



## Information note

### Statistical report – Enterprise agreements & other bargaining data

This note accompanies statistical reports on ‘Enterprise agreements & other bargaining data’ published on the Fair Work Commission (Commission) website fortnightly. It provides detailed information about the sources of data contained in the reports.

The reports are compiled primarily from administrative data<sup>1</sup> derived from the Commission’s case management system called ‘caseHQ’.

The reports provide dynamic data at a point in time. Given the nature of the work of the Commission, the data are:

- capable of change as a matter progresses (i.e., where a matter is subsequently withdrawn, dismissed or not approved);
- subject to issues which arise in the collection of administrative data; and
- subject to changes in administrative practices that may affect time series analysis.

The dynamic nature of the data means that not all data in the reports will match the data in the Commission’s annual reports for the relevant year. The Commission’s annual report, which is tabled in the Australian Parliament each year, is the official statistical record of the Commission’s activities for the financial year.

The data in the reports refer 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 Some applications may subsequently be withdrawn or not approved, however, the data will not be revised after publication. In 2021–22, approximately 2.3 per cent of agreement approval applications were withdrawn by the applicant and approximately 0.4 per cent of agreement approval applications were not approved or were dismissed.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 table in this information note sets out: the item description; the sources of data; how these data are used to report on an item and when the data are collected for reporting on an item.

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<sup>1</sup> For a discussion of the uses of administrative data see: ABS (2011) ‘Quality Management of Statistical Outputs Produced From Administrative Data’, March, Canberra. [1522.0]: <http://www.abs.gov.au/ausstats/abs@.nsf/Latestproducts/1522.0Main%20Features2Mar%202011?opendocument&tabname=Summary&prodno=1522.0&issue=Mar%202011&num=&view=>

## Data definitions

caseHQ is the case management system of the Commission. This system uses a series of events and event descriptions as data markers. The events used to compile this report are:

**Matter type:** Applications are named by the section of the Act that gives rise to the ability to make the application. This is referred to in the tables below as a matter type description.

**Lodgment date:** The date the application was received by the Commission.

**Subject text:** The name of the enterprise agreement as lodged.

Additional data is collected and stored in caseHQ or used in combination with caseHQ data. This data is described in the table below as:

**AAWI:** Average annualised wage increase.

Method of calculation:

For agreements with quantifiable wage increases, it is calculated as follows:

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

Where  $r_i$  = percentage increase of the  $i^{\text{th}}$  time

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

d = effective duration of the agreement in years

Fortnightly AAWI estimates are based on the AAWI per employee, which is calculated by weighting AAWI per agreement by the number of employees covered.

AAWI estimates in the statistical report do not include greenfields agreements as there are no employees covered at the time the agreement is made. Greenfields agreements are included in the Commonwealth Department of Employment and Workplace Relations (Department) report *Trends in Federal Enterprise Bargaining* in its calculation of the AAWI.

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.

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'.

**Agreement approval applications lodged:** Applications made under s.185 of the *Fair Work Act 2009* received by the Commission in the timeframe specified in each table and chart in the statistical report.

**Application lodged by a Union:** Where the applicant is a union association as found in the [registered organisation list](#).

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 [Trends in Federal Enterprise Bargaining](#) report deals with union coverage.

*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.*

**Consistent wage increase:** 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.

**Effective duration:** 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.

As agreements analysed in the statistical 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).

**Employees covered:** The number of employees covered by the agreement at the time the agreement was voted on. This is derived from the *Form F17 Employer's declaration in support for approval of an enterprise agreement (other than a greenfield agreement)* (Form F17) at question 26.1.

**Largest industries:** Industries with the highest number of employees covered by agreements lodged in the fortnight.

The listed industries are taken from the Commission's case management system which categorises applications consistent with the [list of industries](#) on the Commission's website.

**Non-quantifiable wage increases:** 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 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 [Trends in Federal Enterprise Bargaining](#) report (p. 49).

**Other data:** Information compiled outside of caseHQ from application documentation, including Commission forms and enterprise agreements lodged with the Commission.

**Quantifiable wage increases:** 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.

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.

## 1. Enterprise agreement approval applications lodged

Item description	Data Source (caseHQ or other data)	caseHQ data used to report against this item	Data collection time	Data changes and additional information	Comments
<b>Table 1.1: AAWI for agreement approval applications lodged in fortnight</b>					
Number of agreement approval applications lodged	caseHQ and other data	Matter type description	Lodgment date		
Number of employees covered	caseHQ and other data	N/A	Lodgment date	Data taken from question 26.1 of the Form F17	
Median number of employees per agreement approval applications lodged	caseHQ and other data	N/A	Lodgment date	Derived from the number of employees covered	
Effective duration (in years)	caseHQ and other data	N/A	Lodgment date	Data taken from the enterprise agreement as lodged	
AAWI (%)	Other data	N/A	Lodgment date	Derived from wage increase data	
Proportion linked to the Consumer Price Index (%)	Other data	N/A	Lodgment date		
Proportion linked to the Annual Wage Review (%)	Other data	N/A	Lodgment date		
Proportion with consistent wage increases (%)	Other data	N/A	Lodgment date	Derived from wage increase data	
Proportion with higher wage increases on commencement (%)	Other data	N/A	Lodgment date	Derived from wage increase data	

Item description	Data Source (caseHQ or other data)	caseHQ data used to report against this item	Data collection time	Data changes and additional information	Comments
<b>Table 1.2: AAWI for agreement approval applications lodged in fortnight which contained quantifiable wage increases by applicant type</b>					
Number of agreement approval applications lodged	caseHQ and other data	Matter type description	Lodgment date		
Employees covered	caseHQ and other data	N/A	Lodgment date	Data taken from question 26.1 of the Form F17	
Effective duration (in years)	caseHQ and other data	N/A	Lodgment date	Data taken from the enterprise agreement as lodged	
AAWI (%)	Other data	N/A	Lodgment date	Derived from wage increase data	
<b>Table 1.3: Number of agreement approval applications lodged and employees covered by quantifiable/non-quantifiable agreements</b>					
Number of agreement approval applications lodged	caseHQ and other data	Matter type description	Lodgment date		
Employees covered	caseHQ and other data	N/A	Lodgment date	Data taken from question 26.1 of the Form F17	
<b>Table 1.4: AAWI for agreement approval applications lodged by largest industries</b>					
Industry	caseHQ and other data	Each file, when it is lodged, is assigned an industry	Lodgment date		Not consistent with ANZSIC industry codes, industry taken from Form F16
Agreement approval applications lodged (No.)	caseHQ and other data	Matter type description	Lodgment date		

Item description	Data Source (caseHQ or other data)	caseHQ data used to report against this item	Data collection time	Data changes and additional information	Comments
Employees (No.)	caseHQ and other data	N/A	Lodgment date	Data taken from question 26.1 of the Form F17	
Effective duration (Years)	caseHQ and other data	N/A	Lodgment date	Data taken from the enterprise agreement as lodged	
AAWI (%)	Other data	N/A	Lodgment date	Derived from wage increase data	
Number of agreement approval applications that cover 500 or more employees (No.)	caseHQ and other data	N/A	Lodgment date	Derived from the number of employees covered	
Number of agreement approval applications with consistent wage increases (No.)	Other data	N/A	Lodgment date	Derived from wage increase data	
Number of agreement approval applications with higher pay increases on commencement (No.)	Other data	N/A	Lodgment date	Derived from wage increase data	

## 2. Other bargaining data

Item description	Data Source (caseHQ or other data)	caseHQ data used to report against this item	Data collection time	Data changes and additional information	Comments
<b>Chart 2.1: Number of agreement approval applications lodged, s.185</b>					

Item description	Data Source (caseHQ or other data)	caseHQ data used to report against this item	Data collection time	Data changes and additional information	Comments
Number of lodgments	caseHQ and other data	Matter type description	Lodgment date		
<b>Chart 2.2: Applications lodged for protected action ballot orders, s.437</b>					
Number of applications	caseHQ and other data	Matter type description	Lodgment date		
<b>Chart 2.3: Applications lodged for majority support determination, s.236</b>					
Number of applications	caseHQ and other data	Matter type description	Lodgment date		
<b>Chart 2.4: Applications lodged for a bargaining order, s.229</b>					
Number of applications	caseHQ and other data	Matter type description	Lodgment date		
<b>Chart 2.5: Applications lodged to deal with a bargaining dispute, s.240</b>					
Number of applications	caseHQ and other data	Matter type description	Lodgment date		