



Australian Government

Department of Education, Employment and Workplace Relations

Trends in Federal Enterprise Bargaining

March Quarter 2009

**TABLE 1: AVERAGE ANNUALISED WAGE INCREASES (AAWIs) PER EMPLOYEE**

	<b>December Quarter 2008 %</b>	<b>March Quarter 2009 %</b>	<b>Change in AAWI % Points</b>
<b><i>Wage agreements in the quarter</i></b>			
All sectors	4.3	4.6	0.3
Private sector	4.2	4.6	0.4
Public sector	4.4	4.3	-0.1
<b><i>All Current Wage Agreements</i></b>			
All sectors	4.0	4.1	0.1
Private sector	4.0	4.0	0.0
Public sector	4.1	4.2	0.1

**TABLE 2: FEDERAL WAGE AGREEMENTS - FORMALISED IN THE QUARTER, MARCH QUARTER 2006 - MARCH QUARTER 2009 - Page 1 of 1**

<b>FOR AGREEMENTS FORMALISED IN THE NOMINATED QUARTER</b>	<b>Mar-06</b>	<b>Jun-06</b>	<b>Sep-06</b>	<b>Dec-06</b>	<b>Mar-07</b>	<b>Jun-07</b>	<b>Sep-07</b>	<b>Dec-07</b>	<b>Mar-08</b>	<b>Jun-08</b>	<b>Sep-08</b>	<b>Dec-08</b>	<b>Mar-09</b>
<b>PUBLIC SECTOR</b>	134	56	71	60	56	62	70	53	44	37	59	88	54
AAWI(%)	3.7	4.6	4.4	4.4	4.3	4.9	4.2	4.2	3.9	4.1	3.8	4.4	4.3
Employees ('000)	98.0	79.1	69.6	17.5	18.7	20.0	20.5	31.3	21.6	12.4	58.0	86.8	11.9
<b>PRIVATE SECTOR</b>	2023	2060	1331	1937	1567	1930	1850	2043	1900	1544	2177	2207	2241
AAWI(%)	4.0	4.1	3.3	4.6	3.5	4.1	3.8	3.8	3.7	4.1	4.2	4.2	4.6
Employees ('000)	152.4	91.7	136.2	209.6	81.7	93.8	108.1	184.6	175.7	91.7	145.0	160.3	95.2
<b>ALL INDUSTRIES</b>	2157	2116	1402	1997	1623	1992	1920	2096	1944	1581	2236	2295	2295
AAWI(%)	3.8	4.4	3.7	4.6	3.7	4.3	3.9	3.8	3.7	4.1	4.1	4.3	4.6
Employees ('000)	250.4	170.9	205.8	227.1	100.4	113.8	128.6	215.9	197.3	104.1	203.0	247.1	107.1
<b>Employee Collective</b>	368	434	645	951	737	894	896	1175	1173	719	1116	907	818
AAWI(%)	3.8	3.6	3.6	3.8	3.8	3.8	3.4	3.6	3.9	3.6	4.0	4.1	3.7
Employees ('000)	23.0	18.1	30.1	47.9	24.3	31.2	40.7	40.1	37.9	25.9	36.7	33.0	25.1
<b>Union Collective</b>	1571	1522	595	838	717	902	848	747	615	719	946	1203	1270
AAWI(%)	3.8	4.4	3.8	4.7	3.7	4.4	4.1	3.9	3.7	4.2	4.1	4.3	4.7
Employees ('000)	217.1	146.5	169.3	171.2	70.8	77.0	83.1	170.8	155.2	74.0	161.9	209.4	76.6
<b>Employer Greenfields</b>	2	73	105	126	128	118	83	104	88	83	113	132	125
AAWI(%)	5.0	3.4	3.5	4.4	3.6	3.8	3.5	3.8	4.1	3.6	4.3	4.5	4.5
Employees ('000)	0.1	3.6	5.0	6.1	4.4	3.5	2.4	3.0	2.5	2.4	3.0	3.2	3.4
<b>Union Greenfields</b>	137	75	57	82	41	78	93	70	68	60	61	53	82
AAWI(%)	4.1	3.8	3.7	4.0	4.0	3.3	3.6	3.9	4.2	4.1	4.5	4.4	4.2
Employees ('000)	3.2	2.0	1.4	1.9	1.0	2.1	2.4	2.0	1.6	1.8	1.3	1.5	1.9
<b>Section 170LN</b>	79	12	0	0	0	0	0	0	0	0	0	0	0
AAWI(%)	3.8	4.0	*	*	*	*	*	*	*	*	*	*	*
Employees ('000)	7.1	0.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

**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.

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

**TABLE 3: FEDERAL WAGE AGREEMENTS - CURRENT AGREEMENTS, MARCH QUARTER 2006 - MARCH QUARTER 2009 - Page 1 of 1**

<b>FOR ALL CURRENT AGREEMENTS</b>	<b>Mar-06</b>	<b>Jun-06</b>	<b>Sep-06</b>	<b>Dec-06</b>	<b>Mar-07</b>	<b>Jun-07</b>	<b>Sep-07</b>	<b>Dec-07</b>	<b>Mar-08</b>	<b>Jun-08</b>	<b>Sep-08</b>	<b>Dec-08</b>	<b>Mar-09</b>
<b>PUBLIC SECTOR</b>	1036	1043	927	944	920	918	847	774	752	735	617	635	600
AAWI(%)	4.3	4.3	4.2	4.2	4.2	4.2	4.3	4.3	4.3	4.2	4.1	4.1	4.2
Employees ('000)	697.8	745.1	671.8	677.7	638.9	627.8	549.6	538.8	546.2	457.8	417.3	453.8	374.7
<b>PRIVATE SECTOR</b>	12852	13392	13319	14549	15446	16686	17403	17855	18774	17044	17622	17538	18243
AAWI(%)	3.9	3.9	3.9	4.0	4.0	4.0	4.0	3.9	3.9	3.9	3.9	4.0	4.0
Employees ('000)	1106.3	1091.9	1060.4	1200.1	1238.3	1269.1	1243.2	1309.8	1337.3	1334.9	1318.9	1373.8	1348.8
<b>ALL INDUSTRIES</b>	13888	14435	14246	15493	16366	17604	18250	18629	19526	17779	18239	18173	18843
AAWI(%)	4.1	4.1	4.0	4.1	4.1	4.1	4.1	4.1	4.1	4.0	4.0	4.0	4.1
Employees ('000)	1804.1	1837.0	1732.1	1877.7	1877.2	1896.8	1792.8	1848.6	1883.4	1792.6	1736.3	1827.6	1723.4
<b>Employee Collective</b>	3401	3604	3869	4538	5009	5662	6131	6967	7783	8185	8890	9418	9855
AAWI(%)	3.6	3.6	3.6	3.6	3.6	3.7	3.6	3.6	3.6	3.6	3.7	3.7	3.7
Employees ('000)	181.7	190.7	199.3	228.7	238.5	258.3	278.1	305.2	322.3	334.9	347.8	361.7	367.4
<b>Union Collective</b>	8614	9375	8989	9465	9812	10351	10591	10222	10327	8203	7997	7479	7681
AAWI(%)	4.1	4.1	4.0	4.1	4.1	4.1	4.1	4.1	4.1	4.0	4.0	4.0	4.1
Employees ('000)	1464.2	1495.3	1398.1	1511.5	1502.2	1503.0	1412.9	1455.9	1479.1	1407.3	1346.7	1429.8	1321.6
<b>Employer Greenfields</b>	2	75	178	302	421	475	476	487	499	491	521	573	623
AAWI(%)	5.0	3.5	3.5	3.8	3.7	3.8	3.8	3.7	3.8	3.6	3.8	4.0	4.0
Employees ('000)	0.1	3.7	8.6	14.6	18.5	18.9	17.3	15.6	15.5	15.2	15.7	16.5	17.8
<b>Union Greenfields</b>	814	797	768	809	803	826	838	765	765	782	768	662	667
AAWI(%)	4.1	4.0	4.0	4.0	4.0	3.9	3.9	3.7	3.8	3.8	3.9	4.1	4.1
Employees ('000)	19.4	19.4	19.0	20.1	19.8	20.8	21.2	20.3	19.4	20.0	19.5	16.2	16.1
<b>Section 170LN</b>	1057	584	442	379	321	290	214	188	152	118	63	41	17
AAWI(%)	4.4	4.4	4.5	4.5	4.5	4.5	4.6	4.7	4.7	3.9	3.6	3.4	4.1
Employees ('000)	138.8	127.9	107.1	102.9	98.2	96.0	63.2	51.7	47.2	15.1	6.6	3.3	0.5

**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.

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

**TABLE 4: ALL - WAGE AGREEMENTS, BY ANZSIC DIVISION, FORMALISED IN THE QUARTER: MARCH QUARTER 2006 - MARCH QUARTER 2009 - Page 1 of 2**

FOR AGREEMENTS FORMALISED IN THE NOMINATED QUARTER	Mar-06	Jun-06	Sep-06	Dec-06	Mar-07	Jun-07	Sep-07	Dec-07	Mar-08	Jun-08	Sep-08	Dec-08	Mar-09
<b>ANZSIC DIVISION</b>													
<b>Agriculture, Forestry and Fishing</b>	4	12	11	34	34	35	15	39	17	19	17	21	23
AAWI(%)	4.0	2.9	2.8	3.3	2.6	2.9	3.8	3.5	*	4.5	4.5	4.2	3.5
Employees ('000)	0.4	0.8	0.5	0.8	0.8	1.0	0.5	2.3	0.2	0.6	0.4	1.0	1.1
<b>Mining</b>	50	29	25	34	44	19	42	36	26	52	63	62	47
AAWI(%)	4.3	3.6	3.8	3.7	4.6	4.6	4.2	4.0	4.0	4.5	3.7	4.6	4.5
Employees ('000)	2.9	1.9	3.0	2.2	3.0	0.9	3.5	2.1	1.5	5.6	3.9	3.9	3.0
<b>Manufacturing</b>	409	301	319	412	316	336	390	368	259	260	433	440	299
AAWI(%)	4.2	3.9	3.7	4.0	3.9	4.4	3.8	4.1	4.2	4.1	3.9	4.2	4.1
Employees ('000)	27.9	20.5	21.1	30.6	16.1	22.3	23.3	20.9	13.2	14.5	26.2	30.8	19.7
<b>Non-metals Manuf</b>	255	159	183	253	215	204	243	232	157	173	293	277	186
AAWI(%)	4.3	3.8	3.7	3.9	3.8	4.5	3.8	4.0	4.0	4.1	3.8	4.1	4.1
Employees ('000)	18.0	11.5	9.6	17.1	11.4	13.8	15.7	15.0	9.0	9.8	18.6	19.7	15.0
<b>Metals Manuf</b>	154	142	136	159	101	132	147	136	102	87	140	163	113
AAWI(%)	4.0	4.1	3.8	4.0	4.1	4.2	3.8	4.6	4.5	4.0	4.3	4.3	4.1
Employees ('000)	9.9	9.0	11.5	13.4	4.6	8.5	7.5	5.9	4.3	4.7	7.6	11.2	4.7
<b>Electricity, Gas and Water Supply</b>	17	12	11	21	9	16	16	23	12	10	17	25	14
AAWI(%)	4.6	5.2	3.7	4.3	2.5	4.8	5.0	4.2	5.0	4.4	4.8	4.7	5.9
Employees ('000)	6.0	0.7	0.6	2.1	0.3	1.1	2.6	3.1	3.3	0.3	5.9	9.7	1.0
<b>Construction</b>	859	1199	429	517	455	645	545	575	541	518	661	773	1161
AAWI(%)	4.9	5.1	4.6	4.5	4.6	4.4	4.5	4.7	4.6	4.6	4.6	5.5	5.8
Employees ('000)	16.0	21.9	11.4	12.0	9.1	12.9	11.4	15.3	9.2	10.8	12.0	19.7	22.8
<b>Wholesale Trade</b>	15	15	25	35	22	29	18	26	28	18	30	31	20
AAWI(%)	3.6	3.3	3.5	4.0	3.1	3.7	3.5	4.3	4.2	4.0	4.0	4.6	3.2
Employees ('000)	1.8	0.9	1.0	1.2	1.2	1.3	0.9	1.1	1.5	0.7	1.5	2.1	0.8
<b>Retail Trade</b>	118	85	108	188	132	149	207	244	369	124	173	103	106
AAWI(%)	3.7	3.0	2.7	5.1	3.3	3.5	3.2	3.5	3.4	3.6	3.8	3.5	4.3
Employees ('000)	14.1	13.1	56.7	94.4	6.2	9.1	17.3	77.9	91.8	11.3	10.3	28.5	7.4
<b>Accommodation, Cafes and Restaurants</b>	22	92	81	109	85	111	118	164	144	81	137	103	72
AAWI(%)	3.9	3.1	3.5	1.9	2.2	3.1	3.5	3.1	3.4	3.3	3.4	4.2	3.3
Employees ('000)	2.9	5.4	6.0	4.6	2.7	4.0	4.1	4.7	4.2	2.6	4.3	4.4	2.2
<b>ALL INDUSTRIES</b>	2157	2116	1402	1997	1623	1992	1920	2096	1944	1581	2236	2295	2295
AAWI(%)	3.8	4.4	3.7	4.6	3.7	4.3	3.9	3.8	3.7	4.1	4.1	4.3	4.6
Employees ('000)	250.4	170.9	205.8	227.1	100.4	113.8	128.6	215.9	197.3	104.1	203.0	247.1	107.1

**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. \* No quantifiable agreements were certified in this quarter so that no AAWI is calculable

4. The manufacturing category has been disaggregated into metals and non-metals industries. Other industry groupings can be derived as follows:

'Infrastructure services' - ANZSIC Divisions D, E, I and J (Electricity, gas and water supply; Construction; Transport and storage; Communication services).

'Other services' - ANZSIC Divisions F, G, H, K, L, N, O, P, Q (Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Education; Health and community services; Cultural and recreational services; Personal and other services).

'Government administration' - ANZSIC Division M (Govt admin and defence).

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

**TABLE 4: ALL - WAGE AGREEMENTS, BY ANZSIC DIVISION, FORMALISED IN THE QUARTER: MARCH QUARTER 2006 - MARCH QUARTER 2009 - Page 2 of 2**

FOR AGREEMENTS FORMALISED IN THE NOMINATED QUARTER	Mar-06	Jun-06	Sep-06	Dec-06	Mar-07	Jun-07	Sep-07	Dec-07	Mar-08	Jun-08	Sep-08	Dec-08	Mar-09
<b>ANZSIC DIVISION</b>													
<b>Transport and Storage</b>	181	95	90	103	96	100	97	126	107	117	198	198	154
AAWI(%)	3.8	3.3	3.9	3.8	4.5	4.1	4.3	4.2	3.5	4.2	4.4	4.0	4.0
Employees ('000)	15.6	6.4	5.9	10.7	5.3	4.7	6.5	6.5	19.1	7.5	11.3	36.8	9.3
<b>Communication Services</b>	3	2	4	4	4	3	1	8	6	3	8	25	38
AAWI(%)	2.6	4.4	*	*	4.0	4.3	2.7	4.2	4.8	3.1	4.0	3.7	3.7
Employees ('000)	0.4	0.0	0.2	7.1	0.1	0.1	0.0	1.5	0.3	0.1	1.0	1.9	2.6
<b>Finance and Insurance</b>	22	16	20	21	24	19	22	25	8	7	25	19	12
AAWI(%)	3.7	3.6	3.5	3.7	4.0	5.3	3.1	4.0	5.2	4.1	5.9	4.4	4.1
Employees ('000)	36.6	0.9	3.1	4.1	1.5	1.7	13.3	13.0	0.3	0.8	2.9	3.4	0.8
<b>Property and Business Services</b>	53	57	81	95	84	88	74	83	140	127	135	122	123
AAWI(%)	3.8	3.7	3.4	3.5	3.8	3.6	3.7	4.1	4.0	3.6	4.4	4.7	4.2
Employees ('000)	5.2	4.5	8.4	5.7	4.8	10.0	2.5	5.8	11.8	7.4	4.7	12.3	5.6
<b>Government Administration and Defence</b>	93	33	28	31	29	35	55	34	29	28	41	55	36
AAWI(%)	3.6	4.2	4.0	4.4	4.3	4.3	4.2	4.1	4.0	4.2	4.2	4.2	4.4
Employees ('000)	79.6	49.2	12.7	8.6	16.6	6.6	18.6	14.1	18.6	10.4	8.2	28.3	8.9
<b>Education</b>	46	23	50	130	51	153	52	59	35	40	62	80	27
AAWI(%)	3.7	5.3	4.5	4.3	4.0	4.2	3.9	3.7	4.0	3.7	3.8	4.9	4.4
Employees ('000)	4.2	27.0	59.0	9.2	2.7	6.2	1.7	4.0	1.6	2.3	72.9	32.1	2.4
<b>Health and Community Services</b>	224	91	72	187	177	171	159	192	139	119	136	135	100
AAWI(%)	3.7	4.6	4.1	4.2	2.8	4.4	4.1	4.1	4.3	3.9	4.4	4.2	4.5
Employees ('000)	28.6	8.3	7.5	20.7	26.6	16.6	12.6	27.3	15.3	25.1	23.2	24.5	14.7
<b>Cultural and Recreational Services</b>	21	8	24	39	14	21	34	29	28	16	49	46	29
AAWI(%)	3.2	2.6	3.6	4.2	3.0	4.3	3.7	4.1	3.7	4.3	3.9	4.3	3.9
Employees ('000)	7.0	1.1	7.9	11.7	1.9	6.6	6.9	1.8	3.2	2.4	11.2	5.2	2.9
<b>Personal and Other Services</b>	20	46	24	37	47	62	75	65	56	42	51	57	34
AAWI(%)	3.7	4.1	3.5	4.1	3.1	4.4	4.4	3.7	3.5	4.4	3.5	4.1	4.2
Employees ('000)	1.0	8.5	0.8	1.5	1.7	8.6	2.9	14.6	2.0	1.9	3.1	2.6	1.7
<b>ALL INDUSTRIES</b>	2157	2116	1402	1997	1623	1992	1920	2096	1944	1581	2236	2295	2295
AAWI(%)	3.8	4.4	3.7	4.6	3.7	4.3	3.9	3.8	3.7	4.1	4.1	4.3	4.6
Employees ('000)	250.4	170.9	205.8	227.1	100.4	113.8	128.6	215.9	197.3	104.1	203.0	247.1	107.1

**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. \* No quantifiable agreements were certified in this quarter so that no AAWI is calculable

4. The manufacturing category has been disaggregated into metals and non-metals industries. Other industry groupings can be derived as follows:

'Infrastructure services' - ANZSIC Divisions D, E, I and J (Electricity, gas and water supply; Construction; Transport and storage; Communication services).

'Other services' - ANZSIC Divisions F, G, H, K, L, N, O, P, Q (Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Education; Health and community services; Cultural and recreational services; Personal and other services).

'Government administration' - ANZSIC Division M (Govt admin and defence).

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

**TABLE 5: WAGE AGREEMENTS, BY ANZSIC DIVISION, CURRENT ON THE LAST DAY OF THE QTR: 31 MARCH 2006 - 31 MARCH 2009 - Page 1 of 2**

FOR ALL CURRENT AGREEMENTS	Mar-06	Jun-06	Sep-06	Dec-06	Mar-07	Jun-07	Sep-07	Dec-07	Mar-08	Jun-08	Sep-08	Dec-08	Mar-09
<b>ANZSIC DIVISION</b>													
<b>Agriculture, Forestry and Fishing</b>	112	118	117	139	165	190	198	225	232	237	230	236	251
AAWI(%)	3.0	3.0	3.2	3.2	3.2	3.1	3.1	3.1	3.0	3.0	3.3	3.5	3.5
Employees ('000)	6.7	7.4	7.2	7.4	8.0	8.7	8.4	10.0	9.6	9.8	7.8	8.3	9.2
<b>Mining</b>	288	301	296	318	345	335	351	355	346	371	407	431	420
AAWI(%)	3.7	3.7	3.8	3.8	3.9	3.9	4.0	4.1	4.1	4.2	4.2	4.2	4.3
Employees ('000)	20.6	21.8	22.9	23.4	25.7	25.0	24.4	24.3	23.9	27.8	30.2	31.6	32.0
<b>Manufacturing</b>	3256	2957	2783	2923	3042	3182	3222	3330	3308	3347	3355	3550	3564
AAWI(%)	4.2	4.2	4.1	4.1	4.1	4.2	4.1	4.0	4.0	4.0	4.0	4.0	4.0
Employees ('000)	235.5	225.5	203.5	216.6	222.4	234.0	230.4	222.9	219.9	220.7	214.0	226.1	226.3
<b>Non-metals Manuf</b>	1858	1854	1767	1838	1936	2005	2029	2102	2041	2081	2096	2213	2216
AAWI(%)	4.1	4.1	4.1	4.1	4.1	4.2	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Employees ('000)	132.4	133.8	119.1	123.5	128.7	136.9	135.5	139.6	136.4	138.2	136.5	142.3	144.9
<b>Metals Manuf</b>	1398	1103	1016	1085	1106	1177	1193	1228	1267	1266	1259	1337	1348
AAWI(%)	4.4	4.3	4.2	4.2	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.1
Employees ('000)	103.1	91.8	84.4	93.1	93.8	97.2	94.9	83.3	83.5	82.6	77.5	83.8	81.4
<b>Electricity, Gas and Water Supply</b>	114	115	106	124	125	128	120	134	135	139	138	155	154
AAWI(%)	4.5	4.6	4.6	4.6	4.5	4.5	4.6	4.5	4.6	4.7	4.8	4.8	4.8
Employees ('000)	20.9	19.3	17.9	19.9	19.9	18.8	16.5	18.5	21.3	19.3	22.9	31.6	28.9
<b>Construction</b>	5157	5761	5865	6237	6527	7000	7301	6987	7330	5238	5431	4873	5401
AAWI(%)	4.8	4.9	4.9	4.8	4.8	4.8	4.8	4.8	4.8	4.4	4.4	4.6	4.9
Employees ('000)	84.0	95.3	98.6	107.9	114.1	123.4	130.3	133.7	139.3	115.7	119.8	110.0	120.0
<b>Wholesale Trade</b>	103	94	106	133	148	168	175	190	214	222	235	256	268
AAWI(%)	3.9	3.7	3.5	3.6	3.6	3.6	3.5	3.7	3.8	3.8	3.8	4.0	4.0
Employees ('000)	6.5	6.0	5.5	6.6	7.7	8.7	9.0	9.6	10.8	11.2	12.5	13.8	13.1
<b>Retail Trade</b>	740	785	846	984	1078	1171	1271	1431	1729	1765	1837	1849	1858
AAWI(%)	3.6	3.5	3.4	3.9	3.9	3.9	3.9	3.8	3.8	3.8	3.9	3.8	3.8
Employees ('000)	374.2	347.3	324.0	394.4	393.5	379.0	349.2	406.4	407.7	401.8	357.1	382.5	386.1
<b>Accommodation, Cafes and Restaurants</b>	218	286	348	441	510	587	668	793	911	957	1056	1133	1186
AAWI(%)	3.3	3.3	3.3	3.3	3.3	3.4	3.4	3.3	3.4	3.3	3.3	3.3	3.3
Employees ('000)	14.0	16.7	21.4	25.2	26.8	28.6	31.0	34.0	36.8	36.9	38.3	40.0	40.3
<b>ALL INDUSTRIES</b>	13888	14435	14246	15493	16366	17604	18250	18629	19526	17779	18239	18173	18843
AAWI(%)	4.1	4.1	4.0	4.1	4.1	4.1	4.1	4.1	4.1	4.0	4.0	4.0	4.1
Employees ('000)	1804.1	1837.0	1732.1	1877.7	1877.2	1896.8	1792.8	1848.6	1883.4	1792.6	1736.3	1827.6	1723.4

**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. \* No quantifiable agreements were certified in this quarter so that no AAWI is calculable

4. The manufacturing category has been disaggregated into metals and non-metals industries. Other industry groupings can be derived as follows:

'Infrastructure services' - ANZSIC Divisions D, E, I and J (Electricity, gas and water supply; Construction; Transport and storage; Communication services).

'Other services' - ANZSIC Divisions F, G, H, K, L, N, O, P, Q (Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Education; Health and community services; Cultural and recreational services; Personal and other services).

'Government administration' - ANZSIC Division M (Govt admin and defence).

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

**TABLE 5: WAGE AGREEMENTS, BY ANZSIC DIVISION, CURRENT ON THE LAST DAY OF THE QTR: 31 MARCH 2006 - 31 MARCH 2009 - Page 2 of 2**

FOR ALL CURRENT AGREEMENTS	Mar-06	Jun-06	Sep-06	Dec-06	Mar-07	Jun-07	Sep-07	Dec-07	Mar-08	Jun-08	Sep-08	Dec-08	Mar-09
<b>ANZSIC DIVISION</b>													
<b>Transport and Storage</b>	1051	1052	993	1016	1035	1075	1055	1107	1111	1133	1156	1260	1272
AAWI(%)	3.7	3.7	3.7	3.7	3.7	3.7	3.9	4.0	3.8	3.8	3.9	4.0	4.0
Employees ('000)	106.0	106.6	103.0	111.1	109.6	108.0	97.8	95.2	106.4	92.9	86.0	113.9	115.5
<b>Communication Services</b>	35	36	36	39	39	40	32	37	41	38	41	63	99
AAWI(%)	3.6	3.6	3.6	3.6	2.6	2.6	2.6	2.6	2.6	2.6	3.7	3.8	3.8
Employees ('000)	65.1	65.1	64.5	62.6	29.0	28.8	28.1	28.8	29.0	28.9	10.8	12.4	14.9
<b>Finance and Insurance</b>	105	114	115	129	142	148	150	163	156	150	150	152	146
AAWI(%)	4.1	4.1	4.0	4.0	4.0	3.9	3.7	3.7	3.7	3.6	3.7	3.8	3.9
Employees ('000)	72.2	71.4	71.6	73.3	70.4	67.2	74.3	79.5	75.9	73.8	69.8	70.2	40.8
<b>Property and Business Services</b>	437	447	482	550	615	675	692	735	820	879	937	1014	1080
AAWI(%)	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.8	3.9	3.6	3.7	4.0	4.0
Employees ('000)	41.0	42.2	47.6	51.2	53.9	61.6	60.4	64.0	71.2	67.4	66.5	76.0	76.7
<b>Government Administration and Defence</b>	648	653	562	566	537	525	481	481	464	460	393	403	390
AAWI(%)	3.9	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.2
Employees ('000)	264.0	308.3	253.3	255.3	258.8	254.0	243.4	247.0	259.7	267.7	249.2	255.7	195.8
<b>Education</b>	284	296	306	421	435	583	616	659	626	646	646	700	686
AAWI(%)	4.9	4.9	4.5	4.5	4.5	4.5	4.7	4.8	4.8	4.7	4.2	4.2	4.2
Employees ('000)	274.7	282.6	276.1	280.3	278.7	284.1	240.0	223.2	214.4	143.3	166.4	171.9	158.0
<b>Health and Community Services</b>	930	995	868	1018	1144	1265	1322	1343	1396	1471	1474	1290	1246
AAWI(%)	4.0	4.0	4.1	4.1	3.9	3.9	3.8	3.9	3.9	3.9	3.9	3.9	4.1
Employees ('000)	163.5	166.3	156.5	175.4	189.9	188.2	165.7	154.0	158.1	178.1	187.1	182.3	168.8
<b>Cultural and Recreational Services</b>	167	161	160	185	185	195	208	227	243	245	264	288	293
AAWI(%)	3.6	3.5	3.5	3.7	3.7	3.8	3.7	3.8	3.8	3.8	3.9	3.9	4.0
Employees ('000)	39.1	33.2	37.4	45.9	46.9	49.7	53.9	54.7	56.7	54.0	58.4	60.7	55.7
<b>Personal and Other Services</b>	243	264	257	270	294	337	388	432	464	481	489	520	529
AAWI(%)	3.9	4.0	4.0	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.0	4.0	4.0
Employees ('000)	16.1	22.0	21.3	21.4	21.9	29.0	29.8	42.6	42.8	43.3	39.5	40.6	41.3
<b>ALL INDUSTRIES</b>	13888	14435	14246	15493	16366	17604	18250	18629	19526	17779	18239	18173	18843
AAWI(%)	4.1	4.1	4.0	4.1	4.1	4.1	4.1	4.1	4.1	4.0	4.0	4.0	4.1
Employees ('000)	1804.1	1837.0	1732.1	1877.7	1877.2	1896.8	1792.8	1848.6	1883.4	1792.6	1736.3	1827.6	1723.4

**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. \* No quantifiable agreements were certified in this quarter so that no AAWI is calculable

4. The manufacturing category has been disaggregated into metals and non-metals industries. Other industry groupings can be derived as follows:

'Infrastructure services' - ANZSIC Divisions D, E, I and J (Electricity, gas and water supply; Construction; Transport and storage; Communication services).

'Other services' - ANZSIC Divisions F, G, H, K, L, N, O, P, Q (Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Education; Health and community services; Cultural and recreational services; Personal and other services).

'Government administration' - ANZSIC Division M (Govt admin and defence).

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

TABLE 6: WAGE AGREEMENTS, BY ANZSIC DIVISION, CURRENT AS AT 31 DEC 2008 - EXPIRING BY QUARTER - MAR QUARTER 2009 - MAR QUARTER 2012 - Page 1 of 2

AGREEMENTS EXPIRING IN THE NOMINATED QUARTER	Mar-09	Jun-09	Sep-09	Dec-09	Mar-10	Jun-10	Sep-10	Dec-10	Mar-11	Jun-11	Sep-11	Dec-11	Mar-12
<b>ANZSIC Division</b>													
<b>Agriculture, Forestry and Fishing</b>	5	11	9	19	12	11	7	17	1	11	15	18	16
AAWI(%)	4.6	3.1	3.6	3.1	4.9	2.0	4.2	3.8	*	2.7	4.0	*	2.3
Employees ('000)	0.1	1.1	0.5	0.4	0.6	0.1	0.4	0.4	0.0	0.3	0.7	0.4	0.4
<b>Mining</b>	46	26	27	41	17	19	27	28	15	29	33	39	5
AAWI(%)	3.6	4.2	3.4	3.7	5.0	4.4	4.4	2.9	4.2	4.7	3.9	4.6	*
Employees ('000)	2.5	1.5	1.9	2.2	1.7	1.2	2.2	2.9	1.5	4.6	2.1	3.4	0.3
<b>Manufacturing</b>	407	480	273	292	183	347	239	258	141	227	174	138	54
AAWI(%)	4.2	4.0	3.9	4.0	4.2	3.9	3.9	4.0	4.1	4.1	4.5	4.0	3.5
Employees ('000)	30.2	30.4	25.2	15.0	14.1	21.3	17.3	13.7	10.9	16.4	12.9	5.7	1.6
<b>Non-metals Manuf</b>	199	230	167	180	117	249	165	186	93	158	120	99	30
AAWI(%)	4.3	3.9	3.9	3.9	4.1	3.8	3.8	4.0	4.1	4.1	4.6	3.8	3.2
Employees ('000)	14.8	17.5	12.0	9.8	9.1	16.0	12.6	9.5	7.4	12.3	9.3	3.3	1.1
<b>Metals Manuf</b>	208	250	106	112	66	98	74	72	48	69	54	39	24
AAWI(%)	4.1	4.2	3.9	4.3	4.5	4.0	4.2	4.1	4.3	4.3	3.9	4.2	4.0
Employees ('000)	15.4	12.9	13.2	5.1	4.9	5.4	4.8	4.2	3.5	4.1	3.5	2.4	0.6
<b>Electricity, Gas and Water Supply</b>	11	19	11	15	4	11	16	20	4	10	4	13	2
AAWI(%)	5.3	4.4	3.6	4.2	5.2	5.5	4.6	4.7	5.1	4.7	4.5	4.9	4.0
Employees ('000)	3.4	1.9	0.7	1.4	0.3	1.7	1.4	5.0	2.7	1.2	4.5	5.5	0.0
<b>Construction</b>	663	403	259	374	147	231	217	652	357	181	219	229	88
AAWI(%)	4.5	4.2	4.4	4.1	3.9	4.0	4.4	4.9	5.9	4.1	4.4	4.7	4.2
Employees ('000)	14.7	10.6	7.1	8.1	3.3	6.7	5.1	13.0	10.3	4.3	4.5	5.0	1.3
<b>Wholesale Trade</b>	14	16	29	18	17	16	24	13	9	13	16	21	9
AAWI(%)	3.6	3.7	3.6	3.7	3.9	4.0	4.1	4.4	6.0	3.8	5.0	4.0	*
Employees ('000)	1.8	0.9	1.1	0.8	1.1	1.0	1.6	0.3	0.5	0.9	0.8	1.5	0.5
<b>Retail Trade</b>	110	83	29	36	30	66	48	41	33	46	82	134	87
AAWI(%)	3.0	3.1	6.4	4.5	3.7	3.5	3.5	2.3	3.4	4.5	3.7	3.7	*
Employees ('000)	6.8	62.9	47.7	24.0	4.3	40.2	51.5	6.2	92.1	5.2	8.2	9.3	2.0
<b>Accommodation, Cafes and Restaurants</b>	17	41	19	26	17	15	11	14	27	128	47	76	68
AAWI(%)	3.6	2.9	3.6	3.1	2.6	3.5	4.2	3.0	4.2	3.6	3.2	1.9	0.8
Employees ('000)	1.3	2.9	1.5	1.1	0.9	1.1	0.4	0.8	1.6	4.7	2.3	3.0	1.9
<b>ALL INDUSTRIES</b>	1661	1666	936	1199	668	1166	863	1555	1021	952	864	990	469
AAWI(%)	3.8	3.9	4.9	4.3	4.1	3.8	3.8	4.0	3.9	4.1	4.3	4.0	3.6
Employees ('000)	215.9	248.0	126.4	105.4	72.1	153.5	125.8	120.2	155.1	97.8	70.1	159.4	23.5

\* No quantifiable agreements were certified in this quarter so that no AAWI is calculable.

- Notes:**
1. AAWI = Average Annualised Wage Increase per employee
  2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
  3. The manufacturing category has been disaggregated into metals and non-metals industries.

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

TABLE 6: WAGE AGREEMENTS, BY ANZSIC DIVISION, CURRENT AS AT 31 DEC 2008 - EXPIRING BY QUARTER - MAR QUARTER 2009 - MAR QUARTER 2012 - Page 2 of 2

AGREEMENTS EXPIRING IN THE NOMINATED QUARTER	Mar-09	Jun-09	Sep-09	Dec-09	Mar-10	Jun-10	Sep-10	Dec-10	Mar-11	Jun-11	Sep-11	Dec-11	Mar-12
<b>ANZSIC Division</b>													
<b>Transport and Storage</b>	111	103	67	68	65	122	62	85	93	79	85	81	12
AAWI(%)	3.4	4.4	3.8	4.2	4.0	3.4	4.7	4.3	4.3	4.0	4.3	3.3	2.8
Employees ('000)	5.6	12.3	2.8	3.2	17.0	16.7	3.3	12.5	6.0	8.5	9.7	4.9	0.2
<b>Communication Services</b>	1	4	1	1	3	2	2	5	4	6	3	22	2
AAWI(%)	2.7	4.1	*	*	4.1	2.7	5.0	4.3	4.2	4.5	3.6	3.8	*
Employees ('000)	0.2	0.1	0.1	6.8	0.2	0.1	0.0	0.2	1.1	0.8	0.2	0.9	0.0
<b>Finance and Insurance</b>	17	11	13	9	5	10	11	14	4	11	5	5	7
AAWI(%)	2.9	4.7	3.1	4.1	3.1	3.1	4.1	4.0	4.7	4.2	6.1	4.6	*
Employees ('000)	30.1	1.0	2.0	3.9	0.5	10.2	3.8	11.5	0.1	2.2	1.9	1.7	0.1
<b>Property and Business Services</b>	68	57	42	62	45	48	42	47	41	59	72	53	33
AAWI(%)	4.4	4.1	3.1	3.7	4.0	3.8	4.1	3.9	4.7	3.8	4.0	3.7	3.6
Employees ('000)	5.8	4.9	4.7	4.0	2.1	5.2	2.5	3.3	8.4	5.0	4.0	2.3	1.8
<b>Government Administration and Defence</b>	36	45	22	26	35	68	28	35	15	34	17	11	2
AAWI(%)	3.6	4.3	4.0	4.4	4.1	4.3	3.9	3.7	5.0	4.1	4.3	4.6	4.3
Employees ('000)	63.8	59.8	13.9	6.8	20.2	17.7	15.6	17.9	0.9	11.6	7.3	13.0	0.2
<b>Education</b>	24	105	10	25	6	12	7	197	198	5	10	38	14
AAWI(%)	5.2	4.3	4.3	6.0	4.0	4.0	4.9	4.0	4.0	3.1	3.6	3.8	3.9
Employees ('000)	18.0	24.8	0.5	2.5	1.0	0.9	3.5	8.3	8.0	0.4	0.4	89.9	0.8
<b>Health and Community Services</b>	90	215	87	107	51	124	87	83	54	60	47	58	36
AAWI(%)	2.9	4.1	3.9	4.5	4.0	4.5	4.4	4.3	4.2	4.0	4.2	3.1	3.6
Employees ('000)	24.8	23.4	12.9	15.6	3.7	17.8	8.3	19.3	9.2	9.5	9.3	7.1	11.9
<b>Cultural and Recreational Services</b>	18	19	14	40	7	17	19	21	5	11	13	22	10
AAWI(%)	3.2	4.1	3.4	4.7	3.2	4.1	3.6	3.5	4.5	3.8	4.0	4.1	*
Employees ('000)	6.0	5.7	2.2	6.9	1.0	9.4	7.2	2.5	1.3	3.1	0.7	4.7	0.2
<b>Personal and Other Services</b>	23	28	24	40	24	47	16	25	20	42	22	32	24
AAWI(%)	3.9	3.7	4.4	4.3	3.5	4.1	3.6	3.5	3.7	4.4	3.9	3.7	4.3
Employees ('000)	1.0	3.6	1.5	2.5	0.4	2.0	1.5	2.3	0.4	19.0	0.8	1.0	0.3
<b>ALL INDUSTRIES</b>	1661	1666	936	1199	668	1166	863	1555	1021	952	864	990	469
AAWI(%)	3.8	3.9	4.9	4.3	4.1	3.8	3.8	4.0	3.9	4.1	4.3	4.0	3.6
Employees ('000)	215.9	248.0	126.4	105.4	72.1	153.5	125.8	120.2	155.1	97.8	70.1	159.4	23.5

\* No quantifiable agreements were certified in this quarter so that no AAWI is calculable.

- Notes:**
1. AAWI = Average Annualised Wage Increase per employee
  2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
  3. The manufacturing category has been disaggregated into metals and non-metals industries.

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

TABLE 7: FEDERAL WAGE AGREEMENTS - LODGED IN THE QUARTER, BY STATE, MAR QUARTER 2006 - MAR QUARTER 2009 - Page 1 of 1

AGREEMENTS LODGED IN THE NOMINATED QUARTER	Mar-06	Jun-06	Sep-06	Dec-06	Mar-07	Jun-07	Sep-07	Dec-07	Mar-08	Jun-08	Sep-08	Dec-08	Mar-09
<b>ACT</b>	27	19	41	55	33	30	45	39	39	24	25	35	22
AAWI(%)	3.6	4.0	4.1	4.5	4.4	3.8	4.2	4.3	4.1	4.2	3.6	4.4	4.4
Employees ('000)	1.3	0.8	4.7	5.5	4.4	1.3	7.1	7.7	4.9	1.5	2.4	3.7	0.7
<b>NSW</b>	368	284	320	476	376	530	409	445	382	281	416	412	313
AAWI(%)	4.1	4.7	4.2	4.0	4.0	4.0	3.9	4.0	4.3	3.8	3.9	4.1	4.2
Employees ('000)	16.2	21.8	37.1	24.6	17.5	17.5	16.7	21.6	13.1	22.3	16.7	38.6	16.2
<b>NT</b>	24	25	20	12	19	16	17	23	25	20	25	29	28
AAWI(%)	4.3	4.4	3.2	4.2	6.1	8.7	3.2	4.0	3.7	3.2	3.5	4.8	4.2
Employees ('000)	1.7	1.0	2.0	0.6	0.4	2.2	0.7	1.6	10.6	0.8	1.6	5.7	1.8
<b>QLD</b>	264	281	319	434	349	379	382	395	357	241	426	436	404
AAWI(%)	4.4	4.5	3.7	4.2	4.2	4.8	3.9	3.8	4.0	4.6	4.4	4.1	4.6
Employees ('000)	18.9	14.5	36.5	23.3	13.0	18.3	17.2	43.2	12.1	13.1	27.1	35.7	17.4
<b>SA</b>	87	75	118	171	94	129	176	179	140	112	189	152	138
AAWI(%)	4.0	3.7	4.3	18.6	4.5	3.6	3.7	3.7	4.4	4.5	4.0	4.3	4.5
Employees ('000)	6.5	4.2	15.9	12.0	2.5	8.5	8.2	7.5	6.4	5.0	7.3	8.1	6.1
<b>TAS</b>	33	21	54	54	34	44	42	83	76	57	85	66	46
AAWI(%)	4.1	4.0	5.6	3.4	4.3	4.5	4.0	3.7	3.9	4.0	3.9	4.1	4.4
Employees ('000)	3.0	1.2	4.2	4.5	1.1	1.3	2.5	4.1	2.0	2.0	4.6	4.0	3.6
<b>VIC</b>	1077	1208	272	502	460	585	505	530	566	486	618	725	912
AAWI(%)	3.6	4.6	3.9	3.8	4.1	4.1	4.3	4.3	4.2	4.0	3.9	4.7	5.1
Employees ('000)	92.1	53.4	16.9	61.1	22.9	31.1	25.2	34.3	22.6	28.1	105.8	62.9	30.7
<b>WA</b>	151	112	132	138	124	136	199	216	219	241	310	278	283
AAWI(%)	3.9	5.0	4.0	4.0	4.0	4.3	4.6	4.4	4.9	4.4	4.8	4.3	4.7
Employees ('000)	23.5	9.8	10.2	7.4	5.4	10.1	8.8	8.7	7.3	11.2	13.4	28.3	12.9
<b>MULTI STATE</b>	125	89	126	153	134	143	144	184	140	119	142	162	147
AAWI(%)	3.8	4.0	3.3	3.7	3.0	4.3	3.5	3.7	3.5	4.0	4.2	4.2	3.9
Employees ('000)	87.2	64.2	78.4	88.2	33.3	23.7	42.2	87.1	118.3	20.0	24.1	60.1	17.7
<b>OTHER</b>	1	2	0	2	0	0	1	2	0	0	0	0	2
AAWI(%)	4.8	4.0	*	*	*	*	*	3.5	*	*	*	*	3.0
Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0
<b>TOTAL</b>	2157	2116	1402	1997	1623	1992	1920	2096	1944	1581	2236	2295	2295
AAWI(%)	3.8	4.4	3.8	4.6	3.8	4.3	3.9	3.9	3.8	4.1	4.1	4.3	4.6
Employees ('000)	250.4	170.9	205.8	227.1	100.4	113.8	128.6	215.9	197.3	104.1	203.0	247.1	107.1

\* No quantifiable agreements were certified in this quarter so that no AAWI is calculable

**Notes:**

1. AAWI = Average Annualised Wage Increase
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. Figures for State and Territory agreements are based on intra-State agreements only.
4. Multiple State agreements are those covering more than one State and include Australia-wide agreements.
5. Others includes agreements operating in Australian external territories and agreements where the State/Territory status has not been identified.

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

TABLE 8: FEDERAL WAGE AGREEMENTS - CURRENT IN THE QUARTER, BY STATE, MAR QUARTER 2006 - MAR QUARTER 2009 - Page 1 of 1

FOR ALL CURRENT AGREEMENTS	Mar-06	Jun-06	Sep-06	Dec-06	Mar-07	Jun-07	Sep-07	Dec-07	Mar-08	Jun-08	Sep-08	Dec-08	Mar-09
<b>ACT</b>	229	239	250	275	283	271	291	315	334	344	332	348	343
AAWI(%)	4.9	4.9	4.2	4.3	4.3	4.3	4.3	4.3	4.2	4.2	4.2	4.2	4.2
Employees ('000)	38.2	38.6	32.8	37.1	37.5	25.1	30.3	36.9	41.1	41.9	38.2	41.0	40.8
<b>NSW</b>	2498	2565	2651	2953	3176	3554	3708	3960	4165	3843	3989	3797	3804
AAWI(%)	4.2	4.2	4.2	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.0	4.0
Employees ('000)	176.0	168.6	177.6	190.2	198.2	205.2	208.8	220.8	226.5	219.5	215.7	219.8	218.4
<b>NT</b>	179	167	169	164	172	183	181	166	178	190	194	205	212
AAWI(%)	4.2	4.2	4.1	4.1	4.1	4.5	5.0	4.9	4.4	4.3	3.8	4.0	4.0
Employees ('000)	23.1	23.5	21.7	21.6	21.6	23.7	11.1	11.5	20.2	20.8	18.8	23.9	23.8
<b>QLD</b>	1709	1872	1965	2275	2494	2732	2914	3065	3226	3329	3507	3472	3650
AAWI(%)	4.2	4.2	4.0	4.1	4.1	4.2	4.2	4.1	4.1	4.2	4.2	4.1	4.1
Employees ('000)	127.3	137.1	149.0	165.2	173.4	170.7	177.1	211.9	215.5	214.3	221.3	226.9	223.6
<b>SA</b>	844	824	764	876	887	964	1010	1112	1190	1263	1340	1390	1435
AAWI(%)	4.8	4.8	4.6	6.1	6.1	6.0	6.0	5.9	5.9	6.3	6.6	6.6	6.7
Employees ('000)	99.6	101.2	98.1	107.2	107.1	113.2	99.1	103.2	104.2	76.3	69.2	71.6	70.3
<b>TAS</b>	195	205	235	277	294	321	316	378	435	479	538	579	583
AAWI(%)	4.8	4.8	5.0	4.8	4.7	4.6	4.1	4.1	4.1	4.1	3.9	3.9	3.9
Employees ('000)	27.2	28.2	24.7	28.5	28.5	28.1	23.2	25.6	25.9	27.1	26.6	28.0	29.8
<b>VIC</b>	6455	6745	6374	6651	6928	7293	7444	7034	7206	5322	5187	5046	5286
AAWI(%)	4.1	4.2	4.1	4.1	4.1	4.1	4.1	4.2	4.2	4.0	3.9	4.0	4.1
Employees ('000)	519.9	532.5	485.9	529.7	531.1	546.1	495.3	456.6	456.0	399.5	427.8	444.4	412.6
<b>WA</b>	965	973	991	1071	1116	1195	1263	1358	1474	1630	1768	1873	2036
AAWI(%)	4.4	4.4	4.2	4.2	4.3	4.2	4.2	4.2	4.2	4.2	4.3	4.4	4.4
Employees ('000)	104.6	102.1	101.7	107.0	105.7	102.5	99.3	100.0	100.9	102.8	87.8	106.0	110.6
<b>MULTI STATE</b>	791	821	823	926	993	1071	1104	1221	1302	1366	1376	1458	1487
AAWI(%)	3.7	3.8	3.7	3.7	3.7	3.7	3.7	3.6	3.6	3.6	3.7	3.7	3.8
Employees ('000)	687.8	704.7	640.3	690.9	673.7	681.9	648.2	681.7	692.6	690.0	630.7	665.8	593.4
<b>OTHER</b>	23	24	24	25	23	20	19	20	16	13	8	5	7
AAWI(%)	3.6	3.6	3.6	3.6	3.6	3.5	3.3	3.4	3.3	3.4	3.5	3.5	3.5
Employees ('000)	0.5	0.4	0.4	0.4	0.4	0.3	0.4	0.5	0.5	0.4	0.3	0.3	0.3
<b>TOTAL</b>	13888	14435	14246	15493	16366	17604	18250	18629	19526	17779	18239	18173	18843
AAWI(%)	4.1	4.1	4.0	4.1	4.1	4.1	4.1	4.1	4.1	4.0	4.0	4.0	4.1
Employees ('000)	1804.1	1837.0	1732.1	1877.7	1877.2	1896.8	1792.8	1848.6	1883.4	1792.6	1736.3	1827.6	1723.4

\* No quantifiable agreements were certified in this quarter so that no AAWI is calculable

**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. Figures for State and Territory agreements are based on intra-State agreements only.
4. Multiple State agreements are those covering more than one State and include Australia-wide agreements.
5. Others includes agreements operating in Australian external territories and agreements where the State/Territory status has not been identified.

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