in the December quarter 2021 was 2.3 per cent, down from 2.7 per cent in the September quarter 2021 and up from 1.9 per cent in the December quarter 2020. Large quantifiable public sector agreements approved in the December quarter 2021 include:

- *TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2021* (10,806 employees);
 - an AAWI of 2.0 per cent; and
- *ACT Public Sector Administrative and Related Classifications Enterprise Agreement 2021-2022* (10,352 employees);
 - an AAWI of 2.7 per cent.

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

Chart 5 – AAWI for approved agreements by State/Territory



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

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

AAWI results for agreements approved in the December quarter 2021 were highest in Queensland at 3.0 per cent.

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

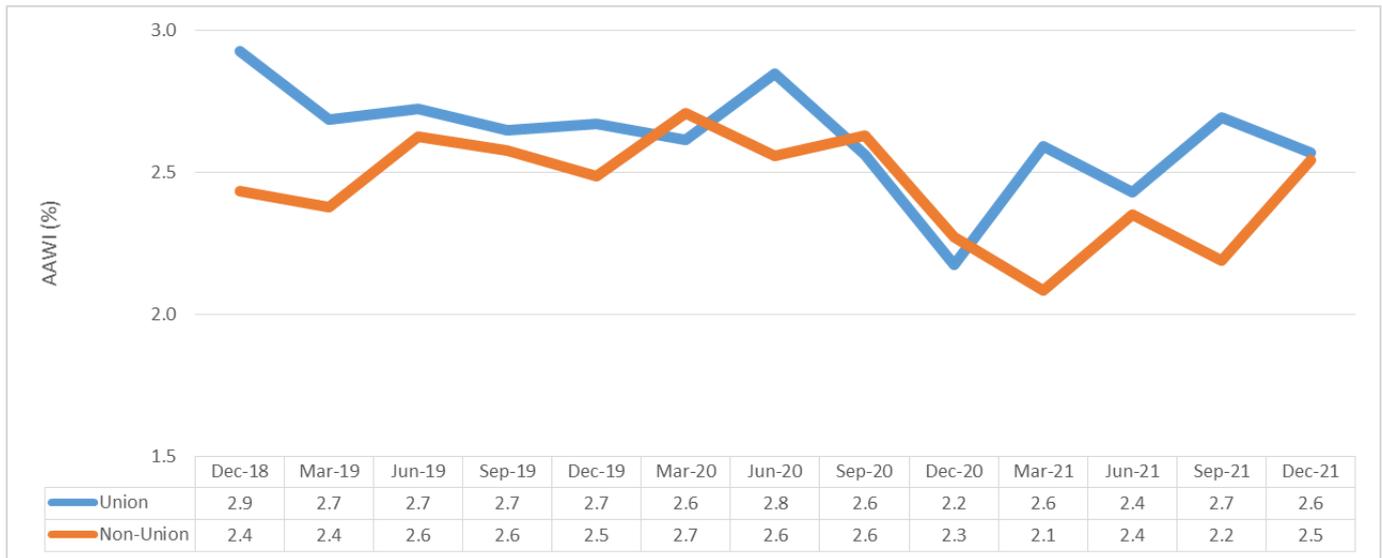
8. Wages growth for agreements that cover union/s and agreements with no union/s covered – December quarter 2021 ³ - *Table 13 in Trends report*

Agreements approved in the December quarter 2021 that formally covered unions had a combined AAWI of 2.6 per cent, down from 2.7 per cent in the September quarter 2021 and up from 2.2 per cent in the December quarter 2020.

Agreements with no unions formally covered approved in the December quarter 2021 had a combined AAWI of 2.5 per cent, up from 2.2 per cent in the September quarter 2021 and up from 2.3 per cent in the December quarter 2020.

³ See note 4 for more details.

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



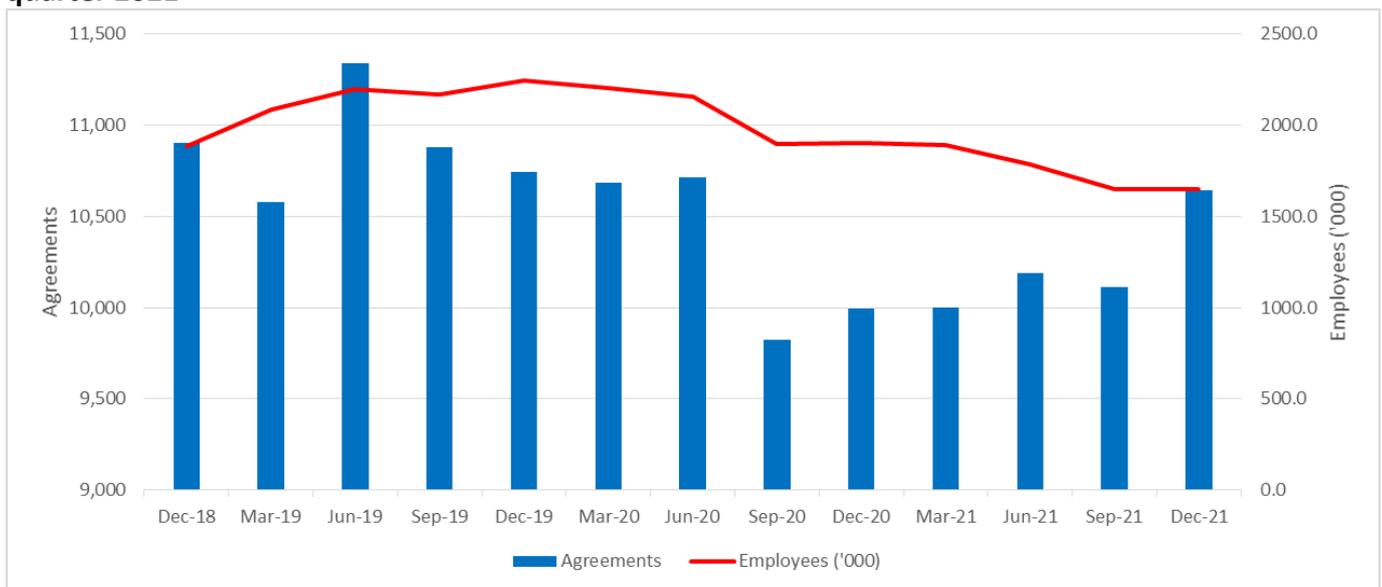
Source: Attorney-General’s Department, Workplace Agreements Database

**9. Level of agreement making – December quarter 2021 and as at 31 December 2021-
Table 4 in Trends report**

Approved agreements

There were 1,144 (148,604 employees) agreements approved in the December quarter 2021, down slightly on the 1,271 (180,476 employees) agreements in the September quarter 2021 and up from 847 (174,693 employees) agreements in the December quarter 2020.

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



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

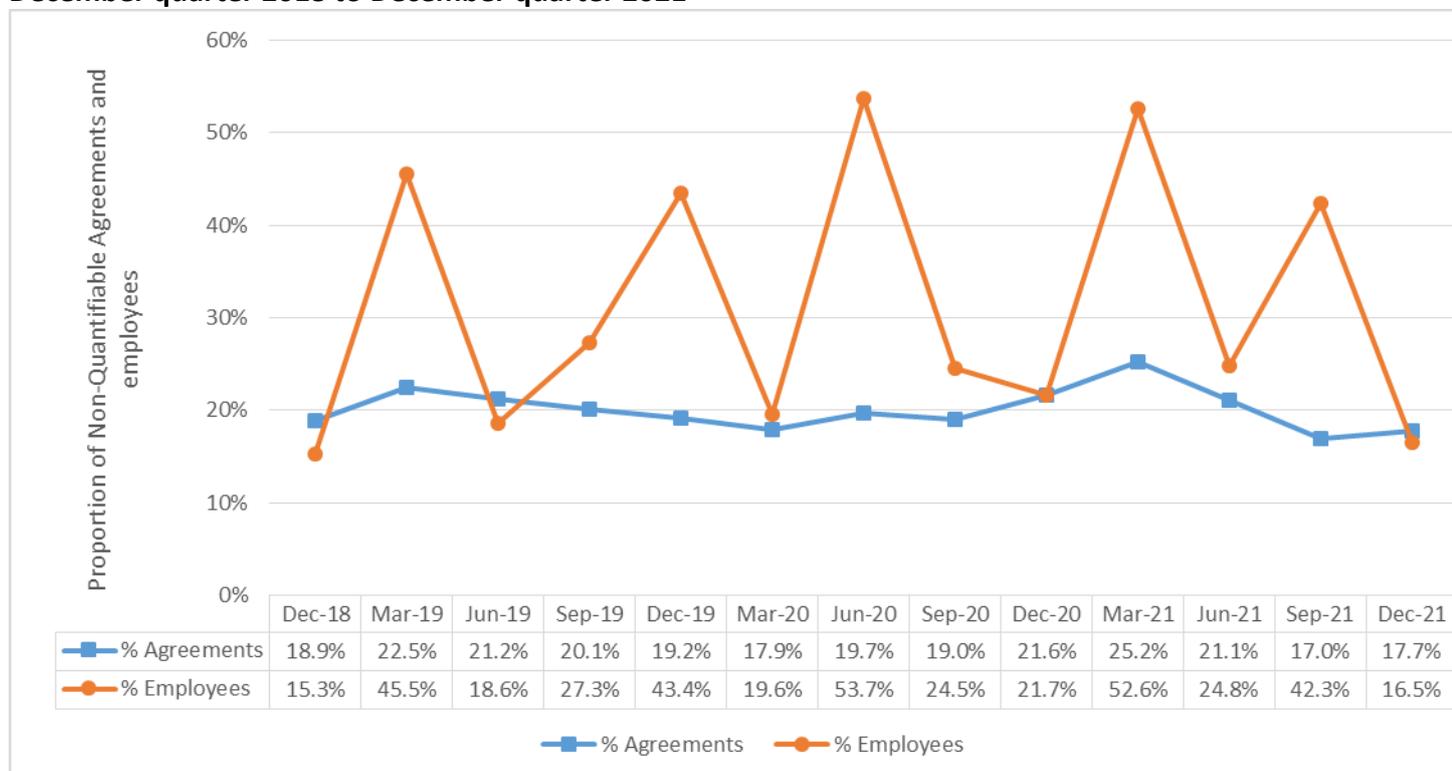
Current agreements

Chart 7 (above) shows there were 10,646 current (not expired or terminated) agreements as at 31 December 2021. This is up from 10,114 agreements current as at 30 September 2021 and more than the 9,995 agreements current at 31 December 2020.

The December quarter 2021 employee coverage of 1.65 million is steady on the 1.65 million employees covered at 30 September 2021 and is lower than the 1.90 million employees at 31 December 2020. The employee coverage of current agreements has been falling since the start of COVID, dropping by over 0.5 million employees from the beginning of 2020 due to a number of large (10,000+ employees) agreements that have expired and not been replaced yet.

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

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



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

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

17.7 per cent of agreements approved in the December quarter 2021, covering 16.5 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 wage

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

adjustments are linked to other sources, such as the Fair Work Commission's Annual Wage Review or CPI or WPI movements.

In the December quarter 2021, the 3 largest approved agreements that did not have quantifiable wage increase, were:

- *Casey City Council Enterprise Agreement 2021* (1,894 employees):
 - First two wage increase instalments are 1 per cent and 1.5 per cent but then the third and fourth instalments are linked to gazetted percentage local government rate cap increases;
- *Anglicare SQ Southern Queensland Residential and Home Care Sector and Support Services Enterprise Agreement 2021-2023* (1,177 employees):
 - Annual wage increases are inconsistent between classifications, ranging from 2 per cent to 3.5 per cent;
- *Thales Australia National Framework Agreement 2021* (1,052 employees):
 - For non-salaried employees annual wage increases are linked to market survey data and for salaried employees they are linked to individual performance review outcomes.

NOTES

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series. AAWI data includes only increases to the base rate of pay and do not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the December quarter 2021, the calculated AAWI of 2.6 per cent is based on 941 agreements, covering 124,067 employees (that is, 82.3 per cent of the 1,144 agreements approved in the quarter, and covering 83.5 per cent of the 148,604 employees) with quantifiable wage increases.
 - A total of 203 agreements, covering 24,537 employees (that is, 17.7 per cent of the 1,144 agreements approved in the quarter, covering 16.5 per cent of the total of 148,604 employees), have wage increases that could not be quantified. For example an agreement would be non-quantifiable if different increases were given to different classifications, increases were based on individual performance or business unit performance. Refer to Table 12 in the Trends report for related data.
3. Context for wages growth in federally registered enterprise agreements:
 - 35.1 per cent (rounded) of all employees in Australia (as measured by the ABS 2021 Employee Earnings and Hours (EEH) survey) had their pay set by an enterprise agreement.

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

| Instrument providing rate of pay | 2010 (%) | 2012(%) | 2014(%) | 2016(%) | 2018(%) | 2021 (%) |
|--|----------|---------|---------|--|---------|--|
| Award | 15.2 | 16.1 | 18.8 | 20.6 | 21.0 | 23.0 |
| Collective Agreement (Federally Registered) | 31.5 | 32.0 | 32.6 | 38.5 (across all collective agreements)* | 30.4 | 35.1 (across all collective agreements)* |
| Collective Agreement (State Registered) | 11.9 | 9.8 | 8.6 | | 7.4 | |
| Collective Agreement (Unregistered) | 0.1 | 0.2 | 0.2 | | 0.0 | |
| Individual Agreement such as common law contracts or over-award payments (Registered and unregistered) | 37.3 | 38.7 | 36.4 | 37.3 | 37.3 | 37.8 |
| Owner/managers of incorporated enterprises | 4.1 | 3.3 | 3.4 | 3.6 | 3.8 | 4.1 |

Source: Australian Bureau of Statistics Employee Earnings and Hours, Cat. No. 6306.0 (May 2010, May 2012, May 2014, May 2016, May 2018, May 2021), unpublished data, including revised data for the 2016 Award and all Collective Agreement categories released at the time of the 2018 data – all employees.

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

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

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

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

Trends in Federal Enterprise Bargaining Report Main Tables

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

| FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Public sector agreements | 48 | 78 | 62 | 60 | 48 | 37 | 26 | 26 | 32 | 15 | 29 | 42 | 67 |
| Public sector AAWI (%) | 2.8 | 2.4 | 2.5 | 2.5 | 2.4 | 2.3 | 2.2 | 2.1 | 1.9 | 2.4 | 2.1 | 2.7 | 2.3 |
| Public sector duration (yrs.) | 2.9 | 2.6 | 2.4 | 2.5 | 2.8 | 2.8 | 2.8 | 2.4 | 2.9 | 2.3 | 1.2 | 2.8 | 1.7 |
| Public sector employees ('000) | 52.3 | 84.3 | 50.0 | 41.5 | 29.1 | 51.9 | 14.3 | 12.6 | 88.8 | 3.7 | 27.6 | 46.8 | 43.1 |
| Private sector agreements | 875 | 1,253 | 1,518 | 1,187 | 1,078 | 920 | 735 | 690 | 815 | 865 | 1,036 | 1,229 | 1,077 |
| Private sector AAWI (%) | 3.0 | 2.8 | 2.8 | 2.7 | 2.7 | 2.9 | 3.0 | 2.7 | 2.6 | 2.6 | 2.6 | 2.7 | 2.7 |
| Private sector duration (yrs.) | 2.5 | 3.1 | 2.4 | 2.6 | 2.9 | 2.9 | 2.9 | 2.5 | 2.5 | 2.1 | 2.7 | 2.2 | 2.6 |
| Private sector employees ('000) | 86.1 | 283.4 | 145.4 | 127.1 | 172.7 | 91.7 | 128.2 | 48.0 | 85.9 | 112.3 | 72.5 | 133.6 | 105.5 |
| All sector agreements | 923 | 1,331 | 1,580 | 1,247 | 1,126 | 957 | 761 | 716 | 847 | 880 | 1,065 | 1,271 | 1,144 |
| All sectors AAWI (%) | 2.9 | 2.7 | 2.7 | 2.6 | 2.7 | 2.6 | 2.8 | 2.6 | 2.2 | 2.6 | 2.4 | 2.7 | 2.6 |
| All sectors duration (yrs.) | 2.6 | 3.0 | 2.4 | 2.6 | 2.9 | 2.9 | 2.9 | 2.5 | 2.7 | 2.1 | 2.3 | 2.3 | 2.3 |
| All sectors employees ('000) | 138.4 | 367.7 | 195.4 | 168.5 | 201.8 | 143.6 | 142.5 | 60.7 | 174.7 | 116.0 | 100.1 | 180.5 | 148.6 |

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

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * 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: 67 public sector agreements were approved in the December quarter 2021, covering 43,100 employees. Their AAWI was 2.3 per cent and their average duration was 1.7 years.

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

| FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Public sector agreements | 539 | 567 | 604 | 585 | 586 | 578 | 576 | 498 | 484 | 464 | 463 | 402 | 417 |
| Public sector AAWI (%) | 2.7 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.5 | 2.6 | 2.4 | 2.5 | 2.4 | 2.5 | 2.5 |
| Public sector duration (yrs.) | 3.2 | 3.1 | 3.1 | 3.1 | 3.1 | 3.0 | 3.0 | 3.1 | 3.0 | 3.0 | 2.8 | 3.0 | 2.9 |
| Public sector employees ('000) | 733.4 | 781.7 | 818.4 | 827.6 | 820.3 | 791.0 | 760.6 | 649.3 | 653.0 | 625.9 | 542.3 | 424.1 | 407.3 |
| Private sector agreements | 10,366 | 10,010 | 10,736 | 10,295 | 10,156 | 10,107 | 10,139 | 9,325 | 9,511 | 9,536 | 9,727 | 9,712 | 10,229 |
| Private sector AAWI (%) | 2.7 | 2.7 | 2.7 | 2.6 | 2.6 | 2.6 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 |
| Private sector duration (yrs.) | 2.8 | 2.9 | 2.8 | 2.9 | 2.9 | 2.9 | 3.0 | 3.1 | 3.1 | 3.0 | 3.0 | 3.0 | 3.0 |
| Private sector employees ('000) | 1,149.7 | 1,304.4 | 1,381.6 | 1,343.2 | 1,425.3 | 1,414.7 | 1,395.5 | 1,245.0 | 1,247.6 | 1,265.7 | 1,239.7 | 1,222.5 | 1,242.8 |
| All sector agreements | 10,905 | 10,577 | 11,340 | 10,880 | 10,742 | 10,685 | 10,715 | 9,823 | 9,995 | 10,000 | 10,190 | 10,114 | 10,646 |
| All sectors AAWI (%) | 2.7 | 2.6 | 2.7 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 |
| All sectors duration (yrs.) | 3.0 | 3.0 | 2.9 | 2.9 | 2.9 | 3.0 | 3.0 | 3.1 | 3.0 | 3.0 | 2.9 | 3.0 | 3.0 |
| All sectors employees ('000) | 1,883.1 | 2,086.1 | 2,200.1 | 2,170.8 | 2,245.6 | 2,205.7 | 2,156.1 | 1,894.2 | 1,900.7 | 1,891.7 | 1,782.0 | 1,646.6 | 1,650.1 |

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

Notes:

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

How to read: 417 public sector agreements were current as at 31 December 2021, covering 407,300 employees. Their AAWI was 2.5 per cent and their average duration was 2.9 years.

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

| FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Multi-enterprise Greenfields agreements | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Multi-enterprise Greenfields AAWI (%) | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Multi-enterprise Greenfields duration (yrs.) | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Multi-enterprise Greenfields employees ('000) | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Multi-enterprise non-Greenfields agreements | 6 | 1 | 14 | 5 | 4 | 3 | 2 | 3 | 6 | 3 | 1 | 1 | 7 |
| Multi-enterprise non-Greenfields AAWI (%) | 4.8 | 3.2 | 4.3 | 3.8 | 2.7 | 1.9 | 3.3 | 2.4 | 2.5 | 2.1 | * | * | 3.7 |
| Multi-enterprise non-Greenfields duration (yrs.) | 2.9 | 2.2 | 2.1 | 2.6 | 2.6 | 2.8 | 3.5 | 1.6 | 2.1 | 2.6 | 3.4 | 4.0 | 2.5 |
| Multi-enterprise non-Greenfields employees ('000) | 13.7 | 27.4 | 5.3 | 0.5 | 2.2 | 5.6 | 1.5 | 1.2 | 5.1 | 1.1 | 1.2 | 0.0 | 2.0 |
| Single-enterprise Greenfields agreements | 32 | 54 | 76 | 79 | 60 | 52 | 51 | 69 | 71 | 73 | 92 | 96 | 91 |
| Single-enterprise Greenfields AAWI (%) | 3.9 | 2.7 | 4.1 | 3.7 | 2.6 | 3.7 | 3.6 | 3.5 | 2.2 | 4.0 | 4.4 | 4.3 | 3.4 |
| Single-enterprise Greenfields duration (yrs.) | 1.5 | 2.6 | 1.7 | 2.5 | 2.5 | 2.7 | 2.9 | 3.0 | 2.3 | 2.1 | 1.8 | 2.4 | 2.1 |
| Single-enterprise Greenfields employees ('000) | 0.8 | 3.2 | 3.6 | 2.0 | 3.1 | 1.9 | 1.4 | 2.1 | 3.6 | 2.3 | 2.6 | 2.1 | 4.0 |
| Single-enterprise non-Greenfields agreements | 885 | 1,276 | 1,490 | 1,163 | 1,062 | 902 | 708 | 644 | 770 | 804 | 972 | 1,174 | 1,046 |
| Single-enterprise non-Greenfields AAWI (%) | 2.8 | 2.6 | 2.6 | 2.6 | 2.7 | 2.6 | 2.8 | 2.5 | 2.2 | 2.5 | 2.4 | 2.6 | 2.5 |
| Single-enterprise non-Greenfields duration (yrs.) | 2.6 | 3.0 | 2.4 | 2.6 | 2.9 | 2.9 | 2.9 | 2.5 | 2.7 | 2.1 | 2.3 | 2.3 | 2.3 |
| Single-enterprise non-Greenfields employees ('000) | 123.9 | 337.1 | 186.5 | 166.0 | 196.5 | 136.1 | 139.6 | 57.4 | 166.1 | 112.7 | 96.2 | 178.4 | 142.6 |
| All agreements | 923 | 1,331 | 1,580 | 1,247 | 1,126 | 957 | 761 | 716 | 847 | 880 | 1,065 | 1,271 | 1,144 |
| All AAWI (%) | 2.9 | 2.7 | 2.7 | 2.6 | 2.7 | 2.6 | 2.8 | 2.6 | 2.2 | 2.6 | 2.4 | 2.7 | 2.6 |
| All duration (yrs.) | 2.6 | 3.0 | 2.4 | 2.6 | 2.9 | 2.9 | 2.9 | 2.5 | 2.7 | 2.1 | 2.3 | 2.3 | 2.3 |
| All employees ('000) | 138.4 | 367.7 | 195.4 | 168.5 | 201.8 | 143.6 | 142.5 | 60.7 | 174.7 | 116.0 | 100.1 | 180.5 | 148.6 |

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

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * 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: 7 multi-enterprise non-Greenfields agreements were approved in the December quarter 2021, covering 2,000 employees. Their AAWI was 3.7 per cent and their average duration was 2.5 years.

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

| FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|---|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Multi-enterprise Greenfields agreements | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Multi-enterprise Greenfields AAWI (%) | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Multi-enterprise Greenfields duration (yrs.) | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0 | 0 | 0 | 0 |
| Multi-enterprise Greenfields employees ('000) | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Multi-enterprise non-Greenfields agreements | 59 | 56 | 67 | 69 | 69 | 60 | 59 | 56 | 58 | 48 | 47 | 41 | 48 |
| Multi-enterprise non-Greenfields AAWI (%) | 2.9 | 3.0 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.4 | 3.7 | 3.7 | 3.7 |
| Multi-enterprise non-Greenfields duration (yrs.) | 3.2 | 2.9 | 2.8 | 2.8 | 2.8 | 2.8 | 2.8 | 2.9 | 2.9 | 2.5 | 2.9 | 2.9 | 2.9 |
| Multi-enterprise non-Greenfields employees ('000) | 62.7 | 89.6 | 94.6 | 89.5 | 87.9 | 88.1 | 89.2 | 83.4 | 82.0 | 58.3 | 32.0 | 27.5 | 29.6 |
| Single-enterprise Greenfields agreements | 413 | 330 | 359 | 337 | 383 | 389 | 399 | 404 | 461 | 503 | 551 | 611 | 694 |
| Single-enterprise Greenfields AAWI (%) | 2.9 | 2.7 | 2.9 | 2.9 | 2.8 | 2.8 | 2.9 | 2.7 | 2.6 | 2.7 | 2.8 | 3.0 | 3.1 |
| Single-enterprise Greenfields duration (yrs.) | 3.2 | 3.3 | 3.1 | 3.1 | 3.1 | 3.2 | 3.2 | 3.3 | 3.1 | 3.1 | 3.1 | 3.0 | 2.9 |
| Single-enterprise Greenfields employees ('000) | 24.4 | 22.1 | 24.8 | 23.8 | 26.3 | 25.6 | 24.6 | 20.3 | 23.5 | 23.5 | 24.2 | 24.1 | 27.6 |
| Single-enterprise non-Greenfields agreements | 10,433 | 10,191 | 10,914 | 10,474 | 10,290 | 10,236 | 10,257 | 9,363 | 9,476 | 9,449 | 9,592 | 9,462 | 9,904 |
| Single-enterprise non-Greenfields AAWI (%) | 2.7 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.5 | 2.6 | 2.5 | 2.6 | 2.6 |
| Single-enterprise non-Greenfields duration (yrs.) | 2.9 | 3.0 | 2.9 | 3.0 | 2.9 | 3.0 | 3.0 | 3.1 | 3.0 | 3.0 | 2.9 | 3.0 | 3.0 |
| Single-enterprise non-Greenfields employees ('000) | 1,796.0 | 1,974.3 | 2,080.7 | 2,057.6 | 2,131.5 | 2,092.1 | 2,042.2 | 1,790.6 | 1,795.2 | 1,809.9 | 1,725.7 | 1,595.0 | 1,593.0 |
| All agreements | 10,905 | 10,577 | 11,340 | 10,880 | 10,742 | 10,685 | 10,715 | 9,823 | 9,995 | 10,000 | 10,190 | 10,114 | 10,646 |
| All AAWI (%) | 2.7 | 2.6 | 2.7 | 2.6 |
| All duration (yrs.) | 3.0 | 3.0 | 2.9 | 2.9 | 2.9 | 3.0 | 3.0 | 3.1 | 3.0 | 3.0 | 2.9 | 3.0 | 3.0 |
| All employees ('000) | 1,883.1 | 2,086.1 | 2,200.1 | 2,170.8 | 2,245.6 | 2,205.7 | 2,156.1 | 1,894.2 | 1,900.7 | 1,891.7 | 1,782.0 | 1,646.6 | 1,650.1 |

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

Notes:

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

How to read: 48 multi-enterprise non-Greenfields agreements were current as at 31 December 2021, covering 29,600 employees. Their AAWI was 3.7 per cent and their average duration was 2.9 years.

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

| FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Agriculture, Forestry and Fishing agreements | 12 | 46 | 21 | 13 | 20 | 5 | 8 | 12 | 5 | 3 | 10 | 8 | 11 |
| Agriculture, Forestry and Fishing AAWI (%) | 2.4 | 2.2 | 2.7 | 2.3 | 2.6 | 2.4 | 3.4 | 2.5 | 1.9 | 2.4 | 2.2 | 2.3 | 2.4 |
| Agriculture, Forestry and Fishing duration (yrs.) | 3.0 | 3.6 | 3.4 | 3.1 | 3.4 | 3.4 | 2.4 | 3.3 | 2.9 | 2.3 | 3.1 | 2.9 | 3.3 |
| Agriculture, Forestry and Fishing employees ('000) | 1.2 | 2.4 | 1.4 | 1.5 | 2.7 | 0.2 | 0.7 | 0.3 | 0.2 | 0.4 | 0.8 | 1.9 | 0.9 |
| Mining agreements | 26 | 58 | 46 | 37 | 25 | 33 | 17 | 14 | 20 | 25 | 37 | 38 | 24 |
| Mining AAWI (%) | 2.7 | 2.3 | 2.6 | 2.3 | 2.3 | 2.5 | 2.2 | 2.2 | 2.0 | 2.0 | 2.3 | 1.9 | 2.8 |
| Mining duration (yrs.) | 2.7 | 3.4 | 3.6 | 3.4 | 3.4 | 3.4 | 3.5 | 3.0 | 3.2 | 3.5 | 3.5 | 3.5 | 3.4 |
| Mining employees ('000) | 2.1 | 6.1 | 8.3 | 5.1 | 4.5 | 4.2 | 2.0 | 0.9 | 2.3 | 3.7 | 6.4 | 4.7 | 2.3 |
| Manufacturing agreements | 148 | 240 | 314 | 192 | 209 | 180 | 112 | 111 | 147 | 135 | 153 | 180 | 198 |
| Manufacturing AAWI (%) | 2.8 | 2.6 | 2.6 | 2.6 | 2.5 | 2.5 | 2.4 | 2.3 | 2.1 | 2.2 | 2.4 | 2.3 | 2.5 |
| Manufacturing duration (yrs.) | 2.7 | 2.2 | 2.6 | 2.4 | 2.6 | 2.6 | 2.6 | 2.5 | 2.2 | 2.5 | 2.7 | 2.7 | 2.8 |
| Manufacturing employees ('000) | 12.6 | 17.8 | 22.6 | 11.5 | 18.2 | 14.1 | 8.0 | 7.4 | 9.4 | 10.2 | 10.2 | 11.4 | 15.7 |
| Non-Metal Manufacturing agreements | 94 | 152 | 199 | 129 | 142 | 134 | 83 | 78 | 96 | 86 | 109 | 120 | 126 |
| Non-Metal Manufacturing AAWI (%) | 2.9 | 2.6 | 2.4 | 2.5 | 2.5 | 2.5 | 2.4 | 2.2 | 2.1 | 2.2 | 2.4 | 2.3 | 2.4 |
| Non-Metal Manufacturing duration (yrs.) | 2.6 | 2.3 | 2.8 | 2.5 | 2.7 | 2.7 | 2.5 | 2.6 | 2.2 | 2.7 | 2.7 | 2.8 | 2.8 |
| Non-Metal Manufacturing employees ('000) | 8.6 | 12.5 | 14.9 | 8.2 | 11.0 | 11.1 | 5.3 | 5.5 | 6.9 | 6.6 | 6.9 | 7.9 | 9.6 |
| Metal Manufacturing agreements | 54 | 88 | 115 | 63 | 67 | 46 | 29 | 33 | 51 | 49 | 44 | 60 | 72 |
| Metal Manufacturing AAWI (%) | 2.6 | 2.6 | 2.9 | 2.7 | 2.6 | 2.5 | 2.4 | 2.6 | 2.0 | 2.2 | 2.3 | 2.4 | 2.7 |
| Metal Manufacturing duration (yrs.) | 2.8 | 2.2 | 2.4 | 1.9 | 2.3 | 2.5 | 2.7 | 2.3 | 2.0 | 2.1 | 2.7 | 2.5 | 2.7 |
| Metal Manufacturing employees ('000) | 4.0 | 5.3 | 7.8 | 3.2 | 7.2 | 3.0 | 2.7 | 1.9 | 2.5 | 3.6 | 3.3 | 3.6 | 6.1 |
| Electricity, Gas, Water and Waste Services agreements | 33 | 57 | 41 | 38 | 35 | 30 | 16 | 26 | 31 | 24 | 37 | 37 | 41 |
| Electricity, Gas, Water and Waste Services AAWI (%) | 2.8 | 2.6 | 2.6 | 3.0 | 3.2 | 3.0 | 3.7 | 1.9 | 2.8 | 3.4 | 1.3 | 2.1 | 2.8 |
| Electricity, Gas, Water and Waste Services duration (yrs.) | 2.6 | 2.7 | 2.5 | 2.7 | 3.4 | 2.0 | 3.6 | 2.2 | 3.0 | 2.1 | 1.8 | 2.4 | 2.1 |
| Electricity, Gas, Water and Waste Services Employees ('000) | 3.8 | 4.5 | 2.7 | 1.5 | 3.4 | 1.8 | 2.2 | 4.3 | 11.5 | 1.2 | 7.2 | 4.0 | 8.7 |
| Construction agreements | 324 | 329 | 521 | 430 | 401 | 370 | 323 | 306 | 347 | 404 | 531 | 684 | 456 |
| Construction AAWI (%) | 5.8 | 3.7 | 3.3 | 3.9 | 4.2 | 4.5 | 4.5 | 3.9 | 4.0 | 3.5 | 3.9 | 3.9 | 4.0 |
| Construction duration (yrs.) | 1.9 | 2.2 | 2.6 | 2.4 | 2.1 | 2.6 | 2.7 | 2.7 | 2.7 | 2.5 | 2.4 | 2.3 | 3.0 |
| Construction employees ('000) | 6.7 | 8.4 | 13.4 | 9.3 | 10.8 | 10.8 | 8.2 | 6.4 | 9.9 | 13.9 | 11.9 | 13.4 | 11.2 |
| Wholesale Trade agreements | 32 | 66 | 18 | 18 | 24 | 20 | 19 | 19 | 13 | 10 | 23 | 30 | 15 |
| Wholesale Trade AAWI (%) | 2.4 | 2.4 | 2.8 | 2.7 | 3.0 | 2.4 | 2.9 | 2.5 | 2.3 | 2.0 | 2.1 | 2.5 | 2.5 |
| Wholesale Trade duration (yrs.) | 3.1 | 2.5 | 2.5 | 3.1 | 3.4 | 2.6 | 2.2 | 2.5 | 2.1 | 2.6 | 2.7 | 2.6 | 2.2 |
| Wholesale Trade employees ('000) | 2.3 | 2.9 | 0.9 | 0.9 | 4.9 | 1.3 | 1.4 | 1.0 | 0.5 | 0.3 | 1.2 | 1.7 | 1.0 |

| FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Retail Trade agreements | 14 | 28 | 21 | 18 | 14 | 13 | 11 | 6 | 7 | 14 | 6 | 7 | 13 |
| Retail Trade AAWI (%) | 3.4 | 3.1 | 2.3 | 2.8 | 2.4 | 4.2 | 2.0 | 3.5 | 2.2 | 2.1 | 2.4 | 3.1 | 2.6 |
| Retail Trade duration (yrs.) | 3.3 | 3.9 | 1.6 | 2.9 | 3.5 | 3.9 | 3.7 | 3.6 | 3.9 | 3.6 | 2.7 | 3.7 | 3.1 |
| Retail Trade employees ('000) | 6.2 | 122.4 | 7.9 | 30.4 | 64.3 | 15.6 | 7.9 | 2.7 | 3.1 | 8.4 | 0.7 | 1.6 | 2.5 |
| Accommodation and Food Services agreements | 13 | 9 | 9 | 12 | 11 | 8 | 6 | 4 | 9 | 4 | 6 | 13 | 5 |
| Accommodation and Food Services AAWI (%) | 2.7 | 3.2 | 3.0 | 2.5 | 3.2 | 1.8 | 3.5 | 1.5 | 3.3 | 2.5 | 1.6 | 2.0 | 3.5 |
| Accommodation and Food Services duration (yrs.) | 3.3 | 2.7 | 2.6 | 2.1 | 3.7 | 3.1 | 4.0 | 4.0 | 3.9 | 3.9 | 2.5 | 3.2 | 2.3 |
| Accommodation and Food Services Employees ('000) | 1.3 | 0.5 | 1.4 | 2.3 | 0.8 | 0.3 | 37.2 | 3.2 | 1.9 | 1.4 | 1.7 | 0.7 | 4.1 |
| Transport, Postal and Warehousing agreements | 55 | 118 | 190 | 144 | 103 | 85 | 69 | 83 | 73 | 96 | 82 | 97 | 120 |
| Transport, Postal and Warehousing AAWI (%) | 2.7 | 2.8 | 3.2 | 2.7 | 2.8 | 3.2 | 3.1 | 2.2 | 2.5 | 2.6 | 2.1 | 2.9 | 2.3 |
| Transport, Postal and Warehousing duration (yrs.) | 2.6 | 2.8 | 2.6 | 2.8 | 2.8 | 2.7 | 3.2 | 2.6 | 2.8 | 2.2 | 2.6 | 3.0 | 2.7 |
| Transport, Postal and Warehousing employees ('000) | 7.6 | 10.8 | 17.2 | 11.1 | 15.1 | 5.8 | 11.3 | 12.4 | 7.5 | 10.9 | 7.9 | 35.9 | 10.8 |
| Information Media and Telecommunications agreements | 7 | 12 | 10 | 9 | 7 | 7 | 2 | 2 | 3 | 4 | 3 | 5 | 8 |
| Information Media and Telecommunications AAWI (%) | 2.1 | 1.9 | 2.2 | 2.1 | 1.9 | 2.1 | 3.2 | 1.3 | 1.5 | 2.4 | 1.3 | 2.0 | 2.1 |
| Information Media and Telecommunications duration (yrs.) | 2.6 | 2.7 | 2.3 | 2.9 | 2.0 | 2.8 | 1.3 | 2.0 | 0.9 | 2.9 | 1.0 | 2.6 | 2.0 |
| Information Media and Telecommunications employees ('000) | 0.8 | 2.5 | 5.6 | 1.0 | 1.7 | 1.2 | 20.5 | 0.7 | 1.2 | 0.5 | 0.6 | 0.5 | 2.1 |
| Financial and Insurance Services agreements | 9 | 10 | 8 | 5 | 9 | 8 | 5 | 3 | 1 | 7 | 4 | 10 | 17 |
| Financial and Insurance Services AAWI (%) | 2.6 | 2.7 | 2.8 | 2.8 | 3.1 | 2.0 | 2.8 | 3.7 | * | 2.1 | 2.1 | 5.4 | 2.3 |
| Financial and Insurance Services duration (yrs.) | 2.4 | 2.9 | 2.4 | 2.7 | 2.4 | 2.5 | 2.6 | 2.1 | 2.5 | 3.0 | 2.7 | 1.1 | 2.7 |
| Financial and Insurance Services employees ('000) | 4.2 | 31.4 | 2.1 | 0.9 | 3.5 | 1.7 | 4.4 | 0.7 | 0.3 | 7.0 | 9.1 | 36.9 | 5.5 |
| Rental, Hiring and Real Estate Services agreements | 18 | 9 | 3 | 6 | 5 | 3 | 4 | 6 | 3 | 4 | 11 | 5 | 3 |
| Rental, Hiring and Real Estate Services AAWI (%) | 6.5 | 3.3 | 2.1 | 3.5 | 5.1 | 2.5 | 2.2 | 2.3 | 2.3 | 2.6 | 2.5 | 2.5 | 2.6 |
| Rental, Hiring and Real Estate Services duration (yrs.) | 1.3 | 2.5 | 1.8 | 3.0 | 2.9 | 3.0 | 3.6 | 3.2 | 2.7 | 3.5 | 3.5 | 3.2 | 3.5 |
| Rental, Hiring and Real Estate Services employees ('000) | 0.3 | 0.3 | 0.0 | 0.3 | 0.3 | 0.1 | 0.1 | 0.3 | 0.1 | 0.2 | 0.2 | 0.1 | 0.1 |
| Professional, Scientific and Technical Services agreements | 16 | 30 | 18 | 10 | 12 | 15 | 10 | 6 | 10 | 6 | 11 | 13 | 8 |
| Professional, Scientific and Technical Services AAWI (%) | 2.3 | 2.3 | 2.4 | 2.5 | 2.0 | 2.5 | 3.4 | 1.7 | 2.0 | 1.8 | 3.0 | 2.9 | 2.3 |
| Professional, Scientific and Technical Services duration (yrs.) | 2.2 | 2.4 | 2.7 | 3.1 | 3.5 | 2.9 | 3.1 | 1.0 | 2.7 | 2.5 | 3.2 | 2.5 | 2.7 |
| Professional, Scientific and Technical Services employees ('000) | 1.6 | 3.0 | 1.5 | 0.9 | 0.6 | 0.8 | 1.1 | 0.4 | 6.9 | 0.2 | 1.2 | 1.9 | 2.7 |
| Administrative and Support Services agreements | 17 | 26 | 32 | 26 | 36 | 17 | 13 | 12 | 11 | 9 | 22 | 20 | 21 |
| Administrative and Support Services AAWI (%) | 2.9 | 3.3 | 2.5 | 2.2 | 3.0 | 3.2 | 3.4 | 3.1 | 2.8 | 4.0 | 4.0 | 4.4 | 3.8 |
| Administrative and Support Services duration (yrs.) | 2.2 | 2.6 | 3.0 | 3.3 | 2.7 | 3.7 | 3.9 | 3.3 | 3.4 | 2.3 | 2.8 | 2.6 | 2.3 |
| Administrative and Support Services employees ('000) | 3.7 | 2.1 | 2.3 | 5.3 | 3.5 | 2.0 | 2.2 | 0.4 | 2.0 | 0.9 | 1.0 | 1.2 | 0.9 |

| FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Public Administration and Safety agreements | 34 | 54 | 53 | 53 | 50 | 36 | 20 | 19 | 30 | 26 | 32 | 38 | 48 |
| Public Administration and Safety AAWI (%) | 2.3 | 2.4 | 2.3 | 2.5 | 2.2 | 2.1 | 2.1 | 2.1 | 2.0 | 2.4 | 2.2 | 1.9 | 2.5 |
| Public Administration and Safety duration (yrs.) | 2.5 | 2.5 | 2.2 | 2.7 | 2.7 | 3.1 | 2.9 | 2.4 | 3.2 | 2.6 | 2.6 | 2.4 | 1.7 |
| Public Administration and Safety employees ('000) | 6.4 | 39.3 | 24.4 | 18.8 | 17.7 | 30.9 | 12.5 | 3.5 | 57.1 | 4.1 | 8.3 | 15.9 | 22.4 |
| Education and Training agreements | 50 | 76 | 87 | 50 | 53 | 47 | 33 | 25 | 46 | 38 | 27 | 20 | 40 |
| Education and Training AAWI (%) | 2.8 | 2.8 | 2.5 | 2.5 | 2.7 | 2.5 | 2.6 | 2.7 | 1.2 | 2.2 | 2.0 | 2.6 | 2.1 |
| Education and Training duration (yrs.) | 2.8 | 2.4 | 2.6 | 2.4 | 2.7 | 2.4 | 2.7 | 2.1 | 1.9 | 1.2 | 2.3 | 3.1 | 1.3 |
| Education and Training employees ('000) | 45.1 | 69.6 | 32.1 | 25.7 | 15.8 | 24.1 | 5.0 | 2.7 | 39.7 | 43.6 | 3.8 | 8.5 | 15.1 |
| Health Care and Social Assistance agreements | 85 | 117 | 144 | 137 | 77 | 52 | 62 | 46 | 72 | 49 | 42 | 43 | 78 |
| Health Care and Social Assistance AAWI (%) | 2.9 | 2.7 | 3.0 | 2.7 | 2.4 | 2.6 | 2.5 | 3.0 | 2.4 | 2.3 | 2.4 | 2.1 | 2.4 |
| Health Care and Social Assistance duration (yrs.) | 2.6 | 2.5 | 2.0 | 2.3 | 2.2 | 2.5 | 2.3 | 1.9 | 2.2 | 2.2 | 1.4 | 2.4 | 2.3 |
| Health Care and Social Assistance employees ('000) | 28.1 | 35.6 | 44.3 | 33.9 | 29.2 | 21.7 | 10.0 | 12.7 | 18.7 | 7.3 | 25.0 | 37.5 | 32.3 |
| Arts and Recreation Services agreements | 10 | 10 | 13 | 23 | 9 | 14 | 8 | 5 | 9 | 12 | 11 | 5 | 18 |
| Arts and Recreation Services AAWI (%) | 2.1 | 2.6 | 3.1 | 2.7 | 3.3 | 2.7 | 2.9 | 2.2 | 1.6 | 2.4 | 2.0 | 1.4 | 3.1 |
| Arts and Recreation Services duration (yrs.) | 2.6 | 2.7 | 2.8 | 2.3 | 1.6 | 2.6 | 2.4 | 2.3 | 1.9 | 1.5 | 0.9 | 2.0 | 2.8 |
| Arts and Recreation Services employees ('000) | 1.3 | 3.4 | 2.2 | 4.7 | 1.2 | 6.1 | 6.5 | 0.4 | 0.9 | 1.2 | 2.0 | 1.1 | 7.7 |
| Other Services agreements | 20 | 36 | 31 | 26 | 26 | 14 | 23 | 11 | 10 | 10 | 17 | 18 | 20 |
| Other Services AAWI (%) | 2.6 | 3.1 | 2.1 | 2.6 | 2.6 | 2.1 | 2.6 | 2.0 | 2.7 | 2.3 | 2.3 | 2.8 | 2.2 |
| Other Services duration (yrs.) | 2.3 | 2.2 | 2.4 | 2.3 | 2.9 | 2.9 | 2.8 | 3.3 | 2.6 | 1.8 | 2.8 | 2.7 | 2.7 |
| Other Services employees ('000) | 3.1 | 4.7 | 5.1 | 3.4 | 3.7 | 1.1 | 1.3 | 0.3 | 1.5 | 0.7 | 1.0 | 1.3 | 2.9 |
| All sector agreements | 923 | 1,331 | 1,580 | 1,247 | 1,126 | 957 | 761 | 716 | 847 | 880 | 1,065 | 1,271 | 1,144 |
| All sectors AAWI (%) | 2.9 | 2.7 | 2.7 | 2.6 | 2.7 | 2.6 | 2.8 | 2.6 | 2.2 | 2.6 | 2.4 | 2.7 | 2.6 |
| All sectors duration (yrs.) | 2.6 | 3.0 | 2.4 | 2.6 | 2.9 | 2.9 | 2.9 | 2.5 | 2.7 | 2.1 | 2.3 | 2.3 | 2.3 |
| All sectors employees ('000) | 138.4 | 367.7 | 195.4 | 168.5 | 201.8 | 143.6 | 142.5 | 60.7 | 174.7 | 116.0 | 100.1 | 180.5 | 148.6 |

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

Notes:

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

How to read: 11 Agriculture, Forestry and Fishing agreements were approved in the December quarter 2021, covering 900 employees. Their AAWI was 2.4 per cent and their average duration was 3.3 years.

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

| FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Agriculture, Forestry and Fishing agreements | 137 | 168 | 180 | 164 | 182 | 177 | 174 | 173 | 165 | 162 | 164 | 150 | 152 |
| Agriculture, Forestry and Fishing AAWI (%) | 2.6 | 2.6 | 2.6 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.4 | 2.4 |
| Agriculture, Forestry and Fishing duration (yrs.) | 3.1 | 3.2 | 3.3 | 3.3 | 3.3 | 3.3 | 3.3 | 3.4 | 3.3 | 3.3 | 3.3 | 3.3 | 3.3 |
| Agriculture, Forestry and Fishing employees ('000) | 12.3 | 14.3 | 15.2 | 13.1 | 15.8 | 15.6 | 15.8 | 14.9 | 12.5 | 12.1 | 12.7 | 13.3 | 13.6 |
| Mining agreements | 310 | 338 | 359 | 374 | 375 | 394 | 388 | 372 | 361 | 354 | 357 | 364 | 365 |
| Mining AAWI (%) | 2.1 | 2.1 | 2.3 | 2.3 | 2.3 | 2.3 | 2.3 | 2.3 | 2.3 | 2.3 | 2.3 | 2.3 | 2.3 |
| Mining duration (yrs.) | 3.3 | 3.3 | 3.3 | 3.4 | 3.4 | 3.4 | 3.4 | 3.4 | 3.5 | 3.5 | 3.5 | 3.6 | 3.6 |
| Mining employees ('000) | 35.6 | 39.1 | 39.0 | 45.3 | 48.2 | 51.1 | 51.1 | 48.8 | 48.3 | 49.7 | 49.8 | 50.9 | 51.4 |
| Manufacturing agreements | 1,708 | 1,742 | 1,890 | 1,826 | 1,866 | 1,932 | 1,912 | 1,742 | 1,733 | 1,730 | 1,755 | 1,639 | 1,724 |
| Manufacturing AAWI (%) | 2.6 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.4 | 2.4 |
| Manufacturing duration (yrs.) | 2.8 | 2.8 | 2.8 | 2.8 | 2.8 | 2.8 | 2.8 | 2.9 | 2.8 | 2.8 | 2.9 | 2.9 | 2.9 |
| Manufacturing employees ('000) | 110.8 | 118.2 | 129.4 | 125.6 | 135.9 | 141.0 | 140.7 | 126.7 | 125.5 | 125.7 | 127.2 | 117.7 | 125.8 |
| Non-Metal Manufacturing agreements | 1,126 | 1,147 | 1,233 | 1,182 | 1,218 | 1,273 | 1,261 | 1,174 | 1,159 | 1,156 | 1,175 | 1,106 | 1,159 |
| Non-Metal Manufacturing AAWI (%) | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.4 | 2.4 | 2.4 | 2.4 | 2.4 |
| Non-Metal Manufacturing duration (yrs.) | 2.8 | 2.8 | 2.8 | 2.8 | 2.8 | 2.8 | 2.8 | 2.9 | 2.8 | 2.9 | 2.9 | 3.0 | 3.0 |
| Non-Metal Manufacturing employees ('000) | 74.9 | 81.1 | 87.0 | 84.4 | 91.7 | 95.7 | 94.1 | 87.0 | 85.6 | 85.8 | 86.9 | 82.7 | 87.4 |
| Metal Manufacturing agreements | 582 | 595 | 657 | 644 | 648 | 659 | 651 | 568 | 574 | 574 | 580 | 533 | 565 |
| Metal Manufacturing AAWI (%) | 2.6 | 2.5 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.5 | 2.5 | 2.5 | 2.5 |
| Metal Manufacturing duration (yrs.) | 2.8 | 2.8 | 2.8 | 2.8 | 2.7 | 2.7 | 2.8 | 2.9 | 2.8 | 2.8 | 2.8 | 2.9 | 2.8 |
| Metal Manufacturing employees ('000) | 35.9 | 37.1 | 42.4 | 41.2 | 44.1 | 45.3 | 46.6 | 39.7 | 39.8 | 39.9 | 40.3 | 35.1 | 38.4 |
| Electricity, Gas, Water and Waste Services agreements | 337 | 352 | 364 | 370 | 381 | 393 | 390 | 361 | 365 | 353 | 357 | 334 | 344 |
| Electricity, Gas, Water and Waste Services AAWI (%) | 2.7 | 2.7 | 2.7 | 2.6 | 2.6 | 2.6 | 2.7 | 2.7 | 2.7 | 2.6 | 2.5 | 2.5 | 2.5 |
| Electricity, Gas, Water and Waste Services duration (yrs.) | 2.8 | 2.8 | 2.8 | 2.8 | 2.9 | 2.8 | 2.9 | 2.9 | 2.9 | 2.9 | 2.8 | 2.8 | 2.7 |
| Electricity, Gas, Water and Waste Services Employees ('000) | 52.1 | 53.9 | 54.4 | 52.8 | 53.0 | 52.7 | 54.3 | 50.3 | 58.2 | 43.1 | 45.3 | 39.8 | 47.6 |
| Construction agreements | 3,329 | 2,922 | 3,155 | 3,037 | 2,751 | 2,735 | 2,809 | 2,831 | 3,051 | 3,280 | 3,488 | 3,932 | 4,254 |
| Construction AAWI (%) | 4.3 | 3.3 | 3.3 | 3.2 | 3.2 | 3.2 | 3.3 | 3.4 | 3.4 | 3.5 | 3.5 | 3.6 | 3.6 |
| Construction duration (yrs.) | 2.9 | 3.2 | 3.1 | 3.2 | 3.1 | 3.2 | 3.2 | 3.2 | 3.2 | 3.1 | 3.0 | 3.0 | 3.0 |
| Construction employees ('000) | 74.1 | 63.8 | 71.5 | 69.9 | 69.0 | 70.4 | 75.5 | 74.6 | 81.3 | 91.8 | 96.6 | 102.1 | 110.4 |
| Wholesale Trade agreements | 416 | 446 | 434 | 359 | 346 | 336 | 330 | 294 | 277 | 253 | 243 | 219 | 217 |
| Wholesale Trade AAWI (%) | 2.5 | 2.5 | 2.5 | 2.4 | 2.6 | 2.5 | 2.6 | 2.6 | 2.6 | 2.6 | 2.5 | 2.5 | 2.5 |
| Wholesale Trade duration (yrs.) | 2.8 | 2.8 | 2.8 | 2.9 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.2 | 3.2 |
| Wholesale Trade employees ('000) | 26.8 | 27.1 | 27.0 | 19.6 | 22.3 | 22.4 | 22.3 | 20.9 | 19.3 | 18.3 | 17.7 | 16.6 | 16.6 |

| FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Retail Trade agreements | 150 | 156 | 160 | 160 | 170 | 165 | 168 | 154 | 152 | 153 | 151 | 133 | 138 |
| Retail Trade AAWI (%) | 2.4 | 2.7 | 2.7 | 2.7 | 2.6 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 |
| Retail Trade duration (yrs.) | 2.3 | 3.1 | 3.1 | 3.1 | 3.2 | 3.2 | 3.6 | 3.6 | 3.6 | 3.6 | 3.6 | 3.7 | 3.7 |
| Retail Trade employees ('000) | 109.2 | 230.3 | 236.4 | 264.4 | 328.4 | 340.3 | 265.8 | 258.8 | 259.2 | 261.1 | 259.8 | 251.2 | 251.6 |
| Accommodation and Food Services agreements | 234 | 224 | 213 | 202 | 191 | 173 | 162 | 136 | 122 | 112 | 101 | 102 | 104 |
| Accommodation and Food Services AAWI (%) | 2.6 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.3 | 2.3 | 2.8 |
| Accommodation and Food Services duration (yrs.) | 3.6 | 3.6 | 3.5 | 3.3 | 3.2 | 3.2 | 3.7 | 3.8 | 3.9 | 3.9 | 3.9 | 3.9 | 3.8 |
| Accommodation and Food Services Employees ('000) | 20.1 | 18.7 | 18.7 | 20.4 | 18.1 | 17.4 | 54.1 | 54.8 | 52.1 | 52.7 | 51.8 | 50.6 | 54.5 |
| Transport, Postal and Warehousing agreements | 922 | 930 | 1,058 | 1,054 | 1,115 | 1,140 | 1,145 | 1,042 | 1,049 | 1,048 | 1,069 | 972 | 1,012 |
| Transport, Postal and Warehousing AAWI (%) | 2.5 | 2.5 | 2.6 | 2.5 | 2.5 | 2.5 | 2.6 | 2.7 | 2.7 | 2.7 | 2.6 | 2.7 | 2.6 |
| Transport, Postal and Warehousing duration (yrs.) | 3.0 | 3.0 | 2.9 | 2.9 | 2.9 | 2.9 | 2.9 | 3.0 | 3.0 | 2.9 | 2.9 | 3.0 | 3.0 |
| Transport, Postal and Warehousing employees ('000) | 163.6 | 160.5 | 174.0 | 167.3 | 178.0 | 177.3 | 183.9 | 125.9 | 126.6 | 129.1 | 117.8 | 135.2 | 137.1 |
| Information Media and Telecommunications agreements | 60 | 64 | 72 | 73 | 75 | 75 | 72 | 57 | 56 | 53 | 51 | 43 | 48 |
| Information Media and Telecommunications AAWI (%) | 2.1 | 2.2 | 2.1 | 2.1 | 2.0 | 2.0 | 2.0 | 1.9 | 1.9 | 1.9 | 1.9 | 1.8 | 1.9 |
| Information Media and Telecommunications duration (yrs.) | 2.5 | 2.6 | 2.5 | 2.6 | 2.5 | 2.6 | 1.8 | 1.8 | 1.8 | 1.8 | 1.8 | 1.8 | 2.6 |
| Information Media and Telecommunications employees ('000) | 7.6 | 7.9 | 14.1 | 14.8 | 14.7 | 13.8 | 34.0 | 33.0 | 33.5 | 33.2 | 33.0 | 32.5 | 13.6 |
| Financial and Insurance Services agreements | 102 | 105 | 110 | 90 | 93 | 100 | 96 | 78 | 70 | 74 | 72 | 65 | 75 |
| Financial and Insurance Services AAWI (%) | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.7 | 2.6 | 2.6 | 2.5 | 2.5 | 2.8 | 2.7 |
| Financial and Insurance Services duration (yrs.) | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.8 | 2.9 | 2.8 | 2.8 | 2.8 | 2.2 | 2.2 |
| Financial and Insurance Services employees ('000) | 103.1 | 103.8 | 105.6 | 96.5 | 67.2 | 69.6 | 54.3 | 51.0 | 47.7 | 54.4 | 62.6 | 95.9 | 98.7 |
| Rental, Hiring and Real Estate Services agreements | 169 | 143 | 138 | 105 | 95 | 83 | 74 | 65 | 64 | 58 | 65 | 62 | 62 |
| Rental, Hiring and Real Estate Services AAWI (%) | 2.6 | 2.4 | 2.4 | 2.2 | 2.3 | 2.3 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.9 | 2.9 |
| Rental, Hiring and Real Estate Services duration (yrs.) | 3.2 | 3.3 | 3.3 | 3.3 | 3.3 | 3.3 | 3.4 | 3.5 | 3.5 | 3.5 | 3.5 | 3.3 | 3.3 |
| Rental, Hiring and Real Estate Services employees ('000) | 6.6 | 6.0 | 5.6 | 5.0 | 5.2 | 5.0 | 3.8 | 3.4 | 3.3 | 3.3 | 3.4 | 2.1 | 2.1 |
| Professional, Scientific and Technical Services agreements | 296 | 295 | 289 | 257 | 240 | 231 | 222 | 191 | 180 | 158 | 143 | 129 | 128 |
| Professional, Scientific and Technical Services AAWI (%) | 2.5 | 2.4 | 2.4 | 2.4 | 2.4 | 2.4 | 2.4 | 2.4 | 2.4 | 2.3 | 2.3 | 2.3 | 2.3 |
| Professional, Scientific and Technical Services duration (yrs.) | 3.0 | 2.9 | 2.9 | 2.9 | 2.9 | 2.9 | 2.9 | 3.0 | 2.9 | 3.0 | 2.9 | 3.0 | 3.0 |
| Professional, Scientific and Technical Services employees ('000) | 29.9 | 30.0 | 30.0 | 28.8 | 27.6 | 27.0 | 27.3 | 25.1 | 21.5 | 18.9 | 17.8 | 17.6 | 17.5 |
| Administrative and Support Services agreements | 340 | 319 | 321 | 278 | 272 | 258 | 248 | 226 | 216 | 210 | 212 | 209 | 217 |
| Administrative and Support Services AAWI (%) | 2.9 | 2.8 | 2.8 | 2.7 | 2.7 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.7 | 2.7 | 2.8 |
| Administrative and Support Services duration (yrs.) | 3.1 | 3.0 | 3.0 | 3.1 | 3.1 | 3.1 | 3.1 | 3.2 | 3.4 | 3.4 | 3.4 | 3.5 | 3.4 |
| Administrative and Support Services employees ('000) | 30.5 | 29.5 | 29.7 | 31.0 | 32.3 | 30.4 | 29.1 | 28.5 | 25.1 | 22.5 | 22.0 | 20.8 | 21.0 |
| Public Administration and Safety agreements | 490 | 483 | 505 | 486 | 494 | 484 | 474 | 399 | 394 | 395 | 394 | 373 | 379 |
| Public Administration and Safety AAWI (%) | 2.4 | 2.4 | 2.4 | 2.4 | 2.3 | 2.2 | 2.2 | 2.2 | 2.2 | 2.2 | 2.2 | 2.2 | 2.1 |
| Public Administration and Safety duration (yrs.) | 3.0 | 3.0 | 2.9 | 3.0 | 2.9 | 2.9 | 2.9 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 |
| Public Administration and Safety employees ('000) | 302.2 | 308.9 | 324.0 | 314.2 | 297.9 | 258.4 | 281.0 | 220.3 | 238.6 | 238.9 | 237.3 | 213.9 | 206.6 |

| FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|---|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Education and Training agreements | 520 | 499 | 583 | 588 | 620 | 587 | 603 | 582 | 609 | 488 | 496 | 454 | 466 |
| Education and Training AAWI (%) | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.5 | 2.6 | 2.5 | 2.6 | 2.6 |
| Education and Training duration (yrs.) | 3.0 | 2.9 | 2.9 | 2.9 | 2.9 | 3.0 | 3.0 | 3.0 | 2.9 | 2.8 | 2.5 | 2.4 | 2.3 |
| Education and Training employees ('000) | 340.8 | 403.4 | 436.1 | 421.8 | 434.6 | 405.4 | 409.7 | 401.7 | 436.8 | 435.0 | 323.9 | 220.5 | 208.2 |
| Health Care and Social Assistance agreements | 964 | 993 | 1,098 | 1,081 | 1,103 | 1,065 | 1,081 | 798 | 812 | 810 | 756 | 637 | 652 |
| Health Care and Social Assistance AAWI (%) | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.9 | 3.0 | 2.9 | 2.9 | 2.8 | 2.9 | 2.8 |
| Health Care and Social Assistance duration (yrs.) | 3.0 | 3.0 | 2.9 | 2.9 | 2.8 | 2.8 | 2.8 | 2.9 | 2.7 | 2.7 | 2.6 | 2.8 | 2.8 |
| Health Care and Social Assistance employees ('000) | 400.3 | 411.7 | 426.2 | 427.0 | 443.4 | 450.6 | 390.4 | 301.2 | 257.8 | 248.8 | 249.2 | 224.0 | 225.4 |
| Arts and Recreation Services agreements | 122 | 108 | 114 | 112 | 118 | 110 | 113 | 90 | 96 | 98 | 105 | 95 | 106 |
| Arts and Recreation Services AAWI (%) | 2.8 | 2.8 | 2.9 | 2.7 | 2.8 | 2.8 | 2.8 | 2.8 | 2.8 | 2.8 | 2.7 | 2.7 | 2.8 |
| Arts and Recreation Services duration (yrs.) | 2.9 | 2.9 | 2.9 | 3.0 | 2.9 | 2.9 | 2.8 | 2.8 | 2.8 | 2.7 | 2.6 | 2.7 | 2.7 |
| Arts and Recreation Services employees ('000) | 34.6 | 35.6 | 36.6 | 27.9 | 26.0 | 29.5 | 34.8 | 29.6 | 30.3 | 29.2 | 30.0 | 25.9 | 30.8 |
| Other Services agreements | 299 | 290 | 297 | 264 | 255 | 247 | 254 | 232 | 223 | 211 | 211 | 202 | 203 |
| Other Services AAWI (%) | 2.6 | 2.7 | 2.6 | 2.6 | 2.6 | 2.5 | 2.5 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.5 |
| Other Services duration (yrs.) | 2.5 | 2.5 | 2.5 | 2.6 | 2.6 | 2.6 | 2.6 | 2.7 | 2.7 | 2.7 | 2.7 | 2.9 | 2.9 |
| Other Services employees ('000) | 23.0 | 23.6 | 26.8 | 25.5 | 28.0 | 27.8 | 28.1 | 24.7 | 23.2 | 24.0 | 24.1 | 15.8 | 17.5 |
| All sector agreements | 10,905 | 10,577 | 11,340 | 10,880 | 10,742 | 10,685 | 10,715 | 9,823 | 9,995 | 10,000 | 10,190 | 10,114 | 10,646 |
| All sectors AAWI (%) | 2.7 | 2.6 | 2.7 | 2.6 |
| All sectors duration (yrs.) | 3.0 | 3.0 | 2.9 | 2.9 | 2.9 | 3.0 | 3.0 | 3.1 | 3.0 | 3.0 | 2.9 | 3.0 | 3.0 |
| All sectors employees ('000) | 1,883.1 | 2,086.1 | 2,200.1 | 2,170.8 | 2,245.6 | 2,205.7 | 2,156.1 | 1,894.2 | 1,900.7 | 1,891.7 | 1,782.0 | 1,646.6 | 1,650.1 |

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

Notes:

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

How to read: 152 Agriculture, Forestry and Fishing agreements current as at 31 December 2021, covering 13,600 employees. Their AAWI was 2.4 per cent and their average duration was 3.3 years.

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

| FOR ALL CURRENT AGREEMENTS | Dec-21 | Mar-22 | Jun-22 | Sep-22 | Dec-22 | Mar-23 | Jun-23 | Sep-23 | Dec-23 | Mar-24 | Jun-24 | Sep-24 | Dec-24 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Agriculture, Forestry and Fishing agreements | 11 | 5 | 17 | 13 | 8 | 31 | 23 | 5 | 7 | 6 | 5 | 6 | 3 |
| Agriculture, Forestry and Fishing AAWI (%) | 2.8 | 2.6 | 2.6 | 2.5 | 2.8 | 2.2 | 2.5 | 2.1 | 3.2 | 2.0 | 2.3 | 2.3 | 2.5 |
| Agriculture, Forestry and Fishing employees ('000) | 0.7 | 0.2 | 1.6 | 2.2 | 0.6 | 1.1 | 2.8 | 0.9 | 0.2 | 0.7 | 1.5 | 0.2 | 0.2 |
| Mining agreements | 25 | 31 | 37 | 23 | 21 | 36 | 29 | 27 | 21 | 29 | 19 | 16 | 8 |
| Mining AAWI (%) | 2.7 | 2.4 | 3.0 | 2.5 | 2.2 | 1.9 | 2.6 | 1.9 | 2.3 | 2.1 | 2.0 | 1.8 | 1.9 |
| Mining employees ('000) | 2.1 | 2.8 | 5.0 | 2.0 | 3.6 | 5.0 | 5.5 | 3.2 | 3.2 | 3.4 | 2.1 | 2.2 | 1.9 |
| Manufacturing agreements | 134 | 125 | 247 | 145 | 124 | 111 | 211 | 122 | 99 | 79 | 91 | 44 | 31 |
| Manufacturing AAWI (%) | 2.4 | 2.5 | 2.7 | 2.5 | 2.3 | 2.6 | 2.4 | 2.3 | 2.2 | 2.3 | 2.4 | 2.2 | 2.1 |
| Manufacturing employees ('000) | 10.5 | 7.6 | 19.6 | 12.5 | 10.0 | 7.3 | 12.9 | 7.9 | 7.8 | 7.0 | 5.4 | 2.8 | 2.9 |
| Non-Metal Manufacturing agreements | 85 | 83 | 178 | 102 | 83 | 78 | 125 | 90 | 66 | 53 | 64 | 27 | 21 |
| Non-Metal Manufacturing AAWI (%) | 2.4 | 2.3 | 2.6 | 2.4 | 2.3 | 2.5 | 2.4 | 2.3 | 2.4 | 2.3 | 2.3 | 2.3 | 2.1 |
| Non-Metal Manufacturing employees ('000) | 6.2 | 5.5 | 12.8 | 9.3 | 6.7 | 6.1 | 7.7 | 6.0 | 5.8 | 5.6 | 4.1 | 1.9 | 2.3 |
| Metal Manufacturing agreements | 49 | 42 | 69 | 43 | 41 | 33 | 86 | 32 | 33 | 26 | 27 | 17 | 10 |
| Metal Manufacturing AAWI (%) | 2.3 | 2.8 | 2.9 | 2.7 | 2.4 | 2.8 | 2.4 | 2.4 | 1.8 | 2.1 | 2.7 | 1.9 | 2.1 |
| Metal Manufacturing employees ('000) | 4.3 | 2.0 | 6.9 | 3.3 | 3.3 | 1.2 | 5.2 | 1.9 | 2.0 | 1.3 | 1.3 | 0.8 | 0.6 |
| Electricity, Gas, Water and Waste Services agreements | 34 | 38 | 23 | 42 | 21 | 18 | 41 | 24 | 18 | 18 | 17 | 11 | 8 |
| Electricity, Gas, Water and Waste Services AAWI (%) | 2.2 | 2.6 | 2.5 | 1.6 | 2.6 | 3.2 | 2.0 | 2.3 | 2.9 | 3.0 | 3.9 | 2.1 | 2.6 |
| Electricity, Gas, Water and Waste Services Employees ('000) | 2.2 | 2.3 | 1.7 | 5.5 | 1.3 | 0.7 | 7.0 | 4.6 | 1.9 | 9.1 | 1.6 | 0.7 | 0.4 |
| Construction agreements | 194 | 153 | 228 | 164 | 660 | 131 | 909 | 299 | 523 | 185 | 106 | 101 | 97 |
| Construction AAWI (%) | 2.9 | 2.6 | 3.2 | 2.7 | 4.5 | 2.6 | 4.0 | 3.4 | 4.2 | 3.3 | 2.6 | 2.8 | 2.3 |
| Construction employees ('000) | 4.5 | 5.2 | 7.2 | 5.4 | 14.2 | 3.7 | 24.9 | 7.4 | 13.3 | 4.7 | 2.8 | 2.8 | 1.9 |
| Wholesale Trade agreements | 23 | 15 | 28 | 31 | 16 | 25 | 19 | 12 | 10 | 12 | 14 | 10 | 2 |
| Wholesale Trade AAWI (%) | 2.3 | 2.0 | 2.6 | 2.0 | 2.4 | 2.0 | 2.8 | 3.1 | 2.7 | 2.3 | 2.1 | 2.2 | 2.7 |
| Wholesale Trade employees ('000) | 1.3 | 0.4 | 1.4 | 2.8 | 1.6 | 1.1 | 1.5 | 3.8 | 0.5 | 0.5 | 0.9 | 0.9 | 0.0 |
| Retail Trade agreements | 12 | 11 | 21 | 12 | 10 | 10 | 11 | 8 | 6 | 8 | 9 | 5 | 4 |
| Retail Trade AAWI (%) | 2.3 | 2.9 | 2.9 | 4.8 | 3.2 | 2.6 | 2.7 | 2.3 | 2.3 | 2.0 | 2.4 | 2.3 | 2.9 |
| Retail Trade employees ('000) | 2.9 | 7.6 | 21.2 | 4.4 | 4.1 | 143.0 | 11.1 | 1.7 | 26.2 | 13.6 | 6.5 | 2.7 | 3.0 |
| Accommodation and Food Services agreements | 7 | 5 | 16 | 6 | 10 | 3 | 10 | 8 | 4 | 7 | 6 | 7 | 6 |
| Accommodation and Food Services AAWI (%) | 2.8 | 1.6 | 2.0 | 2.2 | 1.7 | 1.8 | 2.7 | 2.0 | 1.6 | 1.9 | 2.7 | 2.1 | * |
| Accommodation and Food Services Employees ('000) | 0.7 | 0.1 | 1.7 | 0.5 | 0.6 | 0.2 | 0.6 | 0.5 | 0.2 | 0.6 | 37.7 | 3.5 | 1.7 |

| FOR ALL CURRENT AGREEMENTS | Dec-21 | Mar-22 | Jun-22 | Sep-22 | Dec-22 | Mar-23 | Jun-23 | Sep-23 | Dec-23 | Mar-24 | Jun-24 | Sep-24 | Dec-24 |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Transport, Postal and Warehousing agreements | 89 | 71 | 142 | 83 | 64 | 60 | 124 | 58 | 59 | 38 | 71 | 34 | 13 |
| Transport, Postal and Warehousing AAWI (%) | 2.9 | 2.4 | 2.8 | 2.5 | 2.4 | 2.2 | 2.9 | 2.7 | 2.0 | 2.7 | 2.6 | 3.0 | 3.1 |
| Transport, Postal and Warehousing employees ('000) | 10.7 | 4.1 | 11.1 | 6.5 | 13.3 | 12.2 | 18.3 | 5.8 | 7.2 | 3.4 | 6.4 | 31.5 | 1.4 |
| Information Media and Telecommunications agreements | 3 | 2 | 16 | 3 | 2 | 4 | 2 | 1 | 1 | 3 | 3 | 0 | 0 |
| Information Media and Telecommunications AAWI (%) | 1.8 | 2.0 | 1.7 | 2.1 | 2.1 | 2.0 | 2.0 | 4.3 | 1.3 | 2.1 | 2.1 | * | * |
| Information Media and Telecommunications employees ('000) | 1.0 | 0.9 | 7.1 | 0.5 | 0.2 | 1.1 | 0.2 | 0.0 | 0.0 | 0.8 | 0.1 | 0.0 | 0.0 |
| Financial and Insurance Services agreements | 9 | 3 | 14 | 2 | 6 | 4 | 8 | 1 | 4 | 2 | 2 | 6 | 0 |
| Financial and Insurance Services AAWI (%) | 2.0 | 3.7 | 2.2 | 5.4 | 2.8 | 2.5 | 2.9 | * | 1.8 | 2.1 | 2.0 | 2.8 | * |
| Financial and Insurance Services employees ('000) | 31.5 | 0.3 | 36.4 | 1.4 | 3.1 | 0.4 | 2.1 | 0.9 | 8.6 | 6.8 | 0.4 | 2.4 | 0.0 |
| Rental, Hiring and Real Estate Services agreements | 6 | 3 | 7 | 6 | 4 | 1 | 3 | 7 | 2 | 4 | 6 | 4 | 0 |
| Rental, Hiring and Real Estate Services AAWI (%) | 2.1 | 2.4 | 4.4 | 3.7 | 3.0 | * | 2.3 | 2.4 | * | 2.9 | 2.3 | 2.9 | * |
| Rental, Hiring and Real Estate Services ('000) | 0.3 | 0.1 | 0.2 | 0.3 | 0.1 | 0.1 | 0.1 | 0.3 | 0.0 | 0.1 | 0.1 | 0.1 | 0.0 |
| Professional, Scientific and Technical Services agreements | 10 | 14 | 19 | 10 | 7 | 9 | 5 | 7 | 12 | 11 | 11 | 1 | 3 |
| Professional, Scientific and Technical Services AAWI (%) | 2.4 | 2.6 | 2.4 | 2.4 | 3.4 | 2.4 | 2.9 | 3.3 | 2.0 | 2.5 | 2.2 | * | 2.5 |
| Professional, Scientific and Technical Services employees ('000) | 0.4 | 1.1 | 1.6 | 1.1 | 0.8 | 0.4 | 0.2 | 1.0 | 5.6 | 0.7 | 0.7 | 0.0 | 0.3 |
| Administrative and Support Services agreements | 21 | 7 | 16 | 12 | 28 | 15 | 34 | 9 | 21 | 14 | 11 | 10 | 2 |
| Administrative and Support Services AAWI (%) | 2.6 | 2.5 | 3.0 | 3.1 | 2.5 | 2.6 | 2.5 | 2.8 | 3.9 | 3.0 | 2.8 | 2.5 | * |
| Administrative and Support Services employees ('000) | 1.6 | 0.4 | 1.1 | 0.4 | 2.6 | 1.3 | 4.5 | 0.4 | 1.5 | 2.2 | 3.5 | 0.7 | 0.1 |
| Public Administration and Safety agreements | 43 | 31 | 65 | 26 | 18 | 12 | 45 | 17 | 20 | 14 | 27 | 19 | 7 |
| Public Administration and Safety AAWI (%) | 2.6 | 2.1 | 2.1 | 2.7 | 2.1 | 2.0 | 2.1 | 2.3 | 2.1 | 2.0 | 1.8 | 2.1 | 2.0 |
| Public Administration and Safety employees ('000) | 24.7 | 20.1 | 28.1 | 11.0 | 13.2 | 3.1 | 12.6 | 2.6 | 20.3 | 52.3 | 7.2 | 7.7 | 1.3 |
| Education and Training agreements | 121 | 25 | 41 | 21 | 50 | 22 | 24 | 14 | 69 | 14 | 23 | 4 | 8 |
| Education and Training AAWI (%) | 2.4 | 3.0 | 2.4 | 2.6 | 4.2 | 2.7 | 2.4 | 3.8 | 2.5 | 2.1 | 2.9 | 2.6 | 2.6 |
| Education and Training employees ('000) | 94.3 | 5.7 | 34.9 | 9.9 | 12.2 | 3.4 | 32.0 | 1.0 | 6.9 | 1.2 | 0.7 | 6.6 | 1.3 |
| Health Care and Social Assistance agreements | 77 | 49 | 113 | 65 | 49 | 45 | 70 | 28 | 37 | 19 | 35 | 9 | 6 |
| Health Care and Social Assistance AAWI (%) | 3.7 | 2.9 | 2.9 | 3.0 | 2.3 | 2.7 | 2.4 | 2.6 | 2.1 | 2.1 | 2.0 | 2.4 | 2.6 |
| Health Care and Social Assistance employees ('000) | 48.7 | 13.2 | 35.6 | 16.5 | 17.0 | 13.0 | 10.4 | 5.4 | 21.3 | 8.7 | 10.9 | 0.8 | 0.3 |
| Arts and Recreation Services agreements | 20 | 4 | 16 | 6 | 8 | 5 | 6 | 6 | 8 | 4 | 4 | 2 | 2 |
| Arts and Recreation Services AAWI (%) | 2.8 | 3.4 | 2.9 | 2.4 | 3.2 | 2.5 | 2.8 | 1.9 | 2.3 | 2.7 | 1.9 | * | 2.2 |
| Arts and Recreation Services employees ('000) | 3.9 | 1.0 | 9.8 | 4.4 | 1.1 | 0.4 | 1.5 | 0.5 | 0.7 | 0.5 | 0.5 | 0.4 | 0.2 |

| FOR ALL CURRENT AGREEMENTS | Dec-21 | Mar-22 | Jun-22 | Sep-22 | Dec-22 | Mar-23 | Jun-23 | Sep-23 | Dec-23 | Mar-24 | Jun-24 | Sep-24 | Dec-24 |
|---------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Other Services agreements | 30 | 19 | 30 | 16 | 10 | 8 | 29 | 11 | 12 | 7 | 9 | 8 | 3 |
| Other Services AAWI (%) | 2.7 | 3.1 | 2.8 | 2.3 | 2.3 | 1.7 | 2.5 | 2.5 | 2.7 | 3.1 | 2.4 | 2.2 | 2.3 |
| Other Services employees ('000) | 1.5 | 1.9 | 3.5 | 0.7 | 0.7 | 0.7 | 2.2 | 1.1 | 0.9 | 0.4 | 0.6 | 0.7 | 0.3 |
| All sector agreements | 869 | 611 | 1,096 | 686 | 1,116 | 550 | 1,603 | 664 | 933 | 474 | 469 | 297 | 203 |
| All sectors AAWI (%) | 2.8 | 2.5 | 2.6 | 2.7 | 3.0 | 2.4 | 2.8 | 2.6 | 2.4 | 2.2 | 2.3 | 2.8 | 2.3 |
| All sectors employees ('000) | 243.5 | 74.9 | 228.7 | 87.9 | 100.2 | 198.1 | 150.6 | 49.0 | 126.4 | 116.7 | 89.7 | 66.6 | 17.3 |

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

Notes:

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

How to read: 3 Agriculture, Forestry and Fishing agreements, covering 200 employees, have an expiry date in the December quarter 2024. Their AAWI is 2.5 per cent.

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

| FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| ACT agreements | 9 | 14 | 22 | 23 | 8 | 12 | 10 | 14 | 23 | 9 | 10 | 6 | 17 |
| ACT AAWI (%) | 3.2 | 2.6 | 2.7 | 2.9 | 2.7 | 2.8 | 2.8 | 2.5 | 2.8 | 3.0 | 3.0 | 3.5 | 2.7 |
| ACT duration (yrs.) | 2.1 | 2.6 | 1.6 | 2.8 | 2.0 | 2.4 | 2.5 | 2.5 | 2.0 | 1.0 | 3.0 | 2.0 | 1.0 |
| ACT employees ('000) | 0.9 | 10.0 | 10.7 | 9.2 | 0.4 | 0.4 | 1.2 | 1.4 | 1.7 | 1.5 | 1.2 | 0.5 | 13.5 |
| NSW agreements | 176 | 243 | 314 | 204 | 184 | 196 | 196 | 173 | 190 | 157 | 179 | 177 | 205 |
| NSW AAWI (%) | 2.5 | 2.7 | 2.9 | 2.3 | 2.4 | 3.1 | 3.3 | 3.2 | 1.6 | 2.3 | 2.5 | 2.3 | 2.5 |
| NSW duration (yrs.) | 2.4 | 2.6 | 2.2 | 2.5 | 2.4 | 2.8 | 2.9 | 1.9 | 1.4 | 2.5 | 2.6 | 2.7 | 1.8 |
| NSW employees ('000) | 27.8 | 26.3 | 29.3 | 19.2 | 30.4 | 17.3 | 14.0 | 13.3 | 22.7 | 9.8 | 10.2 | 11.6 | 41.6 |
| NT agreements | 7 | 15 | 14 | 14 | 15 | 14 | 5 | 6 | 8 | 4 | 8 | 10 | 12 |
| NT AAWI (%) | 3.0 | 2.6 | 2.9 | 2.0 | 2.8 | 2.4 | 2.9 | 1.4 | 2.5 | 1.8 | 1.8 | 2.1 | 1.8 |
| NT duration (yrs.) | 2.2 | 3.2 | 2.1 | 3.2 | 2.4 | 2.8 | 3.0 | 3.9 | 3.5 | 3.6 | 3.6 | 2.6 | 3.5 |
| NT employees ('000) | 0.7 | 4.5 | 3.1 | 1.2 | 2.2 | 0.7 | 0.4 | 0.1 | 0.6 | 0.1 | 0.7 | 0.7 | 0.6 |
| Qld agreements | 95 | 216 | 230 | 197 | 165 | 121 | 106 | 116 | 149 | 118 | 131 | 144 | 152 |
| Qld AAWI (%) | 2.5 | 2.5 | 2.5 | 2.7 | 2.6 | 2.4 | 2.8 | 2.3 | 2.7 | 2.5 | 2.6 | 2.5 | 3.0 |
| Qld duration (yrs.) | 2.5 | 2.6 | 2.4 | 2.5 | 2.6 | 2.8 | 2.8 | 2.4 | 2.6 | 2.7 | 2.7 | 2.9 | 2.5 |
| Qld employees ('000) | 18.6 | 34.2 | 21.6 | 20.6 | 20.2 | 9.5 | 8.2 | 11.1 | 37.0 | 13.9 | 8.1 | 16.2 | 10.4 |
| SA agreements | 49 | 85 | 129 | 64 | 77 | 39 | 35 | 24 | 34 | 52 | 55 | 49 | 72 |
| SA AAWI (%) | 2.8 | 2.9 | 2.9 | 2.7 | 2.7 | 2.6 | 2.4 | 2.3 | 1.9 | 2.9 | 2.6 | 2.9 | 2.4 |
| SA duration (yrs.) | 3.0 | 2.8 | 2.3 | 2.4 | 2.7 | 2.8 | 2.8 | 2.7 | 2.5 | 2.3 | 2.0 | 2.6 | 2.8 |
| SA employees ('000) | 3.8 | 5.4 | 10.1 | 4.3 | 4.3 | 2.0 | 3.9 | 1.5 | 3.3 | 2.8 | 5.9 | 2.2 | 4.6 |
| Tas agreements | 26 | 35 | 47 | 44 | 29 | 36 | 19 | 19 | 22 | 20 | 25 | 27 | 28 |
| Tas AAWI (%) | 2.8 | 2.8 | 3.1 | 3.1 | 3.1 | 2.8 | 3.6 | 3.1 | 3.7 | 2.4 | 2.7 | 3.0 | 2.7 |
| Tas duration (yrs.) | 2.5 | 2.5 | 2.5 | 2.2 | 2.5 | 2.9 | 3.1 | 2.6 | 2.1 | 2.3 | 2.4 | 2.6 | 2.4 |
| Tas employees ('000) | 2.5 | 2.0 | 4.7 | 5.7 | 2.5 | 1.4 | 2.3 | 1.3 | 2.4 | 1.5 | 2.9 | 1.8 | 2.9 |
| Vic agreements | 326 | 389 | 396 | 361 | 378 | 324 | 207 | 190 | 232 | 325 | 411 | 574 | 392 |
| Vic AAWI (%) | 3.5 | 2.9 | 3.0 | 2.9 | 3.2 | 2.6 | 3.1 | 2.5 | 2.2 | 3.1 | 2.6 | 2.8 | 2.7 |
| Vic duration (yrs.) | 2.9 | 2.3 | 2.4 | 2.6 | 2.5 | 2.9 | 2.5 | 2.5 | 3.1 | 2.3 | 1.8 | 2.7 | 2.8 |
| Vic employees ('000) | 46.7 | 83.4 | 41.3 | 33.4 | 33.2 | 45.4 | 23.1 | 14.5 | 75.0 | 17.8 | 37.8 | 32.4 | 39.5 |
| WA agreements | 55 | 112 | 155 | 122 | 91 | 80 | 43 | 53 | 56 | 68 | 64 | 74 | 85 |
| WA AAWI (%) | 2.1 | 1.8 | 1.8 | 1.9 | 2.1 | 2.1 | 2.2 | 2.1 | 1.8 | 2.2 | 1.5 | 1.9 | 2.1 |
| WA duration (yrs.) | 2.6 | 2.4 | 2.5 | 2.3 | 2.8 | 2.4 | 2.5 | 3.0 | 2.1 | 2.6 | 2.2 | 2.0 | 2.7 |
| WA employees ('000) | 4.4 | 11.1 | 11.4 | 15.6 | 13.3 | 13.0 | 3.6 | 3.5 | 8.0 | 6.0 | 11.3 | 9.0 | 7.3 |
| Multi-state agreements | 180 | 222 | 272 | 217 | 179 | 135 | 139 | 121 | 133 | 127 | 181 | 210 | 179 |
| Multi-state AAWI (%) | 2.8 | 2.5 | 2.6 | 2.8 | 2.5 | 2.6 | 2.4 | 2.4 | 2.4 | 2.3 | 2.5 | 2.9 | 2.3 |
| Multi-state duration (yrs.) | 2.5 | 3.5 | 2.7 | 2.8 | 3.3 | 3.0 | 3.1 | 3.0 | 3.0 | 1.8 | 2.7 | 2.1 | 2.7 |
| Multi-state employees ('000) | 33.0 | 190.7 | 63.3 | 59.1 | 95.3 | 53.9 | 85.7 | 14.0 | 24.1 | 62.8 | 21.9 | 106.1 | 28.1 |

| FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Other agreements | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 2 |
| Other AAWI (%) | * | * | * | 1.0 | * | * | 2.5 | * | * | * | 2.0 | * | 1.9 |
| Other duration (yrs.) | 0.0 | 0.0 | 4.0 | 0.9 | 0.0 | 0.0 | 3.0 | 0.0 | 0.0 | 0.0 | 2.8 | 0.0 | 2.1 |
| Other employees ('000) | 0.0 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 | 0.2 | 0.0 | 0.0 | 0.0 | 0.1 | 0.0 | 0.1 |
| All States agreements | 923 | 1,331 | 1,580 | 1,247 | 1,126 | 957 | 761 | 716 | 847 | 880 | 1,065 | 1,271 | 1,144 |
| All states AAWI (%) | 2.9 | 2.7 | 2.7 | 2.6 | 2.7 | 2.6 | 2.8 | 2.6 | 2.2 | 2.6 | 2.4 | 2.7 | 2.6 |
| All states duration (yrs.) | 2.6 | 3.0 | 2.4 | 2.6 | 2.9 | 2.9 | 2.9 | 2.5 | 2.7 | 2.1 | 2.3 | 2.3 | 2.3 |
| All states employees ('000) | 138.4 | 367.7 | 195.4 | 168.5 | 201.8 | 143.6 | 142.5 | 60.7 | 174.7 | 116.0 | 100.1 | 180.5 | 148.6 |

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

Notes:

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

How to read: 17 agreements approved in the December quarter 2021 operate solely in the ACT covering 13,500 employees. Their AAWI is 2.7 per cent and their average duration is 1.0 years.

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

| FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| ACT agreements | 133 | 134 | 141 | 149 | 146 | 144 | 148 | 131 | 148 | 146 | 143 | 127 | 117 |
| ACT AAWI (%) | 2.3 | 2.3 | 2.6 | 2.7 | 2.7 | 2.6 | 2.6 | 2.6 | 2.6 | 2.7 | 2.7 | 2.7 | 2.7 |
| ACT duration (yrs.) | 3.0 | 3.1 | 3.3 | 3.5 | 3.5 | 3.7 | 3.7 | 3.8 | 3.8 | 3.7 | 3.7 | 3.7 | 2.3 |
| ACT employees ('000) | 12.5 | 11.7 | 28.4 | 38.7 | 38.7 | 33.7 | 34.5 | 32.3 | 33.5 | 32.8 | 33.7 | 33.3 | 28.7 |
| NSW agreements | 2,263 | 1,972 | 2,113 | 2,037 | 2,071 | 2,102 | 2,167 | 1,947 | 2,005 | 1,982 | 2,039 | 1,972 | 2,063 |
| NSW AAWI (%) | 2.7 | 2.5 | 2.6 | 2.6 | 2.5 | 2.6 | 2.6 | 2.7 | 2.6 | 2.7 | 2.7 | 2.7 | 2.6 |
| NSW duration (yrs.) | 2.9 | 3.0 | 3.0 | 3.0 | 3.0 | 2.9 | 3.0 | 3.1 | 3.0 | 3.1 | 3.1 | 3.1 | 2.8 |
| NSW employees ('000) | 267.0 | 268.6 | 281.4 | 275.3 | 299.3 | 287.5 | 290.4 | 241.6 | 243.8 | 216.0 | 207.9 | 168.0 | 192.5 |
| NT agreements | 154 | 142 | 138 | 141 | 148 | 149 | 149 | 132 | 131 | 126 | 125 | 117 | 116 |
| NT AAWI (%) | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.4 | 2.4 | 2.4 |
| NT duration (yrs.) | 3.8 | 3.8 | 3.7 | 3.7 | 3.7 | 3.7 | 3.7 | 3.7 | 3.7 | 3.8 | 3.8 | 3.7 | 3.6 |
| NT employees ('000) | 23.1 | 26.6 | 28.0 | 29.4 | 31.1 | 31.3 | 31.2 | 29.7 | 29.6 | 27.5 | 28.0 | 15.5 | 10.6 |
| Qld agreements | 1,565 | 1,546 | 1,688 | 1,688 | 1,630 | 1,597 | 1,613 | 1,556 | 1,581 | 1,534 | 1,557 | 1,520 | 1,592 |
| Qld AAWI (%) | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.6 |
| Qld duration (yrs.) | 3.3 | 3.2 | 3.2 | 3.1 | 3.1 | 3.1 | 3.1 | 3.2 | 3.1 | 3.1 | 3.1 | 3.2 | 3.1 |
| Qld employees ('000) | 170.3 | 180.5 | 195.0 | 165.6 | 177.8 | 176.4 | 180.2 | 173.7 | 200.5 | 204.8 | 202.2 | 161.8 | 163.6 |
| SA agreements | 593 | 607 | 689 | 661 | 698 | 690 | 693 | 610 | 590 | 590 | 603 | 539 | 562 |
| SA AAWI (%) | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.7 | 2.7 | 2.6 | 2.6 | 2.5 | 2.5 | 2.5 | 2.6 |
| SA duration (yrs.) | 3.1 | 3.1 | 3.1 | 3.2 | 3.2 | 3.2 | 3.2 | 3.2 | 3.2 | 3.2 | 3.1 | 3.0 | 3.0 |
| SA employees ('000) | 62.1 | 63.0 | 69.4 | 67.1 | 69.5 | 68.2 | 70.3 | 55.2 | 53.6 | 49.6 | 51.6 | 39.1 | 38.9 |
| Tas agreements | 277 | 271 | 304 | 301 | 314 | 327 | 331 | 291 | 295 | 291 | 295 | 254 | 269 |
| Tas AAWI (%) | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.1 | 3.2 | 3.2 | 3.2 | 3.1 | 3.1 | 3.0 |
| Tas duration (yrs.) | 2.9 | 2.9 | 2.9 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.9 | 2.9 | 2.9 | 3.1 | 3.0 |
| Tas employees ('000) | 22.5 | 22.3 | 26.0 | 27.3 | 28.9 | 26.9 | 28.3 | 24.8 | 25.7 | 25.5 | 27.2 | 21.3 | 22.4 |
| Vic agreements | 2,745 | 2,857 | 3,030 | 2,856 | 2,739 | 2,715 | 2,692 | 2,428 | 2,508 | 2,625 | 2,639 | 2,839 | 3,088 |
| Vic AAWI (%) | 3.2 | 3.2 | 3.2 | 3.1 | 3.1 | 3.1 | 3.0 | 3.0 | 2.8 | 2.8 | 2.7 | 2.8 | 2.8 |
| Vic duration (yrs.) | 3.7 | 3.6 | 3.6 | 3.6 | 3.6 | 3.6 | 3.4 | 3.4 | 3.4 | 3.4 | 3.4 | 3.5 | 3.5 |
| Vic employees ('000) | 555.0 | 616.7 | 640.3 | 621.3 | 615.4 | 586.9 | 560.7 | 513.8 | 530.9 | 527.0 | 421.7 | 380.0 | 371.2 |
| WA agreements | 1,077 | 1,037 | 1,089 | 1,054 | 1,081 | 1,083 | 1,036 | 961 | 958 | 928 | 932 | 879 | 910 |
| WA AAWI (%) | 2.0 | 1.9 | 1.9 | 1.9 | 1.9 | 1.9 | 1.9 | 1.9 | 1.9 | 1.9 | 1.9 | 1.9 | 2.0 |
| WA duration (yrs.) | 3.2 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.0 | 3.0 | 3.0 |
| WA employees ('000) | 109.8 | 111.6 | 117.8 | 113.7 | 117.8 | 125.3 | 121.4 | 109.8 | 109.4 | 109.4 | 109.7 | 83.4 | 86.8 |

| FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|--|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Multi-state agreements | 2,094 | 2,008 | 2,144 | 1,988 | 1,910 | 1,873 | 1,882 | 1,764 | 1,776 | 1,775 | 1,854 | 1,864 | 1,924 |
| Multi-state AAWI (%) | 2.3 | 2.3 | 2.3 | 2.3 | 2.3 | 2.3 | 2.3 | 2.4 | 2.5 | 2.4 | 2.4 | 2.5 | 2.5 |
| Multi-state duration (yrs.) | 2.9 | 3.0 | 3.0 | 3.0 | 3.0 | 3.1 | 3.2 | 3.3 | 3.4 | 3.2 | 3.2 | 3.1 | 3.1 |
| Multi-state employees ('000) | 660.5 | 784.9 | 813.4 | 832.2 | 866.9 | 869.4 | 838.6 | 713.1 | 673.5 | 698.8 | 699.7 | 743.9 | 734.9 |
| Other agreements | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 5 |
| Other AAWI (%) | 2.3 | 2.4 | 2.4 | 2.1 | 2.1 | 2.1 | 2.1 | 2.4 | 2.4 | 2.4 | 2.4 | 2.4 | 2.3 |
| Other duration (yrs.) | 2.5 | 2.2 | 2.3 | 2.0 | 2.0 | 2.0 | 2.7 | 3.1 | 3.1 | 3.1 | 3.0 | 3.0 | 2.8 |
| Other employees ('000) | 0.3 | 0.2 | 0.2 | 0.3 | 0.3 | 0.3 | 0.3 | 0.2 | 0.2 | 0.2 | 0.3 | 0.3 | 0.4 |
| All sector agreements | 10,905 | 10,577 | 11,340 | 10,880 | 10,742 | 10,685 | 10,715 | 9,823 | 9,995 | 10,000 | 10,190 | 10,114 | 10,646 |
| All sectors AAWI (%) | 2.7 | 2.6 | 2.7 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 |
| All sectors duration (yrs.) | 3.0 | 3.0 | 2.9 | 2.9 | 2.9 | 3.0 | 3.0 | 3.1 | 3.0 | 3.0 | 2.9 | 3.0 | 3.0 |
| All sectors employees ('000) | 1,883.1 | 2,086.1 | 2,200.1 | 2,170.8 | 2,245.6 | 2,205.7 | 2,156.1 | 1,894.2 | 1,900.7 | 1,891.7 | 1,782.0 | 1,646.6 | 1,650.1 |

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

Notes:

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

How to read: 117 agreements current as at 31 December 2021 operate solely in the ACT covering 28,700 employees. Their AAWI is 2.7 per cent and their average duration is 2.3 years.

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

Linked to minimum wage

| Agreement Type | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|--|---------------|---------------|---------------|---------------|
| Single-enterprise non-Greenfields agreements | 33 | 43 | 44 | 36 |
| Single-enterprise non-Greenfields employees ('000) | 2.75 | 1.72 | 20.694 | 5.22 |
| Single-enterprise Greenfields agreements | 1 | 0 | 1 | 0 |
| Single-enterprise Greenfields employees ('000) | 0.094 | 0 | 0.058 | 0 |
| Multi-enterprise non-Greenfields agreements | 0 | 0 | 1 | 1 |
| Multi-enterprise non-Greenfields employees ('000) | 0 | 0 | 0.025 | 0.267 |
| Multi-enterprise Greenfields agreements | 0 | 0 | 0 | 0 |
| Multi-enterprise Greenfields employees ('000) | 0 | 0 | 0 | 0 |
| Sub-total agreements | 34 | 43 | 46 | 37 |
| Sub-total employees ('000) | 2.844 | 1.72 | 20.777 | 5.487 |

Linked to CPI

| Agreement Type | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|--|---------------|---------------|---------------|---------------|
| Single-enterprise non-Greenfields agreements | 24 | 22 | 15 | 21 |
| Single-enterprise non-Greenfields employees ('000) | 0.797 | 1.01 | 0.758 | 2.19 |
| Single-enterprise Greenfields agreements | 0 | 0 | 6 | 0 |
| Single-enterprise Greenfields employees ('000) | 0 | 0 | 0.218 | 0 |
| Multi-enterprise non-Greenfields agreements | 0 | 0 | 0 | 0 |
| Multi-enterprise non-Greenfields employees ('000) | 0 | 0 | 0 | 0 |
| Multi-enterprise Greenfields agreements | 0 | 0 | 0 | 0 |
| Multi-enterprise Greenfields employees ('000) | 0 | 0 | 0 | 0 |
| Sub-total agreements | 24 | 22 | 21 | 21 |
| Sub-total employees ('000) | 0.797 | 1.01 | 0.976 | 2.19 |

Inconsistent Increase

| Agreement Type | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|--|---------------|---------------|---------------|---------------|
| Single-enterprise non-Greenfields agreements | 87 | 87 | 69 | 72 |
| Single-enterprise non-Greenfields employees ('000) | 38.629 | 4.696 | 4.006 | 6.899 |
| Single-enterprise Greenfields agreements | 4 | 11 | 5 | 7 |
| Single-enterprise Greenfields employees ('000) | 0.331 | 0.144 | 0.065 | 0.091 |
| Multi-enterprise non-Greenfields agreements | 0 | 1 | 0 | 1 |
| Multi-enterprise non-Greenfields employees ('000) | 0 | 1.234 | 0 | 0.198 |
| Multi-enterprise Greenfields agreements | 0 | 0 | 0 | 0 |
| Multi-enterprise Greenfields employees ('000) | 0 | 0 | 0 | 0 |
| Sub-total agreements | 91 | 99 | 74 | 80 |
| Sub-total employees ('000) | 38.96 | 6.074 | 4.071 | 7.188 |

Performance Linked

| Agreement Type | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|--|--------------|--------------|---------------|--------------|
| Single-enterprise non-Greenfields agreements | 1 | 1 | 5 | 1 |
| Single-enterprise non-Greenfields employees ('000) | 0.784 | 0.012 | 33.966 | 1.671 |
| Single-enterprise Greenfields agreements | 0 | 0 | 0 | 0 |
| Single-enterprise Greenfields employees ('000) | 0 | 0 | 0 | 0 |
| Multi-enterprise non-Greenfields agreements | 0 | 0 | 0 | 0 |
| Multi-enterprise non-Greenfields employees ('000) | 0 | 0 | 0 | 0 |
| Multi-enterprise Greenfields agreements | 0 | 0 | 0 | 0 |
| Multi-enterprise Greenfields employees ('000) | 0 | 0 | 0 | 0 |
| Sub-total agreements | 1 | 1 | 5 | 1 |
| Sub-total employees ('000) | 0.784 | 0.012 | 33.966 | 1.671 |

Other Reason

| Agreement Type | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|--|--------------|---------------|---------------|--------------|
| Single-enterprise non-Greenfields agreements | 68 | 57 | 67 | 62 |
| Single-enterprise non-Greenfields employees ('000) | 17.443 | 15.134 | 16.508 | 7.874 |
| Single-enterprise Greenfields agreements | 4 | 2 | 3 | 1 |
| Single-enterprise Greenfields employees ('000) | 0.169 | 0.854 | 0.088 | 0.075 |
| Multi-enterprise non-Greenfields agreements | 1 | 0 | 0 | 1 |
| Multi-enterprise non-Greenfields employees ('000) | 0.008 | 0 | 0 | 0.052 |
| Multi-enterprise Greenfields agreements | 0 | 0 | 0 | 0 |
| Multi-enterprise Greenfields employees ('000) | 0 | 0 | 0 | 0 |
| Sub-total agreements | 73 | 59 | 70 | 64 |
| Sub-total employees ('000) | 17.62 | 15.988 | 16.596 | 8.001 |

Totals

| Agreement Type | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|--|--------|--------|--------|--------|
| Total non-quantifiable agreements | 223 | 224 | 216 | 203 |
| Total employees covered by non-quantifiable agreements | 61.005 | 24.804 | 76.386 | 24.537 |

Quantifiable agreements

| Agreement Type | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|--|--------------|---------------|---------------|----------------|
| Single-enterprise non-Greenfields agreements | 591 | 762 | 975 | 854 |
| Single-enterprise non-Greenfields employees ('000) | 52.247 | 73.647 | 102.508 | 118.761 |
| Single-enterprise Greenfields agreements | 64 | 79 | 81 | 83 |
| Single-enterprise Greenfields employees ('000) | 1.694 | 1.648 | 1.662 | 3.809 |
| Multi-enterprise non-Greenfields agreements | 2 | 0 | 0 | 4 |
| Multi-enterprise non-Greenfields employees ('000) | 1.079 | 0 | 0 | 1.497 |
| Multi-enterprise Greenfields agreements | 0 | 0 | 0 | 0 |
| Multi-enterprise Greenfields employees ('000) | 0.0 | 0.0 | 0.0 | 0.0 |
| Total quantifiable agreements | 657 | 841 | 1056 | 941 |
| Total employees covered by quantifiable agreements ('000) | 55.02 | 75.295 | 104.17 | 124.067 |

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

Notes:

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

How to read: 36 single enterprise non-Greenfields agreements approved in the December quarter 2021 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 5, 220 employees.

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

| FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Agreements (union covered) | 726 | 1,034 | 1,107 | 866 | 837 | 742 | 598 | 562 | 645 | 717 | 869 | 1,055 | 923 |
| AAWI (%) (union covered) | 2.9 | 2.7 | 2.7 | 2.7 | 2.7 | 2.6 | 2.8 | 2.6 | 2.2 | 2.6 | 2.4 | 2.7 | 2.6 |
| Duration (yrs.) (union covered) | 2.6 | 3.0 | 2.3 | 2.6 | 2.9 | 2.8 | 2.9 | 2.4 | 2.7 | 2.1 | 2.1 | 2.3 | 2.3 |
| Employees ('000) (union covered) | 131.9 | 357.4 | 178.4 | 156.9 | 192.3 | 136.8 | 135.9 | 56.2 | 169.5 | 110.4 | 91.3 | 172.6 | 140.7 |
| Agreements (no union covered) | 197 | 297 | 473 | 381 | 289 | 215 | 163 | 154 | 202 | 163 | 196 | 216 | 221 |
| AAWI (%) (no union covered) | 2.4 | 2.4 | 2.6 | 2.6 | 2.5 | 2.7 | 2.6 | 2.6 | 2.3 | 2.1 | 2.4 | 2.2 | 2.5 |
| Duration (yrs.) (no union covered) | 3.3 | 3.3 | 3.3 | 3.2 | 3.3 | 3.4 | 3.7 | 3.2 | 3.4 | 3.2 | 3.6 | 3.2 | 3.3 |
| Employees ('000) (no union covered) | 6.5 | 10.3 | 17.0 | 11.7 | 9.6 | 6.8 | 6.7 | 4.4 | 5.2 | 5.6 | 8.8 | 7.9 | 7.9 |
| All agreements | 923 | 1,331 | 1,580 | 1,247 | 1,126 | 957 | 761 | 716 | 847 | 880 | 1,065 | 1,271 | 1,144 |
| All AAWI (%) | 2.9 | 2.7 | 2.7 | 2.6 | 2.7 | 2.6 | 2.8 | 2.6 | 2.2 | 2.6 | 2.4 | 2.7 | 2.6 |
| All duration (yrs.) | 2.6 | 3.0 | 2.4 | 2.6 | 2.9 | 2.9 | 2.9 | 2.5 | 2.7 | 2.1 | 2.3 | 2.3 | 2.3 |
| All employees ('000) | 138.4 | 367.7 | 195.4 | 168.5 | 201.8 | 143.6 | 142.5 | 60.7 | 174.7 | 116.0 | 100.1 | 180.5 | 148.6 |

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

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * 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: 923 agreements approved in the December quarter 2021 covering 140,700 employees formally covered a union. Their AAWI was 2.6 per cent and their average duration was 2.3 years.

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

| FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER | Dec-18 | Mar-19 | Jun-19 | Sep-19 | Dec-19 | Mar-20 | Jun-20 | Sep-20 | Dec-20 | Mar-21 | Jun-21 | Sep-21 | Dec-21 |
|--|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Agreements (union covered) | 7,083 | 6,858 | 7,465 | 7,073 | 6,948 | 6,988 | 7,113 | 6,435 | 6,661 | 6,767 | 7,011 | 7,036 | 7,553 |
| AAWI (%) (union covered) | 2.7 | 2.7 | 2.7 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 | 2.6 |
| Duration (yrs.) (union covered) | 2.9 | 3.0 | 2.9 | 2.9 | 2.9 | 2.9 | 3.0 | 3.0 | 3.0 | 3.0 | 2.9 | 2.9 | 2.9 |
| Employees ('000) (union covered) | 1,762.4 | 1,966.4 | 2,074.5 | 2,049.5 | 2,126.0 | 2,088.2 | 2,041.3 | 1,783.4 | 1,790.5 | 1,783.2 | 1,672.1 | 1,541.5 | 1,543.4 |
| Agreements (no union covered) | 3,822 | 3,719 | 3,875 | 3,807 | 3,794 | 3,697 | 3,602 | 3,388 | 3,334 | 3,233 | 3,179 | 3,078 | 3,093 |
| AAWI (%) (no union covered) | 2.5 | 2.4 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.5 | 2.4 | 2.4 | 2.4 | 2.4 |
| Duration (yrs.) (no union covered) | 3.5 | 3.5 | 3.5 | 3.5 | 3.5 | 3.5 | 3.5 | 3.5 | 3.5 | 3.5 | 3.5 | 3.6 | 3.5 |
| Employees ('000) (no union covered) | 120.7 | 119.6 | 125.6 | 121.4 | 119.6 | 117.5 | 114.8 | 110.9 | 110.2 | 108.5 | 109.9 | 105.1 | 106.7 |
| All agreements | 10,905 | 10,577 | 11,340 | 10,880 | 10,742 | 10,685 | 10,715 | 9,823 | 9,995 | 10,000 | 10,190 | 10,114 | 10,646 |
| Overall AAWI (%) | 2.7 | 2.6 | 2.7 | 2.6 |
| Overall duration (yrs.) | 3.0 | 3.0 | 2.9 | 2.9 | 2.9 | 3.0 | 3.0 | 3.1 | 3.0 | 3.0 | 2.9 | 3.0 | 3.0 |
| All employees ('000) | 1,883.1 | 2,086.1 | 2,200.1 | 2,170.8 | 2,245.6 | 2,205.7 | 2,156.1 | 1,894.2 | 1,900.7 | 1,891.7 | 1,782.0 | 1,646.6 | 1,650.1 |

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

Notes:

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

How to read: 7,553 agreements current as at 31 December 2021 covering 1,543,400 employees formally covered a union. Their AAWI was 2.6 per cent and their average duration was 2.9 years.

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

| Agreement ID | Title | Employees | AAWI | ANZSIC | States |
|--------------|--|-----------|------|-----------------------------------|----------------------------|
| AE513543 | TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2021 | 10,806 | 2.0 | Education and Training | NSW |
| AE514247 | ACT Public Sector Administrative and Related Classifications Enterprise Agreement 2021-2022 | 10,352 | 2.7 | Public Administration and Safety | ACT |
| AE514274 | Ramsay Health Care Australia Pty Limited and NSW Nurses & Midwives' Association and ANMF NSW Branch Enterprise Agreement 2021-2023 | 5,512 | 2.0 | Health Care and Social Assistance | NSW |
| AE513783 | Japara Administration Pty Ltd Victorian Aged Care Employees Enterprise Agreement 2021 | 4,004 | 3.3 | Health Care and Social Assistance | Vic |
| AE514102 | Ramsay Health Care Victoria Nurses and Midwives Enterprise Agreement 2021-2025 | 3,496 | 2.7 | Health Care and Social Assistance | Vic |
| AE514079 | Silver Chain Group Limited National (Non Nursing) Enterprise Agreement 2021 | 2,803 | 2.5 | Health Care and Social Assistance | ACT, NSW, Qld, SA, Vic, WA |
| AE513814 | The Star Sydney Enterprise Agreement 2021 | 2,693 | 4.0 | Arts and Recreation Services | NSW |

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

Notes:

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

How to read: TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2021 covered 10,806 employees and had an AAWI of 2.0.

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

| FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER | ACT | NSW | NT | Qld | SA | Tas | Vic | WA | Multi-state | Other | Total |
|---|------------|------------|-----------|------------|-----------|------------|------------|-----------|--------------------|--------------|--------------|
| Agriculture, Forestry and Fishing agreements | 0 | 1 | 0 | 1 | 1 | 5 | 2 | 0 | 1 | 0 | 11 |
| Agriculture, Forestry and Fishing AAWI (%) | * | 2.3 | * | * | 3.3 | 3.0 | 2.0 | * | * | * | 2.4 |
| Agriculture, Forestry and Fishing duration (yrs.) | 0.0 | 2.9 | 0.0 | 4.0 | 2.7 | 3.3 | 2.7 | 0.0 | 3.6 | 0.0 | 3.3 |
| Agriculture, Forestry and Fishing employees ('000) | 0.0 | 0.0 | 0.0 | 0.1 | 0.1 | 0.2 | 0.2 | 0.0 | 0.2 | 0.0 | 0.9 |
| Mining agreements | 0 | 12 | 0 | 2 | 2 | 0 | 0 | 1 | 7 | 0 | 24 |
| Mining AAWI (%) | * | 2.8 | * | * | 1.9 | * | * | * | 2.4 | * | 2.8 |
| Mining duration (yrs.) | 0.0 | 3.4 | 0.0 | 4.0 | 3.5 | 0.0 | 0.0 | 3.9 | 3.5 | 0.0 | 3.4 |
| Mining employees ('000) | 0.0 | 1.6 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.7 | 0.0 | 2.3 |
| Manufacturing agreements | 0 | 40 | 0 | 35 | 19 | 5 | 70 | 16 | 13 | 0 | 198 |
| Manufacturing AAWI (%) | * | 2.5 | * | 2.7 | 2.4 | 2.8 | 2.5 | 2.4 | 2.3 | * | 2.5 |
| Manufacturing duration (yrs.) | 0.0 | 2.2 | 0.0 | 2.7 | 2.9 | 2.4 | 2.9 | 3.5 | 2.7 | 0.0 | 2.8 |
| Manufacturing employees ('000) | 0.0 | 2.0 | 0.0 | 3.3 | 1.2 | 0.2 | 4.6 | 1.1 | 3.3 | 0.0 | 15.7 |
| Non-Metal Manufacturing agreements | 0 | 22 | 0 | 21 | 12 | 5 | 47 | 13 | 6 | 0 | 126 |
| Non-Metal Manufacturing AAWI (%) | * | 2.3 | * | 2.6 | 2.3 | 2.8 | 2.4 | 2.3 | 2.1 | * | 2.4 |
| Non-Metal Manufacturing duration (yrs.) | 0.0 | 1.8 | 0.0 | 2.7 | 2.9 | 2.4 | 2.9 | 3.5 | 3.3 | 0.0 | 2.8 |
| Non-Metal Manufacturing employees ('000) | 0.0 | 1.2 | 0.0 | 2.1 | 0.9 | 0.2 | 3.2 | 1.0 | 0.9 | 0.0 | 9.6 |
| Metal Manufacturing agreements | 0 | 18 | 0 | 14 | 7 | 0 | 23 | 3 | 7 | 0 | 72 |
| Metal Manufacturing AAWI (%) | * | 2.8 | * | 2.8 | 2.5 | * | 2.6 | 3.1 | 2.5 | * | 2.7 |
| Metal Manufacturing duration (yrs.) | 0.0 | 2.8 | 0.0 | 2.8 | 2.6 | 0.0 | 2.9 | 3.8 | 2.4 | 0.0 | 2.7 |
| Metal Manufacturing employees ('000) | 0.0 | 0.8 | 0.0 | 1.1 | 0.3 | 0.0 | 1.5 | 0.1 | 2.3 | 0.0 | 6.1 |
| Electricity, Gas, Water and Waste Services agreements | 0 | 13 | 2 | 4 | 1 | 1 | 11 | 7 | 2 | 0 | 41 |
| Electricity, Gas, Water and Waste Services AAWI (%) | * | 2.8 | 2.7 | 2.6 | 3.6 | 2.5 | 3.0 | 2.4 | 1.7 | * | 2.8 |
| Electricity, Gas, Water and Waste Services duration (yrs.) | 0.0 | 2.0 | 2.6 | 2.2 | 2.5 | 2.5 | 2.2 | 2.9 | 3.0 | 0.0 | 2.1 |
| Electricity, Gas, Water and Waste Services Employees ('000) | 0.0 | 5.4 | 0.0 | 0.3 | 0.0 | 0.2 | 2.2 | 0.1 | 0.4 | 0.0 | 8.7 |
| Construction agreements | 4 | 53 | 5 | 60 | 18 | 6 | 204 | 14 | 92 | 0 | 456 |
| Construction AAWI (%) | 4.4 | 3.8 | 2.2 | 4.4 | 3.2 | 2.8 | 4.7 | 3.3 | 3.0 | * | 4.0 |
| Construction duration (yrs.) | 2.4 | 2.6 | 3.0 | 2.1 | 2.4 | 3.4 | 3.8 | 3.6 | 2.6 | 0.0 | 3.0 |
| Construction employees ('000) | 0.1 | 0.8 | 0.1 | 1.4 | 0.3 | 0.4 | 4.2 | 0.3 | 3.8 | 0.0 | 11.2 |
| Wholesale Trade agreements | 0 | 5 | 0 | 1 | 0 | 1 | 3 | 3 | 2 | 0 | 15 |
| Wholesale Trade AAWI (%) | * | 2.4 | * | 2.5 | * | 2.4 | 2.7 | 2.1 | 3.3 | * | 2.5 |
| Wholesale Trade duration (yrs.) | 0.0 | 2.3 | 0.0 | 1.1 | 0.0 | 2.6 | 1.9 | 2.7 | 2.9 | 0.0 | 2.2 |
| Wholesale Trade employees ('000) | 0.0 | 0.4 | 0.0 | 0.0 | 0.0 | 0.1 | 0.3 | 0.1 | 0.0 | 0.0 | 1.0 |

| FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER | ACT | NSW | NT | Qld | SA | Tas | Vic | WA | Multi-state | Other | Total |
|--|------------|------------|-----------|------------|-----------|------------|------------|-----------|--------------------|--------------|--------------|
| Retail Trade agreements | 0 | 1 | 1 | 2 | 1 | 0 | 3 | 3 | 2 | 0 | 13 |
| Retail Trade AAWI (%) | * | 3.2 | 1.6 | 2.3 | 3.1 | * | 2.5 | 2.6 | 2.5 | * | 2.6 |
| Retail Trade duration (yrs.) | 0.0 | 4.0 | 3.0 | 3.0 | 2.4 | 0.0 | 2.7 | 2.4 | 3.5 | 0.0 | 3.1 |
| Retail Trade employees ('000) | 0.0 | 0.0 | 0.0 | 0.4 | 0.3 | 0.0 | 0.5 | 0.1 | 1.1 | 0.0 | 2.5 |
| Accommodation and Food Services agreements | 0 | 1 | 0 | 2 | 0 | 1 | 0 | 0 | 1 | 0 | 5 |
| Accommodation and Food Services AAWI (%) | * | 3.7 | * | 2.8 | * | 3.0 | * | * | * | * | 3.5 |
| Accommodation and Food Services duration (yrs.) | 0.0 | 1.6 | 0.0 | 2.0 | 0.0 | 1.1 | 0.0 | 0.0 | 4.0 | 0.0 | 2.3 |
| Accommodation and Food Services Employees ('000) | 0.0 | 2.3 | 0.0 | 0.2 | 0.0 | 0.4 | 0.0 | 0.0 | 1.3 | 0.0 | 4.1 |
| Transport, Postal and Warehousing agreements | 0 | 29 | 1 | 17 | 11 | 1 | 30 | 17 | 14 | 0 | 120 |
| Transport, Postal and Warehousing AAWI (%) | * | 2.5 | 1.5 | 2.4 | 2.4 | 3.0 | 2.5 | 2.6 | 1.9 | * | 2.3 |
| Transport, Postal and Warehousing duration (yrs.) | 0.0 | 2.8 | 4.0 | 2.5 | 3.2 | 2.8 | 2.6 | 2.6 | 2.6 | 0.0 | 2.7 |
| Transport, Postal and Warehousing employees ('000) | 0.0 | 3.1 | 0.4 | 0.8 | 0.5 | 0.0 | 2.0 | 1.1 | 2.8 | 0.0 | 10.8 |
| Information Media and Telecommunications agreements | 0 | 2 | 0 | 0 | 1 | 0 | 2 | 0 | 3 | 0 | 8 |
| Information Media and Telecommunications AAWI (%) | * | * | * | * | 1.5 | * | 2.0 | * | 2.2 | * | 2.1 |
| Information Media and Telecommunications duration (yrs.) | 0.0 | 0.6 | 0.0 | 0.0 | 2.8 | 0.0 | 0.8 | 0.0 | 2.6 | 0.0 | 2.0 |
| Information Media and Telecommunications employees ('000) | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.6 | 0.0 | 1.3 | 0.0 | 2.1 |
| Financial and Insurance Services agreements | 0 | 1 | 0 | 1 | 0 | 1 | 4 | 2 | 8 | 0 | 17 |
| Financial and Insurance Services AAWI (%) | * | * | * | 3.2 | * | 5.0 | 2.1 | 3.0 | 2.5 | * | 2.3 |
| Financial and Insurance Services duration (yrs.) | 0.0 | 2.7 | 0.0 | 2.7 | 0.0 | 2.0 | 2.9 | 2.6 | 2.7 | 0.0 | 2.7 |
| Financial and Insurance Services employees ('000) | 0.0 | 0.1 | 0.0 | 0.1 | 0.0 | 0.0 | 1.7 | 0.4 | 3.2 | 0.0 | 5.5 |
| Rental, Hiring and Real Estate Services agreements | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 3 |
| Rental, Hiring and Real Estate Services AAWI (%) | * | * | * | 2.6 | * | * | * | * | * | * | 2.6 |
| Rental, Hiring and Real Estate Services duration (yrs.) | 0.0 | 0.0 | 0.0 | 3.3 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 | 0.0 | 3.5 |
| Rental, Hiring and Real Estate Services employees ('000) | 0.0 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.1 |
| Professional, Scientific and Technical Services agreements | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 7 | 0 | 8 |
| Professional, Scientific and Technical Services AAWI (%) | * | * | * | * | * | * | 2.2 | * | 2.3 | * | 2.3 |
| Professional, Scientific and Technical Services duration (yrs.) | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 4.0 | 0.0 | 2.7 | 0.0 | 2.7 |
| Professional, Scientific and Technical Services employees ('000) | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 2.6 | 0.0 | 2.7 |
| Administrative and Support Services agreements | 0 | 8 | 0 | 2 | 0 | 0 | 5 | 0 | 6 | 0 | 21 |
| Administrative and Support Services AAWI (%) | * | 5.1 | * | 3.0 | * | * | 3.1 | * | 3.0 | * | 3.8 |
| Administrative and Support Services duration (yrs.) | 0.0 | 2.1 | 0.0 | 3.0 | 0.0 | 0.0 | 2.2 | 0.0 | 2.3 | 0.0 | 2.3 |
| Administrative and Support Services employees ('000) | 0.0 | 0.3 | 0.0 | 0.1 | 0.0 | 0.0 | 0.3 | 0.0 | 0.2 | 0.0 | 0.9 |
| Public Administration and Safety agreements | 8 | 0 | 1 | 1 | 0 | 3 | 17 | 11 | 5 | 2 | 48 |
| Public Administration and Safety AAWI (%) | 2.7 | * | 2.8 | 3.0 | * | 2.5 | 1.9 | 2.0 | 1.5 | 1.9 | 2.5 |
| Public Administration and Safety duration (yrs.) | 0.9 | 0.0 | 4.0 | 3.1 | 0.0 | 2.6 | 2.9 | 2.4 | 3.3 | 2.1 | 1.7 |
| Public Administration and Safety employees ('000) | 12.6 | 0.0 | 0.1 | 0.0 | 0.0 | 0.7 | 7.9 | 0.7 | 0.3 | 0.1 | 22.4 |

| FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER | ACT | NSW | NT | Qld | SA | Tas | Vic | WA | Multi-state | Other | Total |
|--|------|------|-----|------|-----|-----|------|-----|-------------|-------|-------|
| Education and Training agreements | 3 | 4 | 1 | 15 | 9 | 2 | 3 | 0 | 3 | 0 | 40 |
| Education and Training AAWI (%) | 3.1 | 2.0 | 1.8 | 2.5 | 2.0 | * | 2.3 | * | 2.5 | * | 2.1 |
| Education and Training duration (yrs.) | 2.6 | 0.7 | 1.2 | 3.0 | 3.1 | 2.2 | 2.3 | 0.0 | 3.5 | 0.0 | 1.3 |
| Education and Training employees ('000) | 0.7 | 10.8 | 0.1 | 0.9 | 1.6 | 0.3 | 0.2 | 0.0 | 0.4 | 0.0 | 15.1 |
| Health Care and Social Assistance agreements | 2 | 27 | 0 | 4 | 8 | 1 | 21 | 9 | 6 | 0 | 78 |
| Health Care and Social Assistance AAWI (%) | 2.0 | 2.0 | * | 1.7 | 2.2 | * | 2.9 | 1.7 | 2.5 | * | 2.4 |
| Health Care and Social Assistance duration (yrs.) | 3.5 | 1.9 | 0.0 | 2.0 | 2.0 | 3.5 | 2.7 | 2.4 | 2.0 | 0.0 | 2.3 |
| Health Care and Social Assistance employees ('000) | 0.0 | 10.9 | 0.0 | 1.9 | 0.4 | 0.1 | 11.4 | 3.4 | 4.3 | 0.0 | 32.3 |
| Arts and Recreation Services agreements | 0 | 6 | 0 | 1 | 0 | 1 | 7 | 1 | 2 | 0 | 18 |
| Arts and Recreation Services AAWI (%) | * | 3.8 | * | 3.8 | * | 3.0 | 2.1 | 1.7 | 2.0 | * | 3.1 |
| Arts and Recreation Services duration (yrs.) | 0.0 | 2.5 | 0.0 | 2.4 | 0.0 | 1.1 | 3.2 | 2.8 | 3.4 | 0.0 | 2.8 |
| Arts and Recreation Services employees ('000) | 0.0 | 3.8 | 0.0 | 0.5 | 0.0 | 0.3 | 2.4 | 0.0 | 0.7 | 0.0 | 7.7 |
| Other Services agreements | 0 | 2 | 1 | 2 | 1 | 0 | 9 | 1 | 4 | 0 | 20 |
| Other Services AAWI (%) | * | 2.3 | 1.2 | 2.5 | 3.1 | * | 2.7 | 4.4 | 2.0 | * | 2.2 |
| Other Services duration (yrs.) | 0.0 | 0.9 | 4.0 | 2.7 | 2.4 | 0.0 | 2.7 | 4.0 | 2.8 | 0.0 | 2.7 |
| Other Services employees ('000) | 0.0 | 0.1 | 0.0 | 0.1 | 0.0 | 0.0 | 1.0 | 0.0 | 1.7 | 0.0 | 2.9 |
| All sector agreements | 17 | 205 | 12 | 152 | 72 | 28 | 392 | 85 | 179 | 2 | 1,144 |
| All sectors AAWI (%) | 2.7 | 2.5 | 1.8 | 3.0 | 2.4 | 2.7 | 2.7 | 2.1 | 2.3 | 1.9 | 2.7 |
| All sectors duration (yrs.) | 1.0 | 1.8 | 3.5 | 2.5 | 2.8 | 2.4 | 2.8 | 2.7 | 2.7 | 2.1 | 2.4 |
| All sectors employees ('000) | 13.5 | 41.6 | 0.6 | 10.4 | 4.6 | 2.9 | 39.5 | 7.3 | 28.1 | 0.0 | 148.6 |

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

Notes:

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

How to read: Of the 11 Agriculture, Forestry and Fishing agreements approved in the December quarter 2021, 2 operate in solely in Victoria. These agreements cover 200 employees, their AAWI is 2.0 per cent and the duration is 2.7 years.

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

| FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER | ACT | NSW | NT | Qld | SA | Tas | Vic | WA | Multi-state | Other | Total |
|---|------------|------------|-----------|------------|-----------|------------|------------|-----------|--------------------|--------------|--------------|
| Agriculture, Forestry and Fishing agreements | 0 | 28 | 3 | 43 | 8 | 12 | 27 | 14 | 17 | 0 | 152 |
| Agriculture, Forestry and Fishing AAWI (%) | * | 2.2 | * | 2.3 | 3.1 | 3.4 | 2.5 | 2.2 | 2.6 | * | 2.4 |
| Agriculture, Forestry and Fishing duration (yrs.) | 0.0 | 3.4 | 4.0 | 3.4 | 2.7 | 3.0 | 3.0 | 2.9 | 3.6 | 0.0 | 3.3 |
| Agriculture, Forestry and Fishing employees ('000) | 0.0 | 3.7 | 0.0 | 3.3 | 0.7 | 0.7 | 1.5 | 1.0 | 2.7 | 0.0 | 13.6 |
| Mining agreements | 1 | 110 | 3 | 78 | 16 | 7 | 23 | 39 | 87 | 1 | 365 |
| Mining AAWI (%) | * | 2.3 | 1.1 | 2.3 | 2.9 | 2.1 | 2.8 | 1.9 | 2.4 | 2.0 | 2.3 |
| Mining duration (yrs.) | 4.0 | 3.3 | 3.6 | 3.4 | 3.5 | 2.8 | 3.3 | 3.9 | 3.8 | 2.8 | 3.6 |
| Mining employees ('000) | 0.0 | 13.0 | 0.5 | 12.2 | 1.2 | 0.9 | 1.4 | 6.1 | 16.2 | 0.1 | 51.4 |
| Manufacturing agreements | 5 | 401 | 7 | 258 | 122 | 57 | 625 | 115 | 134 | 0 | 1,724 |
| Manufacturing AAWI (%) | 2.3 | 2.5 | 1.8 | 2.3 | 2.4 | 2.9 | 2.5 | 2.2 | 2.5 | * | 2.4 |
| Manufacturing duration (yrs.) | 3.3 | 2.8 | 3.0 | 3.0 | 3.0 | 2.7 | 2.9 | 3.0 | 3.0 | 0.0 | 2.9 |
| Manufacturing employees ('000) | 0.1 | 27.9 | 0.1 | 22.4 | 9.8 | 2.8 | 38.7 | 6.8 | 17.1 | 0.0 | 125.8 |
| Non-Metal Manufacturing agreements | 3 | 269 | 5 | 176 | 93 | 44 | 433 | 70 | 66 | 0 | 1,159 |
| Non-Metal Manufacturing AAWI (%) | 2.3 | 2.4 | 1.6 | 2.3 | 2.3 | 2.8 | 2.5 | 2.2 | 2.4 | * | 2.4 |
| Non-Metal Manufacturing duration (yrs.) | 3.1 | 2.9 | 3.1 | 3.0 | 3.1 | 2.7 | 2.9 | 3.1 | 3.1 | 0.0 | 3.0 |
| Non-Metal Manufacturing employees ('000) | 0.1 | 19.4 | 0.1 | 16.9 | 6.9 | 2.2 | 29.2 | 3.6 | 8.9 | 0.0 | 87.4 |
| Metal Manufacturing agreements | 2 | 132 | 2 | 82 | 29 | 13 | 192 | 45 | 68 | 0 | 565 |
| Metal Manufacturing AAWI (%) | 2.4 | 2.7 | 3.5 | 2.5 | 2.4 | 3.2 | 2.6 | 2.1 | 2.6 | * | 2.5 |
| Metal Manufacturing duration (yrs.) | 4.0 | 2.7 | 2.2 | 3.0 | 2.9 | 2.8 | 2.9 | 2.9 | 2.8 | 0.0 | 2.8 |
| Metal Manufacturing employees ('000) | 0.0 | 8.5 | 0.0 | 5.5 | 2.9 | 0.6 | 9.4 | 3.2 | 8.1 | 0.0 | 38.4 |
| Electricity, Gas, Water and Waste Services agreements | 7 | 85 | 5 | 58 | 20 | 6 | 93 | 45 | 25 | 0 | 344 |
| Electricity, Gas, Water and Waste Services AAWI (%) | 2.1 | 2.7 | 2.4 | 3.3 | 2.6 | 3.9 | 2.8 | 1.3 | 2.6 | * | 2.5 |
| Electricity, Gas, Water and Waste Services duration (yrs.) | 2.4 | 2.4 | 2.6 | 2.9 | 3.2 | 3.6 | 2.6 | 2.2 | 3.2 | 0.0 | 2.7 |
| Electricity, Gas, Water and Waste Services Employees ('000) | 1.1 | 12.0 | 0.0 | 5.4 | 1.5 | 1.5 | 9.1 | 8.1 | 8.9 | 0.0 | 47.6 |
| Construction agreements | 34 | 732 | 23 | 544 | 171 | 39 | 1,433 | 302 | 975 | 1 | 4,254 |
| Construction AAWI (%) | 3.4 | 4.0 | 2.1 | 3.7 | 3.6 | 3.2 | 3.9 | 2.5 | 3.0 | * | 3.6 |
| Construction duration (yrs.) | 3.3 | 3.1 | 3.8 | 2.8 | 3.1 | 3.1 | 2.6 | 3.5 | 3.3 | 4.0 | 3.0 |
| Construction employees ('000) | 0.7 | 19.6 | 0.6 | 13.0 | 3.7 | 1.5 | 36.2 | 7.3 | 27.8 | 0.0 | 110.4 |
| Wholesale Trade agreements | 2 | 47 | 1 | 36 | 7 | 8 | 62 | 23 | 31 | 0 | 217 |
| Wholesale Trade AAWI (%) | 2.4 | 2.4 | 2.7 | 2.2 | 3.1 | 2.5 | 2.8 | 2.0 | 2.7 | * | 2.5 |
| Wholesale Trade duration (yrs.) | 2.2 | 2.7 | 3.0 | 3.3 | 3.0 | 3.2 | 2.8 | 3.1 | 3.4 | 0.0 | 3.2 |
| Wholesale Trade employees ('000) | 0.1 | 2.7 | 0.0 | 3.1 | 0.3 | 0.4 | 2.6 | 1.0 | 6.4 | 0.0 | 16.6 |

| FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER | ACT | NSW | NT | Qld | SA | Tas | Vic | WA | Multi-state | Other | Total |
|---|------------|------------|-----------|------------|-----------|------------|------------|-----------|--------------------|--------------|--------------|
| Retail Trade agreements | 1 | 15 | 2 | 21 | 9 | 3 | 26 | 16 | 45 | 0 | 138 |
| Retail Trade AAWI (%) | * | 3.1 | 2.0 | 2.8 | 3.2 | 3.0 | 2.9 | 3.1 | 2.6 | * | 2.7 |
| Retail Trade duration (yrs.) | 4.0 | 2.9 | 3.5 | 3.4 | 3.8 | 3.0 | 3.1 | 3.8 | 3.7 | 0.0 | 3.7 |
| Retail Trade employees ('000) | 0.0 | 1.5 | 0.1 | 3.7 | 1.5 | 0.3 | 4.9 | 2.7 | 236.9 | 0.0 | 251.6 |
| Accommodation and Food Services agreements | 4 | 27 | 2 | 11 | 1 | 2 | 20 | 13 | 24 | 0 | 104 |
| Accommodation and Food Services AAWI (%) | * | 3.0 | * | 2.7 | 1.7 | 3.0 | 2.6 | 2.0 | 3.2 | * | 2.8 |
| Accommodation and Food Services duration (yrs.) | 3.9 | 2.1 | 3.0 | 3.4 | 4.0 | 1.6 | 3.0 | 3.7 | 4.0 | 0.0 | 3.8 |
| Accommodation and Food Services Employees ('000) | 0.3 | 3.9 | 0.3 | 1.2 | 0.0 | 0.5 | 1.0 | 2.5 | 44.8 | 0.0 | 54.5 |
| Transport, Postal and Warehousing agreements | 9 | 239 | 20 | 152 | 68 | 26 | 182 | 131 | 185 | 0 | 1,012 |
| Transport, Postal and Warehousing AAWI (%) | 1.7 | 2.6 | 2.1 | 2.3 | 2.1 | 2.7 | 3.1 | 2.2 | 2.7 | * | 2.6 |
| Transport, Postal and Warehousing duration (yrs.) | 3.7 | 3.0 | 3.6 | 3.0 | 3.0 | 3.1 | 3.0 | 3.1 | 2.9 | 0.0 | 3.0 |
| Transport, Postal and Warehousing employees ('000) | 0.8 | 17.2 | 0.9 | 19.8 | 5.0 | 1.8 | 18.1 | 8.1 | 65.5 | 0.0 | 137.1 |
| Information Media and Telecommunications agreements | 0 | 4 | 0 | 1 | 1 | 0 | 13 | 5 | 24 | 0 | 48 |
| Information Media and Telecommunications AAWI (%) | * | 2.0 | * | 1.7 | 1.5 | * | 2.1 | 1.1 | 1.9 | * | 1.9 |
| Information Media and Telecommunications duration (yrs.) | 0.0 | 2.1 | 0.0 | 1.1 | 2.8 | 0.0 | 1.9 | 2.8 | 2.7 | 0.0 | 2.6 |
| Information Media and Telecommunications employees ('000) | 0.0 | 0.2 | 0.0 | 0.6 | 0.0 | 0.0 | 1.4 | 0.2 | 11.1 | 0.0 | 13.6 |
| Financial and Insurance Services agreements | 0 | 5 | 0 | 3 | 2 | 4 | 15 | 5 | 41 | 0 | 75 |
| Financial and Insurance Services AAWI (%) | * | 1.9 | * | 2.4 | 3.3 | 3.1 | 2.2 | 1.9 | 2.9 | * | 2.7 |
| Financial and Insurance Services duration (yrs.) | 0.0 | 3.0 | 0.0 | 2.9 | 4.0 | 2.6 | 2.8 | 2.6 | 2.2 | 0.0 | 2.2 |
| Financial and Insurance Services employees ('000) | 0.0 | 0.9 | 0.0 | 1.0 | 0.0 | 0.1 | 2.3 | 0.7 | 93.7 | 0.0 | 98.7 |
| Rental, Hiring and Real Estate Services agreements | 2 | 11 | 1 | 13 | 2 | 2 | 13 | 7 | 11 | 0 | 62 |
| Rental, Hiring and Real Estate Services AAWI (%) | 1.5 | 3.1 | 3.0 | 2.6 | 5.9 | 2.2 | 2.5 | 2.2 | 3.0 | * | 2.9 |
| Rental, Hiring and Real Estate Services duration (yrs.) | 3.9 | 2.9 | 3.0 | 3.6 | 2.9 | 2.6 | 3.1 | 3.7 | 3.3 | 0.0 | 3.3 |
| Rental, Hiring and Real Estate Services employees ('000) | 0.0 | 0.4 | 0.0 | 0.4 | 0.1 | 0.0 | 0.4 | 0.3 | 0.5 | 0.0 | 2.1 |
| Professional, Scientific and Technical Services agreements | 2 | 20 | 3 | 9 | 4 | 3 | 25 | 10 | 52 | 0 | 128 |
| Professional, Scientific and Technical Services AAWI (%) | 2.0 | 2.5 | 2.5 | 3.5 | 2.8 | 3.2 | 2.9 | 2.0 | 2.2 | * | 2.3 |
| Professional, Scientific and Technical Services duration (yrs.) | 3.1 | 3.3 | 4.0 | 3.3 | 2.5 | 3.5 | 2.8 | 3.3 | 3.0 | 0.0 | 3.0 |
| Professional, Scientific and Technical Services employees ('000) | 0.1 | 0.7 | 0.3 | 0.2 | 0.1 | 0.1 | 1.4 | 0.8 | 13.9 | 0.0 | 17.5 |
| Administrative and Support Services agreements | 0 | 34 | 1 | 30 | 3 | 4 | 64 | 15 | 66 | 0 | 217 |
| Administrative and Support Services AAWI (%) | * | 3.5 | * | 3.1 | 7.7 | 2.8 | 2.7 | 1.5 | 2.8 | * | 2.8 |
| Administrative and Support Services duration (yrs.) | 0.0 | 3.1 | 4.0 | 3.1 | 1.4 | 3.8 | 3.3 | 3.2 | 3.7 | 0.0 | 3.4 |
| Administrative and Support Services employees ('000) | 0.0 | 1.9 | 0.1 | 2.1 | 0.1 | 0.2 | 6.6 | 1.4 | 8.6 | 0.0 | 21.0 |
| Public Administration and Safety agreements | 17 | 22 | 15 | 28 | 8 | 24 | 115 | 69 | 78 | 3 | 379 |
| Public Administration and Safety AAWI (%) | 2.8 | 2.5 | 2.1 | 2.6 | 2.5 | 2.5 | 2.1 | 1.8 | 2.0 | 2.3 | 2.1 |
| Public Administration and Safety duration (yrs.) | 1.7 | 2.7 | 2.9 | 3.2 | 3.4 | 3.1 | 3.3 | 2.6 | 2.9 | 2.7 | 3.0 |
| Public Administration and Safety employees ('000) | 20.3 | 2.2 | 1.7 | 2.7 | 0.4 | 3.0 | 113.9 | 10.4 | 51.7 | 0.3 | 206.6 |

| 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 | 13 | 114 | 6 | 171 | 33 | 23 | 61 | 19 | 26 | 0 | 466 |
| Education and Training AAWI (%) | 2.5 | 2.1 | 2.5 | 2.6 | 2.2 | 2.3 | 3.8 | 1.5 | 2.5 | * | 2.6 |
| Education and Training duration (yrs.) | 2.5 | 2.2 | 2.6 | 2.6 | 2.6 | 2.7 | 3.3 | 2.5 | 1.8 | 0.0 | 2.3 |
| Education and Training employees ('000) | 3.0 | 41.1 | 0.5 | 44.9 | 6.6 | 1.9 | 27.2 | 3.0 | 80.0 | 0.0 | 208.2 |
| Health Care and Social Assistance agreements | 11 | 108 | 22 | 86 | 75 | 36 | 210 | 52 | 52 | 0 | 652 |
| Health Care and Social Assistance AAWI (%) | 3.0 | 2.5 | 2.6 | 2.4 | 2.6 | 3.4 | 3.2 | 1.9 | 2.7 | * | 2.8 |
| Health Care and Social Assistance duration (yrs.) | 2.4 | 2.4 | 3.2 | 2.7 | 2.7 | 2.3 | 3.2 | 2.3 | 2.5 | 0.0 | 2.8 |
| Health Care and Social Assistance employees ('000) | 1.5 | 35.1 | 5.4 | 20.5 | 7.1 | 5.9 | 88.6 | 20.3 | 41.1 | 0.0 | 225.4 |
| Arts and Recreation Services agreements | 1 | 25 | 0 | 25 | 2 | 3 | 34 | 5 | 11 | 0 | 106 |
| Arts and Recreation Services AAWI (%) | * | 3.3 | * | 2.7 | * | 2.9 | 2.8 | 2.5 | 2.7 | * | 2.8 |
| Arts and Recreation Services duration (yrs.) | 3.6 | 2.6 | 0.0 | 3.2 | 3.7 | 1.8 | 2.6 | 2.6 | 2.9 | 0.0 | 2.7 |
| Arts and Recreation Services employees ('000) | 0.5 | 6.5 | 0.0 | 4.9 | 0.0 | 0.4 | 12.5 | 3.9 | 2.0 | 0.0 | 30.8 |
| Other Services agreements | 8 | 36 | 2 | 25 | 10 | 10 | 47 | 25 | 40 | 0 | 203 |
| Other Services AAWI (%) | 2.5 | 2.6 | 4.4 | 2.5 | 2.6 | 2.6 | 2.6 | 2.5 | 2.5 | * | 2.5 |
| Other Services duration (yrs.) | 3.4 | 2.8 | 3.0 | 2.9 | 2.7 | 1.8 | 3.0 | 3.0 | 3.0 | 0.0 | 2.9 |
| Other Services employees ('000) | 0.2 | 2.2 | 0.1 | 2.3 | 0.6 | 0.6 | 3.4 | 2.1 | 6.0 | 0.0 | 17.5 |
| All sector agreements | 117 | 2,063 | 116 | 1,592 | 562 | 269 | 3,088 | 910 | 1,924 | 5 | 10,646 |
| All sectors AAWI (%) | 2.7 | 2.6 | 2.4 | 2.6 | 2.6 | 3.0 | 2.8 | 2.0 | 2.5 | 2.3 | 2.6 |
| All sectors duration (yrs.) | 2.0 | 2.6 | 3.3 | 2.9 | 2.9 | 2.7 | 3.1 | 2.8 | 3.1 | 2.8 | 3.0 |
| All sectors employees ('000) | 28.7 | 192.5 | 10.6 | 163.6 | 38.9 | 22.4 | 371.3 | 86.8 | 734.9 | 0.4 | 1,650.1 |

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

Notes:

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

How to read: Of the 152 Agriculture, Forestry and Fishing agreements current as at 31 December 2021, 28 operate solely in NSW. These agreements cover 3,700 employees, their AAWI is 2.2 per cent and their average duration is 3.4 years.

Trends in Federal Enterprise Bargaining - Technical Notes

The Workplace Agreements Database

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

Agreements included in the WAD

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

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

Wider context for Trends data

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

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

| Instrument providing rate of pay | 2010 (%) | 2012(%) | 2014(%) | 2016(%) | 2018(%) | 2021 (%) |
|---|----------|---------|---------|--|---------|--|
| Award | 15.2 | 16.1 | 18.8 | 20.6 | 21.0 | 23.0 |
| Collective Agreement (Federally Registered) | 31.5 | 32.0 | 32.6 | | 30.4 | 31.5 (across all collective agreements)* |
| Collective Agreement (State Registered) | 11.9 | 9.8 | 8.6 | 38.5 (across all collective agreements)* | 7.4 | |
| Collective Agreement (Unregistered) | 0.1 | 0.2 | 0.2 | | 0.0 | |
| Individual Agreement such as common law contracts or over-award payments (Registered and unregistered) | 37.3 | 38.7 | 36.4 | 37.3 | 37.3 | 37.8 |
| Owner/managers of incorporated enterprises | 4.1 | 3.3 | 3.4 | 3.6 | 3.8 | 4.1 |

Source: Australian Bureau of Statistics Employee Earnings and Hours, Cat. No. 6306.0 (May 2012, May 2014, May 2016, May 2018, May 2021), unpublished data – all employees. Please note that this is not intended to be analysed as a time series.

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

Presentation of Trends in Federal Enterprise Bargaining data

A typical row of data in Trends appears as follows:

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

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

Employee coverage

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

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

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

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

Duration of agreements

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

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

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

Average annualised wage increases

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

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

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

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

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

d = the effective duration of the agreement in years

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

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

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

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

Australian and New Zealand Standard Industrial Classification (ANZSIC)

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

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

Union Coverage

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

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

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

Non-quantifiable wage increases

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

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

Types of Enterprise Agreements

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

Enterprise agreements made under the *Fair Work Act 2009*

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

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

Recent methodological change

The calculation of the duration data for enterprise agreements in the above listed tables has been corrected due to a methodological error that caused duration to be overestimated in previous reports. This correction has also been applied to all historical records.