



TRENDS IN FEDERAL ENTERPRISE BARGAINING
MARCH QUARTER 2017

Table 1: Average Annualised Wage Increases for agreements approved in the March quarter 2017 which contained quantifiable wage increases (761 agreements)

Enterprise agreements approved in the quarter	December Quarter 2016 (%)	March Quarter 2017 (%)	Change (% Points)
All sectors	3.1	2.7	-0.4
Private sector	3.0	2.7	-0.3
Public sector	3.2	2.4	-0.8

Table 2: Average Annualised Wage Increases for agreements current on 31 March 2017 which contained quantifiable wage increases (9 904 agreements)

All current enterprise agreements	December Quarter 2016 (%)	March Quarter 2017 (%)	Change (% Points)
All sectors	3.2	3.1	-0.1
Private sector	3.1	3.1	0.0
Public sector	3.2	3.2	0.0

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Further Information

[Trends in Federal Enterprise Bargaining](http://employment.gov.au/trends-federal-enterprise-bargaining) is available online at:
<http://employment.gov.au/trends-federal-enterprise-bargaining>

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

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

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TRENDS IN ENTERPRISE BARGAINING REPORT
MARCH QUARTER 2017
SUMMARY

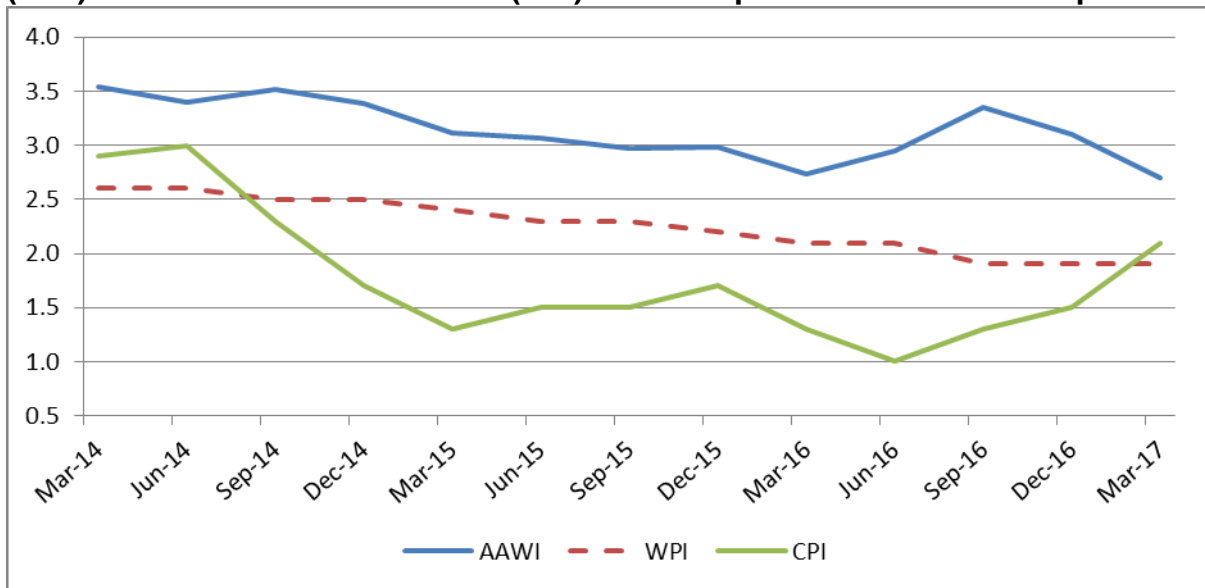
Overall wages growth under federal enterprise agreements – March quarter 2017 (Tables 1 and 2 of the Trends report)

- The average annualised wage increase (AAWI) for federal enterprise agreements approved in the March quarter 2017 was 2.7 per cent, down from 3.1 per cent in the December quarter 2016 and equal to the 2.7 per cent AAWI in the March quarter 2016 – see Note 1 at the end of this summary.
- The 2.7 per cent AAWI result is based on the 78.5 per cent of agreements approved in the March quarter 2017, covering 85.2 per cent of employees, which contained quantifiable wage increases – see Non-quantifiable agreements section and Note 2 at the end of this Summary.

Federal Enterprise Agreements – Proportion of Australian labour market covered

Federal enterprise agreements covered 30.2 per cent of all Australian employees as at May 2016 – see Note 3 at the end of this summary for more details. In total, federal and state enterprise agreements covered 36.4 per cent of all Australian employees in May 2016.

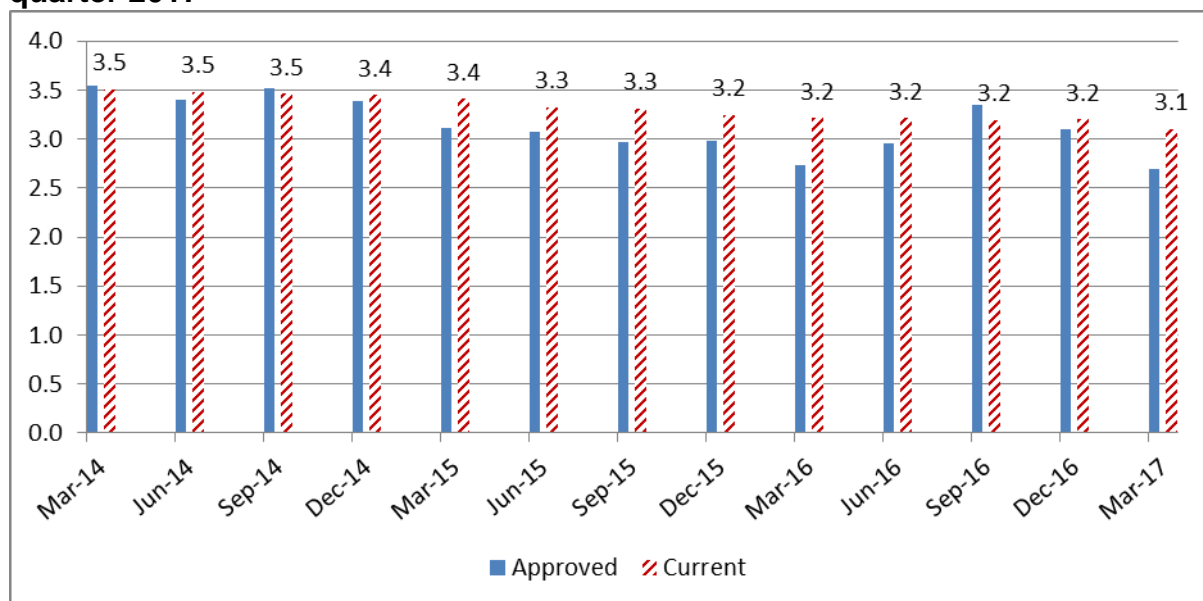
CHART 1: AAWI in approved agreements, per cent change in ABS Wage Price Index (WPI) and Consumer Price Index (CPI) – March quarter 2014 to March quarter 2017



Sources: Workplace Agreements Database, Department of Employment; Australian Bureau of Statistics Wage Price Index, Australia, Cat. No. 6345.0 – March 2017; Australian Bureau of Statistics - Consumer Price Index, Australia, Cat. No. 6401.0 – March 2017.

- The gap shown in **Chart 1 (above)** between the AAWI and WPI needs to be interpreted with caution. The WPI measures the growth in wages for the whole economy at a point in time while the AAWI measures wage growth over the life of agreements.

CHART 2: Approved and current agreements AAWI – March quarter 2014 to March quarter 2017



Source: Workplace Agreements Database, Department of Employment.

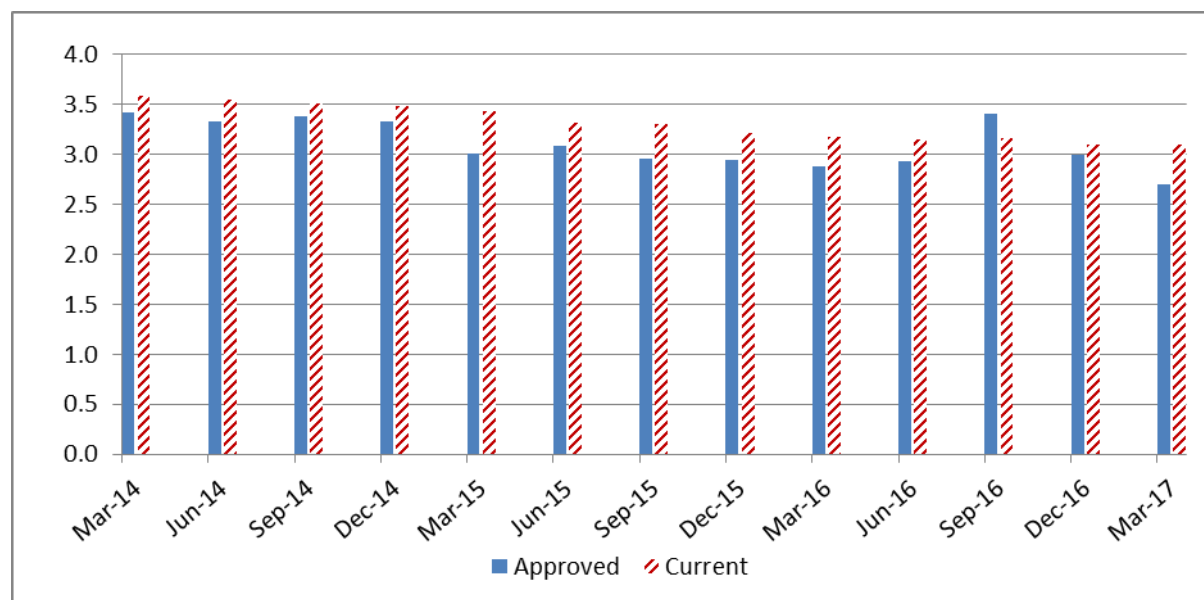
- **Chart 2 (above)** shows that the AAWI for current agreements (neither expired nor terminated) was 3.1 per cent as at 31 March 2017, down from the 3.2 per cent wage increase as at 31 December 2016. There were 14,564 agreements current as at 31 March 2017 of which 9,904 contained quantifiable wage increases.
- Of the 970 agreements approved in the March quarter 2017, 761 contained quantifiable wage increases. The AAWI for these agreements was 2.7 per cent, down from 3.1 per cent in the December quarter 2016.
- Overall, the chart shows that the wage outcomes for approved agreements have been lower in the March quarter 2017 and are subdued when compared against recent quarters.

Private sector wages growth – March quarter 2017 (Table 3 and 7 of the Trends report)

- **Chart 3 (overleaf)** shows the quarterly AAWI for private sector agreements approved over the last three years. The AAWI for private sector agreements current as at the end of each quarter is also provided.
- The AAWI for private sector enterprise agreements approved in the March quarter 2017 was 2.7 per cent, down from 3.0 per cent in the December quarter 2016 and down from 2.9 per cent in the March quarter 2016.
- The Construction industry (4.2 per cent), Arts and Recreation Services (3.6 per cent), and Electricity, Gas, Water and Waste Services (3.5 per cent) had the highest AAWIs in the March quarter 2017.
- The industries with the lowest AAWI were Mining (1.4 per cent), Information Media and Telecommunications (2.1 per cent), Public Administration and Safety (2.3 per cent), and Finance and Insurance Services (2.3 per cent).
- Large quantifiable private sector agreements approved in the March quarter 2017 include:
 - *Independent Schools NSW/ACT Standards Model (Teachers) Multi-Enterprise Agreement 2017* – 10,319 employees (2.5 per cent AAWI);

- *Independent Schools NSW (Support and Operational Staff) Multi-Enterprise Agreement 2017* – 8,178 employees (2.5 per cent AAWI); and
- *Crown Melbourne Limited Enterprise Agreement 2016* – 5,355 employees (3.8 per cent AAWI).

CHART 3: Private Sector AAWI – Approved and current agreements – March 2014 to March 2017



Source: Workplace Agreements Database, Department of Employment.

Public sector wages growth – March quarter 2017 (Table 3 of the Trends report)

- The AAWI for public sector agreements approved in the March quarter 2017 was 2.4 per cent, down from 3.2 per cent in the December quarter 2016 and down from 2.6 per cent in the March quarter 2016.
- Large quantifiable public sector agreements approved in the March quarter 2017 include:
 - *TAFE Commissioner of NSW Teachers and Related Employees Enterprise Agreement 2016* – 9,521 employees (2.4 per cent AAWI).
 - *University of Notre Dame Australia Staff Enterprise Agreement 2015-2017* – 3,016 employees (2.8 per cent AAWI).

State/Territories wages growth – March quarter 2017 (Table 10 of the Trends report)

- AAWIs for agreements approved in the March quarter 2017 were highest in Victorian agreements at 3.2 per cent and lowest in WA agreements at 1.9 per cent.

Wages growth for agreements that cover union/s and agreements with no union/s covered – March quarter 2017 (Table 13 of the Trends report) - see Note 4.

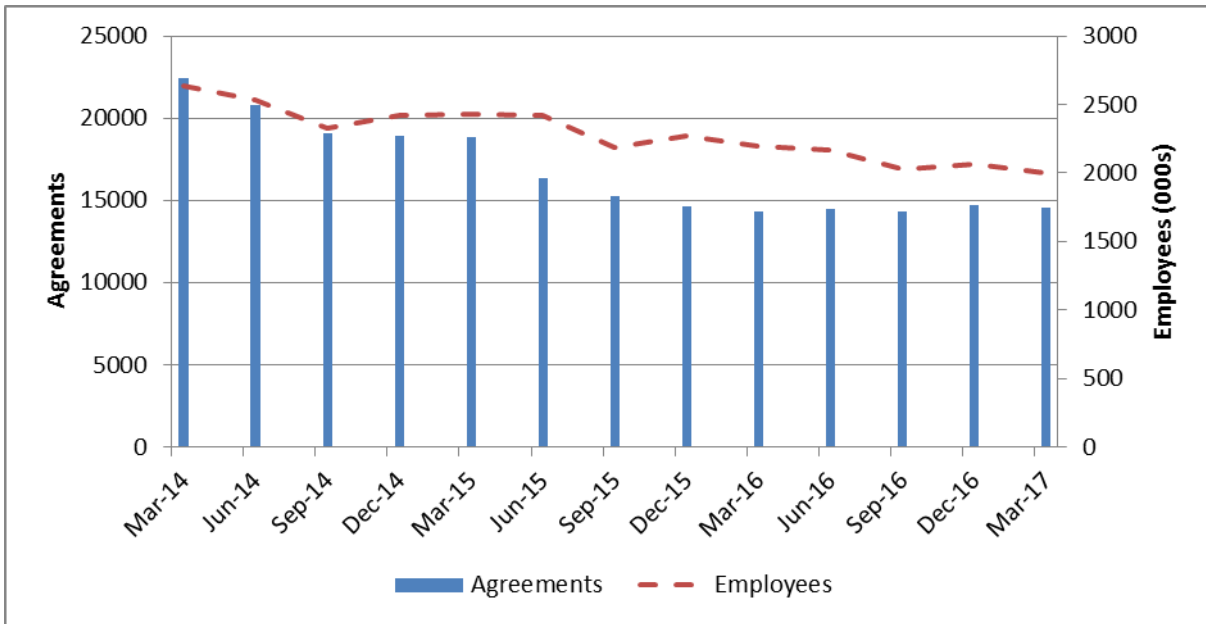
- Agreements approved in the March quarter 2017 that formally covered unions have a combined AAWI of 2.7 per cent whereas those with no unions formally covered have an AAWI of 2.5 per cent.

Level of agreement making – as at 31 March 2017 (Table 4 of the Trends report)

- There were 14,564 agreements current (not yet expired or terminated) as at 31 March 2017, covering around 2.0 million employees. This is down by 105 agreements from the 14,669 agreements, covering around 2.1 million employees that were current as at 31 December 2016 – see **Chart 4 (overleaf)** for further details.

- The volume of new agreements approved in the March quarter 2017 at 970 is below the quarterly average of 1,595 since the commencement of the *Fair Work Act 2009*.

CHART 4: Current agreements and employee coverage – March 2014 to March 2017

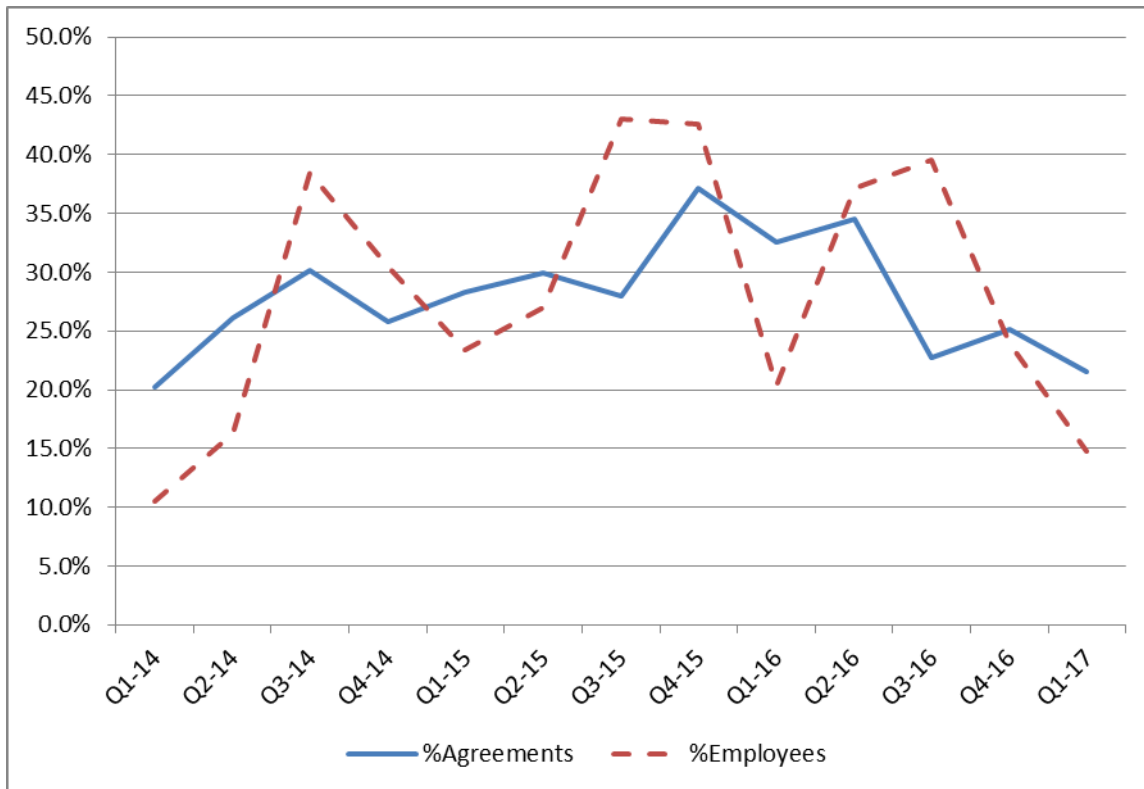


Source: Workplace Agreements Database, Department of Employment.

Non-quantifiable agreements – March quarter 2017 (Table 12 of the Trends report)

- 21.5 per cent of agreements approved in the March quarter 2017, covering 14.8 per cent of employees, do not contain quantifiable wage increases, and thus are not part of the AAWI calculations.
- The Trends Technical Notes explain the reasons an agreement might not be quantifiable.
- **Chart 5 (below)** demonstrates that the percentage of employees covered by non-quantifiable agreements is more volatile than the proportion of agreements that are non-quantifiable. This volatility is caused by larger agreements (in terms of employee coverage) being non-quantifiable.

CHART 5: Non-quantifiable agreements, proportion of approved agreements and employees covered, March quarter 2014 – March quarter 2017



Source: Workplace Agreements Database, Department of Employment.

- Three of the fourteen agreements that cover more than 2,000 employees in the March quarter 2017 were not quantifiable.
 - *No1 Riverside Quay and Centrel National Enterprise Agreement 2016-2020 – 3,061 employees.*
 - The wage rates in the agreement will increase automatically in line with minimum wage decisions issued by the Fair Work Commission.
 - *Linfox and TWU Online Agreement 2016 – 2,605 employees.*
 - The wage rates in the agreement will increase automatically in line with minimum wage decisions issued by the Fair Work Commission.
 - *Costco Wholesale Australia Enterprise Agreement 2016-2019 – 2,365 employees.*
 - There were no wage increases mentioned in this agreement.

NOTES

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series. AAWI data include 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 March quarter 2017, the calculated wage increase of 2.7 per cent is based on 761 agreements, covering 131,855 employees (that is, 78.5 per cent of the 970 agreements approved in the quarter, and covering 85.2 per cent of the total of 154,750 employees).
 - A total of 209 agreements, covering 22,895 employees (that is, 21.5 per cent of the 970 agreements approved in the quarter, covering 14.8 per cent of the total of 154,750 employees) have across-the-board wage increases that could not be quantified because, for example, different increases were given to different classifications, increases were based on individual performance or future Fair Work Commission’s minimum wage increase decisions or lump sum payments that translate to different increases for different classifications. Refer to Table 12 in the Trends report for related data.
3. Context for the *Trends in Enterprise Agreements* data on wages growth in federally registered enterprise agreements:
 - About one-third of all employees in the Australian labour market (as measured by the ABS 2016 Employee Earnings and Hours (EEH) survey) are covered by federal enterprise agreements.

TABLE: Instrument providing rate of pay for all employees, 2010-2016

Instrument providing rate of pay	2010 (%)	2012 (%)	2014 (%)	2016 (%)
Award	15.2	16.1	18.8	23.9
Collective Agreement (Federally Registered)	31.5	32.0	32.6	30.2
Collective Agreement (State Registered)	11.9	9.8	8.6	6.2
Collective Agreement (Unregistered)	0.1	0.2	0.2	0.1
Individual Agreement (Registered and unregistered)	37.3	38.7	36.4	36.2
Owner/managers of incorporated enterprises	4.1	3.3	3.4	3.5

Source: Australian Bureau of Statistics Employee Earnings and Hours, Cat. No. 6306.0 (May 2010, May 2012, May 2014, May 2016), unpublished data – all employees.

Note: This table is not intended to be analysed as a time series. Figures are extracted from unpublished Employee Earnings and Hours, which may differ slightly to the ABS published data.

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. ABS classifies employees in the individual arrangement category if they have their pay set by an individual common law contract or arrangement, whether or not written, including where employees receive over-award payments.

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

Table 3: Agreements approved in the quarter by sector (March quarter 2014 – March quarter 2017)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Public sector agreements	47	46	40	65	26	22	47	44	48	51	33	68	55
Public sector AAWI (%)	3.7	3.5	3.8	3.5	3.7	3.0	3.0	3.2	2.6	3.0	3.0	3.2	2.4
Public sector duration (yrs)	2.9	2.9	2.5	2.6	2.5	2.9	2.6	2.2	3.1	3.3	2.6	4.3	3.2
Public sector employees ('000)	71.5	37.0	46.5	68.5	15.1	18.8	30.3	27.5	42.1	56.3	15.2	123.5	30.4
Private sector agreements	1192	1264	1473	1545	1177	1130	1321	1231	955	1098	1653	1291	915
Private sector AAWI (%)	3.4	3.3	3.4	3.3	3.0	3.1	3.0	2.9	2.9	2.9	3.4	3.0	2.7
Private sector duration (yrs)	2.8	2.9	2.5	2.5	2.6	2.5	2.3	2.6	2.6	2.8	2.6	2.3	3.0
Private sector employees ('000)	110.5	105.3	176.5	187.8	114.0	79.5	163.6	197.0	71.5	98.7	129.8	122.9	124.3
All sector agreements	1239	1310	1513	1610	1203	1152	1368	1275	1003	1149	1686	1359	970
All sectors AAWI (%)	3.5	3.4	3.5	3.4	3.1	3.1	3.0	3.0	2.7	3.0	3.3	3.1	2.7
All sectors duration (yrs)	2.8	2.9	2.5	2.5	2.6	2.6	2.4	2.5	2.8	3.0	2.6	3.3	3.0
All sectors employees ('000)	182.0	142.3	222.9	256.3	129.1	98.3	193.9	224.5	113.5	154.9	145.0	246.4	154.8

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.

Source: Workplace Agreements Database, Department of Employment. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 55 public sector agreements were approved in the March quarter 2017, covering 30,400 employees. Their average AAWI was 2.4% and their average duration was 3.2 years.

Table 4: Agreements current on the last day of the quarter, by sector (March quarter 2014 – March quarter 2017)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Public sector agreements	570	595	430	461	459	475	448	463	478	510	447	483	509
Public sector AAWI (%)	3.3	3.3	3.3	3.3	3.4	3.3	3.3	3.3	3.3	3.3	3.2	3.2	3.2
Public sector duration (yrs)	3.0	3.0	3.1	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.3	3.3
Public sector employees ('000)	713.3	712.6	555.9	609.3	619.5	631.7	616.6	621.8	603.0	600.5	548.9	570.5	523.5
Private sector agreements	21794	20045	18526	18485	18264	15796	14696	14119	13919	13931	13777	14186	14055
Private sector AAWI (%)	3.6	3.6	3.5	3.5	3.4	3.3	3.3	3.2	3.2	3.2	3.2	3.1	3.1
Private sector duration (yrs)	3.0	2.9	2.9	2.9	2.9	2.9	3.0	2.9	3.0	3.0	3.0	2.9	3.0
Private sector employees ('000)	1913.4	1798.9	1754.3	1793.8	1792.0	1785.1	1559.1	1616.5	1593.4	1564.3	1439.4	1489.9	1475.0
All sector agreements	22364	20640	18956	18946	18723	16271	15144	14582	14397	14441	14224	14669	14564
All sectors AAWI (%)	3.5	3.5	3.5	3.4	3.4	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.1
All sectors duration (yrs)	3.0	3.0	3.0	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.1
All sectors employees ('000)	2626.7	2511.5	2310.2	2403.1	2411.6	2416.8	2175.7	2238.3	2196.4	2164.7	1988.4	2060.4	1998.5

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.

Source: Workplace Agreements Database, Department of Employment. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 509 public sector agreements were current as at 31 March 2017, covering 523,500 employees. Their average AAWI was 3.2% and their average duration was 3.3 years.

Table 5: Agreements approved in the quarter by agreement type (March quarter 2014 – March quarter 2017)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Multi-enterprise greenfields agreements	0	0	0	0	0	0	1	0	0	0	0	0	0
Multi-enterprise greenfields AAWI (%)	*	*	*	*	*	*	1.6	*	*	*	*	*	*
Multi-enterprise greenfields duration (yrs)	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-greenfields agreements	3	4	2	6	11	9	3	8	7	1	8	6	8
Multi-enterprise non-greenfields AAWI (%)	3.3	2.4	2.5	3.5	2.4	2.4	3.2	4.4	2.6	2.5	2.5	2.8	2.5
Multi-enterprise non-greenfields duration (yrs)	2.0	3.8	3.1	2.8	1.9	1.9	2.3	1.2	2.7	3.3	2.7	2.2	3.6
Multi-enterprise non-greenfields employees ('000)	3.6	2.6	2.8	1.7	24.3	1.6	4.0	13.6	2.3	0.8	5.0	5.5	24.8
Single-enterprise greenfields agreements	181	136	126	115	83	74	71	74	57	53	46	48	40
Single-enterprise greenfields AAWI (%)	4.6	4.4	3.7	3.7	3.7	3.0	2.7	2.7	3.0	4.1	3.0	3.4	3.8
Single-enterprise greenfields duration (yrs)	2.9	2.4	2.8	2.8	3.1	2.5	2.8	2.9	2.2	2.8	2.7	3.1	3.0
Single-enterprise greenfields employees ('000)	8.5	4.3	5.0	3.4	3.9	2.1	3.4	3.1	1.7	2.4	1.7	1.6	4.6
Single-enterprise non-greenfields agreements	1055	1170	1385	1489	1109	1069	1293	1193	939	1095	1632	1305	922
Single-enterprise non-greenfields AAWI (%)	3.5	3.4	3.5	3.4	3.3	3.1	3.0	2.9	2.7	2.9	3.4	3.1	2.7
Single-enterprise non-greenfields duration (yrs)	2.8	2.9	2.5	2.5	2.7	2.6	2.4	2.6	2.8	3.0	2.6	3.3	2.9
Single-enterprise non-greenfields employees ('000)	170.0	135.4	215.1	251.3	101.0	94.6	186.5	207.8	109.5	151.7	138.3	239.3	125.4
All agreements	1239	1310	1513	1610	1203	1152	1368	1275	1003	1149	1686	1359	970
All AAWI (%)	3.5	3.4	3.5	3.4	3.1	3.1	3.0	3.0	2.7	3.0	3.3	3.1	2.7
All duration (yrs)	2.8	2.9	2.5	2.5	2.6	2.6	2.4	2.5	2.8	3.0	2.6	3.3	3.0
All employees ('000)	182.0	142.3	222.9	256.3	129.1	98.3	193.9	224.5	113.5	154.9	145.0	246.4	154.8

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. Agreement types – see “Types of Enterprise Agreements” section in Technical Notes at the end of this report.
4. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.

Source: Workplace Agreements Database, Department of Employment. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 8 multi-enterprise non-greenfields agreements were approved in the March quarter 2017, covering 24,800 employees. Their average AAWI was 2.5% and their average duration was 3.6 years.

Table 6: Agreements current on the last day of the quarter, by agreement type (March quarter 2014 – March quarter 2017)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Multi-enterprise greenfields agreements	2	2	2	2	1	1	2	2	1	1	1	1	1
Multi-enterprise greenfields AAWI (%)	6.9	6.9	6.9	6.9	*	*	1.6	1.6	1.6	1.6	1.6	1.6	1.6
Multi-enterprise greenfields duration (yrs)	3.1	3.1	3.1	3.1	3.6	3.6	3.0	3.0	2.0	2.04	2.04	2.04	2.04
Multi-enterprise greenfields employees ('000)	0.2	0.2	0.2	0.2	0.1	0.1	0.1	0.1	0.0	0.045	0.045	0.045	0.045
Multi-enterprise non-greenfields agreements	64	66	59	54	57	67	64	67	65	62	65	65	63
Multi-enterprise non-greenfields AAWI (%)	3.0	3.0	2.9	2.7	2.6	2.6	2.5	2.7	3.0	3.0	2.5	2.5	2.6
Multi-enterprise non-greenfields duration (yrs)	3.0	3.0	3.1	3.0	2.9	2.8	2.8	2.6	2.3	2.3	2.5	2.3	3.1
Multi-enterprise non-greenfields employees ('000)	119.8	121.8	112.1	96.2	110.9	116.9	109.6	122.7	79.5	80.1	77.8	53.0	53.6
Single-enterprise greenfields agreements	1797	1893	1866	1874	1811	1697	1581	1419	1334	1278	1167	1131	1076
Single-enterprise greenfields AAWI (%)	4.4	4.4	4.5	4.5	4.4	4.3	4.3	4.0	3.9	3.8	3.6	3.6	3.5
Single-enterprise greenfields duration (yrs)	3.2	3.2	3.1	3.2	3.2	3.3	3.3	3.3	3.3	3.4	3.4	3.4	3.4
Single-enterprise greenfields employees ('000)	75.4	78.7	74.4	72.6	71.0	66.3	59.7	52.9	48.3	47.1	43.0	42.4	42.7
Single-enterprise non-greenfields agreements	18016	18037	17019	17010	16852	14506	13497	13094	12997	13100	12991	13472	13424
Single-enterprise non-greenfields AAWI (%)	3.5	3.5	3.4	3.4	3.4	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.1
Single-enterprise non-greenfields duration (yrs)	2.9	2.9	3.0	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.1
Single-enterprise non-greenfields employees ('000)	2338.6	2284.2	2123.2	2234.0	2229.5	2233.6	2006.3	2062.6	2068.5	2037.4	1867.6	1965.0	1902.2
Union collective agreements	20	1	0	0	0	0	0	0	0	0	0	0	0
Union collective AAWI (%)	5.1	5.1	*	*	*	*	*	*	*	*	*	*	*
Union collective duration (yrs)	5.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Union collective employees ('000)	1.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Employee collective agreements	2404	630	9	5	1	0	0	0	0	0	0	0	0
Employee collective AAWI (%)	3.3	2.8	2.1	2.1	2.5	*	*	*	*	*	*	*	*
Employee collective duration (yrs)	5.0	5.0	5.1	5.1	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Employee collective employees ('000)	85.6	25.9	0.2	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Union greenfields agreements	20	8	0	0	0	0	0	0	0	0	0	0	0
Union greenfields AAWI (%)	3.2	4.4	*	*	*	*	*	*	*	*	*	*	*

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Union greenfields duration (yrs)	5.0	5.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Union greenfields employees ('000)	0.7	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Employer greenfields agreements	41	3	1	1	1	0	0	0	0	0	0	0	0
Employer greenfields AAWI (%)	2.1	*	*	*	*	*	*	*	*	*	*	*	*
Employer greenfields duration (yrs)	5.0	5.0	6.0	6.0	6.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Employer greenfields employees ('000)	4.8	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
All agreements	22364	20640	18956	18946	18723	16271	15144	14582	14397	14441	14224	14669	14564
All AAWI (%)	3.5	3.5	3.5	3.4	3.4	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.1
All duration (yrs)	3.0	3.0	3.0	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.1
All employees ('000)	2626.7	2511.5	2310.2	2403.1	2411.6	2416.8	2175.7	2238.3	2196.4	2164.7	1988.4	2060.4	1998.5

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. Agreement types – see “Types of Enterprise Agreements” section in the Technical Notes at the end of this report.
4. * Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
5. This table separately lists the agreement types under both the Fair Work Act and the Workplace Relations Act. Thus, for example, “union collective agreements” is the name given to agreements approved under the Workplace Relations Act which have a union that is a party to it and which are not greenfields agreements.

Source: Workplace Agreements Database, Department of Employment. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 63 multi-enterprise non-greenfields agreements were current as at 31 March 2017, covering 53,600 employees. Their average AAWI was 2.6% and their average duration was 3.1 years.

Table 7: Agreements approved in the quarter, by ANZSIC Division (March quarter 2014 – March quarter 2017)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Agriculture, Forestry and Fishing agreements	10	6	16	19	19	13	18	8	9	16	9	16	8
Agriculture, Forestry and Fishing AAWI (%)	3.2	2.7	3.1	3.0	3.0	3.2	2.8	2.5	2.6	2.8	2.4	3.0	2.4
Agriculture, Forestry and Fishing duration (yrs)	2.2	3.3	3.0	2.7	2.9	2.7	2.7	3.2	2.3	3.1	3.3	2.6	3.2
Agriculture, Forestry and Fishing employees ('000)	0.6	0.4	0.8	1.1	1.3	0.9	2.0	1.8	0.3	0.4	0.3	0.7	2.5
Mining agreements	35	41	58	47	18	35	35	32	23	25	26	18	20
Mining AAWI (%)	4.0	5.0	2.5	2.9	2.1	1.9	2.3	1.8	2.2	1.6	1.6	2.3	1.4
Mining duration (yrs)	3.0	3.6	3.5	3.2	2.8	3.5	3.1	3.2	2.6	2.7	2.8	3.6	2.6
Mining employees ('000)	4.6	5.9	6.2	4.0	1.0	4.8	3.1	3.0	3.3	1.5	4.1	1.0	1.2
Manufacturing agreements	190	214	299	289	234	195	291	180	165	180	215	250	158
Manufacturing AAWI (%)	3.0	3.0	2.9	3.0	3.0	2.9	2.6	2.6	2.6	2.7	2.9	2.8	2.4
Manufacturing duration (yrs)	2.7	2.8	2.8	2.7	2.5	2.7	2.6	2.4	2.5	2.7	2.5	2.4	2.8
Manufacturing employees ('000)	16.8	17.1	18.3	20.9	12.6	10.0	16.1	12.1	8.8	11.6	11.3	14.5	10.3
Non-metal manufacturing agreements	113	129	203	178	147	133	185	110	111	121	119	163	108
Non-metal manufacturing AAWI (%)	3.0	2.9	3.0	3.1	2.8	2.9	2.7	2.6	2.6	2.7	2.8	2.8	2.3
Non-metal manufacturing duration (yrs)	2.7	2.9	2.7	2.6	2.4	2.8	2.8	2.4	2.5	2.7	2.6	2.5	2.8
Non-metal manufacturing employees ('000)	9.3	11.6	11.7	11.6	9.1	7.9	10.9	7.6	6.6	9.6	7.0	8.8	7.4
Metal manufacturing agreements	77	85	96	111	87	62	106	70	54	59	96	87	50
Metal manufacturing AAWI (%)	3.0	3.3	2.9	2.9	3.3	3.0	2.6	2.5	2.6	2.7	3.0	2.8	2.6
Metal manufacturing duration (yrs)	2.7	2.6	2.9	2.9	2.7	2.3	2.3	2.4	2.4	2.4	2.2	2.4	2.6
Metal manufacturing employees ('000)	7.5	5.5	6.6	9.4	3.5	2.1	5.2	4.5	2.2	2.0	4.3	5.7	2.8
Electricity, Gas, Water, Waste Services agreements	33	31	33	45	38	46	51	47	27	23	27	27	25
Electricity, Gas, Water, Waste Services AAWI (%)	4.2	3.7	2.9	3.4	3.3	2.8	2.8	2.8	2.2	2.3	3.0	3.0	3.5
Electricity, Gas, Water, Waste Services duration (yrs)	2.8	2.7	1.6	2.8	3.2	2.6	2.7	2.5	2.9	1.7	2.3	2.9	2.9
Electricity, Gas, Water, Waste Services emps ('000)	3.1	4.9	5.3	7.0	1.9	11.5	3.4	3.9	1.6	2.0	1.3	3.5	2.6
Construction agreements	369	418	400	397	292	347	353	363	273	460	825	472	248
Construction AAWI (%)	4.2	3.9	4.7	3.8	4.3	3.8	3.7	3.8	3.9	3.8	5.9	5.2	4.2

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Construction duration (yrs)	3.0	2.8	3.0	2.9	2.7	2.8	2.6	2.7	2.7	3.0	2.3	2.4	2.7
Construction employees ('000)	6.6	7.5	16.1	9.7	5.6	7.2	10.9	9.5	7.9	10.2	18.7	8.5	3.9
Wholesale Trade agreements	36	39	69	58	43	44	54	45	32	22	60	57	52
Wholesale Trade AAWI (%)	2.4	2.5	3.3	3.2	3.0	2.9	2.8	2.9	2.4	2.6	3.0	2.7	2.5
Wholesale Trade duration (yrs)	2.8	3.4	2.7	2.6	2.7	2.2	2.7	2.4	2.5	2.7	2.1	2.5	2.9
Wholesale Trade employees ('000)	2.2	4.0	4.1	3.8	6.2	2.2	2.0	2.1	1.6	1.2	2.7	2.4	6.5
Retail Trade agreements	17	27	31	18	11	19	16	11	23	17	17	14	18
Retail Trade AAWI (%)	3.0	3.1	2.9	3.4	1.9	2.5	2.9	2.3	2.9	2.0	4.2	2.7	2.4
Retail Trade duration (yrs)	3.6	3.4	2.9	3.2	3.1	3.3	2.9	3.0	2.6	3.3	2.9	3.1	3.7
Retail Trade employees ('000)	7.5	3.0	14.3	8.9	1.1	3.5	9.9	1.1	2.5	2.1	0.3	1.0	5.0
Accommodation and Food Services agreements	33	31	46	45	34	22	31	34	20	21	27	28	21
Accommodation and Food Services AAWI (%)	3.2	2.8	2.9	3.3	2.5	2.7	3.2	2.8	3.0	2.5	2.2	2.5	2.4
Accommodation and Food Services duration (yrs)	2.8	2.9	2.0	3.4	2.8	3.5	2.3	3.6	3.0	3.3	3.5	3.6	3.2
Accommodation and Food Services emps ('000)	2.0	3.0	26.7	2.5	2.8	1.3	2.2	3.7	1.8	0.7	2.0	1.8	1.1
Transport, Postal, Warehousing agreements	99	105	111	140	91	105	122	117	91	83	85	90	79
Transport, Postal, Warehousing AAWI (%)	3.7	3.1	3.4	3.2	3.1	3.5	3.2	3.0	2.8	2.8	3.1	3.0	2.7
Transport, Postal, Warehousing duration (yrs)	3.0	3.0	2.8	3.1	3.1	2.7	2.9	3.0	2.7	2.8	2.5	3.0	3.1
Transport, Postal, Warehousing employees ('000)	11.8	9.8	6.8	24.6	12.1	6.9	13.8	16.2	7.2	9.5	5.5	14.3	14.6
Information, Media, Telecomm. agreements	17	6	9	13	12	10	10	14	11	3	6	10	10
Information, Media, Telecomm AAWI (%)	2.5	2.1	2.6	2.1	2.3	2.6	2.1	3.0	2.8	2.3	2.4	2.0	2.1
Information, Media, Telecomm duration (yrs)	2.2	1.9	1.6	1.9	1.6	2.1	2.7	2.9	2.2	2.6	2.2	2.9	2.2
Information, Media, Telecomm employees ('000)	3.7	2.4	0.9	2.1	0.4	1.3	1.6	33.7	0.9	0.1	0.6	1.7	4.4
Financial and Insurance Services agreements	10	9	23	12	8	2	11	13	4	7	13	19	6
Financial and Insurance Services AAWI (%)	2.8	2.1	3.2	2.9	3.4	4.7	3.2	3.0	3.6	2.9	2.1	2.8	2.3
Financial and Insurance Services duration (yrs)	2.5	3.5	1.8	1.7	2.9	2.2	2.5	2.5	2.6	3.0	3.0	1.0	2.6
Financial and Insurance Services employees ('000)	3.1	2.5	35.8	47.2	0.7	0.9	2.8	56.1	0.6	11.6	32.0	34.3	0.8
Rental, Hiring, Real Estate agreements	30	22	34	29	22	21	14	18	21	9	31	26	26

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Rental, Hiring, Real Estate AAWI (%)	4.1	4.1	3.1	4.0	2.6	2.9	3.6	2.5	3.3	2.0	6.0	3.7	2.7
Rental, Hiring, Real Estate duration (yrs)	3.3	2.9	3.2	3.1	3.5	2.8	2.8	3.1	2.7	3.8	2.3	2.6	3.2
Rental, Hiring, Real Estate employees ('000)	0.4	0.4	1.0	1.0	0.7	0.6	0.4	0.3	0.4	0.4	0.6	0.8	0.5
Professional, Scientific, Technical Services agts	34	38	35	40	42	27	38	33	24	16	38	41	23
Professional, Scientific, Technical Services AAWI (%)	3.8	4.4	3.1	2.9	3.1	3.9	2.8	2.6	2.7	2.7	2.7	2.5	3.0
Professional, Scientific, Technical Services duration (yrs)	3.0	2.8	2.6	3.2	2.4	2.4	2.9	2.7	2.9	3.0	2.7	2.5	3.0
Professional, Scientific, Technical Services emps ('000)	2.4	1.8	1.2	4.3	9.8	2.8	1.8	2.2	1.4	3.8	2.2	2.4	1.6
Administrative and Support Services agreements	58	62	59	61	44	26	64	52	28	30	64	50	30
Administrative and Support Services AAWI (%)	4.1	3.7	3.7	3.1	3.8	3.2	3.4	3.2	3.2	3.6	3.4	2.3	2.7
Administrative and Support Services duration (yrs)	2.9	2.4	2.4	3.0	3.0	2.3	2.7	3.3	3.4	3.2	2.7	2.6	3.3
Administrative and Support Services employees ('000)	2.7	4.3	7.0	7.4	5.8	0.5	4.2	3.9	3.2	1.8	3.1	5.0	3.1
Public Administration and Safety agreements	60	52	48	68	39	22	47	46	53	55	59	65	50
Public Administration and Safety AAWI (%)	3.6	3.1	3.3	3.1	3.6	3.1	2.8	2.3	2.5	3.0	2.9	2.2	2.3
Public Administration and Safety duration (yrs)	2.9	2.8	2.8	2.6	2.6	2.1	2.8	2.9	3.1	3.4	2.8	2.8	3.0
Public Administration and Safety employees ('000)	13.9	15.4	7.8	15.5	13.4	2.9	10.5	16.4	39.0	52.7	14.1	27.6	17.0
Education agreements	62	36	55	52	67	53	57	97	58	50	31	47	63
Education AAWI (%)	3.7	3.9	3.9	3.8	2.7	3.1	3.1	3.8	3.0	3.0	2.6	3.3	2.5
Education duration (yrs)	2.9	2.9	2.7	2.4	2.2	2.5	1.8	1.5	2.4	2.7	2.7	2.4	3.3
Education employees ('000)	67.4	23.4	39.8	39.0	21.6	7.0	61.2	27.6	6.5	10.2	25.9	9.2	45.2
Health and Community Services agreements	107	128	126	225	145	113	98	97	108	82	108	81	87
Health and Community Services AAWI (%)	3.6	3.5	3.4	3.4	3.2	3.0	3.0	2.8	2.8	2.9	2.9	3.4	3.0
Health and Community Services duration (yrs)	2.7	2.7	2.6	2.6	2.6	2.4	2.4	2.5	2.5	2.9	2.3	4.6	2.5
Health and Community Services employees ('000)	27.9	30.3	25.3	51.2	21.7	30.0	28.3	20.5	22.9	28.6	17.3	109.2	24.7
Arts and Recreation Services agreements	10	12	15	14	11	11	15	18	8	21	13	13	14
Arts and Recreation Services AAWI (%)	2.9	2.9	3.2	4.0	3.6	2.9	2.7	2.7	2.8	3.3	2.7	2.7	3.6
Arts and Recreation Services duration (yrs)	1.9	2.9	2.8	2.5	2.8	2.2	3.2	2.1	3.1	2.3	2.7	2.9	3.4
Arts and Recreation Services employees ('000)	1.3	3.5	1.9	3.6	2.0	1.7	5.3	4.0	1.9	3.2	1.8	5.9	8.8

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Other Services agreements	29	33	46	38	33	41	43	50	25	29	32	35	32
Other Services AAWI (%)	3.1	3.5	3.1	2.7	2.5	3.3	2.4	3.2	2.5	3.2	3.0	2.7	2.7
Other Services duration (yrs)	1.8	3.0	2.6	2.4	2.3	2.6	2.4	2.2	2.4	2.1	2.9	2.4	2.9
Other Services employees ('000)	4.0	2.7	3.7	2.6	8.3	2.1	14.5	6.2	1.8	3.4	1.1	2.8	1.0
All sector agreements	1239	1310	1513	1610	1203	1152	1368	1275	1003	1149	1686	1359	970
All sectors AAWI (%)	3.5	3.4	3.5	3.4	3.1	3.1	3.0	3.0	2.7	3.0	3.3	3.1	2.7
All sectors duration (yrs)	2.8	2.9	2.5	2.5	2.6	2.6	2.4	2.5	2.8	3.0	2.6	3.3	3.0
All sectors employees ('000)	182.0	142.3	222.9	256.3	129.1	98.3	193.9	224.5	113.5	154.9	145.0	246.4	154.8

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. The manufacturing category has been disaggregated into metals and non-metals industries.

Source: Workplace Agreements Database, Department of Employment. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 8 Agriculture, Forestry and Fishing agreements were approved in the March quarter 2017, covering 2,500 employees. Their average AAWI was 2.4% and their average duration was 3.2 years.

Table 8: Agreements current on the last day of the quarter, by ANZSIC Division (March quarter 2014 – March quarter 2017)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Agriculture, Forestry and Fishing agreements	469	213	145	128	132	137	138	139	142	151	135	148	144
Agriculture, Forestry and Fishing AAWI (%)	3.4	3.4	3.3	3.1	3.1	3.1	3.0	2.9	2.9	2.9	2.8	2.8	2.7
Agriculture, Forestry and Fishing duration (yrs)	3.8	3.4	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.2	3.1	3.2
Agriculture, Forestry and Fishing employees ('000)	12.5	7.5	6.3	5.8	6.8	7.4	8.3	9.5	9.7	10.0	8.9	9.4	11.3
Mining agreements	612	543	510	534	497	486	475	464	452	440	427	411	396
Mining AAWI (%)	4.3	4.2	4.1	4.1	3.9	3.8	3.7	3.2	3.1	3.0	2.7	2.7	2.6
Mining duration (yrs)	3.5	3.4	3.4	3.4	3.4	3.4	3.4	3.5	3.5	3.5	3.4	3.4	3.4
Mining employees ('000)	60.6	57.9	57.9	60.3	55.0	56.5	56.2	52.3	52.5	49.8	50.6	46.9	43.4
Manufacturing agreements	3269	3066	2800	2847	2836	2648	2526	2508	2484	2427	2282	2323	2291
Manufacturing AAWI (%)	3.5	3.5	3.4	3.3	3.3	3.2	3.1	3.0	3.0	2.9	2.9	2.9	2.8
Manufacturing duration (yrs)	2.9	2.8	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.0	2.9	2.9
Manufacturing employees ('000)	199.3	196.8	185.0	191.8	188.1	184.3	172.1	167.0	163.7	162.6	146.1	148.4	145.8
Non-metal manufacturing agreements	1916	1795	1704	1719	1703	1624	1568	1567	1571	1535	1455	1475	1452
Non-metal manufacturing AAWI (%)	3.5	3.4	3.3	3.3	3.2	3.1	3.0	3.0	2.9	2.9	2.9	2.8	2.8
Non-metal manufacturing duration (yrs)	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.0	2.9	2.9
Non-metal manufacturing employees ('000)	119.4	118.1	111.8	116.2	116.8	116.1	110.6	106.7	104.9	106.2	99.1	100.3	97.8
Metal manufacturing agreements	1353	1271	1096	1128	1133	1024	958	941	913	892	827	848	839
Metal manufacturing AAWI (%)	3.6	3.6	3.4	3.4	3.3	3.2	3.1	3.0	3.0	2.9	2.9	2.9	2.9
Metal manufacturing duration (yrs)	2.8	2.8	2.8	2.9	2.8	2.9	2.9	2.9	2.9	2.9	3.0	2.9	2.9
Metal manufacturing employees ('000)	79.9	78.7	73.2	75.6	71.2	68.2	61.4	60.3	58.8	56.4	47.0	48.1	48.0
Electricity, Gas, Water, Waste Services agreements	415	421	375	387	388	404	384	413	418	427	395	398	394
Electricity, Gas, Water, Waste Services AAWI (%)	3.6	3.6	3.5	3.6	3.5	3.3	3.4	3.3	3.3	3.2	3.1	3.1	3.0
Electricity, Gas, Water, Waste Services duration (yrs)	2.7	2.7	2.6	2.8	2.8	2.8	2.9	2.9	2.9	2.9	2.9	2.9	2.9
Electricity, Gas, Water, Waste Services emps ('000)	55.5	59.3	57.2	45.0	43.2	52.8	44.9	47.9	48.7	50.3	46.3	44.9	43.6
Construction agreements	7793	7474	7138	6837	6803	4746	4599	3923	3856	3953	4305	4548	4559
Construction AAWI (%)	5.0	5.0	5.0	4.9	4.9	4.3	4.2	4.0	3.9	3.8	4.3	4.4	4.4

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Construction duration (yrs)	3.2	3.1	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.2	3.0	3.0	3.0
Construction employees ('000)	140.9	134.9	136.6	134.0	131.4	105.5	103.2	99.3	100.6	103.4	111.2	115.1	113.6
Wholesale Trade agreements	596	541	529	556	561	534	533	541	534	507	468	489	507
Wholesale Trade AAWI (%)	3.5	3.5	3.3	3.2	3.2	3.1	3.0	3.0	3.0	3.0	2.9	2.9	2.9
Wholesale Trade duration (yrs)	3.1	3.0	3.1	3.0	3.0	2.9	3.0	2.9	2.9	3.0	2.9	2.9	2.9
Wholesale Trade employees ('000)	32.3	30.3	31.6	34.0	34.5	38.7	38.6	39.2	38.8	36.4	31.7	31.6	36.1
Retail Trade agreements	859	505	343	318	309	293	278	273	262	257	237	238	245
Retail Trade AAWI (%)	3.2	3.1	3.0	3.0	3.0	3.0	3.1	3.1	3.1	3.0	3.0	3.0	3.0
Retail Trade duration (yrs)	3.0	3.0	3.0	3.0	3.0	3.0	3.3	3.3	3.3	3.2	3.2	3.3	3.4
Retail Trade employees ('000)	391.9	294.2	291.1	294.1	293.9	283.2	152.6	151.2	150.0	126.5	62.8	59.4	58.3
Accommodation and Food Services agreements	737	560	471	448	449	443	431	436	431	432	419	413	405
Accommodation and Food Services AAWI (%)	3.4	3.0	2.9	3.0	2.9	2.9	2.9	2.9	2.9	2.8	2.8	2.8	2.8
Accommodation and Food Services duration (yrs)	3.9	3.9	3.5	3.5	3.5	3.5	3.5	3.5	3.7	3.7	3.8	3.8	3.8
Accommodation and Food Services emps ('000)	155.4	147.9	161.9	162.4	163.3	163.5	160.0	160.4	146.3	145.0	143.9	143.3	139.5
Transport, Postal, Warehousing agreements	1551	1436	1291	1347	1323	1334	1243	1268	1244	1232	1171	1190	1169
Transport, Postal, Warehousing AAWI (%)	3.7	3.6	3.6	3.5	3.5	3.5	3.3	3.3	3.2	3.2	3.2	3.2	3.1
Transport, Postal, Warehousing duration (yrs)	3.0	3.1	3.1	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.2	3.2	3.1
Transport, Postal, Warehousing employees ('000)	189.2	166.2	152.8	174.6	181.4	183.3	171.4	180.8	181.9	181.7	172.3	182.6	154.3
Information, Media, Telecomm. agreements	167	156	137	131	133	133	112	110	108	101	93	93	98
Information, Media, Telecomm AAWI (%)	3.3	3.3	3.3	3.3	3.2	3.2	3.2	2.8	2.8	2.9	2.9	2.8	2.8
Information, Media, Telecomm duration (yrs)	2.8	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.8	2.8	2.9	2.9	2.8
Information, Media, Telecomm employees ('000)	55.6	56.2	48.5	44.0	43.7	44.3	42.2	46.3	44.7	42.7	40.9	42.1	45.8
Financial and Insurance Services agreements	181	171	151	152	150	142	133	140	132	130	121	133	133
Financial and Insurance Services AAWI (%)	3.0	3.0	2.9	3.1	3.1	3.1	3.1	3.0	3.0	3.1	2.9	2.9	2.8
Financial and Insurance Services duration (yrs)	2.5	2.5	2.6	2.2	2.3	2.3	2.7	2.5	2.5	2.8	2.8	2.5	2.5
Financial and Insurance Services employees ('000)	136.8	136.8	145.3	141.3	145.8	142.9	110.5	134.4	121.8	100.1	97.9	160.8	161.3
Rental, Hiring, Real Estate agreements	434	386	348	361	369	309	277	269	281	269	272	279	292

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Rental, Hiring, Real Estate AAWI (%)	4.2	4.2	4.1	4.1	4.0	3.6	3.5	3.4	3.4	2.9	3.1	3.4	3.4
Rental, Hiring, Real Estate duration (yrs)	3.5	3.4	3.4	3.4	3.4	3.5	3.5	3.5	3.5	3.5	3.4	3.3	3.3
Rental, Hiring, Real Estate employees ('000)	10.1	9.1	9.2	9.8	10.2	9.5	9.1	9.0	9.3	7.9	8.0	7.2	7.4
Professional, Scientific, Technical Services agts	654	594	531	524	517	465	443	424	410	403	403	413	409
Professional, Scientific, Technical Services AAWI (%)	4.0	4.0	4.0	3.9	3.8	3.7	3.6	3.5	3.3	3.3	3.2	3.1	3.1
Professional, Scientific, Technical Services duration (yrs)	3.2	3.1	3.1	3.1	3.2	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.1
Professional, Scientific, Technical Services emps ('000)	37.8	37.1	32.5	33.6	35.1	40.8	37.8	36.7	35.3	37.6	37.9	33.9	33.9
Administrative and Support Services agreements	790	739	695	707	696	573	574	567	566	550	544	571	566
Administrative and Support Services AAWI (%)	4.0	4.0	4.0	3.9	3.8	3.7	3.7	3.6	3.5	3.5	3.5	3.2	3.1
Administrative and Support Services duration (yrs)	3.4	3.1	2.9	2.9	3.1	3.1	3.1	3.2	3.2	3.2	3.3	3.2	3.2
Administrative and Support Services employees ('000)	57.4	52.4	51.7	55.8	56.0	51.8	45.7	45.6	47.3	44.6	43.5	44.3	45.2
Public Administration and Safety agreements	715	711	536	570	571	559	516	511	527	553	514	550	568
Public Administration and Safety AAWI (%)	3.5	3.5	3.5	3.5	3.5	3.5	3.4	3.2	3.0	3.0	2.9	2.8	2.8
Public Administration and Safety duration (yrs)	2.8	2.8	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.1	3.1	3.1	3.1
Public Administration and Safety employees ('000)	334.8	345.3	156.8	164.8	172.7	171.3	165.9	160.2	182.7	233.5	220.7	236.6	248.1
Education agreements	657	658	655	648	536	566	548	615	579	618	606	631	573
Education AAWI (%)	3.6	3.6	3.6	3.7	3.6	3.6	3.7	3.7	3.7	3.7	3.4	3.4	3.3
Education duration (yrs)	2.9	2.9	2.9	2.8	2.8	2.8	2.7	2.6	2.6	2.6	2.7	2.5	2.9
Education employees ('000)	297.7	304.2	338.4	366.8	375.1	378.9	385.0	407.9	407.5	415.3	397.7	299.0	256.3
Health and Community Services agreements	1769	1812	1699	1849	1864	1926	1394	1428	1441	1460	1327	1314	1292
Health and Community Services AAWI (%)	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.0	3.1	3.2	3.2	3.3	3.3
Health and Community Services duration (yrs)	2.9	2.9	3.0	2.9	2.9	2.9	3.0	3.0	2.9	2.8	2.8	3.4	3.3
Health and Community Services employees ('000)	374.0	394.5	371.5	408.8	395.8	419.9	386.6	400.0	365.9	325.3	287.9	373.5	370.5
Arts and Recreation Services agreements	189	172	155	166	154	153	138	148	137	150	137	143	141
Arts and Recreation Services AAWI (%)	3.2	3.2	3.2	3.3	3.3	3.3	3.2	3.2	3.2	3.2	2.9	2.8	3.0
Arts and Recreation Services duration (yrs)	3.0	2.9	2.9	2.9	2.8	2.8	2.9	2.9	3.0	3.0	3.0	3.0	3.1
Arts and Recreation Services employees ('000)	44.0	41.2	39.8	42.5	40.7	42.4	41.9	42.9	41.4	43.7	36.4	36.3	43.7

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Other Services agreements	507	482	447	436	435	420	402	405	393	381	368	384	382
Other Services AAWI (%)	3.6	3.6	3.1	3.2	3.0	3.0	2.9	2.9	2.9	2.8	2.9	2.9	2.9
Other Services duration (yrs)	2.7	2.6	2.6	2.6	2.5	2.5	2.6	2.6	2.6	2.5	2.6	2.6	2.7
Other Services employees ('000)	41.0	39.9	36.2	33.7	39.0	39.8	43.8	47.6	48.2	48.2	43.6	45.1	40.5
All sector agreements	22364	20640	18956	18946	18723	16271	15144	14582	14397	14441	14224	14669	14564
All sectors AAWI (%)	3.5	3.5	3.5	3.4	3.4	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.1
All sectors duration (yrs)	3.0	3.0	3.0	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.1
All sectors employees ('000)	2626.7	2511.5	2310.2	2403.1	2411.6	2416.8	2175.7	2238.3	2196.4	2164.7	1988.4	2060.4	1998.5

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. The manufacturing category has been disaggregated into metals and non-metals industries.

Source: Workplace Agreements Database, Department of Employment. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 144 Agriculture, Forestry and Fishing agreements current as at 31 March 2017, covering 11,300 employees. Their average AAWI was 2.7% and their average duration was 3.2 years.

Table 9: Agreements, by ANZSIC Division, expiring by quarter (March quarter 2017 – March quarter 2020)

FOR ALL CURRENT AGREEMENTS	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18	Dec-18	Mar-19	Jun-19	Sep-19	Dec-19	Mar-20
Agriculture, Forestry and Fishing agreements	6	15	13	11	9	16	12	11	6	17	7	3	3
Agriculture, Forestry and Fishing AAWI (%)	3.2	2.8	2.9	3.0	2.9	2.8	2.9	2.9	2.8	2.6	2.9	2.8	*
Agriculture, Forestry and Fishing employees ('000)	0.2	1.3	0.4	0.6	0.6	0.8	0.9	1.3	0.1	1.9	0.6	0.0	0.1
Mining agreements	30	45	38	35	19	50	46	39	18	21	16	18	6
Mining AAWI (%)	3.7	3.6	2.6	3.5	1.8	3.7	2.2	1.9	2.2	1.4	1.7	1.8	3.3
Mining employees ('000)	5.9	4.6	3.9	3.3	1.9	6.2	5.4	3.9	1.4	4.5	1.6	1.6	0.4
Manufacturing agreements	173	359	207	194	160	306	165	171	115	172	89	53	22
Manufacturing AAWI (%)	2.9	2.9	2.7	2.9	3.0	3.2	3.0	2.6	2.7	2.6	2.8	2.6	2.7
Manufacturing employees ('000)	12.5	18.5	14.9	13.1	12.2	20.6	14.2	10.6	5.0	10.0	4.5	3.5	1.2
Non-metal manufacturing agreements	109	212	141	124	106	197	101	102	65	122	64	29	12
Non-metal manufacturing AAWI (%)	3.0	2.9	2.9	2.9	2.8	3.0	2.9	2.5	2.8	2.6	2.8	2.5	2.8
Non-metal manufacturing employees ('000)	9.4	12.0	10.2	9.4	8.1	14.3	6.6	6.8	3.1	7.9	3.9	2.3	0.9
Metal manufacturing agreements	64	147	66	70	54	109	64	69	50	50	25	24	10
Metal manufacturing AAWI (%)	2.7	2.9	2.2	2.9	3.6	3.6	3.0	2.8	2.6	2.7	2.7	2.6	2.1
Metal manufacturing employees ('000)	3.1	6.6	4.7	3.7	4.1	6.3	7.6	3.8	1.9	2.1	0.6	1.2	0.3
Electricity, Gas, Water, Waste Services agreements	21	44	46	36	36	55	31	27	26	25	14	12	8
Electricity, Gas, Water, Waste Services AAWI (%)	3.5	2.4	3.5	3.3	3.0	2.9	3.0	3.5	2.5	3.0	3.1	3.0	2.7
Electricity, Gas, Water, Waste Services emps ('000)	0.9	5.4	6.7	2.7	12.0	4.6	1.7	1.4	1.6	1.9	0.6	1.7	0.3
Construction agreements	206	510	262	283	319	855	267	238	191	261	401	347	105
Construction AAWI (%)	3.6	4.5	4.6	3.6	3.5	5.9	3.6	3.1	3.7	3.4	4.2	4.3	2.8
Construction employees ('000)	4.4	12.3	13.4	10.3	8.9	20.2	7.1	5.9	3.7	5.4	10.2	6.3	2.2
Wholesale Trade agreements	37	67	47	40	46	60	47	17	21	46	25	15	3
Wholesale Trade AAWI (%)	3.3	3.2	3.1	2.9	2.8	3.2	2.4	2.8	2.8	2.7	2.5	2.7	*
Wholesale Trade employees ('000)	2.9	3.6	5.2	1.8	4.7	2.4	4.5	1.1	0.9	2.3	1.0	0.8	0.1
Retail Trade agreements	11	33	27	12	19	30	20	14	13	19	11	5	8
Retail Trade AAWI (%)	3.1	2.7	2.6	3.1	3.2	3.5	3.7	2.5	2.9	2.1	3.0	2.3	1.8

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Vic duration (yrs)	3.0	2.7	2.7	2.6	2.7	2.9	2.6	2.2	3.0	3.3	2.4	4.3	3.0
Vic employees ('000)	43.1	35.4	48.8	34.5	37.6	20.3	26.4	40.8	33.8	58.9	30.5	129.1	30.5
WA agreements	216	196	174	225	152	187	157	143	115	97	89	104	103
WA AAWI (%)	4.3	3.9	3.8	3.3	3.0	3.0	3.2	2.9	3.0	2.5	2.2	2.5	1.9
WA duration (yrs)	2.8	2.9	3.0	2.9	2.8	2.5	2.7	2.7	2.6	2.9	2.5	2.7	2.6
WA employees ('000)	17.2	11.8	16.8	20.9	9.6	9.9	13.2	10.5	8.3	8.3	9.2	12.7	10.2
Multi-state agreements	157	172	222	198	147	144	195	240	184	234	228	226	145
Multi-state AAWI (%)	3.3	3.3	3.4	3.2	2.9	3.5	3.0	2.8	2.3	2.4	2.5	2.4	2.5
Multi-state duration (yrs)	3.0	3.1	2.3	2.3	2.8	2.7	2.1	2.8	2.9	3.0	2.9	2.0	3.1
Multi-state employees ('000)	43.6	34.4	70.3	84.6	19.7	14.3	83.3	120.4	29.4	54.0	46.1	67.3	50.7
Other agreements	0	1	0	0	0	0	0	0	1	0	0	0	0
Other AAWI (%)	*	*	*	*	*	*	*	*	2.1	*	*	*	*
Other duration (yrs)	0.0	3.0	0.0	0.0	0.0	0.0	0.0	0.0	2.9	0.0	0.0	0.0	0.0
Other employees ('000)	0.0	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0
All sector agreements	1239	1310	1513	1610	1203	1152	1368	1275	1003	1149	1686	1359	970
All sectors AAWI (%)	3.5	3.4	3.5	3.4	3.1	3.1	3.0	3.0	2.7	3.0	3.3	3.1	2.7
All sectors duration (yrs)	2.8	2.9	2.5	2.5	2.6	2.6	2.4	2.5	2.8	3.0	2.6	3.3	3.0
All sectors employees ('000)	182.0	142.3	222.9	256.3	129.1	98.3	193.9	224.5	113.5	154.9	145.0	246.4	154.8

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. 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.

Source: Workplace Agreements Database, Department of Employment. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 13 agreements approved in the March quarter 2017 operate solely in the ACT. These agreements cover 1,500 employees, their average AAWI is 2.2%, and their average duration is 2.9 years.

Table 11: Agreements current on the last day of the quarter, by state (March quarter 2014 – March quarter 2017)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
ACT agreements	404	376	307	318	313	318	309	298	229	202	185	188	190
ACT AAWI (%)	3.4	3.3	3.3	3.3	3.3	3.2	3.2	3.2	3.1	3.0	2.9	2.8	2.8
ACT duration (yrs)	2.7	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.8	2.8	2.8	2.8	2.8
ACT employees ('000)	39.1	47.8	39.5	35.5	36.9	36.1	40.8	40.2	43.3	43.4	37.3	37.7	37.6
NSW agreements	3536	3351	2868	2938	2882	2877	2660	2688	2660	2675	2568	2601	2572
NSW AAWI (%)	3.5	3.4	3.4	3.4	3.3	3.3	3.2	3.2	3.2	3.2	3.1	3.1	3.0
NSW duration (yrs)	2.8	2.8	2.7	2.7	2.7	2.6	2.8	2.7	2.7	2.7	2.7	2.7	2.8
NSW employees ('000)	296.2	294.8	272.2	290.7	306.4	314.1	268.3	280.0	277.9	281.4	269.3	274.6	267.3
NT agreements	376	374	366	384	383	393	381	387	379	375	342	331	296
NT AAWI (%)	4.0	4.0	4.2	4.0	3.9	3.9	3.9	3.8	3.8	3.7	3.6	3.6	3.5
NT duration (yrs)	3.2	3.1	3.2	3.2	3.1	3.1	3.1	3.0	3.1	3.0	3.0	3.0	2.9
NT employees ('000)	22.0	21.7	16.9	20.0	22.3	22.8	22.2	23.1	23.9	24.7	23.6	23.7	21.3
Qld agreements	4408	3825	3483	3451	3274	2965	2666	2474	2328	2327	2194	2176	2115
Qld AAWI (%)	3.5	3.5	3.6	3.5	3.5	3.3	3.4	3.2	3.1	3.1	3.1	3.0	3.0
Qld duration (yrs)	3.0	2.9	2.7	2.7	2.7	2.7	2.8	2.8	2.8	2.8	2.9	2.9	2.9
Qld employees ('000)	289.3	276.7	287.3	297.1	286.7	293.6	258.4	254.4	238.5	241.0	231.5	225.8	218.5
SA agreements	1188	1101	1006	1039	1012	1013	880	891	878	876	820	814	789
SA AAWI (%)	3.6	3.5	3.4	3.4	3.4	3.3	3.3	3.3	3.2	3.2	3.1	3.1	3.1
SA duration (yrs)	2.7	2.7	2.7	2.7	2.7	2.7	2.8	2.9	2.9	2.8	2.8	2.8	2.9
SA employees ('000)	72.6	74.0	67.9	76.9	75.5	78.7	67.1	66.2	65.6	65.6	61.9	62.6	64.2
Tas agreements	459	384	323	334	331	363	336	350	338	360	326	338	326
Tas AAWI (%)	3.3	3.3	3.2	3.2	3.2	3.2	3.1	3.0	3.0	2.9	2.8	2.8	2.8
Tas duration (yrs)	2.7	2.6	2.8	2.8	2.7	2.7	2.6	2.6	2.6	2.5	2.7	2.7	2.7
Tas employees ('000)	25.7	25.1	19.6	23.2	23.7	25.5	27.8	30.2	29.5	30.9	27.0	29.4	27.9
Vic agreements	6826	6602	6298	6072	6147	3981	3657	3250	3175	3177	3516	3884	3986
Vic AAWI (%)	3.6	3.6	3.6	3.5	3.5	3.4	3.3	3.2	3.3	3.4	3.4	3.5	3.5

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Vic duration (yrs)	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.0	3.0	3.1	3.3	3.3
Vic employees ('000)	572.6	576.3	575.9	605.8	621.4	609.0	581.9	586.7	558.6	540.6	512.5	513.8	510.5
WA agreements	2999	2574	2355	2363	2324	2382	2278	2225	2187	2168	2007	1993	1943
WA AAWI (%)	4.1	4.1	4.0	3.9	3.8	3.8	3.7	3.6	3.5	3.5	3.4	3.2	3.1
WA duration (yrs)	3.3	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1
WA employees ('000)	178.6	167.1	155.8	169.6	168.8	172.9	164.7	170.1	169.4	167.2	154.0	146.6	146.4
Multi-state agreements	2161	2045	1944	2042	2052	1974	1974	2018	2221	2279	2264	2342	2345
Multi-state AAWI (%)	3.3	3.3	3.2	3.3	3.2	3.2	3.3	3.2	3.1	3.1	3.0	2.9	2.8
Multi-state duration (yrs)	3.0	3.0	3.1	3.0	3.0	3.0	3.1	3.1	3.1	3.1	3.1	3.0	3.1
Multi-state employees ('000)	1130.0	1026.9	874.1	883.3	868.8	863.0	743.8	787.0	789.1	769.3	670.7	745.5	704.1
Other agreements	7	8	6	5	5	5	3	1	2	2	2	2	2
Other AAWI (%)	3.5	3.5	3.6	3.5	3.5	3.5	5.0	*	2.1	2.1	2.1	2.1	2.1
Other duration (yrs)	3.1	3.0	3.1	3.1	3.1	3.1	3.3	3.0	3.0	3.0	3.0	3.0	3.0
Other employees ('000)	0.7	1.1	1.0	1.0	1.0	1.0	0.7	0.4	0.6	0.6	0.6	0.6	0.6
All sector agreements	22364	20640	18956	18946	18723	16271	15144	14582	14397	14441	14224	14669	14564
All sectors AAWI (%)	3.5	3.5	3.5	3.4	3.4	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.1
All sectors duration (yrs)	3.0	3.0	3.0	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.1
All sectors employees ('000)	2626.7	2511.5	2310.2	2403.1	2411.6	2416.8	2175.7	2238.3	2196.4	2164.7	1988.4	2060.4	1998.5

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. 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.

Source: Workplace Agreements Database, Department of Employment. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 190 agreements current as at 31 March 2017 operate solely in the ACT. These agreements cover 37,600 employees, their average AAWI is 2.8%, and their average duration is 2.8 years.

**Table 12: Agreements approved in the quarter – non-quantifiable wage increases, by reason
(June quarter 2016 – March quarter 2017)**

Linked to minimum wage

Agreement Type	Jun-16	Sep-16	Dec-16	Mar-17
Single-enterprise non-greenfields agreements	64	68	57	40
Single-enterprise non-greenfields employees ('000)	5.8	3.1	2.4	5.7
Single-enterprise greenfields agreements	1	0	0	2
Single-enterprise greenfields employees ('000)	0.1	0.0	0.0	2.9
Multi-enterprise non-greenfields agreements	0	2	2	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.1	0.4	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	65	70	59	42
Sub-total employees ('000)	5.9	3.1	2.8	8.6

Linked to CPI

Agreement Type	Jun-16	Sep-16	Dec-16	Mar-17
Single-enterprise non-greenfields agreements	18	25	22	26
Single-enterprise non-greenfields employees ('000)	0.7	0.9	1.0	0.8
Single-enterprise greenfields agreements	0	1	0	0
Single-enterprise greenfields employees ('000)	0.0	0.1	0.0	0.0
Multi-enterprise non-greenfields agreements	0	0	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	18	26	22	26
Sub-total employees ('000)	0.7	0.9	1.0	0.8

Inconsistent Increase

Agreement Type	Jun-16	Sep-16	Dec-16	Mar-17
Single-enterprise non-greenfields agreements	64	52	58	16
Single-enterprise non-greenfields employees ('000)	27.1	34.7	12.3	1.3
Single-enterprise greenfields agreements	1	1	2	2
Single-enterprise greenfields employees ('000)	0.1	0.1	0.1	0.0
Multi-enterprise non-greenfields agreements	0	0	1	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.2	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	65	53	61	18
Sub-total employees ('000)	27.2	34.8	12.6	1.4

Performance Linked

Agreement Type	Jun-16	Sep-16	Dec-16	Mar-17
Single-enterprise non-greenfields agreements	0	1	4	2
Single-enterprise non-greenfields employees ('000)	0.0	0.0	28.8	0.2
Single-enterprise greenfields agreements	0	0	0	0
Single-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise non-greenfields agreements	0	0	0	0
Multi-enterprise non-greenfields employees ('000)	0.0	0.0	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	0	1	4	2
Sub-total employees ('000)	0.0	0.0	28.8	0.2

Other Reason

Agreement Type	Jun-16	Sep-16	Dec-16	Mar-17
Single-enterprise non-greenfields agreements	228	213	173	116
Single-enterprise non-greenfields employees ('000)	23.2	17.9	13.2	11.6
Single-enterprise greenfields agreements	21	19	23	4
Single-enterprise greenfields employees ('000)	0.5	0.4	0.5	0.3
Multi-enterprise non-greenfields agreements	0	1	0	1
Multi-enterprise non-greenfields employees ('000)	0.0	0.1	0.0	0.0
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Sub-total agreements	249	233	196	121
Sub-total employees ('000)	23.8	18.4	13.7	12.0

Totals

Agreement Type	Jun-16	Sep-16	Dec-16	Mar-17
Total non-quantifiable agreements	397	383	342	209
Total employees covered by non-quantifiable agreements	57.5	57.4	58.9	22.9

Quantifiable agreements

Agreement Type	Jun-16	Sep-16	Dec-16	Mar-17
Single-enterprise non-greenfields agreements	721	1273	991	722
Single-enterprise non-greenfields employees ('000)	94.9	81.7	181.6	105.8
Single-enterprise greenfields agreements	30	25	23	32
Single-enterprise greenfields employees ('000)	1.7	1.1	1.0	1.3
Multi-enterprise non-greenfields agreements	1	5	3	7
Multi-enterprise non-greenfields employees ('000)	0.8	4.9	4.9	24.7
Multi-enterprise greenfields agreements	0	0	0	0
Multi-enterprise greenfields employees ('000)	0.0	0.0	0.0	0.0
Total quantifiable agreements	752	1303	1017	761

Total employees covered by quantifiable agreements ('000)	97.4	87.6	187.4	131.9
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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.

How to read: 40 single enterprise non-greenfields agreements approved in the March quarter 2017 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements cover 5,700 employees.

Table 13: Agreements approved in the quarter, by union coverage (March quarter 2014 – March quarter 2017)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Agreements (union covered)	878	884	1022	1124	800	789	903	882	663	799	1314	1030	686
AAWI (%) (union covered)	3.6	3.4	3.5	3.4	3.1	3.1	3.0	3.0	2.7	3.0	3.4	3.1	2.7
Duration (yrs) (union covered)	2.8	2.8	2.4	2.5	2.5	2.5	2.3	2.4	2.8	3.0	2.6	3.3	3.0
Employees ('000) (union covered)	168.7	122.3	202.6	240.5	114.7	89.3	168.0	177.9	102.3	143.1	132.5	238.4	147.3
Agreements (no union covered)	361	426	491	486	403	363	465	393	340	350	372	329	284
AAWI (%) (no union covered)	2.9	2.9	2.9	2.9	2.9	2.8	2.7	2.7	2.8	2.4	2.5	2.5	2.5
Duration (yrs) (no union covered)	3.4	3.4	3.3	3.4	3.1	3.4	3.0	3.1	3.2	3.4	3.1	3.3	3.5
Employees ('000) (no union covered)	13.3	20.0	20.3	15.8	14.4	9.0	25.9	46.7	11.3	11.8	12.5	8.0	7.5
All agreements	1239	1310	1513	1610	1203	1152	1368	1275	1003	1149	1686	1359	970
Overall AAWI (%)	3.5	3.4	3.5	3.4	3.1	3.1	3.0	3.0	2.7	3.0	3.3	3.1	2.7
Overall duration (yrs)	2.8	2.9	2.5	2.5	2.6	2.6	2.4	2.5	2.8	3.0	2.6	3.3	3.0
All employees ('000)	182.0	142.3	222.9	256.3	129.1	98.3	193.9	224.5	113.5	154.9	145.0	246.4	154.8

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.

Source: Workplace Agreements Database, Department of Employment. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 686 agreements approved in the March quarter 2017, covering 147,300 employees, covered a union. Their average AAWI was 2.7% and their average duration was 3.0 years.

Table 14: Agreements current on the last day of the quarter, by union coverage (March quarter 2014 – March quarter 2017)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	Mar-14	Jun-14	Sep-14	Dec-14	Mar-15	Jun-15	Sep-15	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17
Agreements (union covered)	13834	14062	13181	13232	13036	10539	9608	9024	8878	8935	8892	9390	9371
AAWI (%) (union covered)	3.5	3.5	3.5	3.5	3.4	3.3	3.3	3.3	3.2	3.2	3.2	3.2	3.2
Duration (yrs) (union covered)	2.9	2.9	2.9	2.9	2.9	2.9	3.0	2.9	2.9	2.9	2.9	3.0	3.0
Employees ('000) (union covered)	2344.8	2289.4	2114.1	2203.9	2209.9	2215.2	1971.1	2028.9	1953.7	1923.0	1757.3	1835.4	1776.4
Agreements (no union covered)	8530	6578	5775	5714	5687	5732	5536	5558	5519	5506	5332	5279	5193
AAWI (%) (no union covered)	3.2	3.2	3.2	3.1	3.1	3.1	3.0	3.0	2.9	2.9	2.8	2.8	2.7
Duration (yrs) (no union covered)	3.9	3.6	3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.4
Employees ('000) (no union covered)	282.0	222.1	196.1	199.3	201.7	201.6	204.6	209.4	242.7	241.8	231.1	225.0	222.2
All agreements	22364	20640	18956	18946	18723	16271	15144	14582	14397	14441	14224	14669	14564
Overall AAWI (%)	3.5	3.5	3.5	3.4	3.4	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.1
Overall duration (yrs)	3.0	3.0	3.0	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.1
All employees ('000)	2626.7	2511.5	2310.2	2403.1	2411.6	2416.8	2175.7	2238.3	2196.4	2164.7	1988.4	2060.4	1998.5

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.

Source: Workplace Agreements Database, Department of Employment. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 9,371 agreements current as at 31 March 2017, covering 1,776,400 employees, covered a union. Their average AAWI was 3.2% and their average duration was 3.0 years.

Table 15: Agreements approved in the March quarter 2017, covering 2000 employees or more

Agreement ID	Title	Employees	AAWI	ANZSIC	States
AE423692	Independent Schools NSW/ACT Standards Model (Teachers) Multi-Enterprise Agreement 2017	10319	2.5	Education and Training	ACT, NSW
AE423165	TAFE Commissioner of NSW Teachers and Related Employees Enterprise Agreement 2016	9521	2.4	Education and Training	NSW
AE423758	Independent Schools NSW (Support and Operational Staff) Multi-Enterprise Agreement 2017	8178	2.5	Education and Training	NSW
AE423121	Crown Melbourne Limited Enterprise Agreement 2016	5355	3.8	Arts and Recreation Services	Vic
AE423755	Independent Schools NSW Teachers (Hybrid Model) Multi-Enterprise Agreement 2017	3951	2.5	Education and Training	NSW
AE423589	St John of God Health Care - ANMF - Registered Nurses' and Midwives' Agreement 2016	3431	1.5	Health Care and Social Assistance	WA
AE423436	No1 Riverside Quay and Central National Enterprise Agreement 2016-2020	3061	*	Retail Trade	Australia-wide
AE423513	Qube Ports Pty Ltd Port of Darwin Enterprise Agreement 2016	3016	2.4	Transport, Postal and Warehousing	NSW, Vic, WA
AE423321	University of Notre Dame Australia Staff Enterprise Agreement 2015-2017	3016	2.8	Education and Training	NSW, Vic, WA
AE422963	Queensland Lutheran Schools Single Enterprise Agreement 2016	2978	2.4	Education and Training	Qld
AE423856	Mater Health Services Nursing and Widwifery Enterprise Agreement 2015 - 2018	2882	5.5	Health Care and Social Assistance	Qld
AE423257	Linfox and TWU Online Agreement 2016	2605	*	Transport, Postal and Warehousing	Australia-wide

Agreement ID	Title	Employees	AAWI	ANZSIC	States
AE422867	Costco Wholesale Australia Enterprise Agreement 2016-2019	2365	*	Wholesale Trade	Australia-wide
AE423347	News Corp Australia Newspapers - MEAA Enterprise Agreement 2016	2017	1.9	Information Media and Telecommunications	Australia-wide

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 asterisk denotes that the wage increases in the agreement cannot be quantified and so no AAWI is calculable.

Source: Workplace Agreements Database, Department of Employment. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: The largest agreement approved in the March quarter 2017 is the Independent Schools NSW/ACT Standards Model (Teachers) Multi-Enterprise Agreement 2017. It operates in ACT and NSW, and is in the Education and Training industry. It covers 10,319 employees, and its AAWI is 2.5%.

Table 16: Agreements approved in the quarter, by state and ANZSIC Division, March quarter 2017

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing agreements	0	2	0	1	2	1	1	1	0	0	8
Agriculture, Forestry and Fishing AAWI (%)	*	2.5	*	2.5	2.0	2.0	2.0	2.3	*	*	2.4
Agriculture, Forestry and Fishing duration (yrs)	0.0	2.5	0.0	3.8	3.9	1.0	4.0	3.0	0.0	0.0	3.2
Agriculture, Forestry and Fishing employees ('000)	0.0	0.7	0.0	1.3	0.2	0.2	0.0	0.0	0.0	0.0	2.5
Mining agreements	1	4	0	5	1	0	0	3	6	0	20
Mining AAWI (%)	*	2.0	*	.9	*	*	*	*	2.4	*	1.4
Mining duration (yrs)	4.0	1.6	0.0	2.0	4.0	0.0	0.0	3.5	4.1	0.0	2.6
Mining employees ('000)	0.0	0.3	0.0	0.4	0.0	0.0	0.0	0.2	0.2	0.0	1.2
Manufacturing agreements	0	37	2	34	7	5	52	6	15	0	158
Manufacturing AAWI (%)	*	2.3	1.3	2.2	2.4	2.8	2.7	2.7	2.3	*	2.4
Manufacturing duration (yrs)	0.0	2.4	1.1	3.1	2.8	3.0	2.7	2.4	2.8	0.0	2.8
Manufacturing employees ('000)	0.0	2.3	0.0	2.5	0.2	0.1	2.8	0.2	2.2	0.0	10.3
Non-metal manufacturing agreements	0	28	1	22	4	5	39	4	5	0	108
Non-metal manufacturing AAWI (%)	*	2.1	1.8	2.1	2.4	2.8	2.7	1.9	2.0	*	2.3
Non-metal manufacturing duration (yrs)	0.0	2.5	2.8	3.1	2.9	3.0	2.7	2.4	3.0	0.0	2.8
Non-metal manufacturing employees ('000)	0.0	1.6	0.0	1.9	0.1	0.1	2.6	0.0	1.1	0.0	7.4
Metal manufacturing agreements	0	9	1	12	3	0	13	2	10	0	50
Metal manufacturing AAWI (%)	*	3.1	1.3	2.3	2.0	*	3.3	3.0	2.4	*	2.6
Metal manufacturing duration (yrs)	0.0	2.1	1.0	3.1	2.1	0.0	2.8	2.4	2.7	0.0	2.6
Metal manufacturing employees ('000)	0.0	0.7	0.0	0.6	0.0	0.0	0.2	0.1	1.1	0.0	2.8
Electricity, Gas, Water, Waste Services agreements	0	7	0	4	1	0	10	1	2	0	25
Electricity, Gas, Water, Waste Services AAWI (%)	*	1.8	*	3.1	2.1	*	3.6	*	3.9	*	3.5
Electricity, Gas, Water, Waste Services duration (yrs)	0.0	3.0	0.0	3.4	2.8	0.0	3.1	2.6	2.7	0.0	2.9
Electricity, Gas, Water, Waste Services emps ('000)	0.0	0.3	0.0	0.3	0.0	0.0	0.7	0.2	1.1	0.0	2.6
Construction agreements	1	26	0	22	9	3	115	19	53	0	248
Construction AAWI (%)	4.7	3.8	*	2.9	3.0	3.6	5.5	3.4	3.3	*	4.2

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Construction duration (yrs)	2.6	2.2	0.0	3.0	3.3	2.6	2.0	3.2	3.2	0.0	2.7
Construction employees ('000)	0.0	0.5	0.0	0.6	0.1	0.0	1.2	0.4	1.1	0.0	3.9
Wholesale Trade agreements	0	12	0	6	3	5	12	4	10	0	52
Wholesale Trade AAWI (%)	*	2.5	*	3.4	2.1	2.5	2.6	1.8	2.2	*	2.5
Wholesale Trade duration (yrs)	0.0	3.0	0.0	2.6	3.9	3.5	3.0	3.1	2.7	0.0	2.9
Wholesale Trade employees ('000)	0.0	0.6	0.0	0.3	0.2	0.4	1.3	0.2	3.4	0.0	6.5
Retail Trade agreements	0	4	1	3	2	0	5	1	2	0	18
Retail Trade AAWI (%)	*	2.7	2.0	2.7	2.4	*	2.2	*	*	*	2.4
Retail Trade duration (yrs)	0.0	3.2	1.0	2.6	3.0	0.0	3.4	4.0	4.0	0.0	3.7
Retail Trade employees ('000)	0.0	1.0	0.0	0.2	0.2	0.0	0.5	0.0	3.2	0.0	5.0
Accommodation and Food Services agreements	1	6	0	5	0	0	5	3	1	0	21
Accommodation and Food Services AAWI (%)	*	2.6	*	*	*	*	6.8	1.1	*	*	2.4
Accommodation and Food Services duration (yrs)	0.4	3.7	0.0	3.8	0.0	0.0	3.9	3.1	4.0	0.0	3.2
Accommodation and Food Services emps ('000)	0.2	0.5	0.0	0.2	0.0	0.0	0.2	0.1	0.0	0.0	1.1
Transport, Postal, Warehousing agreements	0	16	1	12	4	1	15	19	11	0	79
Transport, Postal, Warehousing AAWI (%)	*	2.6	*	2.8	2.7	2.0	3.3	2.3	2.6	*	2.7
Transport, Postal, Warehousing duration (yrs)	0.0	1.7	4.0	3.9	4.4	3.0	3.2	2.9	3.4	0.0	3.1
Transport, Postal, Warehousing employees ('000)	0.0	2.7	0.0	1.6	0.4	0.0	1.2	0.9	7.7	0.0	14.6
Information, Media, Telecomm. agreements	0	1	0	0	1	0	2	1	5	0	10
Information, Media, Telecomm AAWI (%)	*	1.0	*	*	3.0	*	3.3	1.9	1.9	*	2.1
Information, Media, Telecomm duration (yrs)	0.0	4.0	0.0	0.0	4.5	0.0	3.8	2.1	2.0	0.0	2.2
Information, Media, Telecomm employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0	3.9	0.0	4.4
Financial and Insurance Services agreements	0	2	0	1	0	0	1	0	2	0	6
Financial and Insurance Services AAWI (%)	*	2.6	*	2.5	*	*	1.7	*	2.1	*	2.3
Financial and Insurance Services duration (yrs)	0.0	2.5	0.0	3.0	0.0	0.0	5.1	0.0	2.2	0.0	2.6
Financial and Insurance Services employees ('000)	0.0	0.1	0.0	0.3	0.0	0.0	0.0	0.0	0.4	0.0	0.8
Rental, Hiring, Real Estate agreements	1	5	0	4	1	1	9	3	2	0	26

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Rental, Hiring, Real Estate AAWI (%)	3.9	3.1	*	2.1	2.4	2.1	2.7	2.7	3.2	*	2.7
Rental, Hiring, Real Estate duration (yrs)	2.6	2.5	0.0	3.5	3.8	2.4	3.6	2.6	2.4	0.0	3.2
Rental, Hiring, Real Estate employees ('000)	0.0	0.1	0.0	0.1	0.0	0.0	0.2	0.0	0.0	0.0	0.5
Professional, Scientific, Technical Services agreements	2	2	2	2	1	1	5	1	7	0	23
Professional, Scientific, Technical Services AAWI (%)	2.0	2.5	2.3	1.5	2.0	*	2.8	*	3.7	*	3.0
Professional, Scientific, Technical Services duration (yrs)	2.3	2.8	3.1	2.1	1.3	4.0	3.0	4.0	3.4	0.0	3.0
Professional, Scientific, Technical Services emps ('000)	0.2	0.1	0.0	0.0	0.0	0.0	0.5	0.0	0.7	0.0	1.6
Administrative and Support Services agreements	0	3	0	2	1	0	11	6	7	0	30
Administrative and Support Services AAWI (%)	*	2.6	*	5.8	*	*	2.7	3.0	2.6	*	2.7
Administrative and Support Services duration (yrs)	0.0	3.0	0.0	1.5	4.0	0.0	2.6	1.8	3.6	0.0	3.3
Administrative and Support Services employees ('000)	0.0	0.1	0.0	0.0	0.2	0.0	0.5	0.3	2.1	0.0	3.1
Public Administration and Safety agreements	4	7	1	2	1	4	12	11	8	0	50
Public Administration and Safety AAWI (%)	2.0	2.9	3.0	3.0	*	2.2	2.8	2.2	2.0	*	2.3
Public Administration and Safety duration (yrs)	3.0	3.5	4.0	4.0	3.6	3.7	2.5	2.8	3.0	0.0	3.0
Public Administration and Safety employees ('000)	0.6	1.1	0.2	0.1	0.0	1.0	4.7	1.8	7.5	0.0	17.0
Education agreements	1	16	0	22	3	0	10	6	5	0	63
Education AAWI (%)	2.5	2.4	*	2.5	2.9	*	3.2	2.0	2.5	*	2.5
Education duration (yrs)	4.0	3.3	0.0	3.2	2.7	0.0	3.1	2.8	3.3	0.0	3.3
Education employees ('000)	0.5	22.8	0.0	4.8	0.3	0.0	2.5	0.8	13.5	0.0	45.2
Health and Community Services agreements	1	13	1	18	13	4	18	13	6	0	87
Health and Community Services AAWI (%)	*	3.2	2.5	4.3	2.8	2.3	3.1	1.6	3.4	*	3.0
Health and Community Services duration (yrs)	1.7	2.7	3.0	1.9	3.0	2.1	2.8	2.3	2.7	0.0	2.5
Health and Community Services employees ('000)	0.0	1.5	0.0	4.6	4.7	0.2	5.4	4.8	3.5	0.0	24.7
Arts and Recreation Services agreements	1	5	0	1	0	0	7	0	0	0	14
Arts and Recreation Services AAWI (%)	*	5.8	*	2.6	*	*	3.5	*	*	*	3.6
Arts and Recreation Services duration (yrs)	3.4	2.4	0.0	1.0	0.0	0.0	3.4	0.0	0.0	0.0	3.4
Arts and Recreation Services employees ('000)	0.0	0.4	0.0	0.1	0.0	0.0	8.3	0.0	0.0	0.0	8.8

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER, BY ANZSIC DIVISION	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Other Services agreements	0	7	1	7	4	1	4	5	3	0	32
Other Services AAWI (%)	*	2.9	1.5	3.8	2.5	2.6	4.2	2.4	2.8	*	2.7
Other Services duration (yrs)	0.0	2.9	4.0	3.0	2.8	3.0	2.8	3.0	2.7	0.0	2.9
Other Services employees ('000)	0.0	0.5	0.0	0.1	0.1	0.0	0.0	0.2	0.1	0.0	1.0
All sector agreements	13	175	9	151	54	26	294	103	145	0	970
All sectors AAWI (%)	2.2	2.5	2.6	3.0	2.7	2.3	3.2	1.9	2.5	*	2.7
All sectors duration (yrs)	2.9	3.0	3.4	2.9	3.1	3.2	3.0	2.6	3.1	0.0	3.0
All sectors employees ('000)	1.5	35.5	0.3	17.4	6.6	1.9	30.5	10.2	50.7	0.0	154.8

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. The manufacturing category has been disaggregated into metals and non-metals industries.

Source: Workplace Agreements Database, Department of Employment. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: Of the 8 Agriculture, Forestry and Fishing agreements approved in the March quarter 2017, two operate in NSW. These two agreements cover 700 employees, their average AAWI is 2.5%, and their average duration is 2.5 years.

Table 17: Agreements current on the last day of the quarter, by state and ANZSIC Division, March quarter 2017

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	35	2	36	10	13	27	11	10	0	144
Agriculture, Forestry and Fishing AAWI (%)	*	2.7	2.5	2.7	2.6	3.0	2.8	2.7	2.6	*	2.7
Agriculture, Forestry and Fishing duration (yrs)	0.0	3.0	4.0	3.6	3.1	2.3	3.0	3.1	3.5	0.0	3.2
Agriculture, Forestry and Fishing employees ('000)	0.0	3.4	0.0	2.9	0.3	0.9	1.6	0.6	1.7	0.0	11.3
Mining agreements	1	83	7	88	24	11	18	77	86	1	396
Mining AAWI (%)	*	2.3	2.6	1.9	2.8	3.0	2.6	3.7	3.3	2.1	2.6
Mining duration (yrs)	4.0	3.0	3.1	3.3	3.8	3.4	3.2	3.7	3.7	2.9	3.4
Mining employees ('000)	0.0	7.6	0.9	10.6	1.5	0.5	1.1	11.5	9.7	0.1	43.4
Manufacturing agreements	7	502	14	348	158	63	855	174	170	0	2291
Manufacturing AAWI (%)	2.7	2.7	3.4	2.7	2.5	2.8	3.0	3.0	2.8	*	2.8
Manufacturing duration (yrs)	2.7	2.7	3.4	3.0	3.1	3.1	2.8	3.2	3.2	0.0	2.9
Manufacturing employees ('000)	0.1	31.5	0.3	25.1	10.5	3.4	45.9	8.5	20.4	0.0	145.8
Non-metal manufacturing agreements	4	340	6	227	104	50	544	92	85	0	1452
Non-metal manufacturing AAWI (%)	2.7	2.7	3.4	2.7	2.6	2.8	3.0	2.7	2.7	*	2.8
Non-metal manufacturing duration (yrs)	2.5	2.8	3.4	3.0	3.1	2.9	2.8	3.1	3.1	0.0	2.9
Non-metal manufacturing employees ('000)	0.1	21.5	0.1	19.7	7.0	2.5	31.9	4.4	10.6	0.0	97.8
Metal manufacturing agreements	3	162	8	121	54	13	311	82	85	0	839
Metal manufacturing AAWI (%)	2.9	2.7	3.5	2.6	2.1	2.5	3.0	3.3	3.0	*	2.9
Metal manufacturing duration (yrs)	3.1	2.5	3.4	2.9	3.2	3.5	2.8	3.3	3.3	0.0	2.9
Metal manufacturing employees ('000)	0.1	9.9	0.2	5.4	3.6	0.9	14.1	4.0	9.8	0.0	48.0
Electricity, Gas, Water, Waste Services agreements	6	80	6	79	29	10	99	64	21	0	394
Electricity, Gas, Water, Waste Services AAWI (%)	3.0	2.5	2.6	3.0	2.7	2.3	3.3	3.1	3.4	*	3.0
Electricity, Gas, Water, Waste Services duration (yrs)	2.7	2.7	1.6	2.8	2.3	2.5	2.8	3.5	2.9	0.0	2.9
Electricity, Gas, Water, Waste Services emps ('000)	1.2	6.1	0.1	11.8	3.3	1.0	6.6	10.4	3.1	0.0	43.6
Construction agreements	38	626	130	513	131	34	1330	742	1015	0	4559
Construction AAWI (%)	3.4	4.3	4.7	4.3	3.3	3.0	5.6	3.3	3.5	*	4.4

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Construction duration (yrs)	3.1	2.7	3.9	3.1	3.1	2.9	2.4	3.1	3.5	0.0	3.0
Construction employees ('000)	0.5	16.3	1.9	19.9	3.4	0.9	27.5	19.8	23.3	0.0	113.6
Wholesale Trade agreements	7	103	8	64	29	16	143	62	75	0	507
Wholesale Trade AAWI (%)	2.8	3.0	4.0	3.0	2.7	2.4	3.0	3.2	2.5	*	2.9
Wholesale Trade duration (yrs)	3.0	2.6	3.4	2.8	3.0	3.0	2.9	3.0	3.2	0.0	2.9
Wholesale Trade employees ('000)	0.2	5.3	0.2	3.2	1.5	0.8	9.0	3.9	12.1	0.0	36.1
Retail Trade agreements	1	34	2	28	15	2	63	51	49	0	245
Retail Trade AAWI (%)	*	2.9	2.7	3.3	3.1	2.5	2.5	3.3	3.0	*	3.0
Retail Trade duration (yrs)	4.0	2.9	1.7	3.3	3.5	3.1	3.1	3.6	3.4	0.0	3.4
Retail Trade employees ('000)	0.0	2.2	0.0	3.7	1.4	0.1	8.7	3.7	38.4	0.0	58.3
Accommodation and Food Services agreements	11	104	8	75	29	3	71	54	50	0	405
Accommodation and Food Services AAWI (%)	2.3	2.7	3.0	2.8	3.5	3.0	2.8	3.0	2.8	*	2.8
Accommodation and Food Services duration (yrs)	2.1	3.4	3.9	3.7	3.6	2.9	3.3	3.7	3.8	0.0	3.8
Accommodation and Food Services emps ('000)	0.4	10.4	0.5	3.9	0.6	0.4	4.2	2.7	116.4	0.0	139.5
Transport, Postal, Warehousing agreements	4	238	27	174	74	17	237	168	230	0	1169
Transport, Postal, Warehousing AAWI (%)	2.0	3.0	3.2	3.2	3.0	2.3	3.4	3.1	3.2	*	3.1
Transport, Postal, Warehousing duration (yrs)	3.0	2.8	3.6	3.1	3.1	3.3	3.1	3.0	3.3	0.0	3.1
Transport, Postal, Warehousing employees ('000)	0.1	27.4	1.1	20.9	3.6	1.0	21.9	9.1	69.3	0.0	154.3
Information, Media, Telecomm. agreements	1	20	0	5	2	5	28	9	28	0	98
Information, Media, Telecomm AAWI (%)	2.0	2.9	*	2.4	3.0	2.0	3.0	2.5	2.8	*	2.8
Information, Media, Telecomm duration (yrs)	3.7	2.2	0.0	2.8	4.3	2.9	3.1	3.1	2.8	0.0	2.8
Information, Media, Telecomm employees ('000)	0.1	0.6	0.0	0.1	0.0	0.9	1.3	0.4	42.4	0.0	45.8
Financial and Insurance Services agreements	0	20	1	6	5	6	35	6	54	0	133
Financial and Insurance Services AAWI (%)	*	2.8	*	3.2	3.0	2.4	3.0	2.1	2.9	*	2.8
Financial and Insurance Services duration (yrs)	0.0	2.8	2.8	2.8	3.2	2.3	2.8	3.1	2.4	0.0	2.5
Financial and Insurance Services employees ('000)	0.0	1.9	0.2	1.3	0.1	0.2	1.2	2.5	153.9	0.0	161.3
Rental, Hiring, Real Estate agreements	1	31	7	82	11	2	73	48	37	0	292

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Rental, Hiring, Real Estate AAWI (%)	3.9	3.3	4.9	2.5	3.0	3.0	4.0	3.2	2.5	*	3.4
Rental, Hiring, Real Estate duration (yrs)	2.6	3.0	3.9	3.6	2.7	3.4	2.9	3.4	3.5	0.0	3.3
Rental, Hiring, Real Estate employees ('000)	0.0	0.7	0.1	1.8	0.3	0.0	2.1	1.0	1.4	0.0	7.4
Professional, Scientific, Technical Services agreements	7	61	11	53	12	5	87	65	108	0	409
Professional, Scientific, Technical Services AAWI (%)	2.3	2.9	4.6	2.9	2.7	3.6	3.1	3.4	3.0	*	3.1
Professional, Scientific, Technical Services duration (yrs)	2.6	2.9	3.6	3.2	2.7	3.7	2.9	3.5	3.1	0.0	3.1
Professional, Scientific, Technical Services emps ('000)	0.4	2.3	0.7	2.3	0.5	0.1	3.1	4.9	19.7	0.0	33.9
Administrative and Support Services agreements	15	89	8	58	16	6	121	88	165	0	566
Administrative and Support Services AAWI (%)	3.5	2.7	4.6	2.5	2.8	2.8	3.7	3.1	3.0	*	3.1
Administrative and Support Services duration (yrs)	3.4	2.4	3.9	3.1	3.6	3.2	2.8	3.3	3.6	0.0	3.2
Administrative and Support Services employees ('000)	0.3	5.5	0.4	2.8	0.7	0.4	9.0	5.7	20.4	0.0	45.2
Public Administration and Safety agreements	36	54	23	48	11	33	167	110	86	0	568
Public Administration and Safety AAWI (%)	2.8	2.6	3.3	2.8	2.4	2.4	3.2	2.6	2.2	*	2.8
Public Administration and Safety duration (yrs)	2.9	2.8	2.7	3.1	3.1	3.0	3.2	2.9	3.1	0.0	3.1
Public Administration and Safety employees ('000)	26.0	10.5	10.4	4.1	0.3	3.5	105.7	14.9	72.8	0.0	248.1
Education agreements	14	129	8	205	42	20	88	39	28	0	573
Education AAWI (%)	2.6	3.2	3.1	3.0	3.7	2.5	3.8	2.9	3.2	*	3.3
Education duration (yrs)	2.5	3.0	2.6	2.7	2.7	2.2	2.9	2.5	2.9	0.0	2.9
Education employees ('000)	4.5	65.6	0.9	52.3	16.4	4.1	59.7	4.0	48.6	0.0	256.3
Health and Community Services agreements	26	274	22	168	160	60	398	120	64	0	1292
Health and Community Services AAWI (%)	3.1	3.1	3.0	2.7	2.9	3.1	3.5	3.1	3.0	*	3.3
Health and Community Services duration (yrs)	2.5	2.7	2.6	2.8	2.7	2.7	4.1	2.7	2.8	0.0	3.3
Health and Community Services employees ('000)	3.2	58.7	1.9	33.8	16.9	8.4	172.6	35.4	39.7	0.0	370.5
Arts and Recreation Services agreements	2	26	2	26	7	5	53	6	14	0	141
Arts and Recreation Services AAWI (%)	*	2.7	3.4	2.6	2.8	3.0	3.4	2.2	3.2	*	3.0
Arts and Recreation Services duration (yrs)	2.7	3.3	2.2	3.3	2.5	2.8	3.1	3.0	3.3	0.0	3.1
Arts and Recreation Services employees ('000)	0.2	7.0	1.1	6.3	1.4	0.7	17.0	5.1	4.9	0.0	43.7

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Other Services agreements	13	63	10	59	24	15	93	49	55	1	382
Other Services AAWI (%)	3.2	2.9	3.8	2.4	3.1	2.3	3.5	3.0	3.1	*	2.9
Other Services duration (yrs)	3.0	2.9	3.3	2.5	2.7	3.1	2.7	2.9	2.6	3.0	2.7
Other Services employees ('000)	0.5	4.5	0.5	11.8	1.5	0.6	12.5	2.2	6.0	0.4	40.5
All sector agreements	190	2572	296	2115	789	326	3986	1943	2345	2	14564
All sectors AAWI (%)	2.8	3.0	3.5	3.0	3.1	2.8	3.5	3.1	2.8	2.1	3.1
All sectors duration (yrs)	2.8	2.8	2.9	2.9	2.9	2.7	3.3	3.1	3.1	3.0	3.1
All sectors employees ('000)	37.6	267.3	21.3	218.5	64.2	27.9	510.5	146.4	704.1	0.6	1998.5

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. The manufacturing category has been disaggregated into metals and non-metals industries.

Source: Workplace Agreements Database, Department of Employment. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: Of the 144 Agriculture, Forestry and Fishing agreements current as at 31 March 2017, 35 operate in NSW. These 35 agreements cover 3,400 employees, their average AAWI is 2.7% and their average duration is 3.0 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 Workplace Relations Policy Group of the Department of Employment. The WAD contains information on all known federal enterprise agreements that have operated since the introduction of the Enterprise Bargaining Principle in October 1991 and that have been subsequently provided to the Department of Employment. 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 2016 Employee Earnings and Hours survey) are covered by federal enterprise agreements. The table below shows the growth in coverage by federally registered agreements.

TABLE: Instrument providing rate of pay for all employees, 2010-2016

Instrument providing rate of pay	2010 (%)	2012(%)	2014(%)	2016(%)
Award	15.2	16.1	18.8	23.9
Collective Agreement (Federally Registered)	31.5	32.0	32.6	30.2
Collective Agreement (State Registered)	11.9	9.8	8.6	6.2
Collective Agreement (Unregistered)	0.1	0.2	0.2	0.1
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	37.3	38.7	36.4	36.2
Owner/managers of incorporated enterprises	4.1	3.3	3.4	3.5

Source: Australian Bureau of Statistics Employee Earnings and Hours, Cat. No. 6306.0 (May 2010, May 2012, May 2014, May 2016), 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	Figure	Description
All Industries	1359	Total number of agreements for a given quarter
AAWI (%)	3.1	Average Annualised Wage Increase for the quarter
Duration (yrs)	2.8	Average formal duration per employee for the quarter
Employees ('000)	246.4	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 third row. A more detailed explanation of why this is the case is provided below under **Average annualised wage increases**.

Employee coverage

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

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

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

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

Duration of agreements

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

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

Average annualised wage increases

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

AAWI data examine only increases to the base rate of pay, and do not take into account allowances and bonus payments that are paid separate to the base wage. The ABS produces a more comprehensive dataset on total labour costs ([Labour Price Index](http://www.abs.gov.au/ausstats/abs@.nsf/mf/6345.0)): <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6345.0>

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

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

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

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

d = the effective duration of the agreement in years

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

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

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

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

Australian and New Zealand Standard Industrial Classification (ANZSIC)

From the March 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 March 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 capacity 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 Collective 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 collective agreements available under the two pieces of legislation included in this report.

Collective agreements made under the *Workplace Relations Act 1996*:

- Employee collective
- Employee greenfields
- Union collective
- Union greenfields

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, in sections 327-330 of the *Workplace Relations Act 1996*, the primary division between types of agreements was whether they were made with a union or without a union, while the primary division between agreements made under section 172 of the *Fair Work Act 2009* is whether they cover a single or multiple enterprises. Under both pieces of legislation, the secondary division is whether or not the agreement is a greenfields agreement, that is, it is made to cover a genuine new enterprise or undertaking for which no persons have yet been employed who will be covered by the agreement.

Recent methodological change

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