



Australian Government
Department of Employment
and Workplace Relations

Trends in Federal Enterprise Bargaining

March quarter 2026

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Further Information

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

<https://www.dewr.gov.au/enterprise-agreements-data/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 methodology for the calculation of the data and provide a guide to interpreting data tables.

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

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The document must be attributed as the *Trends in Federal Enterprise Bargaining Report, March quarter 2026, Department of Employment and Workplace Relations*.

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Trends in Federal Enterprise Bargaining Report

Initial Tables

Table 1 - Average Annualised Wage Increases for agreements approved in the March quarter 2026 which contained quantifiable wage increases (604 agreements)

Enterprise agreements approved in the quarter	December quarter 2025 (%)	March quarter 2026 (%)	Change (% Points)
All sectors	3.8	4.0	0.2
Public sector	3.2	3.5	0.3
Private sector	3.8	4.1	0.3

Table 2 - Average Annualised Wage Increases for agreements current on 31 March 2026 which contained quantifiable wage increases (9,044 agreements)

All current enterprise agreements	December quarter 2025 (%)	March quarter 2026 (%)	Change (% Points)
All sectors	3.9	4.0	0.1
Public sector	3.9	4.1	0.2
Private sector	3.8	3.9	0.1

1. Wages growth under federal enterprise agreements March quarter 2026 - Tables 1 and 2 in Trends report

The Average Annualised Wage Increase (AAWI) for federal agreements approved in the March quarter 2026 was 4.0%. This compares with 3.8% in the December quarter 2025, 3.8% in the March quarter 2025, and the five-year average of 3.6%.¹

For the March quarter 2026, the calculated AAWI of 4.0% is based on 604 agreements with quantifiable wage increases, covering 78,800 employees. This was 83.5% of the 723 agreements approved in the quarter, covering 66.9% of the 117,900 employees covered by all approved agreements.²

For the 9,044 enterprise agreements (covering 1.55 million employees) current as at 31 March 2026 (agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 4.0%. This compares with 3.9% in the December quarter 2025 and 3.8% in the March quarter 2025.

2. Enterprise agreements - proportions of employees covered

Federal and state enterprise agreements covered 34.6% of all Australian employees in May 2025 (latest available data).³

¹ See Note 1 on page 16 for more details.

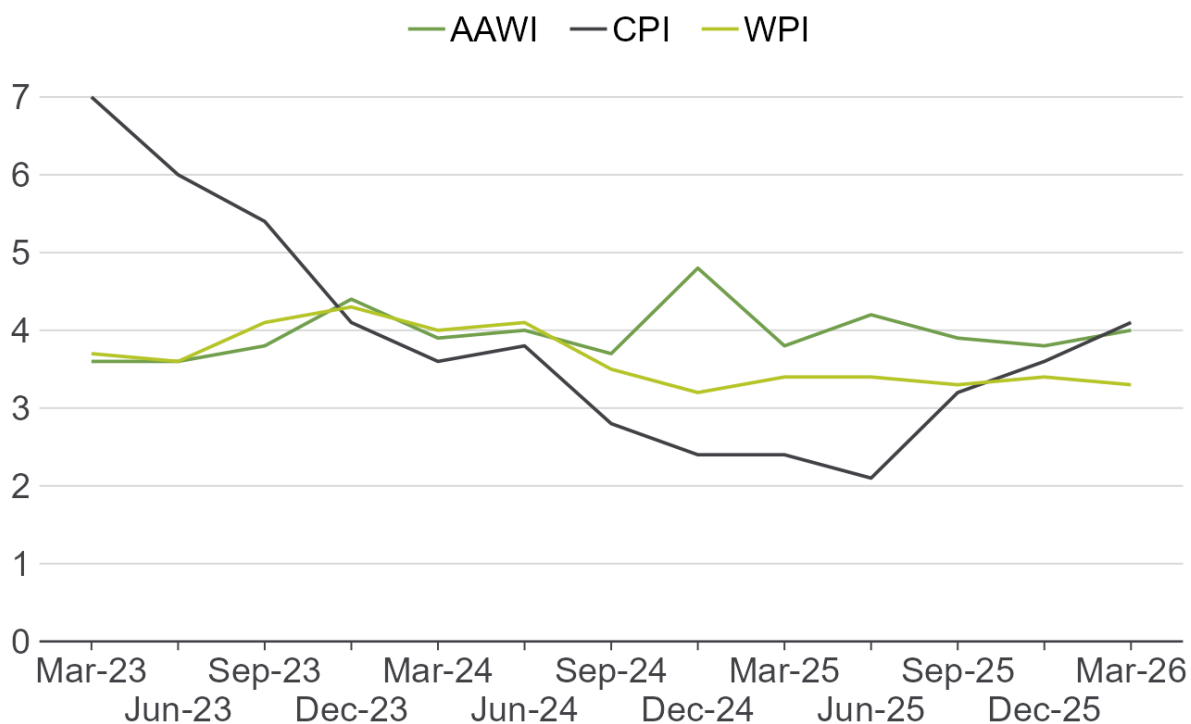
² An agreement is considered quantifiable if it contains wage increases that are consistent for all employees and are known at the time the agreement was made. Common reasons an agreement may not be quantifiable can be found in Section 10 of this summary. See Note 2 (on non-quantifiable agreements) at the end of this summary for more details.

³ Australian Bureau of Statistics (ABS), *Employee Earnings and Hours*, Australia, May 2025. Detailed breakdowns by state- and federal-registered agreements for the May 2025 data are not available.

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

Chart 1 - Wage growth is holding steady during a period of increased CPI

Annual changes in quarterly AAWI for approved agreements, WPI and CPI (%)



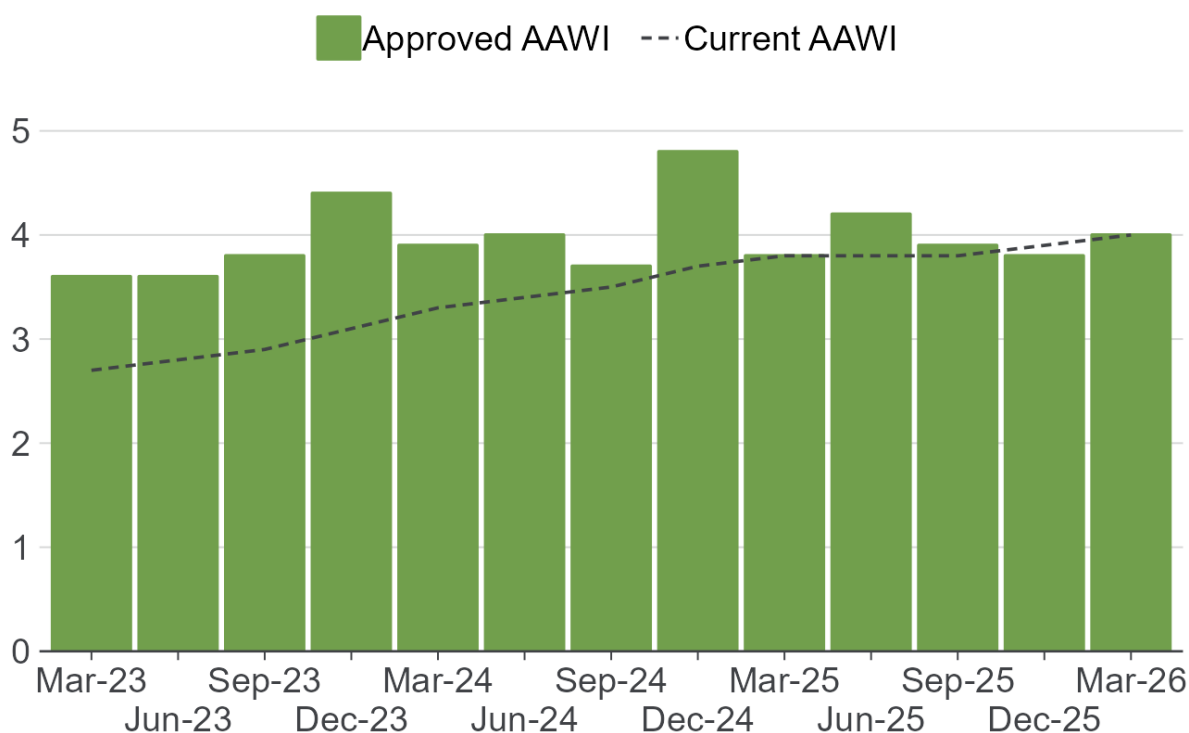
Sources: Department of Employment and Workplace Relations, Workplace Agreements Database; ABS, *Consumer Price Index, Australia*, March 2026; ABS, *Wage Price Index, Australia*, March 2026.

	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
AAWI	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.8	4.0
CPI	7.0	6.0	5.4	4.1	3.6	3.8	2.8	2.4	2.4	2.1	3.2	3.6	4.1
WPI	3.7	3.6	4.1	4.3	4.0	4.1	3.5	3.2	3.4	3.4	3.3	3.4	3.3

4. AAWI - agreements approved in the March quarter 2026 and agreements current as at 31 March 2026 - Tables 3, 4, 7 and 8 in Trends report

Chart 2 - Overall AAWI for current agreements continues to rise

Quarterly AAWI for approved and current agreements (%)



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Approved AAWI	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.8	4.0
Current AAWI	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.8	3.8	3.8	3.9	4.0

Approved agreements

There were 723 agreements approved in the March quarter 2026, of which 604 contained wage increases that could be quantified.

The AAWI for agreements approved in the March quarter 2026 was 4.0%, compared with 3.8% in the December quarter 2025 and 3.8% in the March quarter 2025.

The industries with the highest AAWIs were Construction (5.8%), Education and Training (4.3%) and Metal Manufacturing (4.2%).

The industries with the lowest AAWIs were Rental, Hiring and Real Estate Services (3.1%), Information Media and Telecommunications (3.1%) and Public Administration and Safety (3.1%).

Current agreements

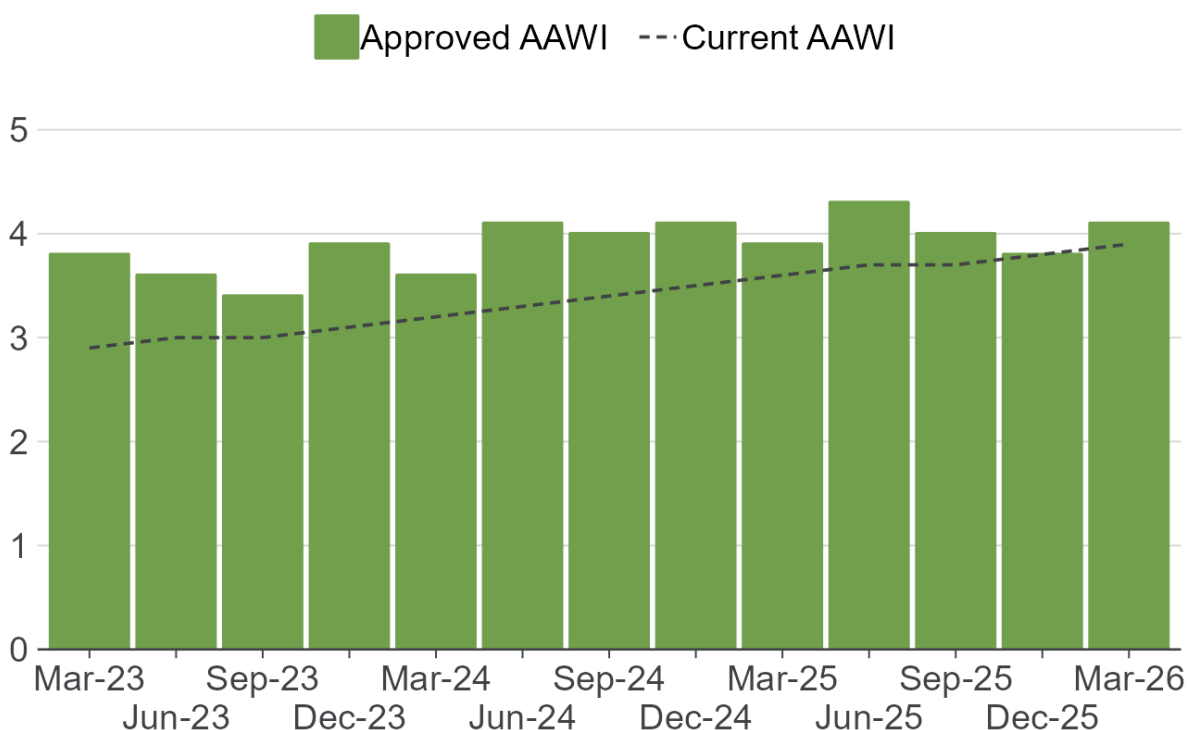
There were 11,333 agreements current as at 31 March 2026, of which 9,044 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 31 March 2026 was 4.0%, compared with 3.9% as at 31 December 2025 and 3.8% as at 31 March 2025.

5. Private sector wages growth - March quarter 2026 - *Tables 3 and 4 in Trends report*

Chart 3 - The private sector AAWI for current agreements also continues to rise in March 2026

Quarterly AAWI for private sector approved and current agreements (%)



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Approved AAWI	3.8	3.6	3.4	3.9	3.6	4.1	4.0	4.1	3.9	4.3	4.0	3.8	4.1
Current AAWI	2.9	3.0	3.0	3.1	3.2	3.3	3.4	3.5	3.6	3.7	3.7	3.8	3.9

The AAWI for private sector agreements approved in the March quarter 2026 was 4.1%, compared with 3.8% in the December quarter 2025 and 3.9% in the March quarter 2025.

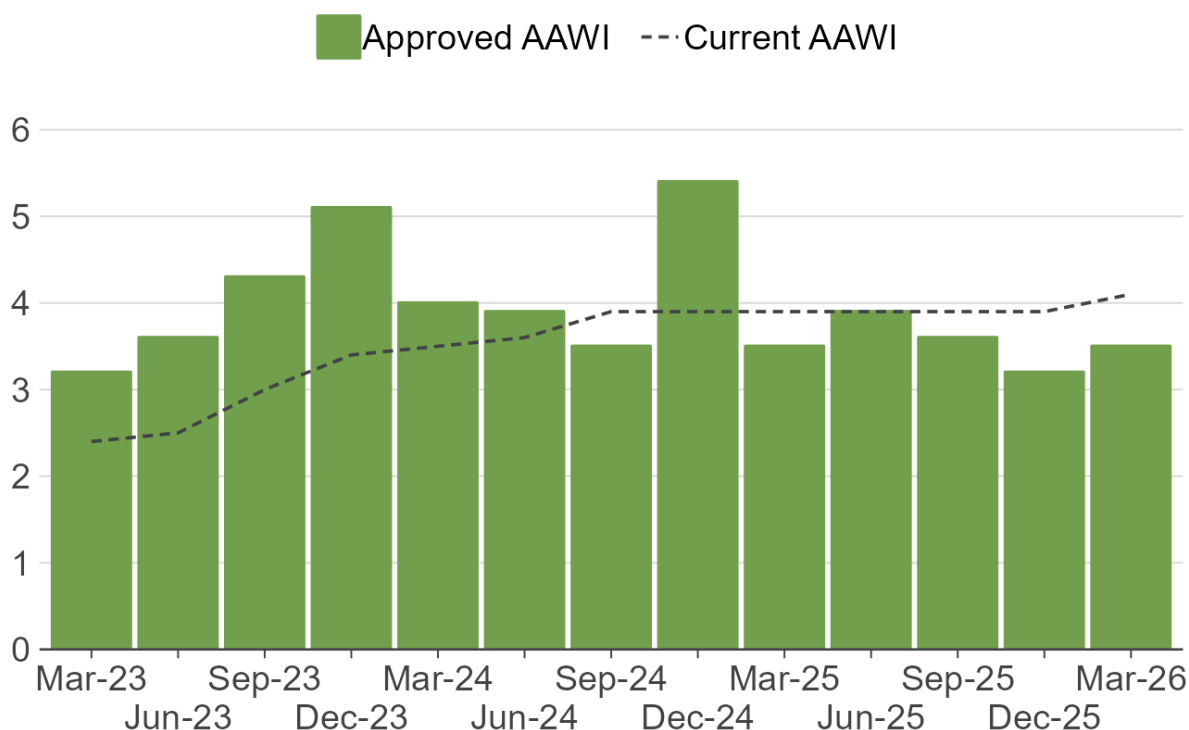
Large quantifiable private sector agreements approved in the March quarter 2026 include:

- *Australian Services Union (Qantas Airways Limited) Agreement 13* (3,602 employees), with an AAWI of 3.0%;
- *Utilities Management Pty Ltd Enterprise Agreement 2025* (2,941 employees), with an AAWI of 4.5%; and
- *VMCH Aged Care Services Agreement 2025* (1,993 employees), with an AAWI of 3.3%.

6. Public sector wages growth - March quarter 2026 - Tables 3 and 4 in the Trends report

Chart 4 - After five consecutive quarters of flat growth, the public sector AAWI for current agreements has increased

Quarterly AAWI for public sector approved and current agreements (%)



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Approved AAWI	3.2	3.6	4.3	5.1	4.0	3.9	3.5	5.4	3.5	3.9	3.6	3.2	3.5
Current AAWI	2.4	2.5	2.8	3.0	3.4	3.5	3.6	3.9	3.9	3.9	3.9	3.9	4.1

The AAWI for public sector enterprise agreements approved in the March quarter 2026 was 3.5%, compared with 3.2% in the December quarter 2025 and 3.5% in the March quarter 2025.

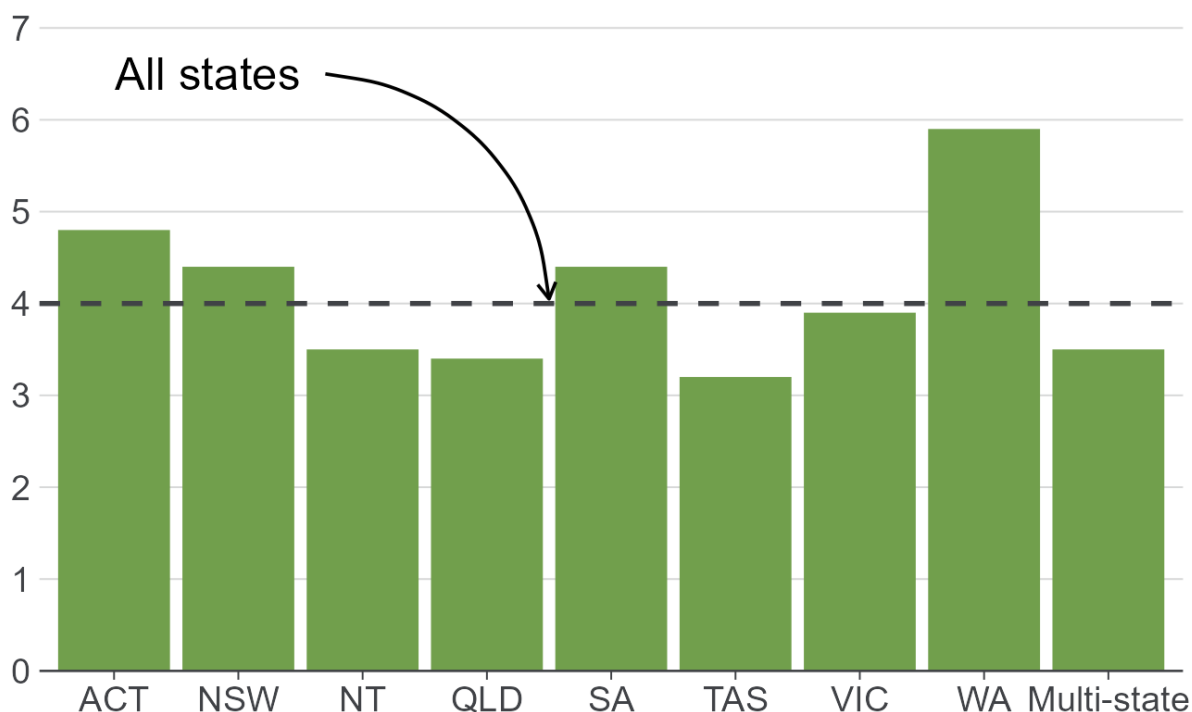
Large quantifiable public sector agreements approved in the March quarter 2026 include:

- *Northern Territory Public Sector 2025 – 2029 Enterprise Agreement* (14,172 employees), with an AAWI of 3.5%;
- *Glen Eira City Council Enterprise Agreement 2025* (861 employees), with an AAWI of 3.3%; and
- *Electorate Officers (Victoria) Single Enterprise Agreement 2025* (739 employees), with an AAWI of 3.4%.

7. State and Territory wages growth - March quarter 2026 - *Table 10 in Trends report*

Chart 5 – Western Australia had the highest AAWI of all jurisdictions for agreements approved in the March quarter 2026

Quarterly AAWI for State and Territory approved agreements (%)



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

	All states	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi-state
AAWI	4.0	4.8	4.4	3.5	3.4	4.4	3.2	3.9	5.9	3.5

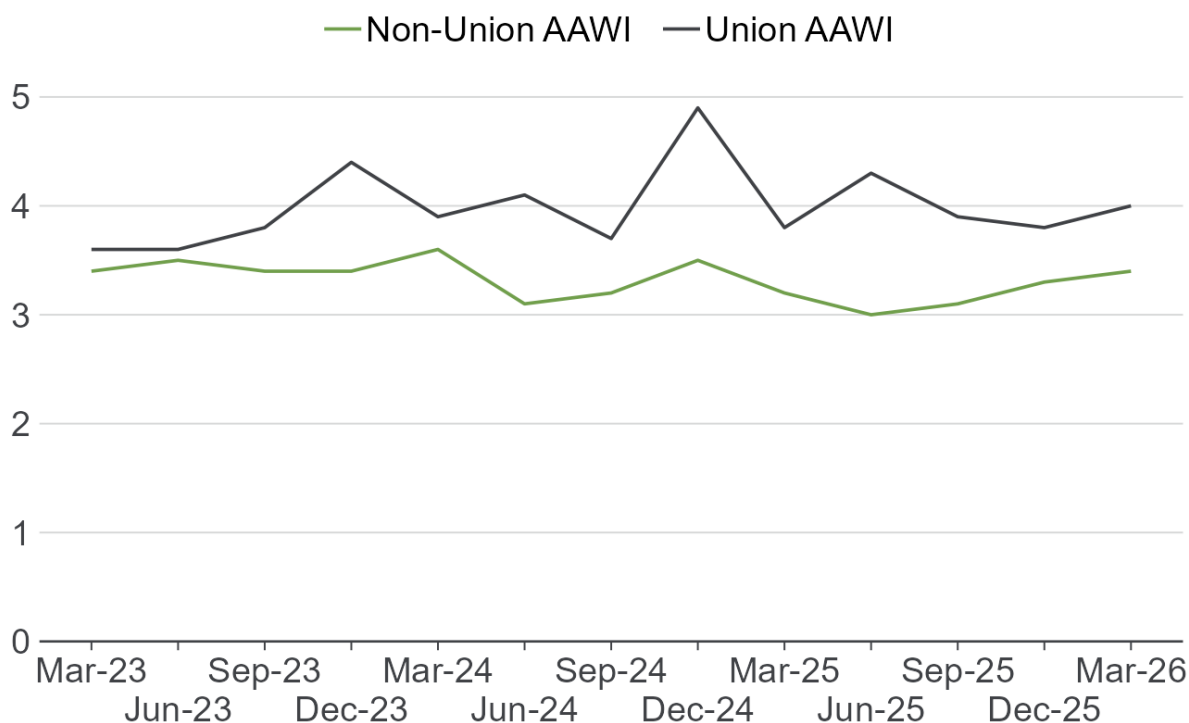
AAWI results for agreements approved in the March quarter 2026 were highest for agreements in VIC, at 4.4%.

Agreements approved in the March quarter 2026 in Tasmania had the lowest AAWI of 3.2%.

8. Wages growth for agreements that cover union/s and agreements with no union/s covered⁴ - March quarter 2026 - *Table 13 in Trends report*

Chart 6 – Union covered agreements continue to contain a higher AAWI than non-union agreements

Quarterly AAWI for union and non-union covered approved agreements (%)



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Union AAWI	3.6	3.6	3.8	4.4	3.9	4.1	3.7	4.9	3.8	4.3	3.9	3.8	4.0
Non-Union AAWI	3.4	3.5	3.4	3.4	3.6	3.1	3.2	3.5	3.2	3.0	3.1	3.3	3.4

Agreements approved in the March quarter 2026 that formally covered unions had a combined AAWI of 4.0%, compared with 3.8% in the December quarter 2025 and 3.8% in the March quarter 2025.

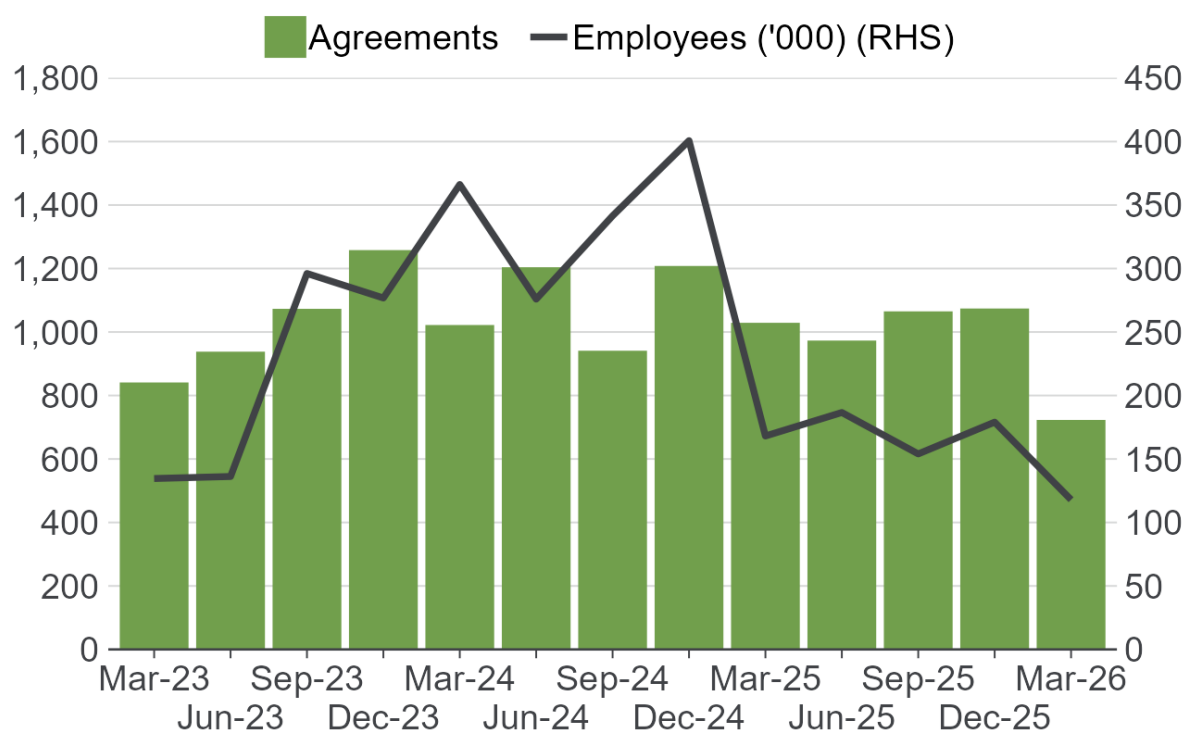
Agreements approved in the March quarter 2026 with no unions formally covered had a combined AAWI of 3.4%, compared with 3.3% in the December quarter 2025 and 3.2% in the March quarter 2025.

⁴ See Note 4 on page 16 for more details.

9. Level of agreement making - March quarter 2026 and as at 31 March 2026 - Tables 3 and 4 in Trends report

Chart 7 –Both the number of agreements approved and the number of employees they cover declined in March 2026 compared with the prior year

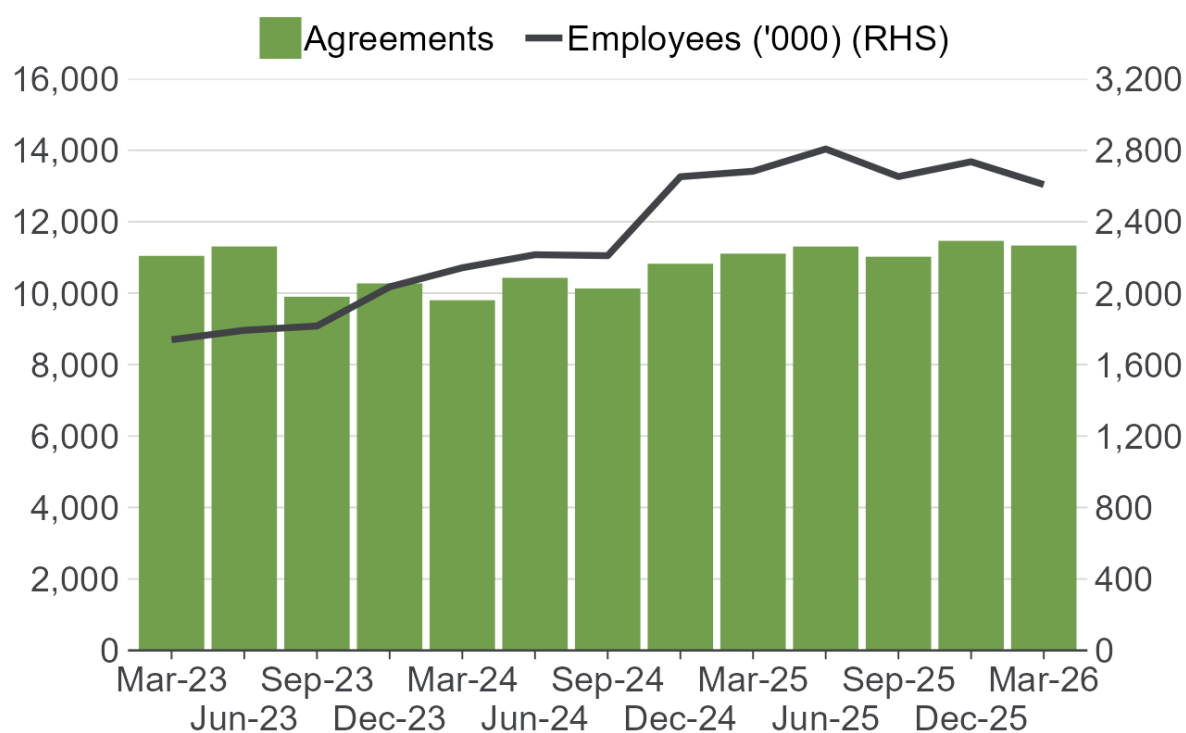
Number of approved agreements and employees covered



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

There were 723 agreements (covering 117,900 employees) approved in the March quarter 2026, compared with 1,074 agreements (covering 179,000 employees) in the December quarter 2025 and 1,029 agreements (covering 168,100 employees) in the March quarter 2025.

Chart 8 - The number of employees covered by agreements declined to 2.61 million in March 2026 compared with the prior quarter



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

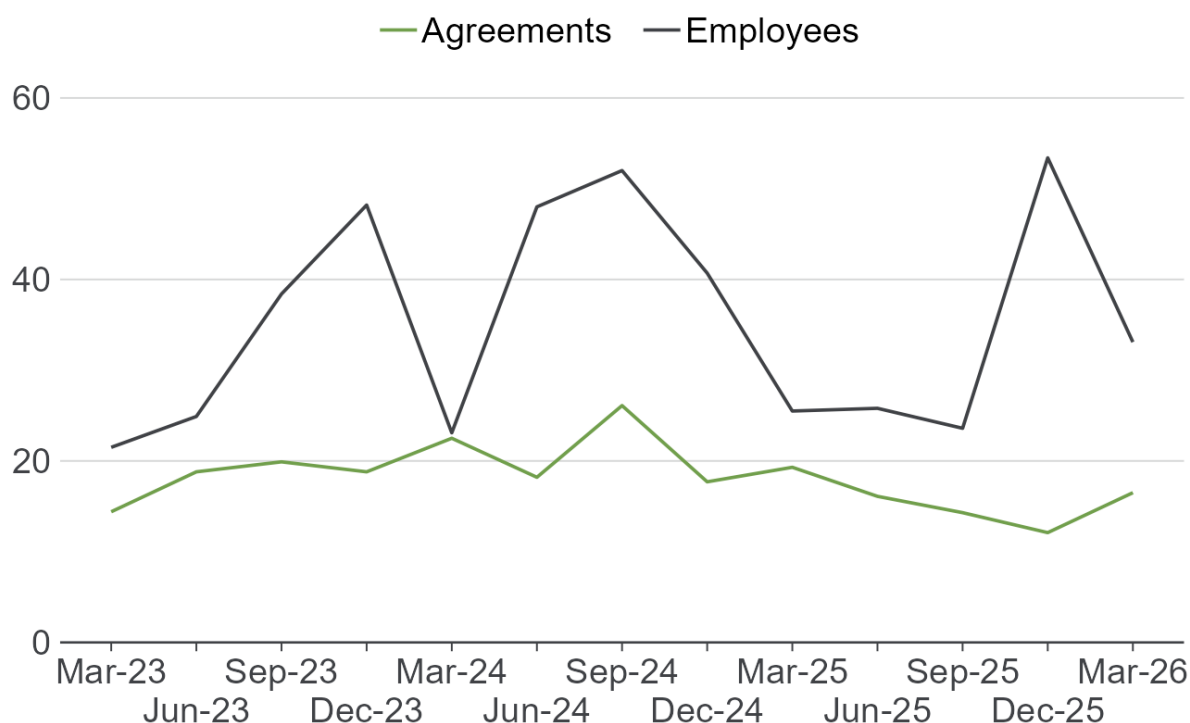
There were 11,333 current (not expired or terminated) agreements as at 31 March 2026, compared with 11,463 agreements current as at 31 December 2025 and 11,106 agreements current at 31 March 2025.

As at 31 March 2026, employees covered by an agreement was 2.61 million, compared with 2.74 million employees covered as at 31 December 2025 and 2.68 million employees as at 31 March 2025.

10. Non-quantifiable agreements - March quarter 2026 - Table 12a in Trends report

Chart 9 - The share of employees covered by non-quantifiable wage increases fell sharply from the prior quarter

Share of non-quantifiable agreements and employees of all approved agreements (%)



Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Agreements	14.4	18.8	19.9	18.8	22.5	18.2	26.1	17.7	19.3	16.1	14.3	12.1	16.5
Employees	21.5	24.9	38.4	48.2	23.1	48.0	52.0	40.7	25.5	25.8	23.6	53.4	33.1

16.5% of agreements approved in the March quarter 2026, covering 33.1% of employees, did not contain quantifiable wage increases and are not included as part of the AAWI calculations.

In the March quarter 2026, the three largest approved agreements that did not have quantifiable wage increases were:

1. *Victorian Public Mental Health Services Enterprise Agreement 2024-2028* (11,855 employees):
Inconsistent increase
2. *Victorian TAFE PACCT Staff Agreement 20254* (4,551 employees):
Other reason
3. *ALDI Prestons Agreement 2024* (3,488 employees):
Other reason

NOTES

1. All estimates are rounded and are subject to revision. AAWI data includes only increases to the base rate of pay and does not take into account allowances and bonus payments that are paid separately from the base wage.
2. For the March quarter 2026, the calculated AAWI of 4.0% is based on 604 agreements, covering 78,800 employees (that is, 83.5% of the 723 agreements approved in the quarter, covering 66.9% of the total 117,900 employees) with quantifiable wage increases (see Table 12b in the Trends report).
 - 119 agreements (16.5% of the total 723 agreements) covering 39,100 employees (33.1% of the total 117,900 employees) have wage increases that could not be quantified.
 - For example, an agreement would be non-quantifiable if different increases were given to different classifications, or increases were based on individual performance or business unit performance. Refer to Table 12a in the Trends report for related data.
3. An agreement is identified as being 'union' where the decision approving the agreement notes in accordance with s.201(2) of the *Fair Work Act 2009* that the agreement covers the union(s). A union must have given notice under s.183(1) that it wants the agreement to cover them. This data is an acceptable proxy for measuring bargaining involvement of unions.
4. Context for wages growth in federally registered enterprise agreements:
 - 34.6% of all employees in Australia (as measured by the ABS *Employee Earnings and Hours* survey) had their pay set by an enterprise agreement as at May 2025.

Instrument providing rate of pay	2016 (%)	2018 (%)	2021 (%)	2023 (%)	2025 (%)
Award	20.6	21.0	23	23.2	22.7
Collective Agreement (Federally Registered)		30.4			
Collective Agreement (State Registered)	38.5 (across all collective agreements)*	7.4	35.1 (across all collective agreements)*	34.0 (across all collective agreements)*	34.6 (across all collective agreements)*
Collective Agreement (Unregistered)		0.0			
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	37.3	37.3	37.8	38.7	38.5
Owner/managers of incorporated enterprises	3.6	3.8	4.1	4.1	4.1

Sources: ABS, *Employee Earnings and Hours* (May 2016, May 2018, May 2021, May 2023 and May 2025), unpublished data, including revised data for the 2016 Award and all Collective Agreement categories released at the time of the 2018 data – all employees.

* For 2016, a comparable breakdown of the Collective Agreement category is not available. In 2018, the ABS undertook a methodology change in how they consider pay setting mechanisms. The ABS provided indicative comparable estimates for 2016 (calculated using the 2018 methodology) at the higher level for the different methods of setting pay, however, more detailed breakdowns are not available. Detailed breakdowns for 2021, 2023 and 2025 data are not available.

Note:

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

Table 3 - Agreements approved in the quarter by sector (March quarter 2023 to March quarter 2026)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Public sector	Agreements	36	26	44	42	116	78	43	56	49	38	50	24	23
	AAWI (%)	3.2	3.6	4.3	5.1	4.0	3.9	3.5	5.4	3.5	3.9	3.6	3.2	3.5
	Duration (yrs.)	1.8	1.9	2.5	2.5	2.7	2.5	2.8	3.1	2.8	3.0	2.8	2.9	2.2
	Employees ('000)	33.9	33.7	83.8	65.6	201.9	61.8	113.1	138.9	40.1	41.9	38.6	6.0	35.1
Private sector	Agreements	805	912	1,029	1,216	906	1,126	898	1,152	980	935	1,015	1,050	700
	AAWI (%)	3.8	3.6	3.4	3.9	3.6	4.1	4.0	4.1	3.9	4.3	4.0	3.8	4.1
	Duration (yrs.)	2.4	2.6	2.7	2.5	2.6	3.1	3.2	2.6	2.7	2.6	2.7	2.8	2.6
	Employees ('000)	100.7	102.6	212.3	211.2	164.3	214.0	228.4	261.9	127.9	144.7	115.4	172.9	82.8
All sectors	Agreements	841	938	1,073	1,258	1,022	1,204	941	1,208	1,029	973	1,065	1,074	723
	AAWI (%)	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.8	4.0
	Duration (yrs.)	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8	2.5
	Employees ('000)	134.6	136.2	296.1	276.8	366.2	275.9	341.5	400.7	168.1	186.6	154.0	179.0	117.9

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: 23 public sector agreements were approved in the March quarter 2026, covering 35,100 employees. The AAWI for these agreements was 3.5% and the average duration was 2.2 years.

Table 4 - Agreements current on the last day of the quarter, by sector (March quarter 2023 to March quarter 2026)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Public sector	Agreements	442	453	415	437	479	559	513	541	550	572	512	508	495
	AAWI (%)	2.4	2.5	2.8	3.0	3.4	3.5	3.6	3.9	3.9	3.9	3.9	3.9	4.1
	Duration (yrs.)	2.9	2.8	2.8	2.8	2.7	2.8	2.8	2.9	2.9	2.9	3.0	3.0	2.9
	Employees ('000)	525.5	551.2	601.2	637.8	695.4	731.9	802.7	895.7	899.2	927.7	876.8	865.6	753.6
Private sector	Agreements	10,602	10,854	9,485	9,836	9,323	9,870	9,618	10,283	10,556	10,733	10,508	10,955	10,838
	AAWI (%)	2.9	3.0	3.0	3.1	3.2	3.3	3.4	3.5	3.6	3.7	3.7	3.8	3.9
	Duration (yrs.)	3.0	3.0	3.0	2.9	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1213.9	1240.6	1214.8	1397.4	1446.7	1483.3	1407.1	1756.1	1783.1	1879.2	1775.6	1869.9	1854.3
All sectors	Agreements	11,044	11,307	9,900	10,273	9,802	10,429	10,131	10,824	11,106	11,305	11,020	11,463	11,333
	AAWI (%)	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.8	3.8	3.8	3.9	4.0
	Duration (yrs.)	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1739.4	1791.9	1816.0	2035.2	2142.1	2215.1	2209.8	2651.8	2682.3	2806.9	2652.5	2735.5	2607.9

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: 495 public sector agreements were current as at 31 March 2026, covering 753,600 employees. The AAWI for these agreements was 4.1% and the average duration was 2.9 years.

Table 5 - Agreements approved in the quarter by agreement type (March quarter 2023 to March quarter 2026)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Single-enterprise non-greenfields	Agreements	781	868	1,003	1,193	955	1,093	870	1,118	957	914	994	1,017	660
	AAWI (%)	3.6	3.6	4.2	4.4	3.9	4.0	3.7	4.0	3.8	4.3	3.9	3.8	3.9
	Duration (yrs.)	2.3	2.4	2.7	2.5	2.7	3.0	3.1	2.8	2.8	2.7	2.8	2.6	2.8
	Employees ('000)	131.4	133.3	256.9	274.8	319.0	269.3	339.0	281.0	158.8	134.6	132.5	148.5	95.0
Single-enterprise greenfields	Agreements	59	67	65	64	51	107	71	84	65	51	64	54	56
	AAWI (%)	3.6	4.2	4.7	4.4	4.7	4.5	4.7	3.5	3.4	3.9	4.5	3.8	4.0
	Duration (yrs.)	2.4	2.1	2.3	2.6	2.5	2.4	2.4	2.0	2.0	1.9	2.1	1.8	1.9
	Employees ('000)	2.6	2.5	2.5	2.0	1.8	2.8	2.5	3.8	3.1	2.4	2.2	2.7	2.6
Multi-enterprise non-greenfields	Agreements	1	3	5	1	16	4	0	6	6	8	7	3	6
	AAWI (%)	*	1.1	2.1	3.8	2.5	6.6	*	6.7	3.8	4.1	3.7	3.8	5.3
	Duration (yrs.)	4.0	2.9	2.3	3.0	2.6	2.3	0.0	2.9	1.9	2.8	2.7	4.0	1.0
	Employees ('000)	0.7	0.4	36.6	0.0	45.4	3.8	0.0	115.8	6.1	49.6	19.3	27.8	20.3
Multi-enterprise greenfields	Agreements	0	0	0	0	0	0	0	0	1	0	0	0	1
	AAWI (%)	*	*	*	*	*	*	*	*	5.8	*	*	*	4.5
	Duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	0.0	0.0	0.0	4.0
	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
All types	Agreements	841	938	1,073	1,258	1,022	1,204	941	1,208	1,029	973	1,065	1,074	723
	AAWI (%)	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.8	4.0
	Duration (yrs.)	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8	2.5
	Employees ('000)	134.6	136.2	296.1	276.8	366.2	275.9	341.5	400.7	168.1	186.6	154.0	179.0	117.9

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: 660 single enterprise non-Greenfields agreements were approved in the March quarter 2026, covering 95,000 employees. The AAWI for these agreements was 3.9% and the average duration was 2.8 years.

Table 6 - Agreements current on the last day of the quarter, by agreement type (March quarter 2023 to March quarter 2026)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Single-enterprise non-greenfields	Agreements	10,326	10,541	9,213	9,556	9,269	9,823	9,522	10,163	10,435	10,640	10,355	10,783	10,650
	AAWI (%)	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.6	3.7	3.7	3.7	3.7	3.9
	Duration (yrs.)	2.9	2.9	2.9	2.8	2.8	2.8	2.9	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1663.6	1715.2	1707.1	1925.6	2001.2	2066.9	2067.7	2396.8	2446.1	2527.5	2352.0	2436.9	2293.3
Single-enterprise greenfields	Agreements	576	625	548	578	393	479	509	584	601	602	601	615	617
	AAWI (%)	3.4	3.5	3.7	3.8	3.7	3.8	4.0	4.0	3.9	4.0	4.1	4.0	4.2
	Duration (yrs.)	2.8	2.8	2.9	2.8	3.1	3.0	3.0	2.8	2.8	2.7	2.7	2.6	2.7
	Employees ('000)	24.6	25.5	23.3	24.0	19.3	21.1	21.3	23.8	25.6	26.2	25.5	26.3	23.5
Multi-enterprise non-greenfields	Agreements	48	47	45	46	54	62	56	56	52	58	60	62	62
	AAWI (%)	2.8	2.8	2.5	2.5	2.4	2.4	2.4	4.5	4.9	4.8	4.7	5.2	5.2
	Duration (yrs.)	2.8	2.8	2.6	2.6	2.6	2.6	2.6	2.8	2.7	2.7	2.8	2.9	2.8
	Employees ('000)	41.8	41.7	76.1	76.3	113.0	120.4	116.8	230.4	209.9	253.0	274.9	272.2	291.1
Multi-enterprise greenfields	Agreements	1	1	1	1	1	1	1	1	2	2	2	2	3
	AAWI (%)	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	4.2	4.2	4.2	4.2	4.3
	Duration (yrs.)	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	3.2	3.2	3.2	3.2	3.5
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1
Employee collective	Agreements	54	54	54	53	50	36	17	4	2	1	1	0	0
	AAWI (%)	0.5	0.5	0.5	0.5	0.4	0.4	0.3	*	*	*	*	*	*
	Duration (yrs.)	17.3	17.3	17.3	17.2	17.3	17.9	17.7	16.9	16.9	16.5	16.5	0.0	0.0
	Employees ('000)	4.3	4.3	4.3	4.2	4.0	2.8	0.5	0.1	0.0	0.0	0.0	0.0	0.0
Employer greenfields	Agreements	2	2	2	2	2	1	1	0	0	0	0	0	0
	AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
	Duration (yrs.)	15.6	15.6	15.6	15.6	15.6	18.4	18.4	0.0	0.0	0.0	0.0	0.0	0.0
	Employees ('000)	0.5	0.5	0.5	0.5	0.5	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Union collective	Agreements	37	37	37	37	33	27	25	16	14	2	1	1	1
	AAWI (%)	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.4	0.4	0.5	0.1	0.1	0.1
	Duration (yrs.)	17.3	17.3	17.3	17.3	17.6	17.5	17.7	19.0	19.1	20.8	22.1	22.1	22.1
	Employees ('000)	4.6	4.6	4.6	4.6	4.0	3.7	3.4	0.7	0.6	0.2	0.0	0.0	0.0
All types	Agreements	11,044	11,307	9,900	10,273	9,802	10,429	10,131	10,824	11,106	11,305	11,020	11,463	11,333
	AAWI (%)	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.8	3.8	3.8	3.9	4.0
	Duration (yrs.)	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1739.4	1791.9	1816.0	2035.2	2142.1	2215.1	2209.8	2651.8	2682.3	2806.9	2652.5	2735.5	2607.9

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: 10,650 single enterprise non-Greenfields agreements were current as at 31 March 2026, covering 2,293,300 employees. The AAWI for these agreements was 3.9% and the average duration was 3.0 years.

Table 7 - Agreements approved in the quarter, by ANZSIC Division (March quarter 2023 to March quarter 2026)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Agriculture, Forestry and Fishing	Agreements	7	14	11	16	9	11	11	9	12	9	6	9	4
	AAWI (%)	3.6	3.7	3.3	3.3	3.0	3.6	2.9	4.4	4.2	3.6	3.2	3.5	3.9
	Duration (yrs.)	2.3	1.8	3.6	3.6	2.7	3.8	3.1	2.6	2.6	2.9	3.0	2.7	3.5
	Employees ('000)	0.2	0.5	0.9	1.8	0.9	1.1	0.7	1.8	1.2	0.9	0.5	0.9	0.6
Mining	Agreements	28	46	39	44	38	35	17	42	33	30	23	24	21
	AAWI (%)	3.5	3.4	3.6	3.9	3.5	3.8	2.8	3.7	4.3	3.7	4.0	3.4	3.9
	Duration (yrs.)	3.3	3.4	3.3	3.3	3.6	3.7	3.7	3.2	3.4	3.5	3.5	3.6	3.3
	Employees ('000)	8.1	4.5	4.4	5.3	6.7	3.7	1.9	4.1	3.4	6.6	4.3	6.5	2.0
Manufacturing	Agreements	188	156	205	224	150	128	149	203	157	141	183	188	119
	AAWI (%)	3.7	4.0	4.1	4.0	3.8	4.1	4.1	4.3	3.8	3.8	3.8	3.7	4.1
	Duration (yrs.)	2.8	2.7	2.9	2.8	2.6	2.8	2.8	2.6	2.9	2.7	2.8	2.8	2.5
	Employees ('000)	18.2	11.4	14.0	15.6	13.9	9.8	9.9	17.1	14.9	12.5	16.1	14.8	11.2
Non-Metal Manufacturing	Agreements	152	108	137	145	106	83	98	137	114	97	122	119	83
	AAWI (%)	3.6	4.0	4.1	4.1	3.8	3.9	3.9	4.3	3.7	3.7	3.6	3.6	3.9
	Duration (yrs.)	2.8	2.7	2.9	2.8	2.7	2.7	3.0	2.6	2.9	2.8	2.8	2.8	2.6
	Employees ('000)	15.4	6.6	9.9	11.9	11.2	6.4	6.1	12.4	12.6	9.0	10.0	9.2	7.9
Metal Manufacturing	Agreements	36	48	68	79	44	45	51	66	43	44	61	69	36
	AAWI (%)	4.1	4.0	4.0	4.0	4.0	4.5	4.5	4.1	4.1	4.2	4.2	4.0	4.3
	Duration (yrs.)	2.9	2.6	2.7	2.6	2.4	3.1	2.6	2.6	2.8	2.6	2.7	2.7	2.5
	Employees ('000)	2.8	4.9	4.1	3.8	2.7	3.5	3.8	4.7	2.4	3.6	6.1	5.6	3.3
Electricity, Gas, Water and Waste Services	Agreements	36	22	37	36	36	33	26	50	28	31	36	28	20
	AAWI (%)	3.5	3.9	3.5	4.2	4.8	4.3	4.0	4.5	4.4	4.5	3.9	3.6	4.2
	Duration (yrs.)	2.2	1.6	2.7	2.5	2.6	2.7	3.5	2.3	2.5	2.5	2.9	2.8	1.4
	Employees ('000)	3.4	3.4	6.9	4.6	9.0	4.7	12.9	5.1	8.7	7.1	4.4	3.0	4.7
Construction	Agreements	255	338	379	511	320	571	399	467	379	452	505	471	245
	AAWI (%)	3.9	4.0	4.5	5.2	4.6	4.7	5.1	5.9	5.5	5.7	5.8	5.0	6.5
	Duration (yrs.)	2.5	2.5	2.9	3.0	2.7	3.1	2.8	2.7	2.7	2.5	2.6	3.1	2.5
	Employees ('000)	7.0	8.3	10.0	13.4	7.2	16.4	10.1	17.1	12.3	10.6	12.6	14.9	7.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Wholesale Trade	Agreements	13	20	18	22	33	13	17	16	17	10	18	25	18
	AAWI (%)	3.8	3.7	4.0	3.8	3.8	4.0	3.9	3.7	4.1	3.4	3.9	3.9	4.9
	Duration (yrs.)	2.6	2.9	3.5	3.5	2.9	3.5	2.5	2.8	2.4	3.0	2.8	2.6	2.3
	Employees ('000)	0.9	1.1	2.5	6.0	1.6	0.6	1.5	1.9	1.3	0.7	1.3	1.7	1.6
Retail Trade	Agreements	8	8	14	19	7	11	14	10	15	6	10	9	7
	AAWI (%)	3.9	3.4	2.4	2.9	3.8	3.3	3.3	3.7	4.6	4.4	3.2	4.3	3.4
	Duration (yrs.)	3.8	3.5	2.9	3.2	3.4	3.5	3.5	3.6	3.2	3.9	3.9	3.8	3.4
	Employees ('000)	9.6	1.1	50.3	11.3	16.4	114.8	136.9	30.9	3.7	2.1	4.9	44.0	6.9
Accommodation and Food Services	Agreements	5	9	9	11	20	9	7	7	8	4	7	11	4
	AAWI (%)	4.9	3.6	3.6	2.6	3.6	3.9	2.9	1.2	3.3	4.5	3.4	1.3	*
	Duration (yrs.)	0.7	2.9	2.8	3.9	3.7	2.6	3.7	3.6	3.6	3.1	3.7	3.8	3.8
	Employees ('000)	3.6	2.7	1.7	1.7	1.8	4.2	0.5	0.8	1.3	1.6	0.7	6.3	2.1
Transport, Postal and Warehousing	Agreements	118	128	127	120	109	85	94	116	120	83	88	128	98
	AAWI (%)	3.1	3.4	4.0	3.8	4.5	4.5	4.0	4.0	4.1	4.4	3.8	3.8	3.7
	Duration (yrs.)	1.8	2.9	3.0	2.6	2.6	3.1	2.8	2.8	2.5	2.7	2.8	2.6	3.1
	Employees ('000)	22.0	16.9	12.0	16.5	27.2	7.1	10.5	44.9	11.0	7.8	25.6	11.3	13.1
Information Media and Telecommunications	Agreements	3	4	11	4	0	0	9	10	9	6	1	7	6
	AAWI (%)	2.0	3.2	2.7	4.2	*	*	3.3	2.7	3.1	2.2	3.1	2.4	2.0
	Duration (yrs.)	2.6	2.8	2.9	2.0	0.0	0.0	2.9	1.7	2.1	2.5	1.9	1.6	1.9
	Employees ('000)	1.3	3.1	2.1	0.3	0.0	0.0	24.3	2.0	2.8	2.5	1.0	0.6	1.0
Financial and Insurance Services	Agreements	2	4	6	13	5	5	4	13	7	4	7	5	8
	AAWI (%)	5.3	3.4	4.2	4.2	3.8	4.2	3.0	3.4	3.7	3.6	3.4	3.4	3.6
	Duration (yrs.)	2.6	2.9	2.9	3.0	2.9	2.5	2.9	3.0	3.0	2.9	3.0	2.3	2.7
	Employees ('000)	0.3	3.4	32.9	57.6	4.0	6.4	0.5	51.2	12.0	3.0	2.6	4.4	3.2
Rental, Hiring and Real Estate Services	Agreements	2	3	5	8	7	7	4	4	2	2	2	5	2
	AAWI (%)	4.1	4.6	3.5	1.8	2.5	2.8	3.9	4.0	3.5	3.2	3.1	4.2	4.8
	Duration (yrs.)	2.9	1.5	2.8	3.8	3.8	3.6	2.9	3.1	3.3	3.4	2.9	3.0	3.0
	Employees ('000)	0.0	0.0	0.3	0.3	0.2	0.0	0.1	0.8	0.0	0.1	0.1	0.1	0.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Professional, Scientific and Technical Services	Agreements	9	8	8	11	10	13	12	18	10	11	8	9	11
	AAWI (%)	3.7	3.2	4.3	3.5	4.2	3.6	3.2	3.8	3.1	4.3	3.2	3.9	3.7
	Duration (yrs.)	3.4	3.1	2.4	3.5	2.6	2.2	3.3	2.7	2.6	3.2	2.7	2.7	2.8
	Employees ('000)	0.8	0.3	0.9	0.8	7.5	4.2	1.0	1.9	3.0	1.5	1.9	0.3	0.7
Administrative and Support Services	Agreements	5	10	23	21	18	12	10	27	19	15	5	25	7
	AAWI (%)	4.2	3.2	4.0	5.0	5.3	3.9	4.1	6.4	6.3	3.3	3.7	4.2	4.5
	Duration (yrs.)	2.5	3.3	3.1	3.5	2.7	3.4	3.4	2.5	3.2	3.3	3.2	2.6	2.6
	Employees ('000)	0.6	1.1	2.4	2.4	0.9	0.9	1.6	3.3	2.5	2.3	0.1	1.8	0.3
Public Administration and Safety	Agreements	20	22	29	28	95	67	15	34	28	19	31	25	18
	AAWI (%)	2.9	3.3	3.4	3.2	3.8	3.8	3.2	3.6	3.2	4.0	3.1	3.3	3.5
	Duration (yrs.)	1.9	2.6	2.4	2.7	2.9	2.7	3.4	2.8	2.7	3.1	3.1	2.9	3.3
	Employees ('000)	14.5	9.1	26.9	9.2	154.3	42.0	68.6	24.7	12.4	24.7	13.2	6.0	18.3
Education and Training	Agreements	44	37	40	60	58	45	45	52	63	38	38	20	38
	AAWI (%)	4.2	3.6	3.8	5.3	4.1	4.2	4.3	4.1	3.5	4.1	4.3	2.9	4.5
	Duration (yrs.)	2.4	1.8	2.4	1.8	2.3	2.2	1.4	2.4	2.5	2.8	2.3	1.9	2.5
	Employees ('000)	19.7	29.2	77.3	92.2	74.7	27.3	34.1	21.1	30.8	54.2	10.8	38.9	12.2
Health Care and Social Assistance	Agreements	66	87	80	83	60	120	76	95	86	77	69	56	62
	AAWI (%)	3.3	3.6	3.8	3.4	3.2	4.3	3.1	5.8	3.3	4.5	3.5	3.9	3.2
	Duration (yrs.)	2.0	2.4	2.2	2.5	2.2	2.0	2.4	2.7	2.7	2.2	2.5	2.2	1.4
	Employees ('000)	15.2	36.4	46.5	33.7	30.1	24.7	19.0	165.9	40.9	43.4	48.1	21.1	28.8
Arts and Recreation Services	Agreements	15	10	9	14	33	17	10	12	13	18	12	13	13
	AAWI (%)	4.6	3.4	4.2	3.2	4.0	4.3	3.5	3.3	3.5	3.2	3.9	3.3	3.5
	Duration (yrs.)	0.7	1.6	2.7	2.7	1.6	2.4	3.5	2.5	2.4	2.7	2.7	2.2	2.9
	Employees ('000)	6.8	1.9	1.5	2.7	8.6	5.6	2.9	2.7	4.0	3.5	3.3	1.2	2.8
Other Services	Agreements	17	12	23	13	14	22	22	23	23	17	16	16	22
	AAWI (%)	3.6	2.8	3.4	4.0	3.9	3.9	4.2	3.2	4.3	3.3	3.5	3.4	3.1
	Duration (yrs.)	1.8	3.1	3.0	2.5	2.9	3.0	2.9	3.2	2.7	3.0	2.8	2.9	2.8
	Employees ('000)	2.4	2.0	2.5	1.4	1.0	2.3	4.5	3.5	1.9	1.4	2.5	1.0	1.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
All industries	Agreements	841	938	1,073	1,258	1,022	1,204	941	1,208	1,029	973	1,065	1,074	723
	AAWI (%)	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.8	4.0
	Duration (yrs.)	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8	2.5
	Employees ('000)	134.6	136.2	296.1	276.8	366.2	275.9	341.5	400.7	168.1	186.6	154.0	179.0	117.9

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: 4 Agriculture, Forestry and Fishing agreements were approved in the March quarter 2026, covering 600 employees. The AAWI for these agreements was 3.9% and the average duration was 3.5 years.

Table 8 - Agreements current on the last day of the quarter, by ANZSIC Division (March quarter 2023 to March quarter 2026)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Agriculture, Forestry and Fishing	Agreements	114	114	112	121	123	126	117	117	125	124	112	117	118
	AAWI (%)	2.7	2.8	2.9	3.0	3.0	3.1	3.3	3.6	3.7	3.8	3.8	3.7	3.8
	Duration (yrs.)	3.6	3.5	3.5	3.5	3.5	3.2	3.3	3.2	3.2	3.1	3.3	3.2	3.2
	Employees ('000)	10.8	10.6	8.6	10.3	10.4	11.0	9.0	10.4	11.5	11.7	10.1	11.0	11.4
Mining	Agreements	382	388	397	421	422	440	422	447	460	457	436	427	422
	AAWI (%)	2.6	2.7	2.8	3.0	3.0	3.1	3.2	3.3	3.4	3.5	3.6	3.6	3.6
	Duration (yrs.)	3.6	3.6	3.5	3.5	3.5	3.5	3.6	3.6	3.6	3.5	3.5	3.6	3.6
	Employees ('000)	57.8	55.5	56.0	58.9	61.8	63.6	61.9	62.2	61.8	63.3	63.1	66.0	61.9
Manufacturing	Agreements	1,919	1,935	1,863	1,963	1,990	2,010	1,887	1,946	1,974	1,968	1,859	1,933	1,923
	AAWI (%)	2.9	3.0	3.1	3.3	3.4	3.5	3.6	3.7	3.7	3.8	3.8	3.8	3.8
	Duration (yrs.)	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	148.6	147.7	148.1	154.3	157.7	160.1	150.3	153.6	158.6	162.9	153.0	157.8	159.9
Non-Metal Manufacturing	Agreements	1,291	1,294	1,266	1,328	1,344	1,356	1,279	1,314	1,330	1,326	1,263	1,304	1,293
	AAWI (%)	2.8	2.9	3.1	3.2	3.4	3.4	3.5	3.7	3.7	3.7	3.7	3.7	3.7
	Duration (yrs.)	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	106.1	103.9	104.5	109.5	112.3	113.1	107.0	109.9	114.6	118.9	111.8	113.6	114.6
Metal Manufacturing	Agreements	628	641	597	635	646	654	608	632	644	642	596	629	630
	AAWI (%)	2.9	3.1	3.2	3.3	3.4	3.5	3.7	3.8	3.8	3.8	4.0	4.0	4.1
	Duration (yrs.)	2.8	2.8	2.9	2.9	2.8	2.9	2.9	2.9	3.0	2.9	2.9	2.9	2.9
	Employees ('000)	42.5	43.8	43.6	44.9	45.4	47.0	43.3	43.6	44.0	43.9	41.3	44.1	45.2
Electricity, Gas, Water and Waste Services	Agreements	361	359	346	367	372	384	342	370	373	393	358	363	355
	AAWI (%)	3.1	3.1	3.4	3.5	3.5	3.6	3.9	4.0	4.1	4.2	4.2	4.2	4.1
	Duration (yrs.)	2.6	2.5	2.6	2.6	2.5	2.6	2.9	2.9	2.8	2.8	2.9	2.9	2.8
	Employees ('000)	55.8	58.7	53.0	55.3	49.6	52.0	49.6	53.3	59.2	66.1	63.7	66.0	66.6

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Construction	Agreements	4,400	4,504	3,300	3,314	2,759	3,125	3,311	3,673	3,833	3,922	4,161	4,423	4,431
	AAWI (%)	3.6	3.6	3.6	3.9	3.9	4.1	4.2	4.6	4.7	4.9	5.1	5.2	5.3
	Duration (yrs.)	2.9	2.9	3.1	3.1	3.3	3.3	3.3	3.2	3.1	3.1	3.1	3.1	3.1
	Employees ('000)	109.1	110.9	88.4	91.1	81.1	92.7	96.1	110.3	116.3	118.3	122.4	130.0	132.5
Wholesale Trade	Agreements	178	182	180	190	208	210	197	205	210	205	192	202	204
	AAWI (%)	3.0	3.0	3.2	3.2	3.3	3.4	3.6	3.6	3.7	3.7	3.7	3.8	3.9
	Duration (yrs.)	3.0	3.1	3.0	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.1
	Employees ('000)	14.8	14.8	12.8	18.3	19.2	18.2	17.8	19.4	20.1	20.3	18.8	20.0	20.7
Retail Trade	Agreements	128	130	128	143	139	139	124	128	137	140	139	135	137
	AAWI (%)	2.8	2.8	2.9	3.1	3.1	3.2	3.3	3.2	3.3	3.3	3.2	3.3	3.4
	Duration (yrs.)	4.1	4.1	4.1	3.6	3.5	3.4	3.2	3.4	3.4	3.4	3.4	3.5	3.5
	Employees ('000)	95.0	89.6	86.3	119.3	109.4	139.2	140.3	365.3	388.3	388.2	388.7	430.4	434.0
Accommodation and Food Services	Agreements	104	105	104	108	120	118	112	104	106	108	107	114	108
	AAWI (%)	3.6	3.6	3.7	3.0	3.1	3.2	3.5	3.5	3.5	3.6	3.6	2.8	2.8
	Duration (yrs.)	3.8	3.8	3.8	4.0	4.0	3.9	3.6	3.4	3.4	3.3	3.4	3.5	3.5
	Employees ('000)	59.9	60.5	60.9	58.9	60.0	22.8	22.8	21.1	20.9	21.9	21.6	26.3	27.2
Transport, Postal and Warehousing	Agreements	1,147	1,192	1,161	1,230	1,259	1,279	1,191	1,242	1,270	1,287	1,210	1,261	1,237
	AAWI (%)	2.9	2.9	3.0	3.1	3.2	3.3	3.4	3.7	3.8	3.8	3.9	3.9	3.9
	Duration (yrs.)	2.8	2.8	2.9	2.9	2.8	2.9	3.0	3.0	3.0	3.0	3.0	2.9	3.0
	Employees ('000)	173.7	183.0	163.7	175.0	193.0	183.8	176.4	181.7	186.7	188.4	198.8	204.0	196.6
Information Media and Telecommunications	Agreements	51	53	58	62	59	57	52	58	60	65	52	55	49
	AAWI (%)	2.6	2.6	2.7	2.7	2.7	2.7	2.8	2.9	2.8	2.9	2.9	2.9	3.0
	Duration (yrs.)	2.4	2.4	2.5	2.5	2.5	2.5	2.5	2.9	2.8	2.8	2.8	2.8	2.9
	Employees ('000)	33.3	34.9	37.4	37.8	37.0	36.9	36.1	38.8	37.3	40.1	38.2	38.2	34.4
Financial and Insurance Services	Agreements	72	71	68	75	77	79	65	70	72	73	71	71	75
	AAWI (%)	2.9	2.9	3.1	3.3	3.4	3.5	3.5	3.7	3.7	3.7	3.7	3.7	3.7
	Duration (yrs.)	2.7	2.6	2.7	2.8	2.8	2.8	2.8	2.8	3.0	3.0	3.0	3.0	2.9
	Employees ('000)	69.1	68.3	72.5	128.1	146.4	149.2	145.9	183.6	173.1	175.7	175.5	178.8	180.6

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Rental, Hiring and Real Estate Services	Agreements	59	61	57	63	62	66	64	66	66	60	55	54	53
	AAWI (%)	2.1	2.2	2.2	2.2	2.2	2.2	2.2	2.6	2.6	2.7	2.6	2.7	3.7
	Duration (yrs.)	3.5	3.5	3.5	3.5	3.5	3.5	3.7	3.6	3.6	3.6	3.6	3.6	3.3
	Employees ('000)	3.9	3.9	3.8	4.0	4.1	4.1	3.3	4.0	3.9	3.9	3.8	3.7	2.2
Professional, Scientific and Technical Services	Agreements	111	116	117	119	114	119	111	123	129	131	127	129	130
	AAWI (%)	2.3	2.3	2.4	2.7	2.8	3.5	3.7	3.9	3.8	3.8	3.8	3.8	3.8
	Duration (yrs.)	3.1	3.1	3.1	3.2	3.2	2.9	2.8	2.8	2.7	2.7	2.7	2.7	2.8
	Employees ('000)	17.9	18.3	18.1	13.3	12.5	22.7	21.6	20.3	22.7	23.3	24.0	23.6	23.3
Administrative and Support Services	Agreements	195	190	172	177	154	154	144	168	175	177	165	175	171
	AAWI (%)	3.1	3.1	3.4	3.6	3.6	3.7	3.9	4.5	4.7	4.7	4.8	4.7	4.7
	Duration (yrs.)	3.4	3.4	3.4	3.3	3.5	3.3	3.3	3.1	3.2	3.2	3.2	3.2	3.2
	Employees ('000)	18.0	18.6	15.8	17.3	15.6	14.1	13.2	16.3	17.2	18.8	18.1	19.2	18.2
Public Administration and Safety	Agreements	363	367	340	345	391	459	404	413	424	425	372	379	378
	AAWI (%)	2.2	2.3	2.4	2.5	3.3	3.4	3.4	3.5	3.5	3.5	3.6	3.6	3.6
	Duration (yrs.)	3.1	3.0	3.0	2.9	2.8	2.8	2.9	2.9	2.9	2.9	3.0	3.0	3.0
	Employees ('000)	185.4	186.1	205.1	193.2	236.6	326.7	370.1	382.9	391.2	412.9	377.9	377.2	392.2
Education and Training	Agreements	455	481	481	515	481	510	518	553	500	525	516	514	435
	AAWI (%)	2.7	2.8	3.1	3.4	3.6	3.6	3.7	3.7	3.7	3.7	3.6	3.7	4.3
	Duration (yrs.)	2.9	2.8	2.8	2.6	2.5	2.5	2.5	2.6	2.7	2.7	2.7	2.7	2.5
	Employees ('000)	239.2	266.4	301.1	390.0	441.9	471.7	486.8	465.0	431.4	475.2	441.4	445.6	334.9
Health Care and Social Assistance	Agreements	672	725	692	733	738	799	732	787	832	872	754	776	775
	AAWI (%)	2.5	2.6	2.7	2.8	2.8	2.9	3.0	3.9	3.9	3.9	3.9	4.0	4.2
	Duration (yrs.)	2.8	2.7	2.8	2.7	2.7	2.8	2.9	2.8	2.8	2.8	2.8	2.8	2.7
	Employees ('000)	394.0	408.6	433.8	458.5	449.9	389.5	349.9	502.8	519.3	550.6	478.7	484.5	458.9
Arts and Recreation Services	Agreements	112	120	112	118	123	137	124	131	127	136	126	130	126
	AAWI (%)	3.3	3.3	2.9	3.0	3.2	3.2	3.4	3.4	3.5	3.5	3.5	3.6	3.7
	Duration (yrs.)	2.5	2.4	2.8	2.8	2.6	2.5	2.7	2.7	2.6	2.6	2.8	2.8	2.9
	Employees ('000)	30.3	31.9	25.9	27.3	31.3	31.3	33.8	34.9	35.7	38.2	29.4	27.8	28.2

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Other Services	Agreements	221	214	212	209	211	218	214	223	233	237	208	205	206
	AAWI (%)	2.9	2.9	3.0	3.1	3.1	3.2	3.6	3.5	3.6	3.6	3.7	3.7	3.6
	Duration (yrs.)	3.2	3.1	3.2	3.2	3.2	3.0	3.0	3.1	3.1	3.0	3.1	3.1	3.1
	Employees ('000)	22.9	23.6	24.7	24.2	24.7	25.5	24.8	26.0	27.2	27.0	25.4	25.4	24.3
All industries	Agreements	11,044	11,307	9,900	10,273	9,802	10,429	10,131	10,824	11,106	11,305	11,020	11,463	11,333
	AAWI (%)	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.8	3.8	3.8	3.9	4.0
	Duration (yrs.)	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1739.4	1791.9	1816.0	2035.2	2142.1	2215.1	2209.8	2651.8	2682.3	2806.9	2652.5	2735.5	2607.9

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: 118 Agriculture, Forestry and Fishing agreements were current as at 31 March 2026, covering 11,400 employees. The AAWI for these agreements was 3.8% and the average duration was 3.2 years.

Table 9 - Agreements expiring, by ANZSIC Division and quarter (March quarter 2023 to March quarter 2026)

FOR ALL CURRENT AGREEMENTS		Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28	Sep-28	Dec-28	Mar-29
Agriculture, Forestry and Fishing	Agreements	1	13	8	5	10	9	9	16	10	15	5	4	2
	AAWI (%)	2.0	3.3	3.2	3.4	3.8	4.4	3.9	3.3	3.4	3.2	2.7	3.9	*
	Employees ('000)	0.0	0.9	0.3	0.2	0.4	3.3	0.8	0.9	0.6	2.6	0.3	0.2	0.0
Mining	Agreements	21	49	34	26	24	41	35	47	29	34	13	26	10
	AAWI (%)	3.5	3.4	3.2	3.6	3.2	3.5	3.4	3.9	4.0	3.8	3.8	3.7	4.5
	Employees ('000)	5.0	7.6	3.9	2.3	4.0	3.9	4.5	5.0	5.4	5.1	1.6	4.0	1.5
Manufacturing	Agreements	128	259	180	144	118	232	180	138	109	163	100	62	23
	AAWI (%)	3.7	4.0	3.7	4.2	3.7	3.9	4.0	3.9	3.8	3.6	3.7	3.6	2.9
	Employees ('000)	9.5	19.3	16.2	12.3	11.3	15.8	14.6	11.1	9.5	13.1	8.6	5.0	3.3
Non-Metal Manufacturing	Agreements	92	166	125	103	85	150	119	98	76	109	56	44	15
	AAWI (%)	3.7	3.9	3.7	4.3	3.7	3.9	3.7	3.7	3.7	3.6	3.4	3.6	2.9
	Employees ('000)	7.5	13.3	12.2	9.9	9.6	9.5	9.5	8.3	7.1	9.5	4.9	4.1	3.1
Metal Manufacturing	Agreements	36	93	55	41	33	82	61	40	33	54	44	18	8
	AAWI (%)	3.8	4.0	3.7	4.1	3.9	3.8	4.4	4.5	3.8	3.6	4.1	3.6	3.7
	Employees ('000)	2.0	6.0	4.1	2.4	1.7	6.3	5.1	2.9	2.3	3.6	3.7	0.8	0.2
Electricity, Gas, Water and Waste Services	Agreements	27	40	32	29	26	43	29	25	24	23	18	16	5
	AAWI (%)	4.0	4.2	4.1	3.6	4.8	4.4	4.3	4.2	3.8	3.4	3.3	3.8	4.9
	Employees ('000)	5.0	7.2	3.5	1.6	2.2	9.3	10.3	2.2	12.7	2.9	2.3	1.7	0.2
Construction	Agreements	153	219	277	338	113	179	1,614	412	199	209	132	105	221
	AAWI (%)	4.0	3.9	5.4	5.1	3.4	3.8	6.5	4.6	4.1	3.6	3.7	3.7	4.9
	Employees ('000)	3.7	6.5	7.9	7.1	4.3	6.4	43.7	10.5	5.4	8.4	4.6	4.6	7.7
Wholesale Trade	Agreements	11	17	14	13	15	33	18	23	13	20	11	6	0
	AAWI (%)	3.4	3.9	4.2	3.3	4.1	3.7	4.1	2.7	3.8	3.6	3.9	3.5	*
	Employees ('000)	0.4	1.9	1.1	0.5	0.8	3.5	6.0	1.2	0.5	2.5	1.0	0.3	0.0
Retail Trade	Agreements	9	11	11	5	6	21	11	14	5	15	6	6	4
	AAWI (%)	2.9	4.1	4.4	2.7	4.8	3.3	2.8	2.9	3.8	4.4	3.6	3.6	3.8
	Employees ('000)	4.0	9.3	46.5	1.5	9.2	17.5	3.4	21.7	2.4	228.6	1.6	35.8	1.8

FOR ALL CURRENT AGREEMENTS		Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28	Sep-28	Dec-28	Mar-29
Accommodation and Food Services	Agreements	9	7	13	3	4	5	8	12	14	10	7	7	3
	AAWI (%)	3.3	3.3	3.8	2.4	5.1	3.2	3.3	2.1	3.4	2.8	2.9	2.8	*
	Employees ('000)	1.2	2.2	6.6	0.4	0.3	0.7	0.9	1.4	1.8	2.2	0.6	0.7	1.0
Transport, Postal and Warehousing	Agreements	68	178	105	88	70	143	119	73	73	95	60	37	28
	AAWI (%)	4.0	3.8	3.7	3.7	4.0	3.9	3.8	3.9	5.1	4.4	3.8	4.0	3.8
	Employees ('000)	14.6	35.0	11.0	11.4	6.5	23.9	14.4	34.4	8.4	8.3	17.7	3.2	2.0
Information Media and Telecommunications	Agreements	6	10	1	3	1	8	10	0	0	4	3	2	0
	AAWI (%)	3.0	2.4	*	2.0	*	3.3	3.5	*	*	4.2	3.7	3.7	*
	Employees ('000)	3.2	3.4	0.1	0.5	0.1	2.1	23.9	0.0	0.0	3.0	0.2	0.1	0.0
Financial and Insurance Services	Agreements	1	12	5	4	4	10	5	7	5	6	3	4	1
	AAWI (%)	*	4.5	4.2	4.0	3.5	4.0	3.4	2.5	3.6	3.3	3.8	3.1	3.0
	Employees ('000)	0.2	43.1	6.9	29.9	3.8	5.0	21.6	39.3	20.5	2.0	1.6	3.5	0.2
Rental, Hiring and Real Estate Services	Agreements	3	4	6	2	4	4	4	7	7	4	2	2	1
	AAWI (%)	1.7	3.6	2.8	2.1	3.0	3.5	4.5	4.0	3.6	3.4	2.8	3.3	3.6
	Employees ('000)	1.5	0.3	0.2	0.0	0.1	0.1	0.1	1.0	0.2	0.1	0.1	0.1	0.0
Professional, Scientific and Technical Services	Agreements	7	17	5	5	11	14	10	12	6	11	8	4	3
	AAWI (%)	4.2	3.7	3.5	4.3	3.6	3.6	3.3	3.3	3.3	3.1	3.0	3.1	5.0
	Employees ('000)	0.2	3.7	1.0	6.6	1.3	1.7	3.9	0.7	0.2	0.9	1.0	0.3	0.7
Administrative and Support Services	Agreements	5	26	9	10	3	8	34	13	9	13	4	11	16
	AAWI (%)	5.2	5.4	6.0	4.0	4.4	3.2	6.3	3.2	4.4	3.7	4.5	3.5	4.3
	Employees ('000)	0.5	2.4	0.7	0.9	0.2	1.2	3.0	2.3	0.5	2.3	0.2	0.9	2.2
Public Administration and Safety	Agreements	25	30	15	20	112	39	21	17	11	37	10	6	4
	AAWI (%)	3.6	3.4	4.4	3.7	3.8	3.3	3.5	3.8	3.7	3.3	3.1	3.1	3.0
	Employees ('000)	30.4	8.3	5.5	6.8	178.9	18.8	7.5	13.7	2.2	87.1	4.7	2.0	0.7
Education and Training	Agreements	35	47	18	90	19	30	13	77	33	18	9	21	7
	AAWI (%)	5.0	4.6	5.0	4.3	2.6	4.4	4.1	3.6	3.9	3.4	3.3	3.4	2.9
	Employees ('000)	23.2	111.0	27.7	27.5	12.7	9.6	9.3	46.9	54.5	2.7	0.7	9.3	3.0
Health Care and Social Assistance	Agreements	47	131	47	60	31	115	67	53	32	77	38	21	14
	AAWI (%)	2.2	3.0	3.4	3.2	3.4	3.6	3.9	3.8	3.9	5.7	3.3	3.1	3.1
	Employees ('000)	36.0	66.6	27.2	78.8	5.3	46.0	25.8	25.4	14.0	109.8	17.3	9.7	1.9

FOR ALL CURRENT AGREEMENTS		Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28	Sep-28	Dec-28	Mar-29
Arts and Recreation Services	Agreements	8	21	3	5	8	16	4	25	1	13	8	3	1
	AAWI (%)	3.2	3.3	3.2	3.5	3.8	4.1	3.6	3.3	2.9	3.7	3.5	3.0	2.2
	Employees ('000)	1.2	3.8	0.1	1.1	1.5	6.5	1.6	1.4	0.2	5.9	2.4	0.5	0.1
Other Services	Agreements	16	17	13	10	13	34	18	15	7	18	13	9	4
	AAWI (%)	3.4	3.3	3.1	4.2	4.0	3.6	4.8	3.8	3.7	3.0	3.5	3.2	3.2
	Employees ('000)	1.9	2.5	1.8	0.9	0.9	4.4	4.0	1.4	0.8	2.2	0.7	2.3	0.2
All industries	Agreements	580	1,108	796	860	592	984	2,209	986	587	785	450	352	347
	AAWI (%)	3.5	3.9	4.2	4.0	3.7	3.7	4.8	3.8	3.9	4.4	3.6	3.4	4.0
	Employees ('000)	141.8	334.8	167.9	190.2	243.9	179.8	199.3	220.6	139.8	489.6	67.2	84.0	26.5

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: 2 Agriculture, Forestry and Fishing agreements, covering fewer than 100 employees, have an expiry date in the March quarter 2029. The AAWI of these agreements is NA%.

Table 10 - Agreements approved in the quarter, by state (March quarter 2023 to March quarter 2026)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
ACT	Agreements	12	12	14	11	30	16	17	12	12	6	5	10	9
	AAWI (%)	3.7	3.7	3.5	3.6	3.7	3.6	3.5	3.7	3.9	4.4	3.9	4.1	4.8
	Duration (yrs.)	2.2	2.7	2.5	2.5	2.5	2.1	1.8	2.2	2.8	2.3	2.8	3.0	3.2
	Employees ('000)	0.8	1.9	16.9	1.5	10.0	3.1	6.2	1.8	1.6	0.6	0.5	0.9	0.5
NSW	Agreements	155	172	192	199	146	195	176	252	162	165	168	144	120
	AAWI (%)	3.8	3.5	5.3	4.4	3.8	4.6	3.9	4.4	3.7	5.0	4.2	4.1	4.4
	Duration (yrs.)	2.6	2.0	2.5	2.7	2.1	2.1	1.9	2.4	2.9	2.1	2.6	2.4	2.3
	Employees ('000)	11.5	30.8	19.8	20.0	28.6	29.5	25.2	26.7	25.3	24.1	22.5	21.3	12.3
NT	Agreements	7	8	9	13	4	5	9	22	22	12	13	13	10
	AAWI (%)	3.1	3.1	3.2	3.8	3.4	4.1	4.0	3.9	3.6	4.0	3.5	3.6	3.5
	Duration (yrs.)	1.8	2.6	3.0	2.5	3.6	2.8	3.0	3.0	3.1	3.1	2.9	2.6	3.5
	Employees ('000)	4.7	0.8	6.7	1.0	0.1	0.2	1.0	4.9	1.4	2.7	2.1	1.9	15.2
QLD	Agreements	127	147	152	269	191	187	117	184	135	115	126	129	83
	AAWI (%)	4.0	4.0	4.3	4.3	4.8	4.3	4.0	4.3	3.8	3.6	3.4	3.3	3.4
	Duration (yrs.)	2.8	2.4	2.5	2.9	2.4	2.8	3.1	2.5	2.8	2.9	3.0	2.8	2.7
	Employees ('000)	17.1	22.8	33.4	25.1	53.5	14.5	9.3	31.8	20.1	13.4	20.2	12.3	6.4
SA	Agreements	45	44	57	61	46	48	32	53	52	53	56	51	57
	AAWI (%)	3.3	3.8	5.0	4.2	5.5	4.3	3.7	4.0	3.5	4.3	3.6	4.1	4.4
	Duration (yrs.)	2.7	2.8	2.3	2.1	2.8	2.7	2.5	2.5	2.6	2.2	2.7	2.8	1.8
	Employees ('000)	3.0	3.1	10.1	6.2	10.4	7.1	2.3	3.4	7.5	7.2	5.1	3.1	6.7
TAS	Agreements	26	32	27	25	25	27	26	40	35	25	37	33	27
	AAWI (%)	4.0	3.8	4.4	4.5	3.1	3.9	3.8	4.6	4.0	3.5	3.5	3.6	3.2
	Duration (yrs.)	2.4	1.8	2.1	2.6	2.1	2.8	2.3	1.8	2.0	2.6	3.2	2.6	2.6
	Employees ('000)	1.2	3.8	2.3	1.3	3.2	2.6	2.6	5.4	7.6	4.3	4.0	3.8	1.9
VIC	Agreements	268	285	324	322	256	338	308	361	366	411	456	488	247
	AAWI (%)	3.5	3.3	2.6	3.9	3.6	4.0	3.3	5.7	3.9	4.2	4.4	4.2	3.9
	Duration (yrs.)	2.0	2.3	2.3	2.6	2.4	2.4	3.2	3.1	2.7	2.8	2.6	2.5	1.7
	Employees ('000)	34.2	26.2	62.2	34.8	38.1	33.6	85.9	121.6	51.0	51.5	42.0	32.6	35.5

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
WA	Agreements	81	82	77	76	74	115	71	102	82	74	87	81	74
	AAWI (%)	4.0	3.8	4.3	3.7	3.0	4.1	3.9	3.3	3.9	4.1	3.6	3.6	5.9
	Duration (yrs.)	1.8	2.7	2.4	2.5	2.6	2.7	3.0	2.8	2.6	2.7	2.6	2.8	2.9
	Employees ('000)	13.0	10.6	9.4	12.1	17.2	10.3	5.5	9.2	13.6	10.3	17.0	5.6	9.5
Multi-state	Agreements	120	156	221	281	250	273	184	182	162	112	116	124	96
	AAWI (%)	3.5	3.6	4.2	4.7	3.9	3.8	4.2	3.8	3.6	4.1	3.7	3.0	3.5
	Duration (yrs.)	2.4	2.9	2.9	2.5	2.8	3.3	3.3	2.8	2.8	2.8	2.8	3.0	2.9
	Employees ('000)	49.1	36.3	135.3	174.7	205.2	174.9	203.3	196.0	39.8	72.5	40.6	97.4	29.8
Other	Agreements	0	0	0	1	0	0	1	0	1	0	1	1	0
	AAWI (%)	*	*	*	*	*	*	*	*	3.9	*	2.8	*	*
	Duration (yrs.)	0.0	0.0	0.0	3.6	0.0	0.0	4.0	0.0	2.9	0.0	2.8	4.0	0.0
	Employees ('000)	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1	0.0	0.1	0.1	0.0
All states	Agreements	841	938	1,073	1,258	1,022	1,204	941	1,208	1,029	973	1,065	1,074	723
	AAWI (%)	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.8	4.0
	Duration (yrs.)	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8	2.5
	Employees ('000)	134.6	136.2	296.1	276.8	366.2	275.9	341.5	400.7	168.1	186.6	154.0	179.0	117.9

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: 9 agreements approved in the March quarter 2026 operate solely in the ACT, covering 500 employees. The AAWI for these agreements was 4.8% and the average duration was 3.2 years.

Table 11 - Agreements current on the last day of the quarter, by state (March quarter 2023 to March quarter 2026)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
ACT	Agreements	115	119	112	117	133	143	137	140	144	137	133	128	131
	AAWI (%)	2.9	3.2	3.5	3.5	3.5	3.5	3.5	3.5	3.6	3.6	3.6	3.6	3.6
	Duration (yrs.)	2.8	2.8	2.6	2.6	2.6	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4
	Employees ('000)	7.7	9.7	25.1	26.5	31.4	36.6	42.0	43.4	43.9	44.0	43.9	44.2	44.0
NSW	Agreements	2,037	2,076	2,070	2,129	1,811	1,895	1,815	1,981	1,997	2,048	1,934	1,967	1,892
	AAWI (%)	3.0	3.1	3.4	3.6	3.6	3.8	3.9	4.0	4.1	4.1	3.9	4.0	4.0
	Duration (yrs.)	2.8	2.7	2.8	2.8	2.8	2.7	2.7	2.6	2.8	2.7	2.9	2.9	2.9
	Employees ('000)	179.4	197.7	191.3	204.4	196.7	219.0	215.0	235.2	219.4	231.8	215.8	226.8	225.5
NT	Agreements	112	114	114	118	117	117	107	117	128	136	138	140	140
	AAWI (%)	2.6	2.6	2.9	2.9	2.9	3.0	3.0	3.3	3.4	3.5	3.5	3.6	3.6
	Duration (yrs.)	2.7	2.7	2.8	2.7	2.7	2.7	2.8	3.0	3.1	3.1	3.1	3.0	3.2
	Employees ('000)	13.1	13.8	20.0	20.7	20.5	20.2	19.7	20.0	19.3	21.8	22.4	22.6	36.1
QLD	Agreements	1,415	1,463	1,399	1,576	1,556	1,663	1,631	1,736	1,745	1,793	1,755	1,803	1,696
	AAWI (%)	2.9	3.1	3.3	3.5	3.7	3.8	3.9	4.0	4.1	4.1	4.1	4.0	3.8
	Duration (yrs.)	3.0	3.0	3.0	2.9	2.8	2.8	2.9	2.7	2.7	2.7	2.8	2.8	2.9
	Employees ('000)	163.6	177.6	172.2	189.0	226.6	234.0	218.7	242.5	251.6	258.8	231.8	241.0	209.2
SA	Agreements	571	576	573	597	589	604	559	570	578	598	533	534	543
	AAWI (%)	2.8	2.9	3.4	3.5	3.8	3.9	4.1	4.2	4.2	4.2	4.0	4.0	3.9
	Duration (yrs.)	2.5	2.5	2.5	2.5	2.6	2.6	2.8	2.7	2.8	2.7	2.8	2.8	2.8
	Employees ('000)	58.1	58.1	60.7	64.2	66.7	72.1	58.8	57.7	58.5	64.7	56.4	56.1	56.4
TAS	Agreements	283	295	276	287	291	306	271	302	314	326	292	308	303
	AAWI (%)	3.0	3.1	3.2	3.3	3.3	3.3	3.4	3.7	3.8	3.8	3.8	3.8	3.8
	Duration (yrs.)	3.0	2.8	2.8	2.8	2.8	2.8	2.8	2.7	2.5	2.4	2.6	2.6	2.6
	Employees ('000)	23.7	26.7	25.7	26.2	27.2	27.9	24.4	29.1	34.0	37.0	33.8	37.0	34.8

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
VIC	Agreements	3,821	3,968	2,663	2,599	2,433	2,604	2,549	2,787	2,960	2,978	3,083	3,414	3,482
	AAWI (%)	2.5	2.6	2.4	2.5	2.6	2.7	2.8	3.4	3.5	3.5	3.6	3.8	4.2
	Duration (yrs.)	2.9	2.9	3.0	2.9	2.9	3.0	3.0	3.1	3.1	3.0	3.0	3.1	2.9
	Employees ('000)	660.6	674.4	668.8	666.4	626.6	575.3	606.2	701.1	718.9	749.8	674.6	649.0	534.2
WA	Agreements	937	936	902	918	902	954	942	991	993	1,017	974	1,008	1,001
	AAWI (%)	2.5	2.7	2.9	3.1	3.1	3.3	3.4	3.4	3.5	3.6	3.7	3.7	3.8
	Duration (yrs.)	2.8	2.8	2.8	2.9	2.9	2.9	3.0	3.1	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	89.8	95.7	88.6	91.4	101.6	103.2	97.0	93.5	100.9	109.5	113.6	118.5	121.9
Multi-state	Agreements	1,747	1,756	1,788	1,928	1,967	2,140	2,117	2,197	2,243	2,268	2,173	2,156	2,140
	AAWI (%)	2.8	2.9	3.2	3.5	3.6	3.7	3.8	3.9	3.9	3.9	3.9	3.9	3.9
	Duration (yrs.)	3.1	3.1	3.1	2.9	2.9	2.9	2.8	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	542.9	538.1	563.3	746.3	844.8	926.8	927.9	1229.2	1235.4	1289.1	1259.7	1339.7	1345.3
Other	Agreements	6	4	3	4	3	3	3	3	4	4	5	5	5
	AAWI (%)	2.3	2.0	2.0	2.0	1.9	1.9	1.7	1.7	3.6	3.6	3.2	3.3	3.3
	Duration (yrs.)	2.8	2.5	2.9	3.2	3.4	3.4	3.9	3.9	3.5	3.5	3.3	3.4	3.4
	Employees ('000)	0.4	0.2	0.1	0.2	0.1	0.1	0.2	0.2	0.3	0.3	0.4	0.5	0.5
All states	Agreements	11,044	11,307	9,900	10,273	9,802	10,429	10,131	10,824	11,106	11,305	11,020	11,463	11,333
	AAWI (%)	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.8	3.8	3.8	3.9	4.0
	Duration (yrs.)	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1739.4	1791.9	1816.0	2035.2	2142.1	2215.1	2209.8	2651.8	2682.3	2806.9	2652.5	2735.5	2607.9

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: 131 agreements current as at March quarter 2026 operate solely in the ACT, covering 44,000 employees. The AAWI for these agreements was 3.6% and the average duration was 2.4 years.

Table 12a - Agreements approved in the quarter - non-quantifiable wage increases, by reason (March quarter 2023 to March quarter 2026)

Linked to minimum wage

Agreement Type		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Single-enterprise non-greenfields	Agreements	35	44	56	70	72	51	45	51	47	24	35	49	30
	Employees ('000)	12.1	10.4	14.5	13.6	24.1	100.9	136.2	37.3	7.8	5.5	3.3	19.4	5.3
Single-enterprise greenfields	Agreements	1	3	1	0	0	4	2	2	1	2	0	1	0
	Employees ('000)	0.1	0.3	0.1	0.0	0.0	0.4	0.1	0.2	0.1	0.2	0.0	0.0	0.0
Multi-enterprise non-greenfields	Agreements	0	2	2	0	1	2	0	1	0	0	0	1	0
	Employees ('000)	0.0	0.2	3.0	0.0	0.2	3.4	0.0	37.2	0.0	0.0	0.0	27.8	0.0
Multi-enterprise greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	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
Sub-total	Agreements	36	49	59	70	73	57	47	54	48	26	35	51	30
	Employees ('000)	12.2	10.8	17.6	13.6	24.3	104.7	136.3	74.7	7.8	5.7	3.3	47.2	5.3

Linked to CPI

Agreement Type		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Single-enterprise non-greenfields	Agreements	13	11	17	20	12	11	17	20	14	9	14	17	13
	Employees ('000)	2.0	1.7	1.5	1.2	0.5	0.2	0.8	1.5	1.1	2.0	0.4	1.5	1.7
Single-enterprise greenfields	Agreements	0	0	1	1	0	1	0	1	0	0	1	0	0
	Employees ('000)	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0
Multi-enterprise non-greenfields	Agreements	1	0	0	0	0	0	0	0	0	0	0	0	0
	Employees ('000)	0.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	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
Sub-total	Agreements	14	11	18	21	12	12	17	21	14	9	15	17	13
	Employees ('000)	2.7	1.7	1.6	1.3	0.5	0.2	0.8	1.6	1.1	2.0	0.6	1.5	1.7

Inconsistent increase

Agreement Type		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Single-enterprise non-greenfields	Agreements	31	53	53	40	47	69	111	54	69	62	58	27	31
	Employees ('000)	8.5	14.8	87.1	51.3	8.8	19.3	9.1	44.2	20.4	12.4	17.0	39.4	5.5
Single-enterprise greenfields	Agreements	1	0	0	1	3	3	7	5	5	7	3	1	1
	Employees ('000)	0.2	0.0	0.0	0.1	0.1	0.1	0.2	0.1	0.2	0.2	0.1	0.0	0.0
Multi-enterprise non-greenfields	Agreements	0	0	0	0	4	1	0	2	1	2	0	0	2
	Employees ('000)	0.0	0.0	0.0	0.0	1.8	0.1	0.0	5.2	0.1	21.5	0.0	0.0	12.2
Multi-enterprise greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	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
Sub-total	Agreements	32	53	53	41	54	73	118	61	75	71	61	28	34
	Employees ('000)	8.7	14.8	87.1	51.3	10.7	19.4	9.3	49.5	20.7	34.1	17.0	39.4	17.7

Performance linked

Agreement Type		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Single-enterprise non-greenfields	Agreements	2	5	1	6	2	4	8	3	1	1	0	2	0
	Employees ('000)	0.1	0.6	0.0	36.8	0.0	0.3	22.3	5.6	0.3	0.1	0.0	0.2	0.0
Single-enterprise greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	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	0	0	0	0	0	0	0	0	0	0	0	0	0
	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 greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	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
Sub-total	Agreements	2	5	1	6	2	4	8	3	1	1	0	2	0
	Employees ('000)	0.1	0.6	0.0	36.8	0.0	0.3	22.3	5.6	0.3	0.1	0.0	0.2	0.0

Other reason

Agreement Type		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Single-enterprise non-greenfields	Agreements	36	57	79	96	85	73	53	74	53	47	40	26	41
	Employees ('000)	5.3	6.0	7.2	30.4	17.9	7.8	8.7	31.4	7.8	5.9	15.4	6.8	9.8
Single-enterprise greenfields	Agreements	1	1	3	3	0	0	3	1	5	3	1	6	0
	Employees ('000)	0.0	0.1	0.2	0.1	0.0	0.0	0.1	0.1	0.4	0.4	0.0	0.5	0.0
Multi-enterprise non-greenfields	Agreements	0	0	0	0	4	0	0	0	3	0	0	0	1
	Employees ('000)	0.0	0.0	0.0	0.0	31.1	0.0	0.0	0.0	4.8	0.0	0.0	0.0	4.6
Multi-enterprise greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	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
Sub-total	Agreements	37	58	82	99	89	73	56	75	61	50	41	32	42
	Employees ('000)	5.3	6.1	7.4	30.5	49.0	7.8	8.8	31.5	12.9	6.3	15.5	7.3	14.4

Totals

Agreement Type		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Total non-quantifiable	Agreements	121	176	213	237	230	219	246	214	199	157	152	130	119
	Employees ('000)	29.0	34.0	113.8	133.5	84.4	132.5	177.6	162.9	42.9	48.1	36.4	95.6	39.1

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: 30 single enterprise non-Greenfields agreements approved in the March quarter 2026 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements covered 5,300 employees.

Table 12b - Agreements approved in the quarter - quantifiable wage increases (March quarter 2023 to March quarter 2026)

Agreement Type		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Single-enterprise non-greenfields	Agreements	664	698	797	961	737	885	636	915	773	771	847	896	545
	Employees ('000)	103.4	99.9	146.6	141.5	267.8	140.8	161.8	160.5	121.5	108.7	96.5	81.3	72.7
Single-enterprise greenfields	Agreements	56	63	60	59	48	99	59	75	54	39	59	46	55
	Employees ('000)	2.2	2.2	2.1	1.8	1.8	2.4	2.1	3.5	2.4	1.7	1.9	2.1	2.5
Multi-enterprise non-greenfields	Agreements	0	1	3	1	7	1	0	3	2	6	7	2	3
	Employees ('000)	0.0	0.2	33.7	0.0	12.3	0.2	0.0	73.4	1.3	28.1	19.3	0.0	3.5
Multi-enterprise greenfields	Agreements	0	0	0	0	0	0	0	0	1	0	0	0	1
	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
Total quantifiable	Agreements	720	762	860	1,021	792	985	695	993	830	816	913	944	604
	Employees ('000)	105.6	102.3	182.3	143.4	281.8	143.4	164.0	237.4	125.2	138.5	117.6	83.4	78.8

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series.

How to read: 604 single enterprise non-Greenfields agreements approved in the March quarter 2026 had quantifiable AAWIs. These agreements covered 78,800 employees.

Table 13 - Agreements approved in the quarter, by union coverage (March quarter 2023 to March quarter 2026)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Union covered	Agreements	673	713	805	1,000	794	1,005	754	1,025	856	839	895	914	587
	AAWI (%)	3.6	3.6	3.8	4.4	3.9	4.1	3.7	4.9	3.8	4.3	3.9	3.8	4.0
	Duration (yrs.)	2.2	2.3	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8	2.5
	Employees ('000)	126.4	122.0	281.7	263.1	357.8	267.1	332.8	393.7	159.7	179.1	146.3	169.6	112.9
No union covered	Agreements	168	225	268	258	228	199	187	183	173	134	170	160	136
	AAWI (%)	3.4	3.5	3.4	3.4	3.6	3.1	3.2	3.5	3.2	3.0	3.1	3.3	3.4
	Duration (yrs.)	3.4	3.7	3.5	3.6	3.6	3.6	3.4	3.4	3.4	3.4	3.4	3.7	3.3
	Employees ('000)	8.2	14.2	14.4	13.8	8.4	8.8	8.8	7.1	8.3	7.5	7.7	9.3	5.0
All	Agreements	841	938	1,073	1,258	1,022	1,204	941	1,208	1,029	973	1,065	1,074	723
	AAWI (%)	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.8	4.0
	Duration (yrs.)	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8	2.5
	Employees ('000)	134.6	136.2	296.1	276.8	366.2	275.9	341.5	400.7	168.1	186.6	154.0	179.0	117.9

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: 587 agreements approved in the March quarter 2026 covering 112,900 employees formally covered a union. The AAWI for these agreements was 4.0% and the average duration was 2.5 years.

Table 14 - Agreements current on the last day of the quarter, by union coverage (March quarter 2023 to March quarter 2026)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26
Union covered	Agreements	8,122	8,462	7,122	7,445	6,934	7,539	7,299	7,986	8,268	8,523	8,328	8,805	8,727
	AAWI (%)	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.8	3.8	3.8	3.9	4.0
	Duration (yrs.)	2.9	2.9	2.9	2.8	2.8	2.8	2.8	2.9	2.9	2.9	3.0	3.0	2.9
	Employees ('000)	1632.3	1685.6	1699.4	1911.2	2015.7	2088.9	2085.0	2525.7	2554.1	2679.8	2527.2	2606.9	2482.8
No union covered	Agreements	2,922	2,845	2,778	2,828	2,868	2,890	2,832	2,838	2,838	2,782	2,692	2,658	2,606
	AAWI (%)	2.6	2.7	2.8	2.9	3.0	3.0	3.0	3.1	3.1	3.1	3.2	3.2	3.2
	Duration (yrs.)	4.2	4.2	4.2	4.1	4.1	3.9	3.7	3.6	3.6	3.6	3.6	3.6	3.6
	Employees ('000)	107.1	106.2	116.6	124.1	126.4	126.3	124.8	126.1	128.2	127.1	125.2	128.6	125.2
All	Agreements	11,044	11,307	9,900	10,273	9,802	10,429	10,131	10,824	11,106	11,305	11,020	11,463	11,333
	AAWI (%)	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.8	3.8	3.8	3.9	4.0
	Duration (yrs.)	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1739.4	1791.9	1816.0	2035.2	2142.1	2215.1	2209.8	2651.8	2682.3	2806.9	2652.5	2735.5	2607.9

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: 8,727 agreements current as at 31 March 2026 covering 2,482,800 employees formally covered a union. The AAWI for these agreements was 4.0% and the average duration was 2.9 years.

Table 15 - Agreements approved in the March quarter 2026, covering 2,000 employees or more

Agreement ID	Title	Employees	AAWI	Industry	States	Sector
AE531884	Northern Territory Public Sector 2025 – 2029 Enterprise Agreement	14,172	3.5	Public Administration and Safety	Northern Territory	Public
AE532110	Victorian Public Mental Health Services Enterprise Agreement 2024-2028	11,855	Inconsistent increase	Health Care and Social Assistance	Victoria	Public
AE532339	Victorian TAFE PACCT Staff Agreement 20254	4,551	Other reason	Education and Training	New South Wales, Queensland, South Australia, Victoria	Public
AE531839	Australian Services Union (Qantas Airways Limited) Agreement 13	3,602	3.0	Transport, Postal and Warehousing	Australia-wide, external territories	Private
AE531722	ALDI Prestons Agreement 2024	3,488	Other reason	Retail Trade	Australian Capital Territory, New South Wales	Private
AE532367	Healthscope - Victoria - Nurses' and Midwives' Agreement 2025	3,144	Inconsistent increase	Health Care and Social Assistance	Victoria	Private
AE531868	Utilities Management Pty Ltd Enterprise Agreement 2025	2,941	4.5	Electricity, Gas, Water and Waste Services	South Australia	Private

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: Northern Territory Public Sector 2025 – 2029 Enterprise Agreement covers 14,172 employees. The AAWI for this agreement was 3.5%, it covers employees in the Public Administration and Safety, and operates in Northern Territory.

Table 16 - Agreements approved in the March quarter 2026, by state and ANZSIC division

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Other	Total
Agriculture, Forestry and Fishing	Agreements	0	1	0	0	1	0	1	0	1	0	4
	AAWI (%)	*	2.9	*	*	4.2	*	3.8	*	*	*	3.9
	Duration (yrs.)	0.0	4.0	0.0	0.0	2.5	0.0	2.6	0.0	4.0	0.0	3.5
	Employees ('000)	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.3	0.0	0.6
Mining	Agreements	0	7	1	4	2	1	1	3	2	0	21
	AAWI (%)	*	4.3	4.1	3.2	3.8	3.7	3.9	2.2	2.6	*	3.9
	Duration (yrs.)	0.0	3.5	4.0	3.3	2.6	2.2	3.5	4.0	2.0	0.0	3.3
	Employees ('000)	0.0	0.7	0.2	0.8	0.0	0.0	0.0	0.1	0.2	0.0	2.0
Manufacturing	Agreements	1	27	0	12	12	6	43	10	8	0	119
	AAWI (%)	3.5	4.3	*	3.4	4.9	3.5	3.9	3.9	3.9	*	4.1
	Duration (yrs.)	1.6	2.4	0.0	2.7	2.2	2.5	2.6	2.6	2.7	0.0	2.5
	Employees ('000)	0.0	1.5	0.0	0.4	1.3	0.4	3.4	1.3	3.0	0.0	11.2
Non-Metal Manufacturing	Agreements	1	18	0	6	5	6	35	8	4	0	83
	AAWI (%)	3.5	4.1	*	3.2	4.0	3.5	4.0	3.9	4.1	*	3.9
	Duration (yrs.)	1.6	2.2	0.0	2.6	2.9	2.5	2.6	2.5	2.7	0.0	2.6
	Employees ('000)	0.0	1.1	0.0	0.3	0.2	0.4	2.8	1.1	2.0	0.0	7.9
Metal Manufacturing	Agreements	0	9	0	6	7	0	8	2	4	0	36
	AAWI (%)	*	4.9	*	3.8	5.1	*	3.8	3.7	3.7	*	4.3
	Duration (yrs.)	0.0	2.9	0.0	2.7	2.0	0.0	2.5	2.9	2.6	0.0	2.5
	Employees ('000)	0.0	0.4	0.0	0.2	1.0	0.0	0.5	0.2	1.0	0.0	3.3
Electricity, Gas, Water and Waste Services	Agreements	0	7	0	3	2	0	6	2	0	0	20
	AAWI (%)	*	3.7	*	3.0	4.5	*	4.2	3.9	*	*	4.2
	Duration (yrs.)	0.0	2.3	0.0	2.5	1.1	0.0	1.5	2.8	0.0	0.0	1.4
	Employees ('000)	0.0	0.2	0.0	0.7	3.1	0.0	0.6	0.1	0.0	0.0	4.7
Construction	Agreements	3	23	1	32	19	2	108	33	24	0	245
	AAWI (%)	4.9	5.2	3.4	5.2	3.3	3.8	5.4	8.8	5.1	*	6.5
	Duration (yrs.)	2.8	2.7	1.3	2.6	3.4	2.5	2.4	2.3	2.9	0.0	2.5
	Employees ('000)	0.1	0.8	0.0	0.6	0.5	0.0	1.7	2.6	0.9	0.0	7.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Other	Total
Wholesale Trade	Agreements	0	7	0	2	0	2	4	2	1	0	18
	AAWI (%)	*	5.5	*	3.3	*	3.3	3.1	5.0	4.0	*	4.9
	Duration (yrs.)	0.0	2.5	0.0	2.2	0.0	2.6	2.4	1.8	2.5	0.0	2.3
	Employees ('000)	0.0	0.8	0.0	0.1	0.0	0.0	0.1	0.4	0.1	0.0	1.6
Retail Trade	Agreements	0	0	1	0	0	0	2	1	3	0	7
	AAWI (%)	*	*	2.0	*	*	*	3.9	*	3.3	*	3.4
	Duration (yrs.)	0.0	0.0	3.0	0.0	0.0	0.0	2.9	4.0	3.3	0.0	3.4
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.1	1.2	5.6	0.0	6.9
Accommodation and Food Services	Agreements	1	1	0	0	0	0	0	1	1	0	4
	AAWI (%)	*	*	*	*	*	*	*	*	*	*	*
	Duration (yrs.)	3.0	3.0	0.0	0.0	0.0	0.0	0.0	4.0	4.0	0.0	3.8
	Employees ('000)	0.2	0.1	0.0	0.0	0.0	0.0	0.0	1.7	0.1	0.0	2.1
Transport, Postal and Warehousing	Agreements	2	23	2	9	6	2	20	12	22	0	98
	AAWI (%)	4.5	3.4	3.8	3.3	3.8	4.2	4.2	4.1	3.3	*	3.7
	Duration (yrs.)	3.2	3.2	3.3	3.5	2.8	3.2	2.9	3.0	3.0	0.0	3.1
	Employees ('000)	0.1	1.5	0.3	0.8	0.1	0.1	3.4	1.1	5.7	0.0	13.1
Information Media and Telecommunications	Agreements	0	1	0	0	0	1	1	0	3	0	6
	AAWI (%)	*	2.0	*	*	*	3.2	3.1	*	1.9	*	2.0
	Duration (yrs.)	0.0	1.3	0.0	0.0	0.0	3.0	2.7	0.0	2.0	0.0	1.9
	Employees ('000)	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.7	0.0	1.0
Financial and Insurance Services	Agreements	0	0	0	0	1	0	2	0	5	0	8
	AAWI (%)	*	*	*	*	*	*	3.7	*	3.6	*	3.6
	Duration (yrs.)	0.0	0.0	0.0	0.0	1.2	0.0	2.2	0.0	2.8	0.0	2.7
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	3.0	0.0	3.2
Rental, Hiring and Real Estate Services	Agreements	0	1	0	0	0	0	0	0	1	0	2
	AAWI (%)	*	3.2	*	*	*	*	*	*	4.9	*	4.8
	Duration (yrs.)	0.0	2.8	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	3.0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Other	Total
Professional, Scientific and Technical Services	Agreements	0	2	0	0	0	0	4	2	3	0	11
	AAWI (%)	*	4.2	*	*	*	*	3.8	3.8	3.4	*	3.7
	Duration (yrs.)	0.0	2.7	0.0	0.0	0.0	0.0	2.5	3.5	2.6	0.0	2.8
	Employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.2	0.2	0.3	0.0	0.7
Administrative and Support Services	Agreements	0	0	0	0	0	0	7	0	0	0	7
	AAWI (%)	*	*	*	*	*	*	4.5	*	*	*	4.5
	Duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	2.6	0.0	0.0	0.0	2.6
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.3
Public Administration and Safety	Agreements	1	1	2	1	0	3	8	0	2	0	18
	AAWI (%)	*	*	3.5	3.0	*	5.8	3.5	*	3.0	*	3.5
	Duration (yrs.)	4.0	3.5	3.5	3.0	0.0	2.2	2.5	0.0	1.9	0.0	3.3
	Employees ('000)	0.1	0.0	14.2	0.1	0.0	0.1	3.0	0.0	0.7	0.0	18.3
Education and Training	Agreements	0	10	2	9	2	2	9	1	3	0	38
	AAWI (%)	*	4.9	6.5	3.5	4.5	2.0	4.5	6.8	3.0	*	4.5
	Duration (yrs.)	0.0	1.3	2.7	2.9	2.1	3.9	3.0	0.9	3.2	0.0	2.5
	Employees ('000)	0.0	4.0	0.2	0.9	0.3	0.3	1.6	0.0	4.9	0.0	12.2
Health Care and Social Assistance	Agreements	0	4	1	8	8	6	22	5	8	0	62
	AAWI (%)	*	2.9	3.2	3.0	3.9	2.8	3.3	3.0	3.3	*	3.2
	Duration (yrs.)	0.0	2.9	2.7	2.2	2.2	2.3	1.0	1.9	2.7	0.0	1.4
	Employees ('000)	0.0	0.3	0.2	1.7	1.3	0.9	20.3	0.9	3.2	0.0	28.8
Arts and Recreation Services	Agreements	0	3	0	2	3	1	2	0	2	0	13
	AAWI (%)	*	3.2	*	2.1	4.8	3.4	3.0	*	4.0	*	3.5
	Duration (yrs.)	0.0	3.0	0.0	3.2	3.1	3.4	2.8	0.0	2.2	0.0	2.9
	Employees ('000)	0.0	2.0	0.0	0.1	0.1	0.0	0.1	0.0	0.6	0.0	2.8
Other Services	Agreements	1	2	0	1	1	1	7	2	7	0	22
	AAWI (%)	6.3	3.0	*	3.8	*	3.1	2.9	3.7	2.8	*	3.1
	Duration (yrs.)	1.5	2.2	0.0	2.4	0.8	2.3	2.8	2.2	3.0	0.0	2.8
	Employees ('000)	0.0	0.0	0.0	0.1	0.0	0.0	0.4	0.0	0.5	0.0	1.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Other	Total
All industries	Agreements	9	120	10	83	57	27	247	74	96	0	723
	AAWI (%)	4.8	4.4	3.5	3.4	4.4	3.2	3.9	5.9	3.5	*	4.0
	Duration (yrs.)	3.2	2.3	3.5	2.7	1.8	2.6	1.7	2.9	2.9	0.0	2.5
	Employees ('000)	0.5	12.3	15.2	6.4	6.7	1.9	35.5	9.5	29.8	0.0	117.9

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: Of the 4 Agriculture, Forestry and Fishing agreements approved in the March quarter 2026, 1 operate solely in New South Wales. This 1 agreement covers fewer than 100 employees, with an AAWI of 2.9% and an average duration of 4.0 years.

Table 17 - Agreements current on the last day of the March quarter 2026, by state and ANZSIC division

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	27	1	23	10	8	22	6	20	1	118
	AAWI (%)	*	3.7	2.7	4.1	3.8	3.8	3.9	3.5	3.2	*	3.8
	Duration (yrs.)	0.0	2.9	4.0	3.0	3.4	2.7	3.0	3.4	3.7	4.0	3.2
	Employees ('000)	0.0	2.4	0.0	2.0	1.0	0.7	1.2	0.6	3.4	0.1	11.4
Mining	Agreements	0	115	10	98	15	10	27	52	94	1	422
	AAWI (%)	*	3.6	4.3	3.5	3.3	3.7	3.8	3.5	3.5	3.9	3.6
	Duration (yrs.)	0.0	3.7	3.3	3.5	3.8	2.6	2.9	3.6	3.8	2.9	3.6
	Employees ('000)	0.0	14.9	1.6	13.7	3.4	0.7	1.8	8.7	17.0	0.1	61.9
Manufacturing	Agreements	5	466	8	276	147	62	672	136	151	0	1,923
	AAWI (%)	3.2	3.8	3.9	4.0	3.9	3.7	3.8	3.6	3.7	*	3.8
	Duration (yrs.)	2.5	3.0	3.7	3.1	2.9	2.7	2.8	3.3	3.1	0.0	3.0
	Employees ('000)	0.1	37.2	0.3	27.9	14.5	3.3	46.9	9.7	20.0	0.0	159.9
Non-Metal Manufacturing	Agreements	4	305	5	190	110	50	474	82	73	0	1,293
	AAWI (%)	3.2	3.7	3.6	4.0	3.6	3.9	3.8	3.5	3.6	*	3.7
	Duration (yrs.)	2.5	3.1	3.7	3.1	2.9	2.6	2.9	3.3	3.1	0.0	3.0
	Employees ('000)	0.0	26.5	0.3	21.5	10.6	2.6	35.8	5.8	11.5	0.0	114.6
Metal Manufacturing	Agreements	1	161	3	86	37	12	198	54	78	0	630
	AAWI (%)	*	4.2	5.5	4.1	4.6	3.2	4.1	3.7	3.9	*	4.1
	Duration (yrs.)	2.5	2.8	2.9	2.9	2.8	2.9	2.7	3.3	3.1	0.0	2.9
	Employees ('000)	0.0	10.6	0.0	6.5	3.8	0.7	11.1	3.9	8.5	0.0	45.2
Electricity, Gas, Water and Waste Services	Agreements	7	90	6	67	26	8	88	35	28	0	355
	AAWI (%)	3.5	4.2	3.1	4.1	4.4	4.1	4.1	4.1	4.0	*	4.1
	Duration (yrs.)	2.9	2.7	3.0	3.1	1.5	3.1	2.7	2.9	3.0	0.0	2.8
	Employees ('000)	1.3	11.7	0.8	7.9	4.2	2.0	11.2	6.2	21.2	0.0	66.6
Construction	Agreements	34	542	24	582	126	49	1,718	398	958	0	4,431
	AAWI (%)	4.9	5.5	4.0	5.1	3.8	4.3	5.8	5.0	4.8	*	5.3
	Duration (yrs.)	3.1	3.1	3.1	3.1	3.3	3.0	2.6	3.2	3.5	0.0	3.1
	Employees ('000)	0.6	19.0	0.7	15.1	3.0	1.9	45.0	14.2	33.1	0.0	132.5

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Other	Total
Wholesale Trade	Agreements	3	44	2	37	4	6	56	19	33	0	204
	AAWI (%)	3.9	4.5	3.6	3.5	3.9	3.6	3.9	3.9	3.4	*	3.9
	Duration (yrs.)	2.6	2.7	2.9	3.2	2.7	3.1	2.8	2.7	3.5	0.0	3.1
	Employees ('000)	0.1	2.9	0.1	2.5	0.1	0.3	4.3	1.4	9.0	0.0	20.7
Retail Trade	Agreements	1	17	1	20	5	2	26	12	53	0	137
	AAWI (%)	*	4.2	2.0	3.9	3.7	4.0	4.0	3.9	3.1	*	3.4
	Duration (yrs.)	4.0	3.6	3.0	3.7	3.8	3.0	3.0	3.6	3.5	0.0	3.5
	Employees ('000)	0.0	3.8	0.0	4.4	0.4	0.1	6.4	3.0	415.8	0.0	434.0
Accommodation and Food Services	Agreements	5	29	1	20	1	2	10	15	25	0	108
	AAWI (%)	4.0	3.1	*	2.7	*	2.7	2.7	3.9	2.1	*	2.8
	Duration (yrs.)	2.9	3.6	3.2	3.9	4.0	3.3	3.6	3.2	3.8	0.0	3.5
	Employees ('000)	0.6	3.8	0.2	2.9	0.0	0.1	0.9	9.1	9.6	0.0	27.2
Transport, Postal and Warehousing	Agreements	6	260	24	212	79	25	212	154	264	1	1,237
	AAWI (%)	3.7	3.9	3.9	4.1	4.0	4.6	4.2	4.2	3.7	2.8	3.9
	Duration (yrs.)	2.1	3.1	3.4	3.2	3.2	3.1	3.1	3.1	2.8	2.8	3.0
	Employees ('000)	1.4	25.7	1.0	16.8	5.1	2.1	24.3	11.9	108.3	0.1	196.6
Information Media and Telecommunications	Agreements	1	5	0	3	0	1	10	2	27	0	49
	AAWI (%)	6.8	2.6	*	2.0	*	3.2	2.4	2.1	3.3	*	3.0
	Duration (yrs.)	1.6	1.8	0.0	1.2	0.0	3.0	2.2	3.9	3.0	0.0	2.9
	Employees ('000)	0.0	0.8	0.0	0.7	0.0	0.0	1.0	0.2	31.7	0.0	34.4
Financial and Insurance Services	Agreements	0	4	0	2	0	3	10	2	54	0	75
	AAWI (%)	*	3.4	*	3.1	*	1.9	3.2	3.7	3.8	*	3.7
	Duration (yrs.)	0.0	2.5	0.0	3.0	0.0	2.6	3.5	2.9	2.9	0.0	2.9
	Employees ('000)	0.0	0.4	0.0	0.3	0.0	0.1	2.8	0.4	176.6	0.0	180.6
Rental, Hiring and Real Estate Services	Agreements	2	11	1	14	1	0	11	4	9	0	53
	AAWI (%)	3.4	3.1	3.3	3.1	3.5	*	3.6	3.2	3.9	*	3.7
	Duration (yrs.)	4.0	3.2	3.0	3.6	3.0	0.0	3.4	4.0	3.1	0.0	3.3
	Employees ('000)	0.0	0.2	0.0	0.3	0.0	0.0	0.4	0.1	1.1	0.0	2.2

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Other	Total
Professional, Scientific and Technical Services	Agreements	1	17	2	9	3	1	30	16	51	0	130
	AAWI (%)	3.7	3.8	3.6	2.9	1.8	2.0	4.5	3.4	3.8	*	3.8
	Duration (yrs.)	3.0	2.8	4.0	3.8	3.0	2.1	2.9	3.2	2.7	0.0	2.8
	Employees ('000)	0.1	1.0	0.3	0.2	0.0	0.0	2.0	0.9	18.7	0.0	23.3
Administrative and Support Services	Agreements	1	18	2	15	4	3	69	17	42	0	171
	AAWI (%)	7.8	5.5	5.5	2.8	5.0	3.5	5.7	4.8	3.8	*	4.7
	Duration (yrs.)	1.6	3.3	3.7	3.0	2.2	3.2	2.5	3.2	3.8	0.0	3.2
	Employees ('000)	0.0	1.1	0.1	1.3	0.2	0.4	5.5	1.1	8.7	0.0	18.2
Public Administration and Safety	Agreements	32	20	18	24	8	28	101	12	134	1	378
	AAWI (%)	3.5	3.6	3.6	3.7	3.6	3.7	3.3	5.0	3.8	*	3.6
	Duration (yrs.)	2.4	2.7	3.3	3.4	2.7	3.0	3.3	2.6	2.9	3.6	3.0
	Employees ('000)	34.6	4.6	20.5	2.6	0.8	3.6	124.8	2.2	198.3	0.1	392.2
Education and Training	Agreements	10	74	6	139	28	21	76	32	49	0	435
	AAWI (%)	3.9	4.1	3.1	3.9	3.6	2.9	4.2	3.4	4.6	*	4.3
	Duration (yrs.)	2.5	2.5	2.3	2.6	2.3	2.1	2.4	2.8	2.5	0.0	2.5
	Employees ('000)	2.4	45.4	2.0	51.8	6.5	7.0	44.6	17.3	158.0	0.0	334.9
Health Care and Social Assistance	Agreements	16	97	29	106	68	61	239	62	96	1	775
	AAWI (%)	3.6	3.5	3.3	3.3	3.8	3.8	4.8	3.4	3.4	*	4.2
	Duration (yrs.)	2.6	2.4	3.2	2.7	2.7	2.5	2.9	2.5	2.4	4.0	2.7
	Employees ('000)	2.2	39.4	7.6	49.3	15.0	11.3	196.8	32.9	104.3	0.1	458.9
Arts and Recreation Services	Agreements	3	26	2	20	7	6	53	2	7	0	126
	AAWI (%)	3.8	4.0	4.3	3.7	4.0	3.6	3.2	2.9	4.0	*	3.7
	Duration (yrs.)	2.9	3.0	3.3	3.0	2.4	1.7	2.9	2.6	2.7	0.0	2.9
	Employees ('000)	0.6	8.5	0.7	6.5	1.5	0.8	8.3	0.1	1.2	0.0	28.2
Other Services	Agreements	4	30	3	29	11	7	52	25	45	0	206
	AAWI (%)	5.2	3.2	3.2	3.7	4.0	2.8	3.7	3.7	3.7	*	3.6
	Duration (yrs.)	2.4	3.2	3.6	3.1	2.4	2.8	3.0	3.3	3.2	0.0	3.1
	Employees ('000)	0.1	2.9	0.2	2.9	0.6	0.4	6.0	2.0	9.1	0.0	24.3

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Other	Total
All industries	Agreements	131	1,892	140	1,696	543	303	3,482	1,001	2,140	5	11,333
	AAWI (%)	3.6	4.0	3.6	3.8	3.9	3.8	4.2	3.8	3.9	3.3	4.0
	Duration (yrs.)	2.4	2.9	3.2	2.9	2.8	2.6	2.9	3.0	3.0	3.4	3.0
	Employees ('000)	44.0	225.5	36.1	209.2	56.4	34.8	534.2	121.9	1345.3	0.5	2607.9

Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

Notes:

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

How to read: Of the 118 Agriculture, Forestry and Fishing agreements current as at 31 March 2026, 27 operate solely in New South Wales. These 27 agreements cover 2,400 employees, with an AAWI of 3.7% and an average duration of 2.9 years.

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 Office of the Chief Economist in the Department of Employment and Workplace Relations. 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. 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:

1. For agreements made under the *Fair Work Act 2009* or before the Work Choices amendments to the *Workplace Relations Act 1996* (WR Act), those that have been certified by the Australian Industrial Relations Commission (AIRC) or approved by the Fair Work Commission (FWC).
2. 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).
3. 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.
4. 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 2025 [Employee Earnings and Hours](#) survey) are covered by federal enterprise agreements. The table below shows the growth in coverage by federally registered agreements.

Technical Notes Table - Instrument providing rates of pay for all employees, 2016-2025

Instrument providing rate of pay	2016 (%)	2018 (%)	2021 (%)	2023 (%)	2025 (%)
Award	20.6	21.0	23	23.2	22.7
Collective Agreement (Federally Registered)		30.4			
Collective Agreement (State Registered)	38.5 (across all collective agreements)*	7.4	35.1 (across all collective agreements)*	34.0 (across all collective agreements)*	34.6 (across all collective agreements)*
Collective Agreement (Unregistered)		0.0			
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	37.3	37.3	37.8	38.7	38.5
Owner/managers of incorporated enterprises	3.6	3.8	4.1	4.1	4.1

Source: ABS, *Employee Earnings and Hours* (May 2016, May 2018, May 2021, May 2023 and May 2025), unpublished data, including revised data for the 2016 Award and all Collective Agreement categories released at the time of the 2018 data – all employees.

* For 2016, a comparable breakdown of the Collective Agreement category is not available. In 2018, the ABS undertook a methodology change in how they consider pay setting mechanisms. The ABS provided indicative comparable estimates for 2016 (calculated using the 2018 methodology) at the higher level for the different methods of setting pay, however, more detailed breakdowns are not available. Detailed breakdowns for 2021, 2023 and 2025 data are not available.

Notes:

This table is not intended to be analysed as a time series. Figures are extracted from published and unpublished ABS, *Employee Earnings and Hours*. Disaggregation of revised 2016 data is not available. This table includes managerial-level employees. This accounts for all differences between this table and tables published in previous Trends reports. The 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.

Presentation of Trends in Federal Enterprise Bargaining data

A typical row of data in Trends appears as follows:

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

Note: Not all agreements contain quantifiable wage increases and in most cases the AAWI is not derived from the total number of agreements shown in the first row or the total number of employees shown in the fourth row. A more detailed explanation of why this is the case is provided below under **Average Annualised Wage Increases**.

Employee coverage

Information on the number of employees covered by an agreement is drawn from the information provided to the 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 defined as the period from certification to expiry in years.

The '**effective duration**' of each agreement is used to calculate the 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 the expiry date or the date of the last wage increase (whichever is latest) or termination date (where applicable and only if prior to the later of either the expiry date or the date of the last wage increase). Those few agreements with a formal duration of less than one year are deemed to have an effective duration of 12 months.

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

Average Annualised Wage Increases

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

AAWI data examines only increases to the base rate of pay and does not take into account allowances and bonus payments that are paid separately to the base wage. The ABS produces a more comprehensive dataset on total labour costs ([Wages Price Index](#)).

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

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

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, Average Weekly Earnings, Australia](#) for the relevant ANZSIC industry division and quarter.

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

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

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

Australian and New Zealand Standard Industrial Classification (ANZSIC)

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

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

Union coverage

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

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

Further, data about non-Greenfields agreements made under the *Fair Work Act 2009* that cover a union cannot be directly compared with data about union collective agreements or s.170LJ agreements made under the *Workplace Relations Act 1996*, which had to be made with a union.

While a union may be a bargaining representative, there is no imperative under the *Fair Work Act 2009* for agreements (other than Greenfields agreements) to be made with a union.

Non-quantifiable wage increases

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

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 wage increases are dependent upon individual or company performance.
Linked to CPI	Wage increases in the agreement are linked to future CPI movements and cannot be quantified at the time of calculating the AAWIs in this report.
Linked to minimum wages	Wage increases in the agreement are linked to future minimum wage or award wage increase decisions and cannot be quantified at the time of calculating the AAWIs in this report.
Other reason	Wage increases cannot be quantified due to a reason not elsewhere classified.

Types of enterprise agreement

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

Types of enterprise agreements made under the *Fair Work Act 2009*:

- single enterprise non-Greenfields
- single enterprise Greenfields
- multi-enterprise non-Greenfields
- multi-enterprise Greenfields

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

Pre-reform Agreements

Pre-reform Agreements were approved under the *Workplace Relations Act 1996*, before the *Fair Work Act 2009*. Pre-reform agreement types appearing in this report (Table 6) include:

- Union Collective Agreements
- Employee Collective Agreements
- Employer Greenfield Agreements

On application to the Fair Work Commission, the default period for Pre-reform Agreements can be extended, meaning that [extended agreements](#) did not sunset and continue to operate on and after 7 December 2023.

These agreements appeared for the first time in the December 2023 Trends in Federal Enterprise Bargaining report. They are considered current and will affect historical data.