



Fair Work  
Commission

# **Statistical report— Enterprise agreements & other bargaining data 2 December – 15 December 2023**

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29 January 2024

# Statistical report— Enterprise agreements & other bargaining data

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This report provides information on agreement approval applications lodged with the Fair Work Commission (Commission) and lodgment information for other bargaining matters.

The report uses information collected from the Commission's case management system and the application material, including enterprise agreements (agreements) and Commission forms, to derive an average annualised wage increase (AAWI) for agreements lodged with the Commission. Further information about the data used in this report can be accessed in the [Information note \(pdf\)](#).

The information in this report is intended to complement published information from the Commonwealth Department of Employment and Workplace Relations (Department). This includes the Department's *Trends in Federal Enterprise Bargaining* quarterly report which contains information from its Workplace Agreements Database on approved enterprise agreements made in the federal workplace relations system.

The data in this report refers to agreement approval applications lodged within the period. Some applications may subsequently be withdrawn or not approved, however, the data will not be revised after publication. In 2021–22, approximately 2.3 per cent of agreement approval applications were withdrawn by the applicant and approximately 0.4 per cent of agreement approval applications were not approved or were dismissed.

The AAWI calculated in this report is based on agreement approval applications **lodged with the Commission and not on agreements approved** as presented in the Department's report.

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# Data definitions

Data item	Description
AAWI	<p>Average annualised wage increase.</p> <p>Method of calculation: For agreements with quantifiable wage increases, it is calculated as follows:</p> $100 \times \left\{ \left[ \prod_{i=1}^N 1 + r_i \right]^{\frac{1}{d}} \right\} - 1$ <p>Where <math>r_i</math> = percentage increase of the <math>i^{\text{th}}</math> time  <math>N</math> = the number of increases over the life of the agreement  <math>d</math> = effective duration of the agreement in years</p> <p>Fortnightly AAWI estimates are based on the AAWI per employee, which is calculated by weighting AAWI per agreement by the number of employees covered.</p> <p>AAWI estimates in this report do not include greenfields agreements as there are no employees at the time the agreement is made. Greenfields agreements are included in the Department’s report in its calculation of the AAWI.</p> <p>AAWI data examines only increases to the base rate of pay and do not take into account allowances and bonus payments that are paid separate to the base wage.</p> <p>Enterprise agreements for which average percentage wage increases could not be quantified (e.g. those with inconsistent increases between different classifications) are excluded from these estimates. See ‘non-quantifiable wage increases’.</p>
Agreement approval applications lodged	<p>Applications made under s.185 of the <i>Fair Work Act 2009</i> received by the Commission in the timeframe specified in each table and chart below.</p> <p>In some instances, an application is subsequently withdrawn (cancelled by the applicant) or a variation to the matter is made (to fall under another section of the <i>Fair Work Act 2009</i>) after lodgment. If these occur prior to data finalisation, the application is excluded from the analysis in Section 1 only.</p>

Data item	Description
Application lodged by a Union	<p>Where the applicant is a union association as found in the <a href="#">registered organisation list</a>.</p> <p>These applications do not capture all applications with union involvement and are limited to applications where the union is the applicant (i.e. the entity who lodged the application). This is in contrast to how the <a href="#">Trends in Federal Enterprise Bargaining</a> report deals with union coverage.</p> <p><i>Under the Fair Work Act 2009 it is possible for a union to have been involved in bargaining for an agreement and not lodge the application. Whether a union is covered by an agreement is not determined until a Commission Member issues an approval decision.</i></p>
Consistent wage increase	<p>Magnitude of wage increases are identical across the duration of the agreement. This does not include agreement approval applications where there is only 1 increase in the application.</p>
Effective duration	<p>Difference in years between the expiry date or the date of the last wage increase (whichever is latest) and the commencement date or the date of the first increase (whichever is earliest). Those few agreements with a formal duration of less than one year are considered to have an effective duration of 12 months.</p> <p>As agreements analysed in this report have not been approved, commencement dates are assumed to be 15 days after lodgment (i.e., the median approval time for agreements approved in 2021–22).</p>
Employees covered	<p>The number of employees covered by the agreement at the time the agreement was voted on. This is derived from the <i>Form F17 Employer’s declaration in support for approval of an enterprise agreement (other than a greenfield agreement)</i> (Form F17) at question 26.1.</p>
Largest industries	<p>Industries with the highest number of employees covered by agreements lodged in the fortnight.</p> <p>The listed industries are taken from the Commission’s case management system which categorises applications consistent with the <a href="#">list of industries</a> on the Commission’s website.</p>

Data item	Description
Non-quantifiable wage increases	<p>AAWIs in agreements lodged may not be quantifiable for several reasons, including: if percentage increases vary between classifications in the agreement; if wage increases are awarded only if certain productivity improvements are made; if they are dependent upon individual or company performance; if they are solely linked to future movements in the Consumer Price Index (CPI) or increases in the National Minimum Wage (NMW) or modern award minimum wages following an Annual Wage Review decision. Other reasons may also be considered. These are consistent with the list of reasons recorded in the Department’s Workplace Agreements Database set out at the table in the <a href="#">Trends in Federal Enterprise Bargaining</a> report (p. 49).</p>
Quantifiable wage increases	<p>AAWIs in an agreement are considered quantifiable if they contain wage increases that are consistent for all employees and are known at the time the agreement was made.</p> <p>Some quantifiable agreements contain a minimum increase with potential higher increases linked to the outcome of economic or other indicators. The minimum increase set out in the agreement is applied in the calculation of the AAWI even though a higher increase may eventuate.</p> <p>If the agreement does not specify the increase in wages from the previous agreement, but a previous agreement has been identified by the employer in the Form F17 at question 7, then this agreement is reviewed to determine if the increase is quantifiable.</p>

# 1. Enterprise agreement approval applications lodged

**Table 1.1: AAWI for agreement approval applications lodged in fortnight**

	18 November 2023 – 1 December 2023	2 December 2023 – 15 December 2023
Number of agreement approval applications lodged	221	273
Number of employees covered	64 448	73 061
Median number of employees per agreement approval application lodged	36	32
Effective duration (in years)	2.9	3.1
AAWI (%)	3.9	4.2
<b>Proportion linked to the Consumer Price Index (CPI)</b>		
Agreement approval applications lodged (%)	5.9	5.9
Employees covered (%)	11.0	7.9
<b>Proportion linked to the Annual Wage Review</b>		
Agreement approval applications lodged (%)	13.1	11.7
Employees covered (%)	3.2	28.3
<b>Proportion with consistent wage increases</b>		
Agreement approval applications lodged (%)	23.1	37.4
Employees covered (%)	5.6	26.9
<b>Proportion with higher wage increases on commencement</b>		
Agreement approval applications lodged (%)	30.3	22.7
Employees covered (%)	22.4	12.9

Note: In the latest fortnight, 4.8 per cent of agreement approval applications lodged were Greenfields agreements.

Source: Fair Work Commission.

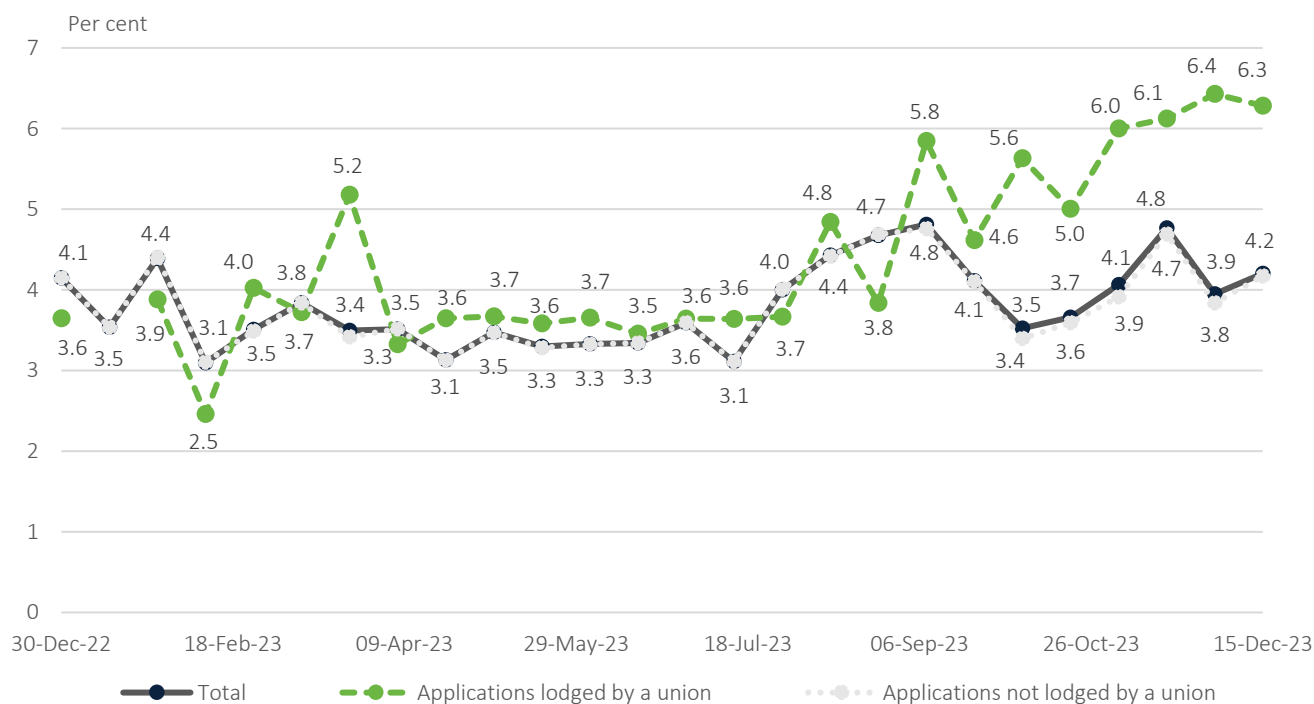
**Table 1.2: AAWI for agreement approval applications lodged in fortnight which contained quantifiable wage increases by applicant type**

	18 November 2023 – 1 December 2023	2 December 2023 – 15 December 2023
<b>Application lodged by a Union</b>		
Number of agreement approval applications lodged	55	53
Employees covered	994	1242
Effective duration (in years)	3.5	3.4
AAWI (%)	6.4	6.3
<b>Application not lodged by a Union</b>		
Number of agreement approval applications lodged	166	220
Employees covered	63 454	71 819
Effective duration (in years)	2.9	3.1
AAWI (%)	3.8	4.2

Note: Applications lodged by a union do not capture all applications with union involvement. Refer to the definition of ‘application lodged by a Union’ in the data definitions section of this report for further detail.

Source: Fair Work Commission.

**Chart 1.1: AAWI for agreement approval applications lodged in fortnight**

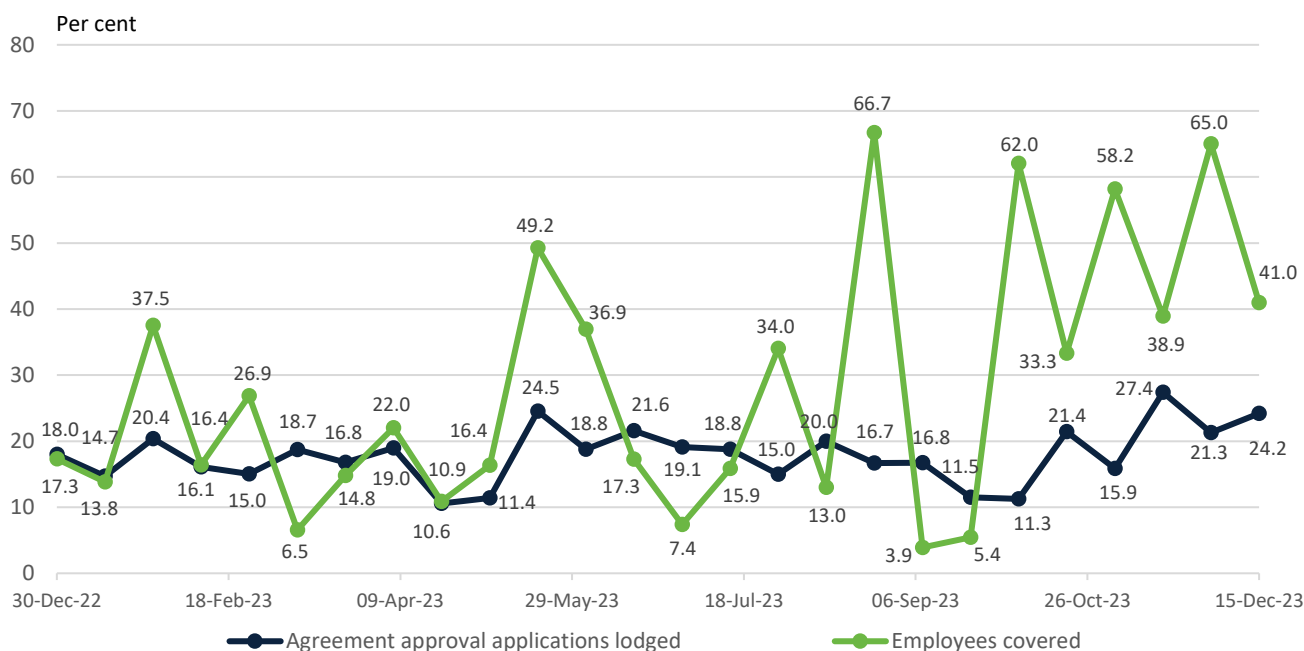


Note: Applications lodged by a union do not capture all applications with union involvement. Refer to the definition of ‘application lodged by a Union’ in the data definitions section of this report for further detail.

Source: Fair Work Commission.



**Chart 1.2: Non-quantifiable agreements, proportion of agreement approval applications lodged and employees covered**



Source: Fair Work Commission.

**Table 1.3: Number of agreement approval applications lodged and employees covered by quantifiable/non-quantifiable agreements**

	18 November 2023 – 1 December 2023	2 December 2023 – 15 December 2023
<b>Quantifiable</b>		
Number of agreement approval applications lodged	174	207
Employees covered	22 546	43 142
<b>Non-quantifiable</b>		
Number of agreement approval applications lodged	47	66
Employees covered	41 902	29 919
<b>Total</b>		
Number of agreement approval applications lodged	221	273
Employees covered	64 448	73 061

Source: Fair Work Commission

**Table 1.4: AAWI for agreement approval applications lodged by largest industries, 2 December 2023 – 15 December 2023**

Industry	Agreement approval applications lodged (No.)	Employees (No.)	Effective duration (Years)	AAWI (%)	Number of agreement approval applications that cover 500 or more employees (No.)	Number of agreement approval applications with consistent wage increases (No.)	Number of agreement approval applications with higher pay increases on commencement (No.)
Educational services	25	24 332	2.6	4.5	8	5	9
Retail industry*	3	15 727	3.8	3.3	2	0	1
Rail industry*	10	5887	3.0	5.8	3	1	2
Water, sewerage and drainage services	2	3166	2.8	4.0	1	1	0
Aged care industry	6	3022	2.8	3.0	1	3	0
State and territory government administration	3	2987	3.2	–	2	0	0
Health and welfare services	11	2605	3.4	3.4	1	6	2
Mining industry*	3	2394	3.9	2.0	1	1	0
Food, beverages and tobacco manufacturing industry	8	2099	3.4	3.9	2	1	6
Social, community, home care and disability services*	6	1508	3.0	3.0	1	1	0

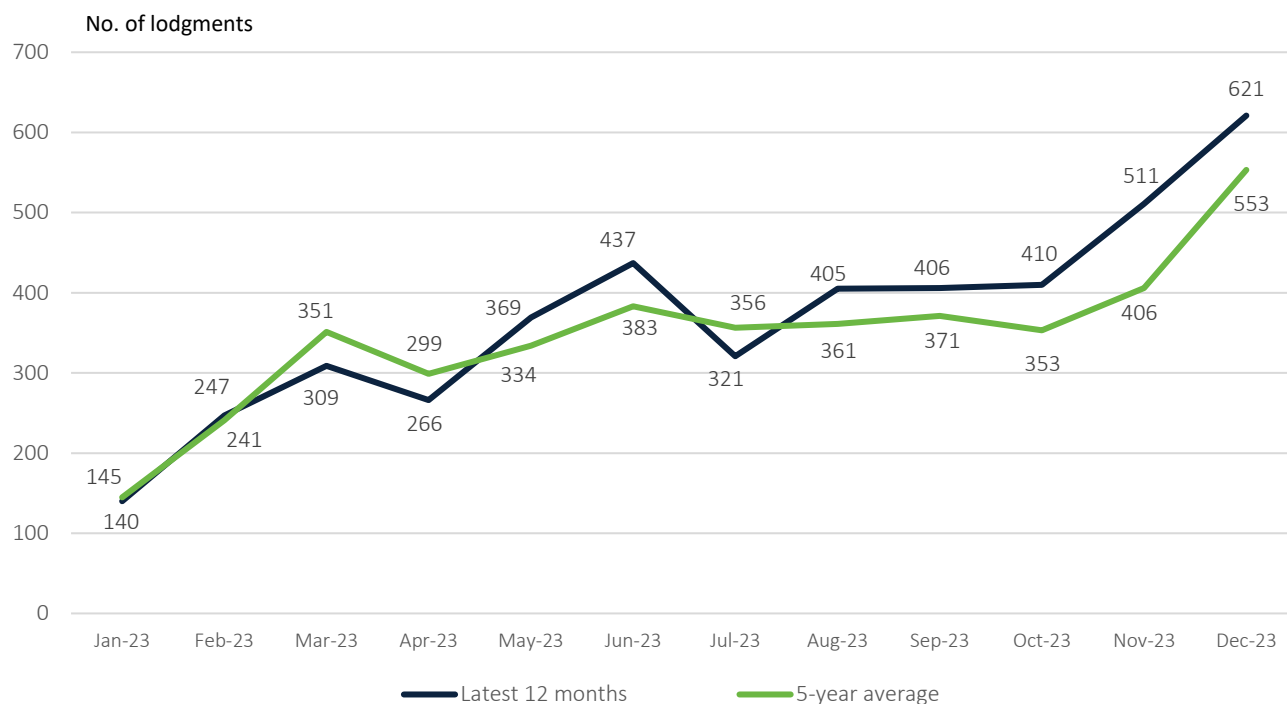
Note: \*A large majority of employees in this industry are covered by 1 or more non-quantifiable agreement approval application.

Source: Fair Work Commission.

## 2. Other bargaining data

Published monthly

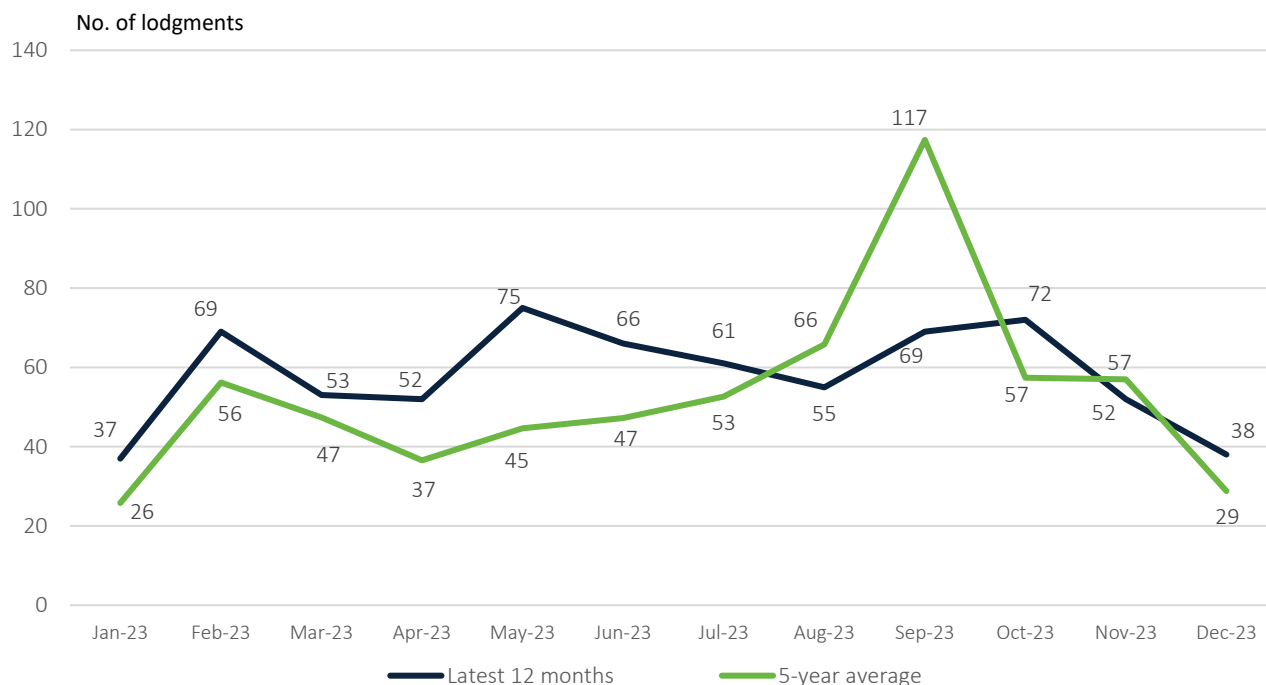
**Chart 2.1: Number of agreement approval applications lodged, s.185**



Note: This data series contains applications subsequently withdrawn or converted (varied) by the applicant. See Data Definitions for further information.

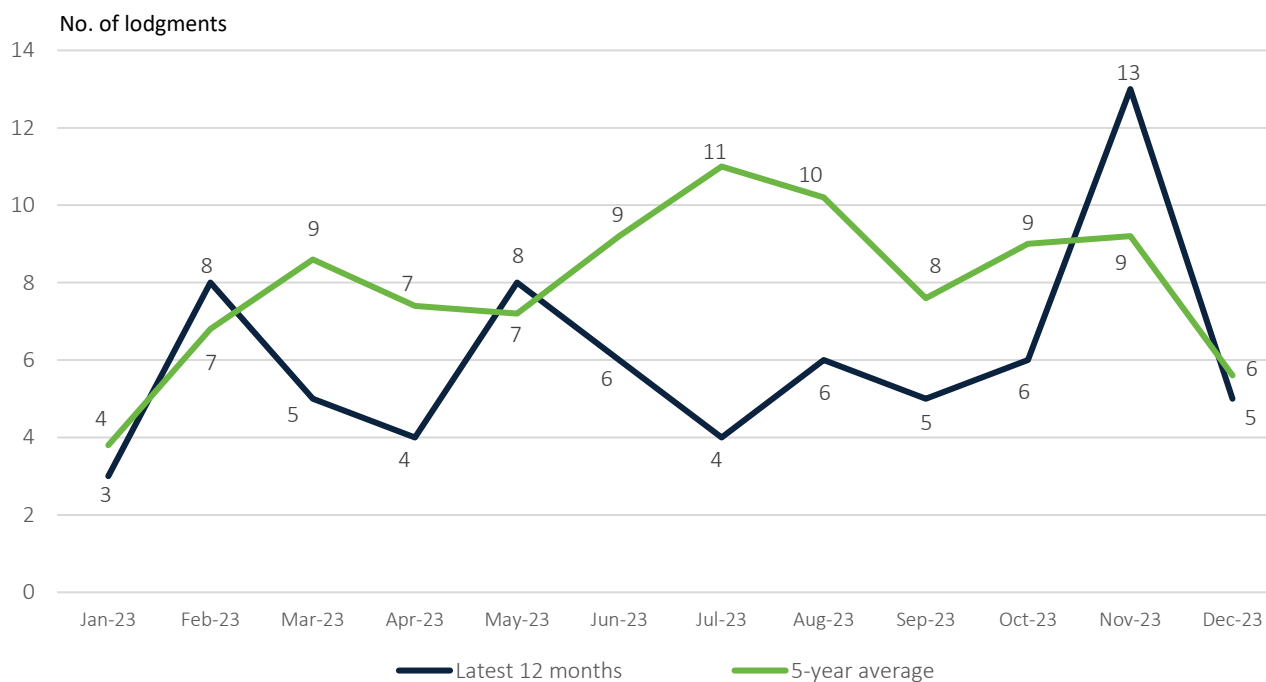
Source: Fair Work Commission.

**Chart 2.2: Applications lodged for protected action ballot orders, s.437**



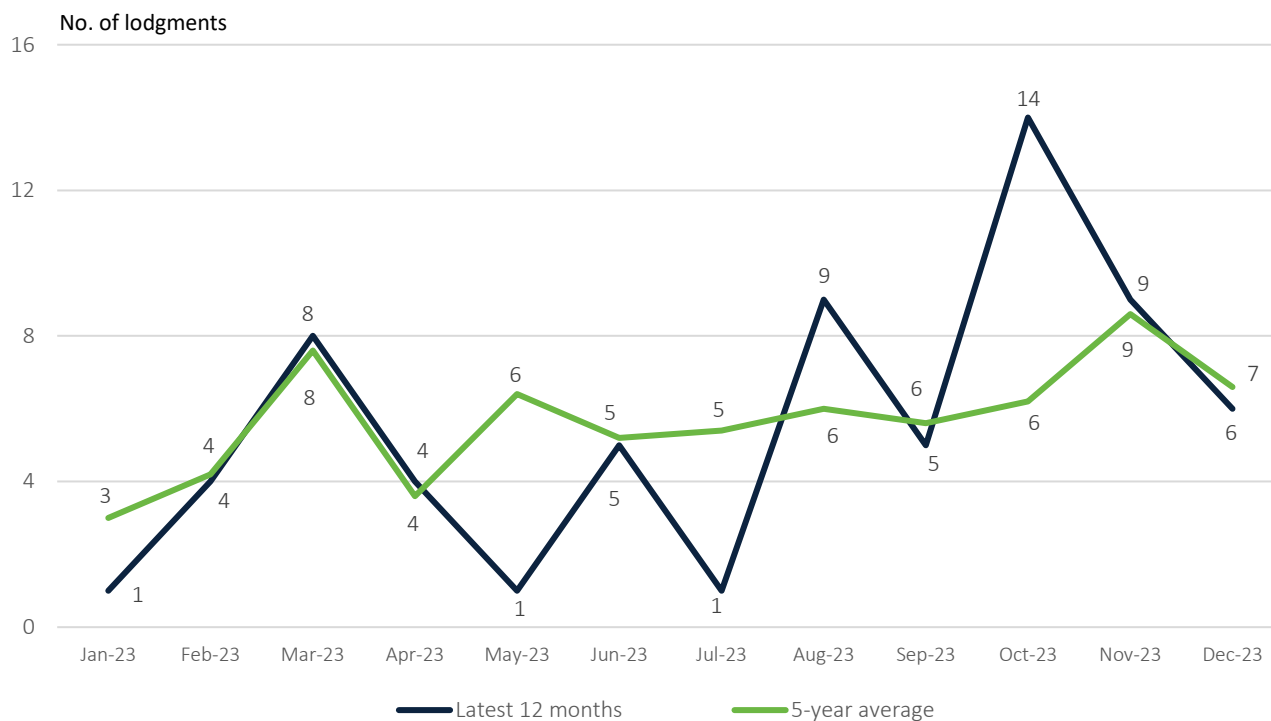
Source: Fair Work Commission.

**Chart 2.3: Applications lodged for majority support determination, s.236**



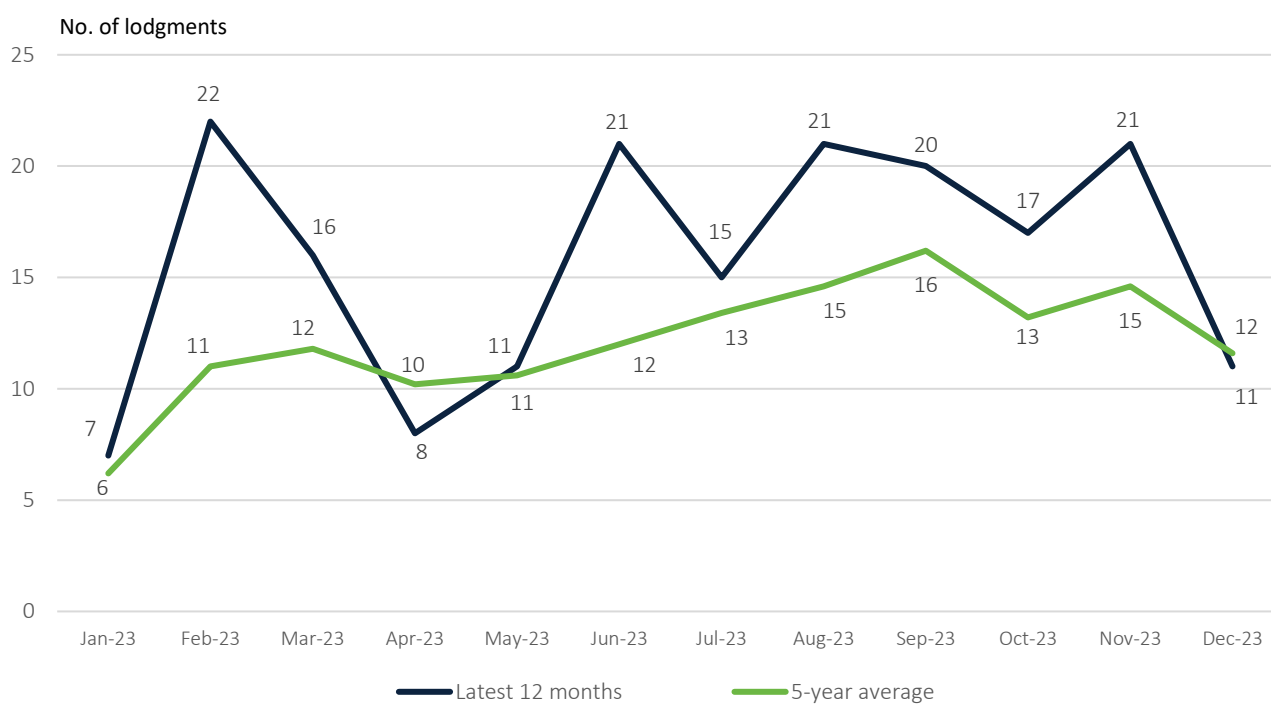
Source: Fair Work Commission.

**Chart 2.4: Applications lodged for a bargaining order, s.229**



Source: Fair Work Commission.

**Chart 2.5: Applications lodged to deal with a bargaining dispute, s.240**



Source: Fair Work Commission.