



Australian Government
Department of Employment
and Workplace Relations

Trends in Federal Enterprise Bargaining

December quarter 2025

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

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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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Trends in Federal Enterprise Bargaining Report

Initial Tables

Table 1 - Average Annualised Wage Increases for agreements approved in the December quarter 2025 which contained quantifiable wage increases (941 agreements)

Enterprise agreements approved in the quarter	September quarter 2025 (%)	December quarter 2025 (%)	Change (% Points)
All sectors	3.9	3.7	-0.2
Public sector	3.6	3.2	-0.4
Private sector	4.0	3.8	-0.2

Table 2 - Average Annualised Wage Increases for agreements current on 31 December 2025 which contained quantifiable wage increases (9,137 agreements)

All current enterprise agreements	September quarter 2025 (%)	December quarter 2025 (%)	Change (% Points)
All sectors	3.8	3.9	0.1
Public sector	3.9	3.9	0.0
Private sector	3.7	3.8	0.1

1. Wages growth under federal enterprise agreements December quarter 2025 - Tables 1 and 2 in Trends report

The Average Annualised Wage Increase (AAWI) for federal agreements approved in the December quarter 2025 was 3.7%. This compares with 3.9% in the September quarter 2025, 4.8% in the December quarter 2024, and the five-year average of 3.5%.¹

For the December quarter 2025, the calculated AAWI of 3.7% is based on 941 agreements with quantifiable wage increases, covering 82,600 employees. This was 87.9% of the 1,072 agreements approved in the quarter, covering 46.4% of the 178,900 employees covered by all approved agreements.²

For the 9,137 enterprise agreements (covering 1.69 million employees) current as at 31 December 2025 (agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 3.9%. This compares with 3.8% in the September quarter 2025 and 3.7% in the December quarter 2024.

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 at the end of this summary for more details.

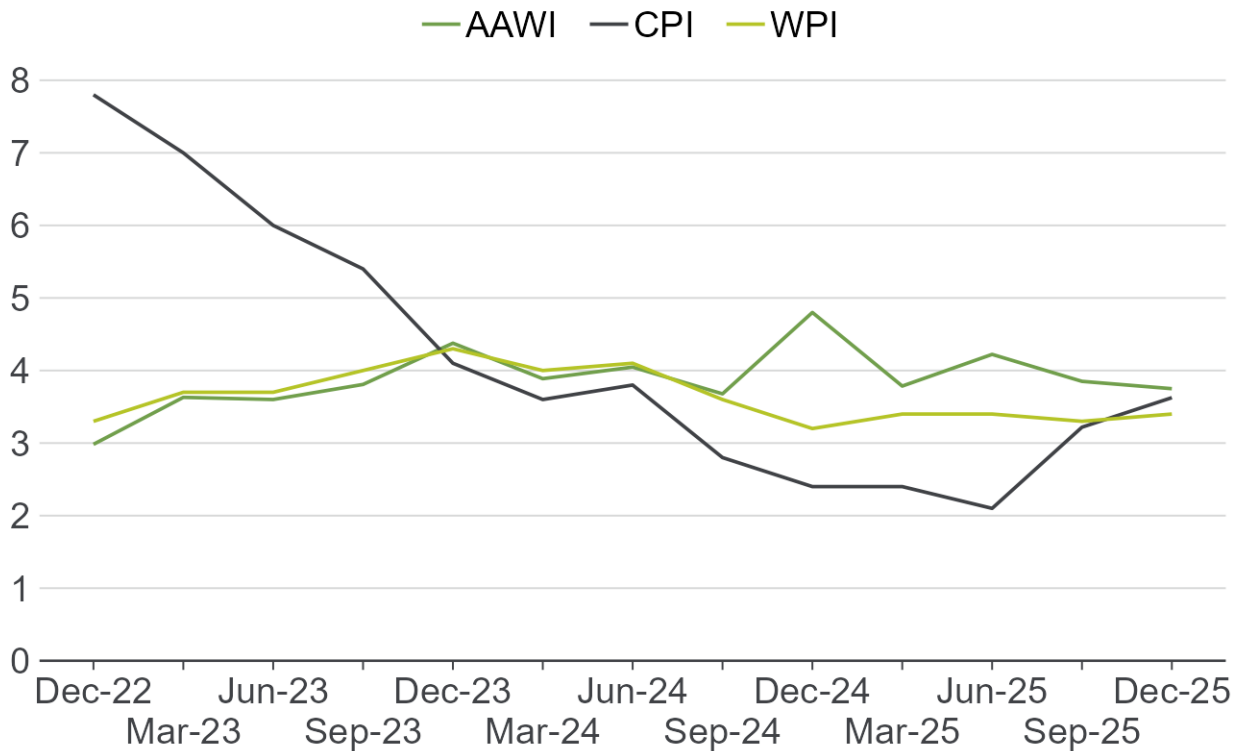
² An agreement is considered quantifiable if it contains wage increases that are consistent for all employees and are known at the time the agreement was made. More information on non-quantifiable agreements can be found in Section 10 of this summary or Note 2 at the end of this summary.

³ Australian Bureau of Statistics (ABS), *Employee Earnings and Hours*, Australia, May 2025.

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

Chart 1 – Wage growth outpaced inflation for the ninth consecutive quarter in December

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



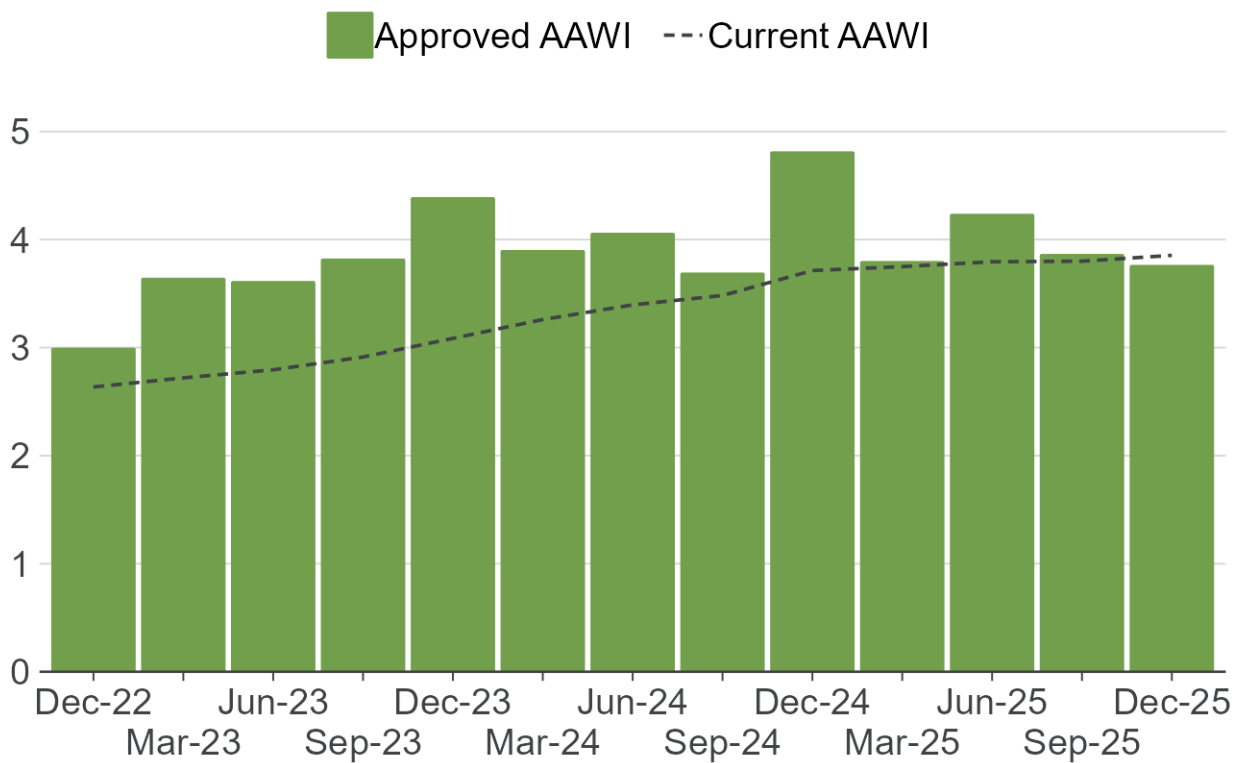
Sources: Department of Employment and Workplace Relations, Workplace Agreements Database; ABS, *Consumer Price Index, Australia, December 2025*; ABS, *Wage Price Index, Australia, December 2025*.

	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
AAWI	3.0	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.7
CPI	7.8	7.0	6.0	5.4	4.1	3.6	3.8	2.8	2.4	2.4	2.1	3.2	3.6
WPI	3.3	3.7	3.7	4.0	4.3	4.0	4.1	3.6	3.2	3.4	3.4	3.3	3.4

4. AAWI - agreements approved in the December quarter 2025 and agreements current as at 31 December 2025 - Tables 3, 4, 7 and 8 in Trends report

Chart 2 – Overall AAWI for current agreements rose slightly in December 2025 to 3.9%

Quarterly AAWI for approved and current agreements (%)



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

	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Approved AAWI	3.0	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.7
Current AAWI	2.6	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.7	3.8	3.8	3.9

Approved agreements

There were 1,072 agreements approved in the December quarter 2025, of which 941 contained wage increases that could be quantified.

The AAWI for agreements approved in the December quarter 2025 was 3.7%, compared with 3.9% in the September quarter 2025 and 4.8% in the December quarter 2024.

The industries with the highest AAWIs were Construction (5.0%), Retail Trade (4.3%), Rental, Hiring and Real Estate Services (4.2%) and Administrative and Support Services (4.2%).

The industries with the lowest AAWIs were Accommodation and Food Services (1.3%), Information Media and Telecommunications (2.4%) and Education and Training (2.9%).

Current agreements

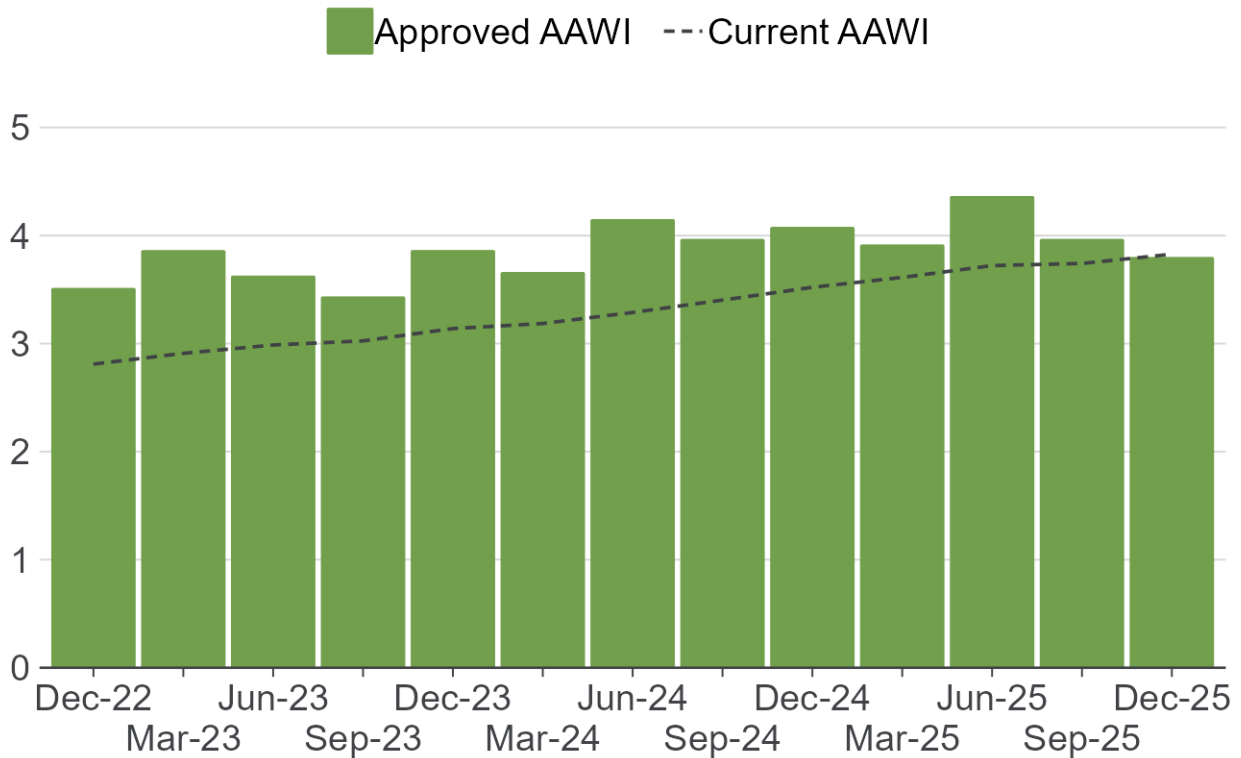
There were 11,460 agreements current as at 31 December 2025, of which 9,137 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 31 December 2025 was 3.9%, compared with 3.8% as at 30 September 2025 and 3.7% as at 31 December 2024.

5. Private sector wages growth - December quarter 2025 - Tables 3 and 4 in Trends report

Chart 3 – The private sector AAWI for current agreements has also risen slightly to 3.8% in December 2025

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



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

	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Approved AAWI	3.5	3.8	3.6	3.4	3.8	3.6	4.1	4.0	4.1	3.9	4.3	4.0	3.8
Current AAWI	2.8	2.9	3.0	3.0	3.1	3.2	3.3	3.4	3.5	3.6	3.7	3.7	3.8

The AAWI for private sector agreements approved in the December quarter 2025 was 3.8%, compared with 4.0% in the September quarter 2025 and 4.1% in the December quarter 2024.

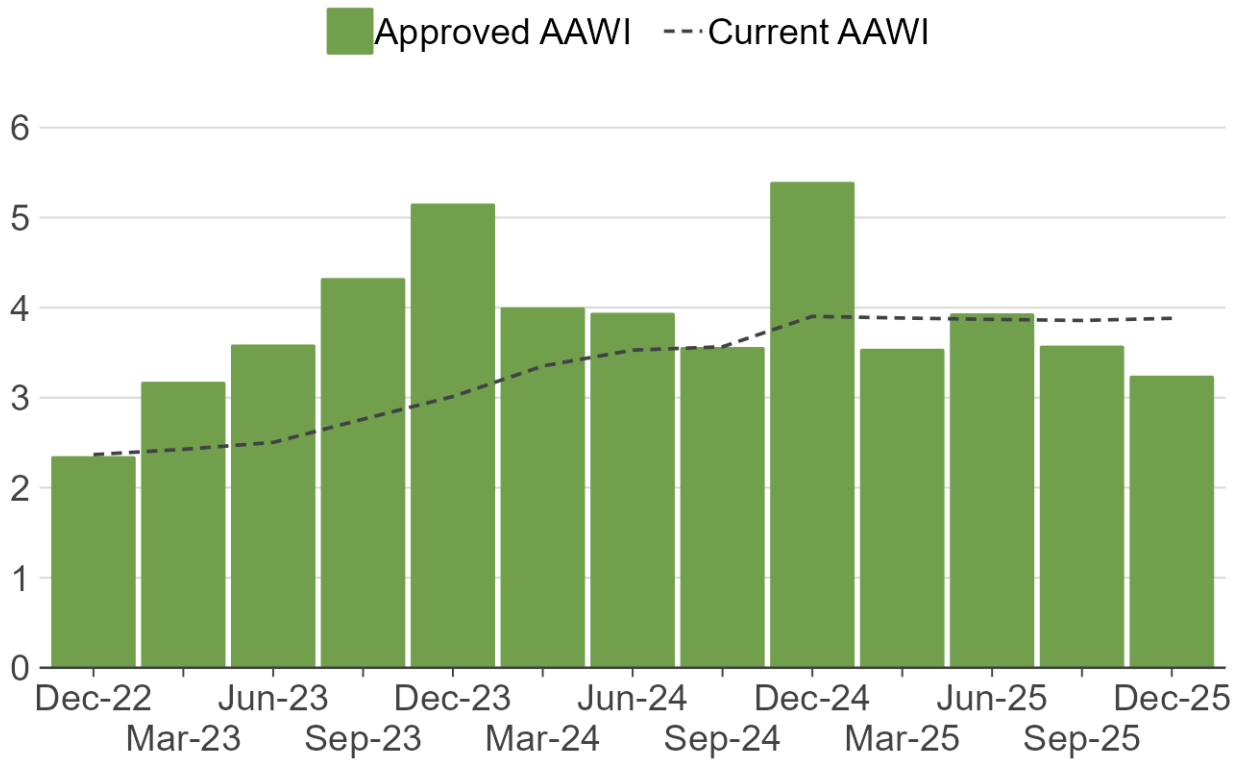
Large quantifiable private sector agreements approved in the December quarter 2025 include:

- *Healthscope NSW Nurses and Midwives Enterprise Agreement 2024* (4,232 employees), with an AAWI of 4.0%
- *GRILL'D ENTERPRISE AGREEMENT 2025* (4,085 employees), with an AAWI of 1.2%
- *dnata Catering & Retail Australia & TWU – Enterprise Agreement 2024* (2,018 employees), with an AAWI of 3.1%

6. Public sector wages growth - December quarter 2025 - Tables 3 and 4 in the Trends report

Chart 4 – The public sector AAWI for current agreements remained steady at 3.9% in December 2025

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



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

	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Approved AAWI	2.3	3.2	3.6	4.3	5.1	4.0	3.9	3.5	5.4	3.5	3.9	3.6	3.2
Current AAWI	2.4	2.4	2.5	2.8	3.0	3.4	3.5	3.6	3.9	3.9	3.9	3.9	3.9

The AAWI for public sector enterprise agreements approved in the December quarter 2025 was 3.2%, compared with 3.6% in the September quarter 2025 and 5.4% in the December quarter 2024.

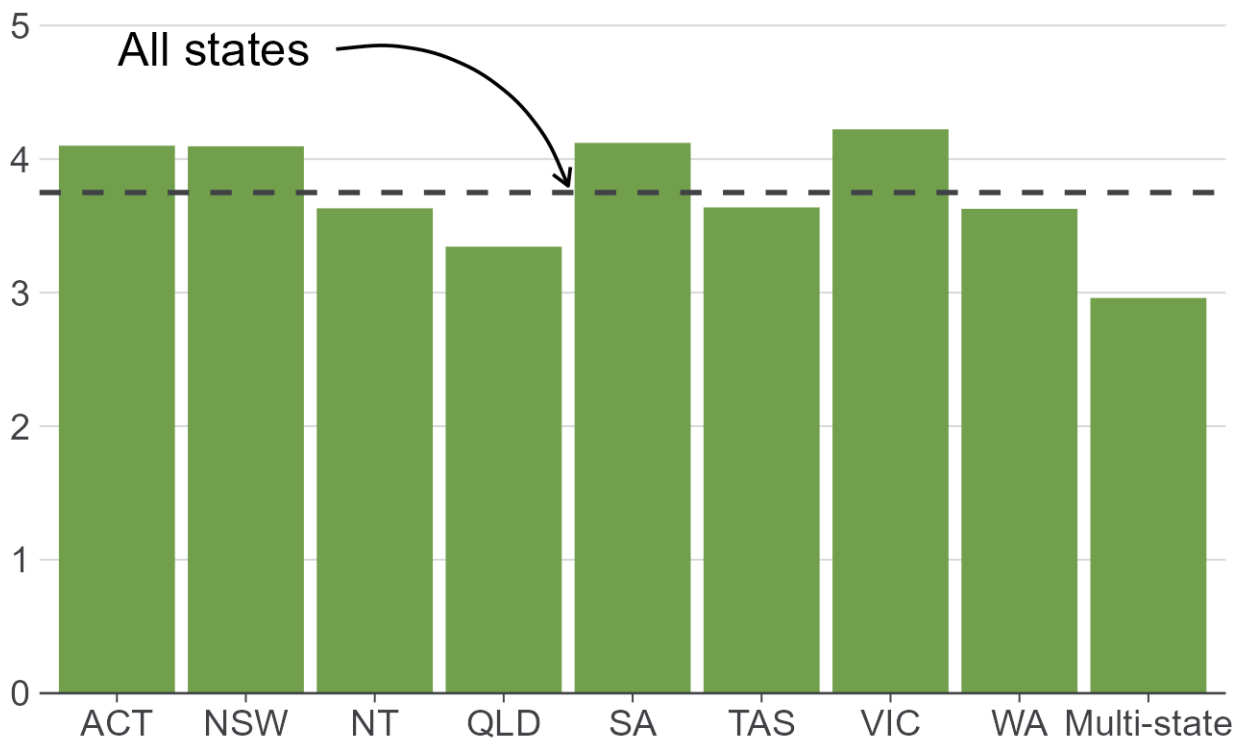
Large quantifiable public sector agreements approved in the December quarter 2025 include:

- *Monash City Council Enterprise Agreement No. 11, 2025* (1,388 employees), with an AAWI of 3.5%
- *Maroondah City Council Enterprise Agreement No 12, 2025* (1,147 employees), with an AAWI of 3.1%
- *Hydro Tasmania Enterprise Agreement 2025-2028* (691 employees), with an AAWI of 2.6%

7. State and Territory wages growth - December quarter 2025 - Table 10 in Trends report

Chart 5 – The ACT and NSW recorded the highest quarterly approved AAWI with 4.1%

Quarterly AAWI for State and Territory approved agreements (%)



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

	All states	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi-state
AAWI	3.7	4.1	4.1	3.6	3.3	4.1	3.6	4.2	3.6	3.0

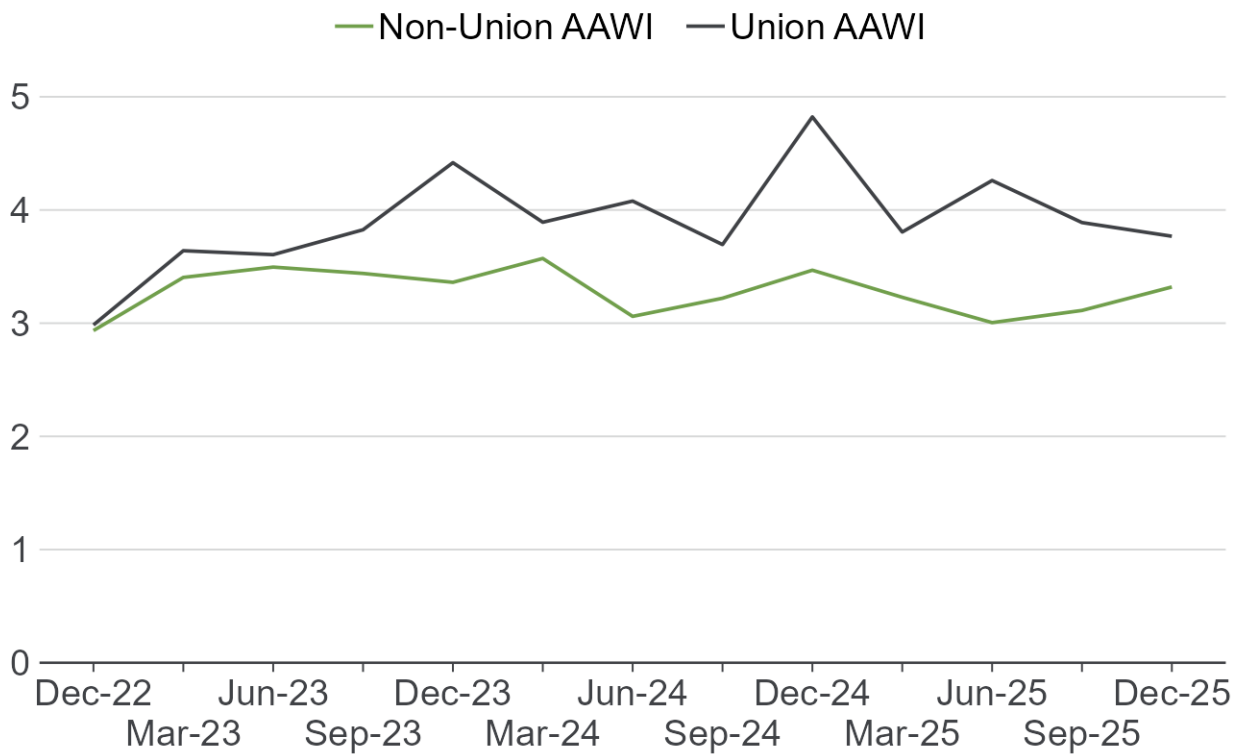
AAWI results for agreements approved in the December quarter 2025 were highest for agreements in Victoria, at 4.2%.

Australia-wide agreements approved in the December quarter 2025 had the lowest AAWI of 3.0%.

8. Wages growth for agreements that cover union/s and agreements with no union/s covered⁴ - December quarter 2025 - Table 13 in Trends report

Chart 6 – Agreements that covered a union had a higher AAWI than non-union agreements for the thirteenth consecutive quarter

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



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

	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Union AAWI	3.0	3.6	3.6	3.8	4.4	3.9	4.1	3.7	4.8	3.8	4.3	3.9	3.8
Non-Union AAWI	2.9	3.4	3.5	3.4	3.4	3.6	3.1	3.2	3.5	3.2	3.0	3.1	3.3

Agreements approved in the December quarter 2025 that formally covered unions had a combined AAWI of 3.8%, compared with 3.9% in the September quarter 2025 and 4.8% in the December quarter 2024.

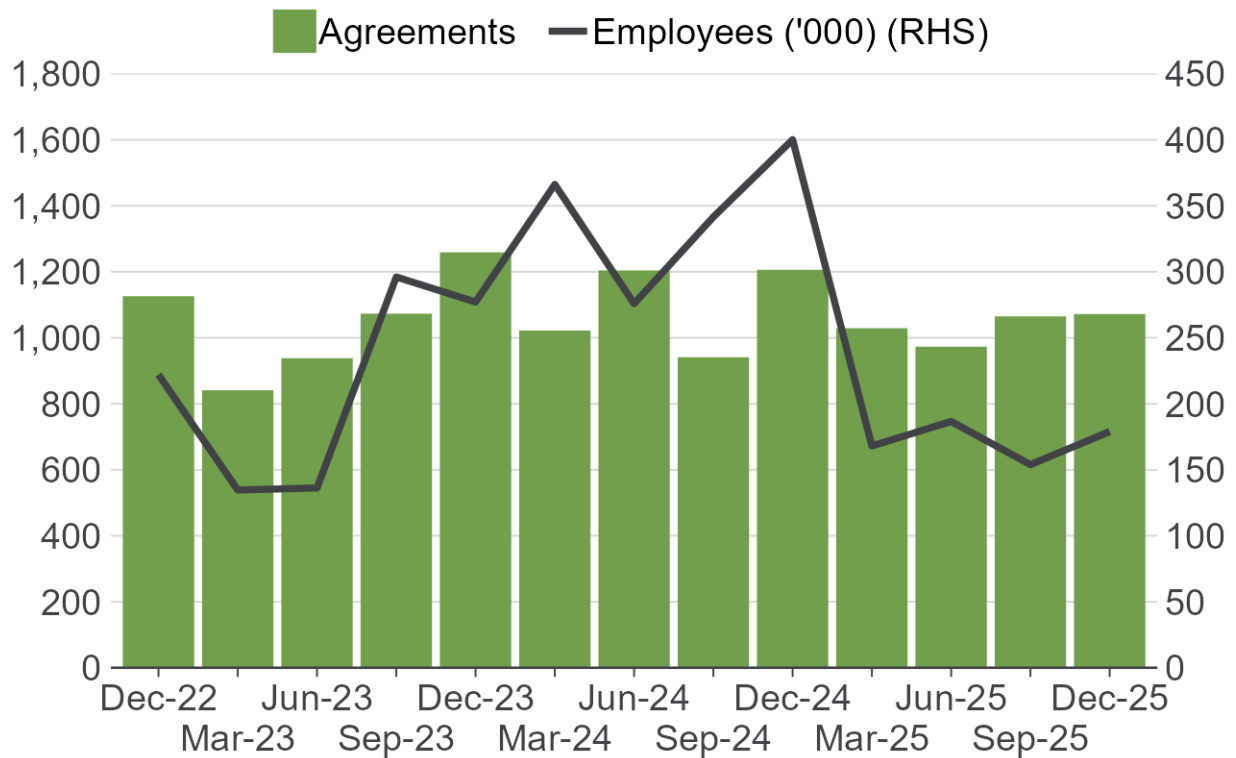
Agreements approved in the December quarter 2025 with no unions formally covered had a combined AAWI of 3.3%, compared with 3.1% in the September quarter 2025 and 3.5% in the December quarter 2024.

⁴ See Note 4 for more details.

9. Level of agreement making - December quarter 2025 and as at 31 December 2025 - Tables 3 and 4 in Trends report

Chart 7 – Employees covered by approved agreements rose to 178,900 in December 2025

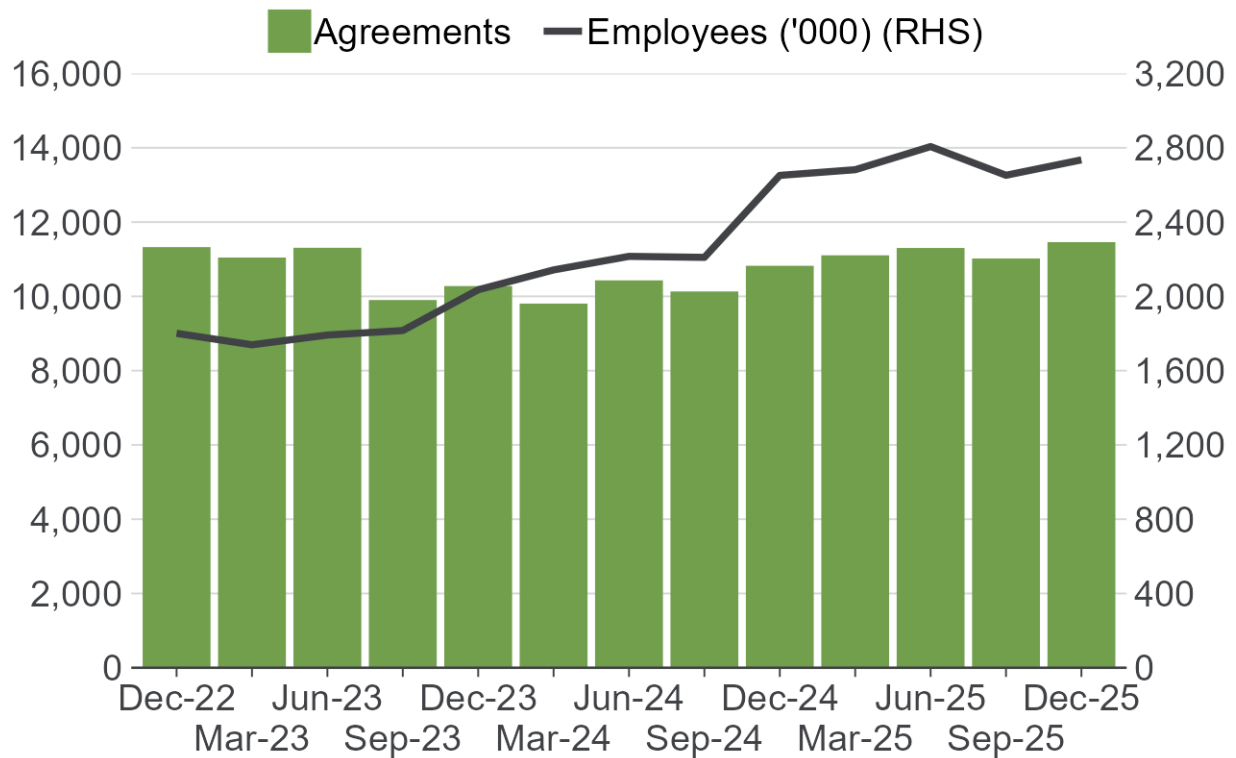
Number of approved agreements and employees covered



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

There were 1,072 agreements (covering 178,900 employees) approved in the December quarter 2025, compared with 1,065 agreements (covering 153,900 employees) in the September quarter 2025 and 1,206 agreements (covering 400,100 employees) in the December quarter 2024.

Chart 8 – The number of employees covered by agreements was 2.74 million in December 2025



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

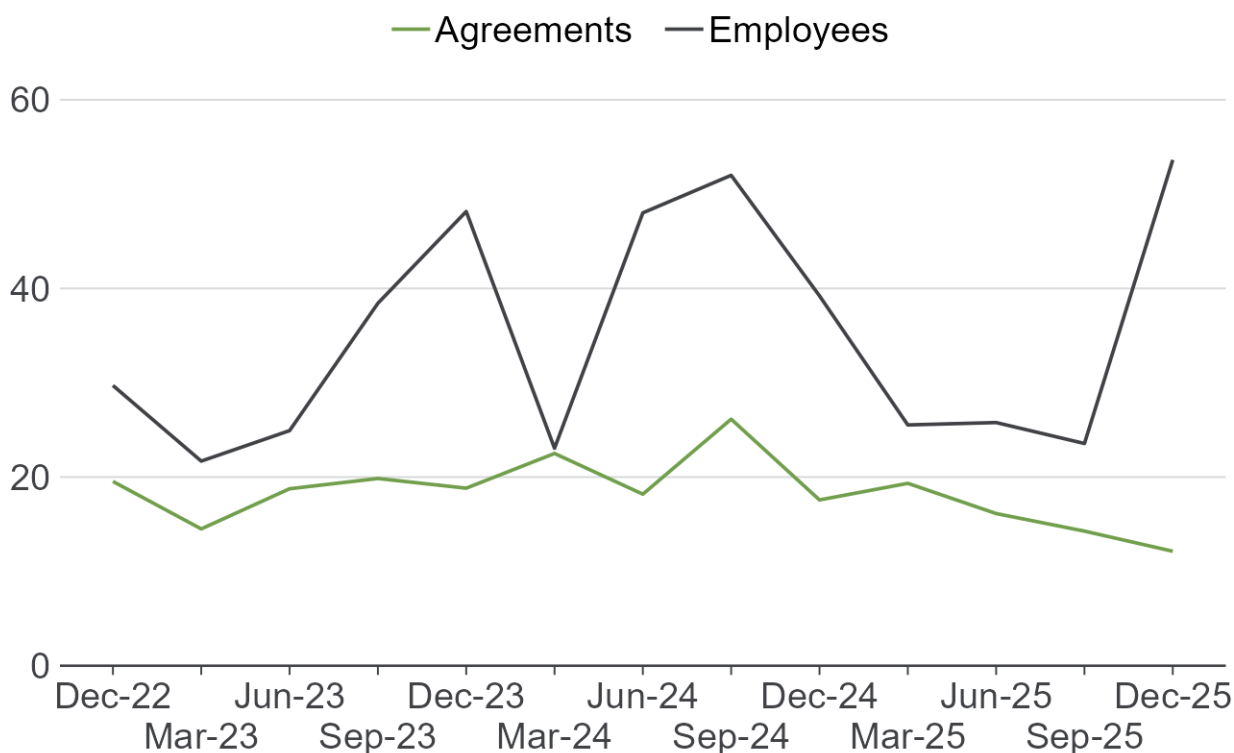
There were 11,460 current (not expired or terminated) agreements as at 31 December 2025, compared with 11,019 agreements current as at 30 September 2025 and 10,823 agreements current at 31 December 2024.

As at 31 December 2025, employees covered by an agreement was 2.74 million, compared with 2.65 million employees covered as at 30 September 2025 and 2.65 million employees as at 31 December 2024.

10. Non-quantifiable agreements - December quarter 2025 - Table 12a in Trends report

Chart 9 – Approved agreements with non-quantifiable wage increases covered around half of employees in December 2025

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



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

	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Agreements	19.5	14.5	18.8	19.9	18.8	22.5	18.2	26.1	17.6	19.3	16.1	14.3	12.1
Employees	29.7	21.7	24.9	38.4	48.2	23.1	48.0	52.0	39.2	25.5	25.8	23.6	53.6

12.1% of agreements approved in the December quarter 2025, covering 53.6% of employees, did not contain quantifiable wage increases and are not included as part of the AAWI calculations.

In the December quarter 2025, the three largest approved agreements that did not have quantifiable wage increases were:

- *THE NSW AND ACT CATHOLIC SYSTEMIC SCHOOLS ENTERPRISE AGREEMENT 2025* (27,979 employees): inconsistent increase
- *Hungry Jack's National Enterprise Agreement 2024* (27,751 employees): linked to minimum wage
- *Endeavour Group Retail Agreement 2025* (12,868 employees): linked to minimum wage

NOTES

1. All estimates are rounded and are subject to revision. Revisions have been made to historical series. 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 December quarter 2025, the calculated AAWI of 3.7% is based on 941 agreements, covering 82,600 employees (that is, 87.9% of the 1,072 agreements approved in the quarter, covering 46.4% of the total 178,900 employees) with quantifiable wage increases (see Table 12b in the Trends report).
 - 130 agreements (12.1% of the total 1,072 agreements) covering 95,600 employees (53.6% of the total 178,900 employees) have wage increases that could not be quantified.
 - Common reasons an agreement may not be quantifiable include periodic reviews of wages with no guarantee of an increase, inconsistent wage increases for different groups of employees, or linking the wage adjustments to other factors, such as movements in the Consumer Price Index or federal minimum wage. Refer to Table 12a in the Trends report for related data and the technical notes for more information about how non-quantifiable agreements are defined.
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

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:

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.
2. 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.

Table 3 - Agreements approved in the quarter by sector (December quarter 2022 to December quarter 2025)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Public sector	Agreements	56	36	26	44	42	116	78	43	56	49	38	50	24
	AAWI (%)	2.3	3.2	3.6	4.3	5.1	4.0	3.9	3.5	5.4	3.5	3.9	3.6	3.2
	Duration (yrs.)	2.8	1.8	1.9	2.5	2.5	2.7	2.5	2.8	3.1	2.8	3.0	2.8	2.9
	Employees ('000)	70.6	33.9	33.7	83.8	65.6	201.9	61.8	113.1	138.9	40.1	41.9	38.6	6.0
Private sector	Agreements	1,070	805	912	1,029	1,217	906	1,126	898	1,150	980	935	1,015	1,048
	AAWI (%)	3.5	3.8	3.6	3.4	3.8	3.6	4.1	4.0	4.1	3.9	4.3	4.0	3.8
	Duration (yrs.)	2.4	2.4	2.6	2.7	2.5	2.6	3.1	3.2	2.6	2.7	2.6	2.7	2.8
	Employees ('000)	151.5	100.7	102.6	212.3	211.5	164.3	214.0	228.4	261.3	127.9	144.7	115.3	172.9
All sectors	Agreements	1,126	841	938	1,073	1,259	1,022	1,204	941	1,206	1,029	973	1,065	1,072
	AAWI (%)	3.0	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.7
	Duration (yrs.)	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8
	Employees ('000)	222.1	134.6	136.2	296.1	277.1	366.2	275.9	341.5	400.1	168.1	186.6	153.9	178.9

Sources: 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: 24 public sector agreements were approved in the December quarter 2025, covering 6,000 employees. The AAWI for these agreements was 3.2% and the average duration was 2.9 years.

Table 4 - Agreements current on the last day of the quarter, by sector (December quarter 2022 to December quarter 2025)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Public sector	Agreements	430	441	452	414	436	478	558	512	540	550	572	512	508
	AAWI (%)	2.4	2.4	2.5	2.8	3.0	3.4	3.5	3.6	3.9	3.9	3.9	3.9	3.9
	Duration (yrs.)	2.9	2.9	2.8	2.8	2.8	2.7	2.8	2.8	2.9	2.9	2.9	3.0	3.0
	Employees ('000)	509.9	525.3	551.0	601.0	637.6	695.2	731.6	802.4	895.5	899.2	927.7	876.8	865.6
Private sector	Agreements	10,896	10,604	10,856	9,487	9,841	9,327	9,873	9,620	10,283	10,555	10,731	10,507	10,952
	AAWI (%)	2.8	2.9	3.0	3.0	3.1	3.2	3.3	3.4	3.5	3.6	3.7	3.7	3.8
	Duration (yrs.)	3.2	3.0	3.0	3.0	2.9	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1290.9	1214.0	1240.8	1214.9	1397.9	1447.2	1483.7	1407.5	1755.9	1782.8	1878.9	1775.3	1869.5
All sectors	Agreements	11,326	11,045	11,308	9,901	10,277	9,805	10,431	10,132	10,823	11,105	11,303	11,019	11,460
	AAWI (%)	2.6	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.7	3.8	3.8	3.9
	Duration (yrs.)	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0
	Employees ('000)	1800.8	1739.3	1791.8	1815.9	2035.5	2142.4	2215.4	2210.0	2651.5	2682.0	2806.6	2652.1	2735.0

Sources: 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: 508 public sector agreements were current as at 31 December 2025, covering 865,600 employees. The AAWI for these agreements was 3.9% and the average duration was 3.0 years.

Table 5 - Agreements approved in the quarter by agreement type (December quarter 2022 to December quarter 2025)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Single-enterprise non-greenfields	Agreements	1,061	781	868	1,003	1,194	955	1,093	870	1,116	957	914	994	1,016
	AAWI (%)	3.0	3.6	3.6	4.2	4.4	3.9	4.0	3.7	4.0	3.8	4.3	3.9	3.8
	Duration (yrs.)	2.5	2.3	2.4	2.7	2.5	2.7	3.0	3.1	2.8	2.8	2.7	2.8	2.6
	Employees ('000)	216.5	131.4	133.3	256.9	275.1	319.0	269.3	339.0	280.5	158.8	134.6	132.4	148.5
Single-enterprise greenfields	Agreements	61	59	67	65	64	51	107	71	84	65	51	64	53
	AAWI (%)	3.7	3.6	4.1	4.7	4.4	4.7	4.5	4.7	3.5	3.4	3.9	4.5	3.7
	Duration (yrs.)	2.2	2.4	2.1	2.3	2.6	2.5	2.4	2.4	2.0	2.0	1.9	2.1	1.8
	Employees ('000)	2.9	2.6	2.5	2.5	2.0	1.8	2.8	2.5	3.8	3.1	2.4	2.2	2.6
Multi-enterprise non-greenfields	Agreements	3	1	3	5	1	16	4	0	6	6	8	7	3
	AAWI (%)	3.4	*	1.1	2.1	3.8	2.5	6.6	*	6.7	3.8	4.1	3.7	3.8
	Duration (yrs.)	2.5	4.0	2.9	2.3	3.0	2.6	2.3	0.0	2.9	1.9	2.8	2.7	4.0
	Employees ('000)	2.6	0.7	0.4	36.6	0.0	45.4	3.8	0.0	115.8	6.1	49.6	19.3	27.8
Multi-enterprise greenfields	Agreements	1	0	0	0	0	0	0	0	0	1	0	0	0
	AAWI (%)	3.5	*	*	*	*	*	*	*	*	5.8	*	*	*
	Duration (yrs.)	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	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
All types	Agreements	1,126	841	938	1,073	1,259	1,022	1,204	941	1,206	1,029	973	1,065	1,072
	AAWI (%)	3.0	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.7
	Duration (yrs.)	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8
	Employees ('000)	222.1	134.6	136.2	296.1	277.1	366.2	275.9	341.5	400.1	168.1	186.6	153.9	178.9

Sources: 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: *1,016 single enterprise non-Greenfields agreements were approved in the December quarter 2025, covering 148,500 employees. The AAWI for these agreements was 3.8% and the average duration was 2.6 years.*

Table 6 - Agreements current on the last day of the quarter, by agreement type (December quarter 2022 to December quarter 2025)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Single-enterprise non-greenfields	Agreements	10,518	10,327	10,542	9,214	9,560	9,272	9,825	9,523	10,162	10,434	10,638	10,354	10,781
	AAWI (%)	2.6	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.6	3.7	3.7	3.7	3.7
	Duration (yrs.)	3.0	2.9	2.9	2.9	2.8	2.8	2.8	2.9	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1718.9	1663.5	1715.1	1707.0	1925.8	2001.5	2067.1	2067.9	2396.5	2446.0	2527.2	2351.7	2436.6
Single-enterprise greenfields	Agreements	663	576	625	548	578	393	479	509	584	601	602	601	614
	AAWI (%)	3.5	3.4	3.5	3.7	3.8	3.7	3.8	4.0	4.0	3.9	4.0	4.1	4.0
	Duration (yrs.)	2.8	2.8	2.8	2.9	2.8	3.1	3.0	3.0	2.8	2.8	2.7	2.7	2.6
	Employees ('000)	26.3	24.6	25.5	23.3	24.0	19.3	21.1	21.3	23.8	25.6	26.2	25.5	26.3
Multi-enterprise non-greenfields	Agreements	51	48	47	45	46	54	62	56	56	52	58	60	62
	AAWI (%)	2.8	2.8	2.8	2.5	2.5	2.4	2.4	2.4	4.5	4.9	4.8	4.7	5.2
	Duration (yrs.)	2.8	2.8	2.8	2.6	2.6	2.6	2.6	2.6	2.8	2.7	2.7	2.8	2.9
	Employees ('000)	46.2	41.8	41.7	76.1	76.3	113.0	120.4	116.8	230.3	209.8	252.9	274.8	272.1
Multi-enterprise greenfields	Agreements	1	1	1	1	1	1	1	1	1	2	2	2	2
	AAWI (%)	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	4.2	4.2	4.2	4.2
	Duration (yrs.)	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	3.2	3.2	3.2	3.2
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.1
Employee collective	Agreements	54	54	54	54	53	50	36	17	4	2	1	1	0
	AAWI (%)	0.5	0.5	0.5	0.5	0.5	0.4	0.4	0.3	*	*	*	*	*
	Duration (yrs.)	17.3	17.3	17.3	17.3	17.2	17.3	17.9	17.7	16.9	16.9	16.5	16.5	0.0
	Employees ('000)	4.3	4.3	4.3	4.3	4.2	4.0	2.8	0.5	0.1	0.0	0.0	0.0	0.0
Employer greenfields	Agreements	2	2	2	2	2	2	1	1	0	0	0	0	0
	AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
	Duration (yrs.)	15.6	15.6	15.6	15.6	15.6	15.6	18.4	18.4	0.0	0.0	0.0	0.0	0.0
	Employees ('000)	0.5	0.5	0.5	0.5	0.5	0.5	0.1	0.1	0.0	0.0	0.0	0.0	0.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Union collective	Agreements	37	37	37	37	37	33	27	25	16	14	2	1	1
	AAWI (%)	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.4	0.4	0.5	0.1	0.1
	Duration (yrs.)	17.3	17.3	17.3	17.3	17.3	17.6	17.5	17.7	19.0	19.1	20.8	22.1	22.1
	Employees ('000)	4.6	4.6	4.6	4.6	4.6	4.0	3.7	3.4	0.7	0.6	0.2	0.0	0.0
All types	Agreements	11,326	11,045	11,308	9,901	10,277	9,805	10,431	10,132	10,823	11,105	11,303	11,019	11,460
	AAWI (%)	2.6	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.7	3.8	3.8	3.9
	Duration (yrs.)	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0
	Employees ('000)	1800.8	1739.3	1791.8	1815.9	2035.5	2142.4	2215.4	2210.0	2651.5	2682.0	2806.6	2652.1	2735.0

Sources: 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: 10,781 single enterprise non-Greenfields agreements were current as at 31 December 2025, covering 2,436,600 employees. The AAWI for these agreements was 3.7% and the average duration was 3.0 years.

Table 7 - Agreements approved in the quarter, by ANZSIC Division (December quarter 2022 to December quarter 2025)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Agriculture, Forestry and Fishing	Agreements	9	6	14	11	16	9	11	11	9	12	9	6	9
	AAWI (%)	3.8	3.8	3.7	3.3	3.3	3.0	3.6	2.9	4.4	4.2	3.6	3.2	3.5
	Duration (yrs.)	2.5	2.2	1.8	3.6	3.6	2.7	3.8	3.1	2.6	2.6	2.9	3.0	2.7
	Employees ('000)	0.7	0.1	0.5	0.9	1.8	0.9	1.1	0.7	1.8	1.2	0.9	0.5	0.9
Mining	Agreements	35	28	46	39	44	38	35	17	42	33	30	23	24
	AAWI (%)	3.3	3.5	3.4	3.6	3.9	3.5	3.8	2.8	3.7	4.3	3.7	4.0	3.4
	Duration (yrs.)	3.3	3.3	3.4	3.3	3.3	3.6	3.7	3.7	3.2	3.4	3.5	3.5	3.6
	Employees ('000)	3.9	8.1	4.5	4.4	5.3	6.7	3.7	1.9	4.1	3.4	6.6	4.3	6.5
Manufacturing	Agreements	206	188	156	205	224	150	128	149	203	157	141	183	188
	AAWI (%)	3.7	3.7	4.0	4.1	4.0	3.8	4.1	4.1	4.3	3.8	3.8	3.8	3.7
	Duration (yrs.)	2.7	2.8	2.7	2.9	2.8	2.6	2.8	2.8	2.6	2.9	2.7	2.8	2.8
	Employees ('000)	16.6	18.3	11.4	14.0	15.6	13.9	9.8	9.9	17.1	14.9	12.5	16.1	14.8
Non-Metal Manufacturing	Agreements	142	152	108	137	145	106	83	98	137	114	97	122	119
	AAWI (%)	3.7	3.6	4.0	4.1	4.1	3.8	3.9	3.9	4.3	3.7	3.7	3.6	3.6
	Duration (yrs.)	2.7	2.8	2.7	2.9	2.8	2.7	2.7	3.0	2.6	2.9	2.8	2.8	2.8
	Employees ('000)	12.9	15.5	6.6	9.9	11.9	11.2	6.4	6.1	12.4	12.6	9.0	10.0	9.2
Metal Manufacturing	Agreements	64	36	48	68	79	44	45	51	66	43	44	61	69
	AAWI (%)	3.6	4.1	4.0	4.0	4.0	4.0	4.5	4.5	4.1	4.1	4.2	4.2	4.0
	Duration (yrs.)	2.8	2.9	2.6	2.7	2.6	2.4	3.1	2.6	2.6	2.8	2.6	2.7	2.7
	Employees ('000)	3.7	2.8	4.9	4.1	3.8	2.7	3.5	3.8	4.7	2.4	3.6	6.1	5.6
Electricity, Gas, Water and Waste Services	Agreements	41	36	22	36	36	36	33	26	50	28	31	36	28
	AAWI (%)	3.6	3.5	3.9	3.5	4.2	4.8	4.3	4.0	4.5	4.4	4.5	3.9	3.6
	Duration (yrs.)	1.7	2.2	1.6	2.7	2.5	2.6	2.7	3.5	2.3	2.5	2.5	2.9	2.8
	Employees ('000)	6.8	3.4	3.4	6.9	4.6	9.0	4.7	12.9	5.1	8.7	7.1	4.4	3.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Construction	Agreements	359	256	338	380	511	320	571	399	467	379	452	505	469
	AAWI (%)	3.7	3.8	4.0	4.5	5.2	4.6	4.7	5.1	5.9	5.5	5.7	5.8	5.0
	Duration (yrs.)	2.5	2.5	2.5	2.9	3.0	2.7	3.1	2.8	2.7	2.7	2.5	2.6	3.1
	Employees ('000)	7.6	7.0	8.3	10.0	13.4	7.2	16.4	10.1	17.1	12.3	10.6	12.6	14.9
Wholesale Trade	Agreements	24	13	20	18	22	33	13	17	16	17	10	18	25
	AAWI (%)	3.5	3.8	3.7	4.0	3.8	3.8	4.0	3.9	3.7	4.1	3.4	3.9	3.9
	Duration (yrs.)	2.8	2.6	2.9	3.5	3.5	2.9	3.5	2.5	2.8	2.4	3.0	2.8	2.6
	Employees ('000)	1.4	0.9	1.1	2.5	6.0	1.6	0.6	1.5	1.9	1.3	0.7	1.3	1.7
Retail Trade	Agreements	20	8	8	14	19	7	11	14	10	15	6	10	9
	AAWI (%)	3.6	3.9	3.4	2.4	2.9	3.8	3.3	3.3	3.7	4.6	4.4	3.2	4.3
	Duration (yrs.)	3.2	3.8	3.5	2.9	3.2	3.4	3.5	3.5	3.6	3.2	3.9	3.9	3.8
	Employees ('000)	7.2	9.6	1.1	50.3	11.3	16.4	114.8	136.9	30.9	3.7	2.1	4.9	44.0
Accommodation and Food Services	Agreements	5	5	9	9	11	20	9	7	7	8	4	7	11
	AAWI (%)	3.0	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.)	3.4	0.7	2.9	2.8	3.9	3.7	2.6	3.7	3.6	3.6	3.1	3.7	3.8
	Employees ('000)	0.9	3.6	2.7	1.7	1.7	1.8	4.2	0.5	0.8	1.3	1.6	0.7	6.3
Transport, Postal and Warehousing	Agreements	143	118	129	127	120	109	85	94	116	120	83	88	128
	AAWI (%)	3.5	3.1	3.4	4.0	3.8	4.5	4.5	4.0	4.0	4.1	4.4	3.8	3.8
	Duration (yrs.)	2.8	1.8	2.9	3.0	2.6	2.6	3.1	2.8	2.8	2.5	2.7	2.8	2.6
	Employees ('000)	14.5	22.0	17.0	12.0	16.5	27.2	7.1	10.5	44.9	11.0	7.8	25.6	11.3
Information Media and Telecommunications	Agreements	5	3	3	11	4	0	0	9	10	9	6	1	7
	AAWI (%)	3.7	2.0	3.2	2.7	4.2	*	*	3.3	2.7	3.1	2.2	3.1	2.4
	Duration (yrs.)	1.8	2.6	2.8	2.9	2.0	0.0	0.0	2.9	1.7	2.1	2.5	1.9	1.6
	Employees ('000)	0.7	1.3	3.1	2.1	0.3	0.0	0.0	24.3	2.0	2.8	2.5	1.0	0.6
Financial and Insurance Services	Agreements	9	2	4	6	13	5	5	4	13	7	4	7	5
	AAWI (%)	3.3	5.3	3.4	4.2	4.2	3.8	4.2	3.0	3.4	3.7	3.6	3.4	3.4
	Duration (yrs.)	2.0	2.6	2.9	2.9	3.0	2.9	2.5	2.9	3.0	3.0	2.9	3.0	2.3
	Employees ('000)	32.8	0.3	3.4	32.9	57.6	4.0	6.4	0.5	51.2	12.0	3.0	2.6	4.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Rental, Hiring and Real Estate Services	Agreements	3	2	3	5	8	7	7	4	4	2	2	2	5
	AAWI (%)	3.6	4.1	4.6	3.5	1.8	2.5	2.8	3.9	4.0	3.5	3.2	3.1	4.2
	Duration (yrs.)	3.1	2.9	1.5	2.8	3.8	3.8	3.6	2.9	3.1	3.3	3.4	2.9	3.0
	Employees ('000)	0.1	0.0	0.0	0.3	0.3	0.2	0.0	0.1	0.8	0.0	0.1	0.1	0.1
Professional, Scientific and Technical Services	Agreements	11	9	8	8	11	10	13	12	18	10	11	8	9
	AAWI (%)	3.0	3.7	3.2	4.3	3.5	4.2	3.6	3.2	3.8	3.1	4.3	3.2	3.9
	Duration (yrs.)	2.5	3.4	3.1	2.4	3.5	2.6	2.2	3.3	2.7	2.6	3.2	2.7	2.7
	Employees ('000)	0.9	0.8	0.3	0.9	0.8	7.5	4.2	1.0	1.9	3.0	1.5	1.9	0.3
Administrative and Support Services	Agreements	15	5	10	23	21	18	12	10	27	19	15	5	25
	AAWI (%)	3.2	4.2	3.2	4.0	5.0	5.3	3.9	4.1	6.4	6.3	3.3	3.7	4.2
	Duration (yrs.)	2.2	2.5	3.3	3.1	3.5	2.7	3.4	3.4	2.5	3.2	3.3	3.2	2.6
	Employees ('000)	0.8	0.6	1.1	2.4	2.4	0.9	0.9	1.6	3.3	2.5	2.3	0.1	1.8
Public Administration and Safety	Agreements	39	20	22	29	28	95	67	15	34	28	19	31	25
	AAWI (%)	3.4	2.9	3.3	3.4	3.2	3.8	3.8	3.2	3.6	3.2	4.0	3.1	3.3
	Duration (yrs.)	2.3	1.9	2.6	2.4	2.7	2.9	2.7	3.4	2.8	2.7	3.1	3.1	2.9
	Employees ('000)	8.5	14.5	9.1	26.9	9.2	154.3	42.0	68.6	24.7	12.4	24.7	13.2	6.0
Education and Training	Agreements	70	44	37	40	60	58	45	45	52	63	38	38	20
	AAWI (%)	3.4	4.2	3.6	3.8	5.3	4.1	4.2	4.3	4.1	3.5	4.1	4.3	2.9
	Duration (yrs.)	1.9	2.4	1.8	2.4	1.8	2.3	2.2	1.4	2.4	2.5	2.8	2.3	1.9
	Employees ('000)	28.2	19.7	29.2	77.3	92.2	74.7	27.3	34.1	21.1	30.8	54.2	10.8	38.9
Health Care and Social Assistance	Agreements	89	66	87	80	84	60	120	76	93	86	77	69	56
	AAWI (%)	2.4	3.3	3.6	3.8	3.4	3.2	4.3	3.1	5.6	3.3	4.5	3.5	3.8
	Duration (yrs.)	2.8	2.0	2.4	2.2	2.5	2.2	2.0	2.4	2.7	2.7	2.2	2.5	2.2
	Employees ('000)	82.7	15.2	36.4	46.5	34.0	30.1	24.7	19.0	165.3	40.9	43.4	48.0	21.1
Arts and Recreation Services	Agreements	12	15	10	9	14	33	17	10	12	13	18	12	13
	AAWI (%)	3.1	4.6	3.4	4.2	3.2	4.0	4.3	3.5	3.3	3.5	3.2	3.9	3.3
	Duration (yrs.)	2.3	0.7	1.6	2.7	2.7	1.6	2.4	3.5	2.5	2.4	2.7	2.7	2.2
	Employees ('000)	3.4	6.8	1.9	1.5	2.7	8.6	5.6	2.9	2.7	4.0	3.5	3.3	1.2

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Other Services	Agreements	31	17	12	23	13	14	22	22	23	23	17	16	16
	AAWI (%)	3.8	3.6	2.8	3.4	4.0	3.9	3.9	4.2	3.2	4.3	3.3	3.5	3.4
	Duration (yrs.)	2.5	1.8	3.1	3.0	2.5	2.9	3.0	2.9	3.2	2.7	3.0	2.8	2.9
	Employees ('000)	4.3	2.4	2.0	2.5	1.4	1.0	2.3	4.5	3.5	1.9	1.4	2.5	1.0
All industries	Agreements	1,126	841	938	1,073	1,259	1,022	1,204	941	1,206	1,029	973	1,065	1,072
	AAWI (%)	3.0	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.7
	Duration (yrs.)	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8
	Employees ('000)	222.1	134.6	136.2	296.1	277.1	366.2	275.9	341.5	400.1	168.1	186.6	153.9	178.9

Sources: 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: 9 Agriculture, Forestry and Fishing agreements were approved in the December quarter 2025, covering 900 employees. The AAWI for these agreements was 3.5% and the average duration was 2.7 years.

Table 8 - Agreements current on the last day of the quarter, by ANZSIC Division (December quarter 2022 to December quarter 2025)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Agriculture, Forestry and Fishing	Agreements	140	113	113	111	120	122	125	116	116	124	123	112	117
	AAWI (%)	2.7	2.7	2.8	2.9	3.0	3.0	3.1	3.3	3.6	3.7	3.8	3.8	3.7
	Duration (yrs.)	3.6	3.6	3.5	3.5	3.5	3.5	3.5	3.2	3.4	3.2	3.2	3.3	3.2
	Employees ('000)	11.5	10.7	10.5	8.5	10.2	10.3	10.9	8.9	10.3	11.4	11.6	10.1	11.0
Mining	Agreements	394	383	389	398	422	423	441	423	448	461	457	437	427
	AAWI (%)	2.4	2.6	2.7	2.8	3.0	3.0	3.1	3.2	3.3	3.4	3.5	3.6	3.6
	Duration (yrs.)	3.6	3.6	3.5	3.5	3.5	3.5	3.5	3.6	3.6	3.6	3.5	3.5	3.6
	Employees ('000)	54.7	57.9	55.6	56.0	58.9	61.9	63.6	62.0	62.3	61.9	63.4	63.1	66.0
Manufacturing	Agreements	1,872	1,922	1,938	1,866	1,968	1,995	2,014	1,890	1,949	1,977	1,969	1,859	1,933
	AAWI (%)	2.8	2.9	3.0	3.1	3.3	3.4	3.5	3.6	3.7	3.7	3.8	3.8	3.8
	Duration (yrs.)	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	139.9	148.9	148.0	148.4	154.7	158.1	160.4	150.6	153.9	158.9	163.2	153.1	157.7
Non-Metal Manufacturing	Agreements	1,239	1,294	1,297	1,269	1,332	1,348	1,360	1,282	1,317	1,333	1,328	1,264	1,304
	AAWI (%)	2.7	2.8	2.9	3.1	3.2	3.4	3.4	3.5	3.7	3.7	3.7	3.7	3.7
	Duration (yrs.)	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	98.4	106.3	104.2	104.7	109.8	112.6	113.4	107.3	110.2	114.8	119.2	111.8	113.6
Metal Manufacturing	Agreements	633	628	641	597	636	647	654	608	632	644	641	595	629
	AAWI (%)	2.9	2.9	3.1	3.2	3.3	3.4	3.5	3.7	3.8	3.8	3.8	4.0	4.0
	Duration (yrs.)	2.8	2.8	2.8	2.9	2.9	2.8	2.9	2.9	2.9	3.0	2.9	2.9	2.9
	Employees ('000)	41.5	42.5	43.9	43.7	45.0	45.5	47.0	43.3	43.7	44.0	44.0	41.3	44.1
Electricity, Gas, Water and Waste Services	Agreements	351	360	358	344	365	370	382	340	368	371	392	357	362
	AAWI (%)	3.0	3.1	3.1	3.4	3.5	3.5	3.6	3.9	4.0	4.1	4.2	4.2	4.2
	Duration (yrs.)	2.6	2.6	2.5	2.6	2.6	2.5	2.6	2.9	2.9	2.8	2.8	2.9	2.9
	Employees ('000)	54.7	55.8	58.7	53.0	55.3	49.5	52.0	49.6	53.3	59.2	66.1	63.7	66.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Construction	Agreements	4,685	4,399	4,503	3,300	3,314	2,758	3,124	3,310	3,672	3,832	3,923	4,162	4,422
	AAWI (%)	3.6	3.6	3.6	3.6	3.9	3.9	4.1	4.2	4.6	4.7	4.9	5.1	5.2
	Duration (yrs.)	2.9	2.9	2.9	3.1	3.1	3.3	3.3	3.3	3.2	3.1	3.1	3.1	3.1
	Employees ('000)	116.2	108.9	110.7	88.2	90.9	80.9	92.6	95.9	110.1	116.1	118.2	122.3	130.0
Wholesale Trade	Agreements	186	176	180	178	188	206	208	194	202	207	202	192	202
	AAWI (%)	2.9	3.0	3.0	3.2	3.2	3.3	3.4	3.6	3.7	3.7	3.7	3.7	3.8
	Duration (yrs.)	3.1	3.0	3.1	3.0	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
	Employees ('000)	15.0	14.7	14.7	12.7	18.2	19.0	18.1	17.6	19.2	20.0	20.1	18.8	20.0
Retail Trade	Agreements	132	128	130	128	143	139	139	124	128	137	140	139	135
	AAWI (%)	2.8	2.8	2.8	2.9	3.1	3.1	3.2	3.3	3.2	3.3	3.3	3.2	3.3
	Duration (yrs.)	3.9	4.1	4.1	4.1	3.6	3.5	3.4	3.2	3.4	3.4	3.4	3.4	3.5
	Employees ('000)	226.0	95.0	89.6	86.3	119.3	109.4	139.2	140.3	365.3	388.3	388.2	388.7	430.4
Accommodation and Food Services	Agreements	103	105	106	105	109	121	119	113	105	107	109	107	114
	AAWI (%)	2.8	3.6	3.6	3.7	3.0	3.1	3.2	3.5	3.5	3.5	3.6	3.6	2.8
	Duration (yrs.)	4.0	3.8	3.8	3.8	4.0	4.0	3.9	3.6	3.4	3.4	3.3	3.4	3.5
	Employees ('000)	56.3	59.9	60.5	60.9	59.0	60.0	22.9	22.9	21.2	20.9	21.9	21.6	26.3
Transport, Postal and Warehousing	Agreements	1,115	1,149	1,195	1,164	1,233	1,262	1,282	1,194	1,245	1,273	1,289	1,210	1,261
	AAWI (%)	2.8	2.9	2.9	3.0	3.1	3.2	3.3	3.4	3.7	3.8	3.8	3.9	3.9
	Duration (yrs.)	2.9	2.8	2.8	2.9	2.9	2.8	2.9	3.0	3.0	3.0	3.0	3.0	2.9
	Employees ('000)	163.9	173.7	183.1	163.7	175.1	193.0	183.9	176.4	181.7	186.7	188.4	198.8	204.0
Information Media and Telecommunications	Agreements	51	51	52	57	61	58	56	51	57	59	64	51	55
	AAWI (%)	2.5	2.6	2.6	2.7	2.7	2.7	2.7	2.8	2.9	2.8	2.9	2.9	2.9
	Duration (yrs.)	2.4	2.4	2.4	2.5	2.5	2.5	2.5	2.5	2.9	2.8	2.8	2.8	2.8
	Employees ('000)	33.0	33.3	34.8	37.4	37.8	37.0	36.8	36.1	38.7	37.2	40.1	38.2	38.2
Financial and Insurance Services	Agreements	72	72	71	68	75	77	79	65	70	72	73	71	71
	AAWI (%)	2.8	2.9	2.9	3.1	3.3	3.4	3.5	3.5	3.7	3.7	3.7	3.7	3.7
	Duration (yrs.)	3.2	2.7	2.6	2.7	2.8	2.8	2.8	2.8	2.8	3.0	3.0	3.0	3.0
	Employees ('000)	37.0	69.1	68.3	72.5	128.1	146.4	149.2	145.9	183.6	173.1	175.7	175.5	178.8

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Rental, Hiring and Real Estate Services	Agreements	59	59	61	57	63	62	66	64	66	66	60	55	54
	AAWI (%)	2.1	2.1	2.2	2.2	2.2	2.2	2.2	2.2	2.6	2.6	2.7	2.6	2.7
	Duration (yrs.)	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.7	3.6	3.6	3.6	3.6
	Employees ('000)	4.0	3.9	3.9	3.8	4.0	4.1	4.1	3.3	4.0	3.9	3.9	3.8	3.7
Professional, Scientific and Technical Services	Agreements	114	110	115	116	118	113	118	111	123	129	131	127	129
	AAWI (%)	2.3	2.3	2.3	2.4	2.7	2.8	3.5	3.7	3.9	3.8	3.8	3.8	3.8
	Duration (yrs.)	3.1	3.1	3.1	3.1	3.2	3.2	2.9	2.8	2.8	2.7	2.7	2.7	2.7
	Employees ('000)	18.4	17.9	18.3	18.1	13.3	12.5	22.6	21.6	20.3	22.7	23.3	24.0	23.6
Administrative and Support Services	Agreements	218	195	190	172	177	154	154	144	168	175	177	165	175
	AAWI (%)	3.1	3.1	3.1	3.4	3.6	3.6	3.7	3.9	4.5	4.7	4.7	4.8	4.7
	Duration (yrs.)	3.4	3.4	3.4	3.4	3.3	3.5	3.3	3.3	3.1	3.2	3.2	3.2	3.2
	Employees ('000)	19.4	18.0	18.6	15.8	17.3	15.6	14.1	13.2	16.3	17.2	18.8	18.1	19.2
Public Administration and Safety	Agreements	362	363	367	340	345	391	459	404	413	424	425	372	379
	AAWI (%)	2.2	2.2	2.3	2.4	2.5	3.3	3.4	3.4	3.5	3.5	3.5	3.6	3.6
	Duration (yrs.)	3.1	3.1	3.0	3.0	2.9	2.8	2.8	2.9	2.9	2.9	2.9	3.0	3.0
	Employees ('000)	181.5	185.4	186.1	205.1	193.2	236.6	326.7	370.1	382.9	391.2	412.9	377.9	377.2
Education and Training	Agreements	473	455	481	481	515	481	510	518	553	500	525	516	514
	AAWI (%)	2.5	2.7	2.8	3.1	3.4	3.6	3.6	3.7	3.7	3.7	3.7	3.6	3.7
	Duration (yrs.)	3.0	2.9	2.8	2.8	2.6	2.5	2.5	2.5	2.6	2.7	2.7	2.7	2.7
	Employees ('000)	226.4	239.2	266.4	301.1	390.0	441.9	471.7	486.8	465.0	431.4	475.2	441.4	445.6
Health Care and Social Assistance	Agreements	664	671	724	691	733	738	799	732	785	830	870	753	775
	AAWI (%)	2.4	2.5	2.6	2.7	2.8	2.8	2.9	3.0	3.9	3.8	3.9	3.9	3.9
	Duration (yrs.)	2.8	2.8	2.7	2.8	2.7	2.7	2.8	2.9	2.8	2.8	2.8	2.8	2.8
	Employees ('000)	395.6	393.9	408.5	433.6	458.7	450.1	389.6	350.0	502.4	519.0	550.3	478.3	484.1
Arts and Recreation Services	Agreements	117	112	120	112	118	123	137	124	131	127	136	126	130
	AAWI (%)	2.8	3.3	3.3	2.9	3.0	3.2	3.2	3.4	3.4	3.5	3.5	3.5	3.6
	Duration (yrs.)	2.9	2.5	2.4	2.8	2.8	2.6	2.5	2.7	2.7	2.6	2.6	2.8	2.8
	Employees ('000)	25.9	30.3	31.9	25.9	27.3	31.3	31.3	33.8	34.9	35.7	38.2	29.4	27.8

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Other Services	Agreements	218	222	215	213	210	212	219	215	224	234	238	208	205
	AAWI (%)	2.8	2.9	2.9	3.0	3.1	3.1	3.2	3.6	3.5	3.6	3.6	3.7	3.7
	Duration (yrs.)	3.3	3.2	3.1	3.2	3.2	3.2	3.0	3.0	3.1	3.1	3.0	3.1	3.1
	Employees ('000)	21.7	22.9	23.6	24.8	24.3	24.7	25.5	24.8	26.0	27.2	27.0	25.4	25.4
All industries	Agreements	11,326	11,045	11,308	9,901	10,277	9,805	10,431	10,132	10,823	11,105	11,303	11,019	11,460
	AAWI (%)	2.6	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.7	3.8	3.8	3.9
	Duration (yrs.)	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0
	Employees ('000)	1800.8	1739.3	1791.8	1815.9	2035.5	2142.4	2215.4	2210.0	2651.5	2682.0	2806.6	2652.1	2735.0

Sources: 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: 117 Agriculture, Forestry and Fishing agreements were current as at 31 December 2025, covering 11,000 employees. The AAWI for these agreements was 3.7% and the average duration was 3.2 years.

Table 9 - Agreements expiring, by ANZSIC Division and quarter (December quarter 2022 to December quarter 2025)

FOR ALL CURRENT AGREEMENTS		Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28	Sep-28	Dec-28
Agriculture, Forestry and Fishing	Agreements	6	1	13	6	5	9	9	9	16	10	13	5	3
	AAWI (%)	3.4	2.0	3.3	3.2	3.4	3.9	4.4	3.9	3.3	3.4	3.2	2.7	4.0
	Employees ('000)	0.3	0.0	0.9	0.2	0.2	0.4	3.3	0.8	0.9	0.6	1.8	0.3	0.2
Mining	Agreements	39	21	49	34	26	24	41	35	47	29	31	13	18
	AAWI (%)	3.3	3.5	3.4	3.2	3.6	3.2	3.5	3.4	3.9	4.0	3.8	3.8	3.7
	Employees ('000)	4.9	5.0	7.6	3.9	2.3	4.0	3.9	4.5	5.0	5.4	4.7	1.6	2.4
Manufacturing	Agreements	127	127	258	177	141	116	226	172	134	95	123	58	30
	AAWI (%)	3.3	3.7	4.0	3.7	4.3	3.7	3.9	4.0	4.0	3.7	3.6	3.7	3.7
	Employees ('000)	8.9	9.3	19.2	16.1	12.0	11.2	15.2	14.0	11.0	8.6	10.3	5.4	2.7
Non-Metal Manufacturing	Agreements	88	91	165	124	101	84	147	113	95	67	78	32	24
	AAWI (%)	3.3	3.7	3.9	3.7	4.3	3.7	3.9	3.8	3.7	3.7	3.5	3.4	3.7
	Employees ('000)	6.2	7.3	13.2	12.1	9.8	9.6	9.3	9.0	8.1	6.4	7.6	3.2	2.6
Metal Manufacturing	Agreements	39	36	93	53	40	32	79	59	39	28	45	26	6
	AAWI (%)	3.5	3.8	4.0	3.7	4.2	3.9	3.8	4.5	4.5	3.7	3.7	4.3	3.6
	Employees ('000)	2.7	2.0	6.0	4.0	2.2	1.7	5.9	5.0	2.9	2.2	2.8	2.2	0.1
Electricity, Gas, Water and Waste Services	Agreements	28	26	40	32	29	26	42	27	24	23	19	14	12
	AAWI (%)	5.8	4.1	4.2	4.1	3.6	4.8	4.4	4.3	4.2	3.8	3.4	3.6	3.8
	Employees ('000)	4.0	5.0	7.2	3.5	1.6	2.2	9.3	9.5	2.2	12.7	2.8	1.5	1.2
Construction	Agreements	283	154	214	271	332	111	175	1,459	395	193	194	122	76
	AAWI (%)	4.3	4.0	3.9	5.4	5.1	3.4	3.8	6.5	4.6	4.1	3.4	3.8	3.3
	Employees ('000)	8.0	3.7	6.4	7.9	7.0	4.3	6.3	41.9	10.3	5.3	7.4	3.6	3.1
Wholesale Trade	Agreements	16	11	17	14	12	15	31	18	22	10	13	8	0
	AAWI (%)	3.8	3.4	3.9	4.2	3.3	4.1	3.7	4.1	2.7	3.9	3.4	3.8	*
	Employees ('000)	0.7	0.4	1.9	1.1	0.4	0.8	3.4	6.0	1.2	0.5	1.7	0.7	0.0
Retail Trade	Agreements	10	9	11	11	5	6	21	11	13	5	14	5	3
	AAWI (%)	2.6	2.9	4.1	4.4	2.7	4.8	3.3	2.8	2.7	3.8	3.7	3.6	3.1
	Employees ('000)	1.6	4.0	9.3	46.5	1.5	9.2	17.5	3.4	21.1	2.4	227.5	1.4	34.5

FOR ALL CURRENT AGREEMENTS		Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28	Sep-28	Dec-28
Accommodation and Food Services	Agreements	5	8	7	13	2	4	5	7	12	14	9	7	6
	AAWI (%)	4.4	3.3	3.3	3.8	2.4	5.1	3.2	3.5	2.1	3.4	2.6	2.9	2.7
	Employees ('000)	1.6	1.0	2.2	6.6	0.4	0.3	0.7	0.8	1.4	1.8	2.0	0.6	0.6
Transport, Postal and Warehousing	Agreements	124	68	174	104	85	69	140	114	63	69	74	41	22
	AAWI (%)	3.3	4.0	3.8	3.7	3.7	4.0	3.9	3.9	3.9	5.1	4.6	3.7	4.1
	Employees ('000)	14.2	14.6	34.8	10.9	11.3	6.5	23.8	12.1	34.0	8.3	4.7	16.5	2.3
Information Media and Telecommunications	Agreements	9	6	10	1	1	1	8	10	0	0	3	1	0
	AAWI (%)	2.1	3.0	2.4	*	2.2	*	3.3	3.5	*	*	4.3	4.0	*
	Employees ('000)	2.0	3.2	3.4	0.1	0.0	0.1	2.1	23.9	0.0	0.0	3.0	0.1	0.0
Financial and Insurance Services	Agreements	6	1	12	5	4	4	10	4	7	5	5	3	1
	AAWI (%)	3.4	*	4.5	4.2	4.0	3.5	4.0	3.4	2.5	3.6	3.3	3.8	3.0
	Employees ('000)	2.1	0.2	43.1	6.9	29.9	3.8	5.0	18.9	39.3	20.5	1.8	1.6	1.9
Rental, Hiring and Real Estate Services	Agreements	6	3	4	6	2	4	4	3	7	7	4	2	2
	AAWI (%)	2.1	1.7	3.6	2.8	2.1	3.0	3.5	3.5	4.0	3.6	3.4	2.8	3.3
	Employees ('000)	0.2	1.5	0.3	0.2	0.0	0.1	0.1	0.0	1.0	0.2	0.1	0.1	0.1
Professional, Scientific and Technical Services	Agreements	8	7	17	5	5	10	13	10	12	6	10	7	4
	AAWI (%)	3.8	4.2	3.7	3.5	4.3	3.3	3.5	3.3	3.3	3.3	3.1	2.9	3.1
	Employees ('000)	1.3	0.2	3.7	1.0	6.6	1.2	1.7	3.9	0.7	0.2	0.9	0.9	0.3
Administrative and Support Services	Agreements	20	5	22	9	10	3	7	32	12	8	12	3	8
	AAWI (%)	4.4	5.2	5.5	6.0	4.0	4.4	3.2	6.3	3.2	4.2	3.7	3.8	3.5
	Employees ('000)	1.1	0.5	2.1	0.7	0.9	0.2	1.1	2.9	2.3	0.4	2.1	0.1	0.9
Public Administration and Safety	Agreements	30	25	30	15	20	112	37	20	17	8	33	8	3
	AAWI (%)	3.2	3.6	3.4	4.4	3.7	3.8	3.3	3.5	3.8	4.0	3.3	3.1	3.1
	Employees ('000)	10.5	30.4	8.3	5.5	6.8	178.9	18.7	7.4	13.7	1.3	85.2	4.1	1.8
Education and Training	Agreements	105	35	47	18	90	18	30	13	71	32	18	9	17
	AAWI (%)	2.4	5.0	4.6	5.0	4.3	2.6	4.4	4.1	3.6	3.9	3.4	3.3	3.4
	Employees ('000)	139.3	23.2	111.0	27.7	27.5	12.4	9.6	9.3	11.8	54.4	2.7	0.7	8.9
Health Care and Social Assistance	Agreements	53	47	129	47	56	31	111	62	50	29	63	33	16
	AAWI (%)	2.8	2.2	3.0	3.2	3.3	3.4	3.6	4.0	3.7	3.4	5.8	3.3	3.1
	Employees ('000)	37.4	36.0	66.1	26.3	75.6	5.3	45.2	23.6	24.0	11.7	102.9	16.6	8.4

FOR ALL CURRENT AGREEMENTS		Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28	Sep-28	Dec-28
Arts and Recreation Services	Agreements	17	8	20	3	4	8	15	4	23	1	10	7	3
	AAWI (%)	2.3	3.2	3.4	3.2	3.3	3.8	4.2	3.6	3.5	2.9	3.7	3.5	3.0
	Employees ('000)	3.3	1.2	3.7	0.1	1.0	1.5	6.4	1.6	1.3	0.2	5.6	2.4	0.5
Other Services	Agreements	25	16	17	13	10	12	33	18	13	6	18	8	6
	AAWI (%)	4.1	3.4	3.3	3.1	4.2	4.0	3.6	4.8	3.8	3.7	3.0	3.5	3.3
	Employees ('000)	1.2	1.9	2.5	1.8	0.9	0.9	4.2	4.0	1.4	0.8	2.2	0.5	2.1
All industries	Agreements	917	578	1,091	784	839	583	958	2,028	938	550	666	354	230
	AAWI (%)	2.7	3.5	3.9	4.1	4.0	3.7	3.7	4.9	3.8	3.9	4.4	3.6	3.4
	Employees ('000)	242.4	141.4	333.6	166.7	185.9	243.3	177.5	188.6	182.5	135.4	469.5	58.9	71.8

Sources: 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: 3 Agriculture, Forestry and Fishing agreements, covering 200 employees, have an expiry date in the December quarter 2028. The AAWI of these agreements is 4.0%.

Table 10 - Agreements approved in the quarter, by state (December quarter 2022 to December quarter 2025)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
ACT	Agreements	15	12	12	14	11	30	16	17	10	12	6	5	10
	AAWI (%)	2.6	3.7	3.7	3.5	3.6	3.7	3.6	3.5	3.7	3.9	4.4	3.9	4.1
	Duration (yrs.)	1.9	2.2	2.7	2.5	2.5	2.5	2.1	1.8	2.2	2.8	2.3	2.8	3.0
	Employees ('000)	0.8	0.8	1.9	16.9	1.5	10.0	3.1	6.2	1.3	1.6	0.6	0.5	0.9
NSW	Agreements	206	155	172	192	199	146	195	176	252	162	165	168	144
	AAWI (%)	3.7	3.8	3.5	5.3	4.4	3.8	4.6	3.9	4.2	3.7	5.0	4.2	4.1
	Duration (yrs.)	2.3	2.6	2.0	2.5	2.7	2.1	2.1	1.9	2.4	2.9	2.1	2.6	2.4
	Employees ('000)	28.1	11.5	30.8	19.8	20.0	28.6	29.5	25.2	26.7	25.3	24.1	22.5	21.3
NT	Agreements	10	7	8	9	13	4	5	9	22	22	12	13	13
	AAWI (%)	2.5	3.1	3.1	3.2	3.8	3.4	4.1	4.0	3.9	3.6	4.0	3.5	3.6
	Duration (yrs.)	3.1	1.8	2.6	3.0	2.5	3.6	2.8	3.0	3.0	3.1	3.1	2.9	2.6
	Employees ('000)	1.0	4.7	0.8	6.7	1.0	0.1	0.2	1.0	4.9	1.4	2.7	2.1	1.9
QLD	Agreements	155	127	147	152	269	191	187	117	184	135	115	126	129
	AAWI (%)	3.5	4.0	4.0	4.3	4.3	4.8	4.3	4.0	4.3	3.8	3.6	3.4	3.3
	Duration (yrs.)	2.5	2.8	2.4	2.5	2.9	2.4	2.8	3.1	2.5	2.8	2.9	3.0	2.8
	Employees ('000)	20.1	17.1	22.8	33.4	25.1	53.5	14.5	9.3	31.8	20.1	13.4	20.2	12.3
SA	Agreements	70	45	44	57	61	46	48	32	53	52	53	56	51
	AAWI (%)	3.4	3.3	3.8	5.0	4.2	5.5	4.3	3.7	4.0	3.5	4.3	3.6	4.1
	Duration (yrs.)	1.8	2.7	2.8	2.3	2.1	2.8	2.7	2.5	2.5	2.6	2.2	2.7	2.8
	Employees ('000)	17.7	3.0	3.1	10.1	6.2	10.4	7.1	2.3	3.4	7.5	7.2	5.1	3.1
TAS	Agreements	32	26	32	27	25	25	27	26	40	35	25	37	33
	AAWI (%)	3.6	4.0	3.8	4.4	4.5	3.1	3.9	3.8	4.6	4.0	3.5	3.5	3.6
	Duration (yrs.)	2.3	2.4	1.8	2.1	2.6	2.1	2.8	2.3	1.8	2.0	2.6	3.2	2.6
	Employees ('000)	3.4	1.2	3.8	2.3	1.3	3.2	2.6	2.6	5.4	7.6	4.3	4.0	3.8
VIC	Agreements	399	268	285	324	322	256	338	308	361	366	411	456	487
	AAWI (%)	2.4	3.5	3.3	2.6	3.9	3.6	4.0	3.3	5.7	3.9	4.2	4.4	4.2
	Duration (yrs.)	2.8	2.0	2.3	2.3	2.6	2.4	2.4	3.2	3.1	2.7	2.8	2.6	2.5
	Employees ('000)	82.8	34.2	26.2	62.2	34.8	38.1	33.6	85.9	121.6	51.0	51.5	41.9	32.6

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
WA	Agreements	91	81	82	77	76	74	115	71	102	82	74	87	81
	AAWI (%)	3.4	4.0	3.8	4.3	3.7	3.0	4.1	3.9	3.3	3.9	4.1	3.6	3.6
	Duration (yrs.)	2.5	1.8	2.7	2.4	2.5	2.6	2.7	3.0	2.8	2.6	2.7	2.6	2.8
	Employees ('000)	6.3	13.0	10.6	9.4	12.1	17.2	10.3	5.5	9.2	13.6	10.3	17.0	5.6
Multi-state	Agreements	148	120	156	221	282	250	273	184	182	162	112	116	123
	AAWI (%)	3.7	3.5	3.6	4.2	4.7	3.9	3.8	4.2	3.8	3.6	4.1	3.7	3.0
	Duration (yrs.)	2.4	2.4	2.9	2.9	2.5	2.8	3.3	3.3	2.8	2.8	2.8	2.8	3.0
	Employees ('000)	62.0	49.1	36.3	135.3	175.0	205.2	174.9	203.3	195.9	39.8	72.5	40.6	97.4
Other	Agreements	0	0	0	0	1	0	0	1	0	1	0	1	1
	AAWI (%)	*	*	*	*	*	*	*	*	*	3.9	*	2.8	*
	Duration (yrs.)	0.0	0.0	0.0	0.0	3.6	0.0	0.0	4.0	0.0	2.9	0.0	2.8	4.0
	Employees ('000)	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1	0.0	0.1	0.1
All states	Agreements	1,126	841	938	1,073	1,259	1,022	1,204	941	1,206	1,029	973	1,065	1,072
	AAWI (%)	3.0	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.7
	Duration (yrs.)	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8
	Employees ('000)	222.1	134.6	136.2	296.1	277.1	366.2	275.9	341.5	400.1	168.1	186.6	153.9	178.9

Sources: 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: 10 agreements approved in the December quarter 2025 operate solely in the ACT, covering 900 employees. The AAWI for these agreements was 4.1% and the average duration was 3.0 years.

Table 11 - Agreements current on the last day of the quarter, by state (December quarter 2022 to December quarter 2025)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
ACT	Agreements	109	115	119	112	117	133	143	137	138	142	135	131	126
	AAWI (%)	2.8	2.9	3.2	3.5	3.5	3.5	3.5	3.5	3.5	3.6	3.6	3.6	3.6
	Duration (yrs.)	2.1	2.8	2.8	2.6	2.6	2.6	2.5	2.4	2.4	2.4	2.4	2.4	2.4
	Employees ('000)	12.6	7.7	9.7	25.1	26.5	31.4	36.6	42.0	42.9	43.4	43.5	43.4	43.7
NSW	Agreements	2,144	2,037	2,076	2,070	2,130	1,812	1,896	1,815	1,981	1,997	2,048	1,934	1,967
	AAWI (%)	3.0	3.0	3.1	3.4	3.6	3.6	3.8	3.9	4.0	4.0	4.1	3.9	3.9
	Duration (yrs.)	2.8	2.8	2.7	2.8	2.8	2.8	2.7	2.7	2.6	2.8	2.7	2.9	2.9
	Employees ('000)	183.8	179.4	197.7	191.3	204.4	196.8	219.0	215.0	235.2	219.4	231.8	215.8	226.8
NT	Agreements	113	112	114	114	118	117	117	107	117	128	136	138	140
	AAWI (%)	2.3	2.6	2.6	2.9	2.9	2.9	3.0	3.0	3.3	3.4	3.5	3.5	3.6
	Duration (yrs.)	3.2	2.7	2.7	2.8	2.7	2.7	2.7	2.8	3.0	3.1	3.1	3.1	3.0
	Employees ('000)	8.7	13.1	13.8	20.0	20.7	20.5	20.2	19.7	20.0	19.3	21.8	22.4	22.6
QLD	Agreements	1,430	1,415	1,463	1,399	1,576	1,556	1,663	1,631	1,736	1,745	1,793	1,755	1,803
	AAWI (%)	2.7	2.9	3.1	3.3	3.5	3.7	3.8	3.9	4.0	4.1	4.1	4.1	4.0
	Duration (yrs.)	3.1	3.0	3.0	3.0	2.9	2.8	2.8	2.9	2.7	2.7	2.7	2.8	2.8
	Employees ('000)	162.0	163.6	177.6	172.2	189.0	226.6	234.0	218.8	242.5	251.6	258.8	231.9	241.0
SA	Agreements	575	571	576	573	597	589	604	559	570	578	598	533	534
	AAWI (%)	2.8	2.8	2.9	3.4	3.5	3.8	3.9	4.1	4.2	4.2	4.2	4.0	4.0
	Duration (yrs.)	2.5	2.5	2.5	2.5	2.5	2.6	2.6	2.8	2.7	2.8	2.7	2.8	2.8
	Employees ('000)	58.4	58.1	58.1	60.7	64.2	66.7	72.1	58.8	57.7	58.5	64.7	56.4	56.1
TAS	Agreements	281	283	295	276	287	291	306	271	302	314	326	292	308
	AAWI (%)	3.0	3.0	3.1	3.2	3.3	3.3	3.3	3.4	3.7	3.8	3.8	3.8	3.8
	Duration (yrs.)	2.9	3.0	2.8	2.8	2.8	2.8	2.8	2.8	2.7	2.5	2.4	2.6	2.6
	Employees ('000)	25.9	23.7	26.7	25.7	26.2	27.2	27.9	24.4	29.1	34.0	37.0	33.8	37.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
VIC	Agreements	3,735	3,821	3,968	2,663	2,600	2,434	2,604	2,549	2,787	2,960	2,978	3,083	3,413
	AAWI (%)	2.5	2.5	2.6	2.4	2.5	2.6	2.7	2.8	3.4	3.5	3.5	3.6	3.8
	Duration (yrs.)	3.0	2.9	2.9	3.0	2.9	2.9	3.0	3.0	3.1	3.1	3.0	3.0	3.1
	Employees ('000)	644.9	660.5	674.3	668.7	666.4	626.5	575.1	606.0	701.0	718.9	749.8	674.5	648.9
WA	Agreements	942	937	936	902	918	902	954	942	991	993	1,016	974	1,008
	AAWI (%)	2.2	2.5	2.7	2.9	3.1	3.1	3.3	3.4	3.4	3.5	3.6	3.7	3.7
	Duration (yrs.)	3.0	2.8	2.8	2.8	2.9	2.9	2.9	3.0	3.1	3.0	3.0	3.0	3.0
	Employees ('000)	83.1	89.8	95.7	88.6	91.4	101.6	103.2	97.0	93.5	100.9	109.5	113.6	118.5
Multi-state	Agreements	1,991	1,748	1,757	1,789	1,930	1,968	2,141	2,118	2,198	2,244	2,269	2,174	2,156
	AAWI (%)	2.7	2.8	2.9	3.2	3.5	3.6	3.7	3.8	3.9	3.9	3.9	3.9	3.9
	Duration (yrs.)	3.4	3.1	3.1	3.1	2.9	2.9	2.9	2.8	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	621.1	542.9	538.1	563.3	746.6	845.1	927.1	928.2	1229.4	1235.6	1289.3	1259.9	1339.9
Other	Agreements	6	6	4	3	4	3	3	3	3	4	4	5	5
	AAWI (%)	2.3	2.3	2.0	2.0	2.0	1.9	1.9	1.7	1.7	3.6	3.6	3.2	3.3
	Duration (yrs.)	2.8	2.8	2.5	2.9	3.2	3.4	3.4	3.9	3.9	3.5	3.5	3.3	3.4
	Employees ('000)	0.4	0.4	0.2	0.1	0.2	0.1	0.1	0.2	0.2	0.3	0.3	0.4	0.5
All states	Agreements	11,326	11,045	11,308	9,901	10,277	9,805	10,431	10,132	10,823	11,105	11,303	11,019	11,460
	AAWI (%)	2.6	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.7	3.8	3.8	3.9
	Duration (yrs.)	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0
	Employees ('000)	1800.8	1739.3	1791.8	1815.9	2035.5	2142.4	2215.4	2210.0	2651.5	2682.0	2806.6	2652.1	2735.0

Sources: 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: 126 agreements current as at December quarter 2025 operate solely in the ACT, covering 43,700 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 (December quarter 2022 to December quarter 2025)

Linked to minimum wage

Agreement Type		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Single-enterprise non-greenfields	Agreements	53	35	44	56	70	72	51	45	51	47	24	35	49
	Employees ('000)	10.0	12.1	10.4	14.5	13.6	24.1	100.9	136.2	37.3	7.8	5.5	3.3	19.4
Single-enterprise greenfields	Agreements	2	1	3	1	0	0	4	2	2	1	2	0	1
	Employees ('000)	0.2	0.1	0.3	0.1	0.0	0.0	0.4	0.1	0.2	0.1	0.2	0.0	0.0
Multi-enterprise non-greenfields	Agreements	0	0	2	2	0	1	2	0	1	0	0	0	1
	Employees ('000)	0.0	0.0	0.2	3.0	0.0	0.2	3.4	0.0	37.1	0.0	0.0	0.0	27.8
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	55	36	49	59	70	73	57	47	54	48	26	35	51
	Employees ('000)	10.1	12.2	10.8	17.6	13.6	24.3	104.7	136.3	74.6	7.8	5.7	3.3	47.2

Linked to CPI

Agreement Type		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Single-enterprise non-greenfields	Agreements	31	13	11	17	20	12	11	17	20	14	9	14	17
	Employees ('000)	2.0	2.0	1.7	1.5	1.2	0.5	0.2	0.8	1.5	1.1	2.0	0.4	1.5
Single-enterprise greenfields	Agreements	0	0	0	1	1	0	1	0	1	0	0	1	0
	Employees ('000)	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0
Multi-enterprise non-greenfields	Agreements	0	1	0	0	0	0	0	0	0	0	0	0	0
	Employees ('000)	0.0	0.7	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	31	14	11	18	21	12	12	17	21	14	9	15	17
	Employees ('000)	2.0	2.7	1.7	1.6	1.3	0.5	0.2	0.8	1.6	1.1	2.0	0.6	1.5

Inconsistent increase

Agreement Type		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Single-enterprise non-greenfields	Agreements	67	31	53	53	40	47	69	111	53	69	62	58	27
	Employees ('000)	39.1	8.5	14.8	87.1	51.3	8.8	19.3	9.1	44.1	20.4	12.4	17.0	39.4
Single-enterprise greenfields	Agreements	8	1	0	0	1	3	3	7	5	5	7	3	1
	Employees ('000)	0.2	0.2	0.0	0.0	0.1	0.1	0.1	0.2	0.1	0.2	0.2	0.1	0.0
Multi-enterprise non-greenfields	Agreements	0	0	0	0	0	4	1	0	2	1	2	0	0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	1.8	0.1	0.0	5.2	0.1	21.5	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	75	32	53	53	41	54	73	118	60	75	71	61	28
	Employees ('000)	39.3	8.7	14.8	87.1	51.3	10.7	19.4	9.3	49.4	20.7	34.1	17.0	39.4

Performance linked

Agreement Type		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Single-enterprise non-greenfields	Agreements	2	2	5	1	6	2	4	8	3	1	1	0	2
	Employees ('000)	0.2	0.1	0.6	0.0	36.8	0.0	0.3	22.3	5.6	0.3	0.1	0.0	0.2
Single-enterprise greenfields	Agreements	1	0	0	0	0	0	0	0	0	0	0	0	0
	Employees ('000)	0.1	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	3	2	5	1	6	2	4	8	3	1	1	0	2
	Employees ('000)	0.2	0.1	0.6	0.0	36.8	0.0	0.3	22.3	5.6	0.3	0.1	0.0	0.2

Other reason

Agreement Type		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Single-enterprise non-greenfields	Agreements	55	37	57	79	96	85	73	53	73	53	47	40	26
	Employees ('000)	14.2	5.5	6.0	7.2	30.4	17.9	7.8	8.7	25.6	7.8	5.9	15.3	6.8
Single-enterprise greenfields	Agreements	1	1	1	3	3	0	0	3	1	5	3	1	6
	Employees ('000)	0.1	0.0	0.1	0.2	0.1	0.0	0.0	0.1	0.1	0.4	0.4	0.0	0.5
Multi-enterprise non-greenfields	Agreements	0	0	0	0	0	4	0	0	0	3	0	0	0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	31.1	0.0	0.0	0.0	4.8	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	56	38	58	82	99	89	73	56	74	61	50	41	32
	Employees ('000)	14.3	5.5	6.1	7.4	30.5	49.0	7.8	8.8	25.7	12.9	6.3	15.3	7.3

Totals

Agreement Type		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Total non-quantifiable	Agreements	220	122	176	213	237	230	219	246	212	199	157	152	130
	Employees ('000)	66.0	29.2	34.0	113.8	133.5	84.4	132.5	177.6	156.9	42.9	48.1	36.3	95.6

Sources: 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: 49 single enterprise non-Greenfields agreements approved in the December quarter 2025 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements covered 19,400 employees.

Table 12b - Agreements approved in the quarter - quantifiable wage increases (December quarter 2022 to December quarter 2025)

Agreement Type		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Single-enterprise non-greenfields	Agreements	853	663	698	797	962	737	885	636	916	773	771	847	894
	Employees ('000)	151.1	103.2	99.9	146.6	141.8	267.8	140.8	161.8	166.3	121.5	108.7	96.5	80.5
Single-enterprise greenfields	Agreements	49	56	63	60	59	48	99	59	75	54	39	59	45
	Employees ('000)	2.4	2.2	2.2	2.1	1.8	1.8	2.4	2.1	3.5	2.4	1.7	1.9	2.1
Multi-enterprise non-greenfields	Agreements	3	0	1	3	1	7	1	0	3	2	6	7	2
	Employees ('000)	2.6	0.0	0.2	33.7	0.0	12.3	0.2	0.0	73.4	1.3	28.1	19.3	0.0
Multi-enterprise greenfields	Agreements	1	0	0	0	0	0	0	0	0	1	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
Total quantifiable	Agreements	906	719	762	860	1,022	792	985	695	994	830	816	913	941
	Employees ('000)	156.1	105.4	102.3	182.3	143.7	281.8	143.4	164.0	243.2	125.2	138.5	117.6	82.6

Sources: 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: 894 single enterprise non-Greenfields agreements approved in the December quarter 2025 had quantifiable AAWIs. These agreements covered 80,500 employees.

Table 13 - Agreements approved in the quarter, by union coverage (December quarter 2022 to December quarter 2025)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Union covered	Agreements	910	673	713	805	1,001	794	1,005	754	1,024	856	839	895	912
	AAWI (%)	3.0	3.6	3.6	3.8	4.4	3.9	4.1	3.7	4.8	3.8	4.3	3.9	3.8
	Duration (yrs.)	2.5	2.2	2.3	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8
	Employees ('000)	214.5	126.4	122.0	281.7	263.4	357.8	267.1	332.8	393.2	159.7	179.1	146.2	169.6
No union covered	Agreements	216	168	225	268	258	228	199	187	182	173	134	170	160
	AAWI (%)	2.9	3.4	3.5	3.4	3.4	3.6	3.1	3.2	3.5	3.2	3.0	3.1	3.3
	Duration (yrs.)	3.1	3.4	3.7	3.5	3.6	3.6	3.6	3.4	3.4	3.4	3.4	3.4	3.7
	Employees ('000)	7.5	8.2	14.2	14.4	13.8	8.4	8.8	8.8	7.0	8.3	7.5	7.7	9.3
All	Agreements	1,126	841	938	1,073	1,259	1,022	1,204	941	1,206	1,029	973	1,065	1,072
	AAWI (%)	3.0	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.7
	Duration (yrs.)	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8
	Employees ('000)	222.1	134.6	136.2	296.1	277.1	366.2	275.9	341.5	400.1	168.1	186.6	153.9	178.9

Sources: 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: 912 agreements approved in the December quarter 2025 covering 169,600 employees formally covered a union. The AAWI for these agreements was 3.8% and the average duration was 2.8 years.

Table 14 - Agreements current on the last day of the quarter, by union coverage (December quarter 2022 to December quarter 2025)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25
Union covered	Agreements	8,318	8,123	8,463	7,123	7,448	6,936	7,540	7,300	7,986	8,268	8,522	8,327	8,802
	AAWI (%)	2.6	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.8	3.8	3.8	3.9
	Duration (yrs.)	3.0	2.9	2.9	2.9	2.8	2.8	2.8	2.8	2.9	2.9	2.9	3.0	3.0
	Employees ('000)	1691.6	1632.3	1685.5	1699.3	1911.4	2016.0	2089.1	2085.2	2525.4	2553.9	2679.6	2526.9	2606.5
No union covered	Agreements	3,008	2,922	2,845	2,778	2,829	2,869	2,891	2,832	2,837	2,837	2,781	2,692	2,658
	AAWI (%)	2.5	2.6	2.7	2.8	2.9	3.0	3.0	3.0	3.1	3.1	3.1	3.2	3.2
	Duration (yrs.)	4.2	4.2	4.2	4.2	4.1	4.1	3.9	3.7	3.6	3.6	3.6	3.6	3.6
	Employees ('000)	109.3	107.1	106.2	116.6	124.1	126.4	126.3	124.8	126.1	128.1	127.0	125.2	128.5
All	Agreements	11,326	11,045	11,308	9,901	10,277	9,805	10,431	10,132	10,823	11,105	11,303	11,019	11,460
	AAWI (%)	2.6	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.7	3.8	3.8	3.9
	Duration (yrs.)	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0
	Employees ('000)	1800.8	1739.3	1791.8	1815.9	2035.5	2142.4	2215.4	2210.0	2651.5	2682.0	2806.6	2652.1	2735.0

Sources: 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: 8,802 agreements current as at 31 December 2025 covering 2,606,500 employees formally covered a union. The AAWI for these agreements was 3.9% and the average duration was 3.0 years.

Table 15 - Agreements approved in the December quarter 2025, covering 2,000 employees or more

Agreement ID	Title	Employees	AAWI	Industry	States	Sector
AE531578	THE NSW AND ACT CATHOLIC SYSTEMIC SCHOOLS ENTERPRISE AGREEMENT 2025	27,979	Inconsistent increase	Education and Training	Australian Capital Territory, New South Wales	Private
AE531466	Hungry Jack's National Enterprise Agreement 2024	27,751	Linked to minimum wage	Retail Trade	Australia-wide	Private
AE531119	Endeavour Group Retail Agreement 2025	12,868	Linked to minimum wage	Retail Trade	Australia-wide	Private
AE531390	Catholic Schools Parramatta Diocese Limited - Schools Enterprise Agreement 2025	5,621	Inconsistent increase	Education and Training	New South Wales	Private
AE531223	Healthscope NSW Nurses and Midwives Enterprise Agreement 2024	4,232	4.0	Health Care and Social Assistance	New South Wales	Private
AE530795	GRILL'D ENTERPRISE AGREEMENT 2025	4,085	1.2	Accommodation and Food Services	Australia-wide	Private
AE530741	ByrneCut Australia Enterprise Agreement 2025	3,113	Other reason	Mining	Australia-wide	Private
AE530763	Suncorp Bank Enterprise Agreement 2025	2,709	Inconsistent increase	Financial and Insurance Services	Australian Capital Territory, New South Wales, Queensland, South Australia, Tasmania, Victoria, Western Australia	Private
AE531300	dnata Catering & Retail Australia & TWU – Enterprise Agreement 2024	2,018	3.1	Transport, Postal and Warehousing	Australia-wide	Private

Sources: 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: *THE NSW AND ACT CATHOLIC SYSTEMIC SCHOOLS ENTERPRISE AGREEMENT 2025* covers 27,979 employees. The AAWI for this agreement is non-quantifiable due to inconsistent increases, it covers employees in the Education and Training, and operates in Australian Capital Territory, New South Wales.

Table 16 - Agreements approved in the December quarter 2025, 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	2	0	2	3	1	0	0	9
	AAWI (%)	*	*	*	*	*	3.2	3.7	3.6	*	*	3.5
	Duration (yrs.)	0.0	2.7	0.0	4.0	0.0	1.1	2.4	3.9	0.0	0.0	2.7
	Employees ('000)	0.0	0.6	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.9
Mining	Agreements	0	4	0	8	0	0	4	4	4	0	24
	AAWI (%)	*	2.7	*	3.4	*	*	3.8	2.5	2.9	*	3.4
	Duration (yrs.)	0.0	3.4	0.0	3.2	0.0	0.0	3.0	3.9	4.0	0.0	3.6
	Employees ('000)	0.0	0.2	0.0	2.1	0.0	0.0	0.6	0.3	3.4	0.0	6.5
Manufacturing	Agreements	2	50	1	29	18	7	61	9	11	0	188
	AAWI (%)	4.1	3.6	5.1	3.7	4.5	3.2	3.7	3.8	3.5	*	3.7
	Duration (yrs.)	3.3	2.8	3.4	2.6	3.2	2.6	2.6	2.8	2.9	0.0	2.8
	Employees ('000)	0.4	3.4	0.0	2.2	1.5	0.5	5.1	0.3	1.3	0.0	14.8
Non-Metal Manufacturing	Agreements	2	28	0	19	12	5	42	6	5	0	119
	AAWI (%)	4.1	3.4	*	3.6	3.5	3.9	3.7	3.7	3.7	*	3.6
	Duration (yrs.)	3.3	2.8	0.0	2.6	3.1	2.7	2.7	2.3	2.8	0.0	2.8
	Employees ('000)	0.4	2.2	0.0	1.2	0.4	0.1	3.6	0.2	1.1	0.0	9.2
Metal Manufacturing	Agreements	0	22	1	10	6	2	19	3	6	0	69
	AAWI (%)	*	4.0	5.1	3.9	4.8	3.0	3.7	4.0	2.8	*	4.0
	Duration (yrs.)	0.0	2.8	3.4	2.6	3.2	2.5	2.3	3.5	3.7	0.0	2.7
	Employees ('000)	0.0	1.2	0.0	1.0	1.1	0.4	1.5	0.1	0.2	0.0	5.6
Electricity, Gas, Water and Waste Services	Agreements	0	7	0	6	2	0	8	3	2	0	28
	AAWI (%)	*	5.8	*	3.8	2.8	*	4.2	2.7	2.6	*	3.6
	Duration (yrs.)	0.0	3.1	0.0	3.0	1.9	0.0	2.4	3.9	2.7	0.0	2.8
	Employees ('000)	0.0	0.6	0.0	0.2	0.3	0.0	0.9	0.4	0.7	0.0	3.0
Construction	Agreements	1	34	2	27	12	4	307	31	51	0	469
	AAWI (%)	4.5	5.2	*	4.4	3.2	4.1	5.4	4.4	3.9	*	5.0
	Duration (yrs.)	4.0	2.6	3.4	2.8	3.1	2.7	3.0	3.1	3.4	0.0	3.1
	Employees ('000)	0.0	1.3	0.0	0.8	0.2	0.2	7.9	0.5	3.9	0.0	14.9

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi-state	Other	Total
Wholesale Trade	Agreements	1	5	0	4	1	1	9	1	3	0	25
	AAWI (%)	3.4	3.8	*	3.7	3.6	4.7	4.3	4.3	3.4	*	3.9
	Duration (yrs.)	2.5	3.3	0.0	2.4	2.8	2.3	2.6	1.4	2.3	0.0	2.6
	Employees ('000)	0.1	0.3	0.0	0.5	0.1	0.0	0.7	0.0	0.1	0.0	1.7
Retail Trade	Agreements	0	1	0	1	0	0	2	1	4	0	9
	AAWI (%)	*	4.0	*	3.0	*	*	4.6	3.7	3.9	*	4.3
	Duration (yrs.)	0.0	2.7	0.0	3.0	0.0	0.0	2.4	2.9	3.8	0.0	3.8
	Employees ('000)	0.0	0.2	0.0	0.1	0.0	0.0	1.7	0.1	41.9	0.0	44.0
Accommodation and Food Services	Agreements	1	1	0	0	1	0	0	2	6	0	11
	AAWI (%)	*	*	*	*	*	*	*	4.1	1.3	*	1.3
	Duration (yrs.)	3.7	1.1	0.0	0.0	4.0	0.0	0.0	0.5	3.9	0.0	3.8
	Employees ('000)	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.2	5.9	0.0	6.3
Transport, Postal and Warehousing	Agreements	0	20	5	29	7	4	33	15	15	0	128
	AAWI (%)	*	4.1	4.4	3.6	3.6	4.6	4.3	3.7	3.3	*	3.8
	Duration (yrs.)	0.0	2.9	3.7	2.7	3.1	2.1	2.7	3.0	2.3	0.0	2.6
	Employees ('000)	0.0	1.3	0.1	1.1	0.4	0.1	3.5	1.0	3.9	0.0	11.3
Information Media and Telecommunications	Agreements	0	0	0	2	0	0	2	1	2	0	7
	AAWI (%)	*	*	*	2.0	*	*	3.0	4.3	3.7	*	2.4
	Duration (yrs.)	0.0	0.0	0.0	1.2	0.0	0.0	2.7	3.0	2.9	0.0	1.6
	Employees ('000)	0.0	0.0	0.0	0.5	0.0	0.0	0.1	0.0	0.1	0.0	0.6
Financial and Insurance Services	Agreements	0	0	0	0	0	0	0	0	5	0	5
	AAWI (%)	*	*	*	*	*	*	*	*	3.4	*	3.4
	Duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.3	0.0	2.3
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.4	0.0	4.4
Rental, Hiring and Real Estate Services	Agreements	1	3	0	0	0	0	1	0	0	0	5
	AAWI (%)	3.5	3.5	*	*	*	*	5.1	*	*	*	4.2
	Duration (yrs.)	4.0	3.8	0.0	0.0	0.0	0.0	1.8	0.0	0.0	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	0.1

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	0	0	0	0	0	2	1	6	0	9
	AAWI (%)	*	*	*	*	*	*	4.2	*	3.8	*	3.9
	Duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	1.6	4.0	2.8	0.0	2.7
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.3
Administrative and Support Services	Agreements	1	2	0	1	2	1	15	2	1	0	25
	AAWI (%)	7.8	6.3	*	3.0	5.0	2.5	4.0	4.3	3.3	*	4.2
	Duration (yrs.)	1.6	2.4	0.0	3.0	2.0	3.9	2.6	3.3	2.6	0.0	2.6
	Employees ('000)	0.0	0.1	0.0	0.0	0.1	0.0	1.2	0.1	0.1	0.0	1.8
Public Administration and Safety	Agreements	1	2	0	6	3	4	7	0	2	0	25
	AAWI (%)	*	3.8	*	3.3	3.2	3.9	3.2	*	2.5	*	3.3
	Duration (yrs.)	0.1	2.6	0.0	3.6	2.5	3.0	2.9	0.0	3.6	0.0	2.9
	Employees ('000)	0.1	0.3	0.0	0.8	0.2	0.5	4.0	0.0	0.2	0.0	6.0
Education and Training	Agreements	1	4	1	7	0	1	2	2	2	0	20
	AAWI (%)	4.3	2.8	*	3.1	*	3.2	3.0	2.0	2.6	*	2.9
	Duration (yrs.)	2.3	1.8	2.2	3.3	0.0	3.0	0.6	4.0	1.8	0.0	1.9
	Employees ('000)	0.0	5.8	1.3	2.0	0.0	0.0	0.7	0.3	28.8	0.0	38.9
Health Care and Social Assistance	Agreements	0	8	4	4	2	7	19	4	7	1	56
	AAWI (%)	*	4.1	3.5	2.8	2.5	4.0	3.9	3.8	3.8	*	3.8
	Duration (yrs.)	0.0	2.5	3.8	1.9	2.5	2.4	1.6	2.4	1.6	4.0	2.2
	Employees ('000)	0.0	6.9	0.4	1.8	0.0	2.0	5.1	2.4	2.3	0.1	21.1
Arts and Recreation Services	Agreements	0	1	0	2	1	0	8	1	0	0	13
	AAWI (%)	*	2.9	*	3.2	6.2	*	3.0	3.0	*	*	3.3
	Duration (yrs.)	0.0	2.8	0.0	3.1	1.0	0.0	2.1	2.1	0.0	0.0	2.2
	Employees ('000)	0.0	0.1	0.0	0.2	0.1	0.0	0.8	0.1	0.0	0.0	1.2
Other Services	Agreements	1	1	0	1	2	2	4	3	2	0	16
	AAWI (%)	4.7	3.3	*	2.8	3.7	2.6	3.2	2.9	4.5	*	3.4
	Duration (yrs.)	2.1	2.7	0.0	2.0	1.5	2.5	3.4	3.2	3.6	0.0	2.9
	Employees ('000)	0.0	0.1	0.0	0.0	0.0	0.3	0.3	0.0	0.2	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	10	144	13	129	51	33	487	81	123	1	1,072
	AAWI (%)	4.1	4.1	3.6	3.3	4.1	3.6	4.2	3.6	3.0	*	3.7
	Duration (yrs.)	3.0	2.4	2.6	2.8	2.8	2.6	2.5	2.8	3.0	4.0	2.8
	Employees ('000)	0.9	21.3	1.9	12.3	3.1	3.8	32.6	5.6	97.4	0.1	178.9

Sources: 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 9 Agriculture, Forestry and Fishing agreements approved in the December quarter 2025, one operates solely in New South Wales. This one agreement covers 600 employees, with a non-quantifiable AAWI and an duration of 2.7 years.

Table 17 - Agreements current on the last day of the December quarter 2025, 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	26	1	24	9	8	22	7	19	1	117
	AAWI (%)	*	3.7	2.7	4.1	3.6	3.8	3.9	3.5	3.2	*	3.7
	Duration (yrs.)	0.0	2.9	4.0	3.0	3.6	2.7	3.0	3.3	3.6	4.0	3.2
	Employees ('000)	0.0	2.4	0.0	2.1	0.8	0.7	1.2	0.6	3.0	0.1	11.0
Mining	Agreements	0	113	10	108	13	10	28	50	94	1	427
	AAWI (%)	*	3.6	4.2	3.5	3.2	4.3	3.7	3.5	3.5	3.9	3.6
	Duration (yrs.)	0.0	3.6	3.2	3.4	3.8	2.5	3.0	3.6	3.8	2.9	3.6
	Employees ('000)	0.0	14.6	1.5	17.5	3.4	1.2	2.0	8.7	17.0	0.1	66.0
Manufacturing	Agreements	4	474	9	280	145	62	670	138	151	0	1,933
	AAWI (%)	3.2	3.8	3.8	4.0	3.8	4.0	3.8	3.7	3.7	*	3.8
	Duration (yrs.)	2.6	3.1	3.7	3.0	2.9	2.7	2.9	3.3	3.1	0.0	3.0
	Employees ('000)	0.1	37.2	0.3	28.6	13.8	3.6	46.8	9.6	17.7	0.0	157.7
Non-Metal Manufacturing	Agreements	3	311	6	198	112	48	468	84	74	0	1,304
	AAWI (%)	3.2	3.6	3.4	4.0	3.7	4.2	3.7	3.5	3.5	*	3.7
	Duration (yrs.)	2.7	3.2	3.7	3.1	2.9	2.6	2.9	3.3	3.2	0.0	3.0
	Employees ('000)	0.0	26.4	0.3	22.3	10.9	2.6	35.6	5.4	10.0	0.0	113.6
Metal Manufacturing	Agreements	1	163	3	82	33	14	202	54	77	0	629
	AAWI (%)	*	4.1	5.5	4.1	4.3	3.3	4.1	3.9	4.0	*	4.0
	Duration (yrs.)	2.5	2.8	2.9	2.9	3.1	2.9	2.7	3.3	3.1	0.0	2.9
	Employees ('000)	0.0	10.8	0.0	6.4	2.9	1.0	11.2	4.2	7.7	0.0	44.1
Electricity, Gas, Water and Waste Services	Agreements	8	91	6	69	25	9	88	37	29	0	362
	AAWI (%)	3.5	4.2	3.1	4.3	6.3	4.1	4.1	4.0	4.0	*	4.2
	Duration (yrs.)	2.9	2.7	3.0	3.1	2.1	3.1	2.8	2.9	3.0	0.0	2.9
	Employees ('000)	1.3	11.8	0.8	7.4	3.7	2.0	10.9	6.8	21.3	0.0	66.0
Construction	Agreements	33	589	24	618	116	53	1,638	383	968	0	4,422
	AAWI (%)	4.8	5.4	3.9	5.1	3.9	4.3	5.7	3.8	4.7	*	5.2
	Duration (yrs.)	3.1	3.1	3.2	3.0	3.2	3.0	2.7	3.4	3.5	0.0	3.1
	Employees ('000)	0.5	19.6	0.6	15.6	2.8	1.9	43.9	11.9	33.1	0.0	130.0

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	40	2	38	4	5	56	19	35	0	202
	AAWI (%)	3.9	4.2	3.6	3.5	3.9	3.6	3.9	3.8	3.4	*	3.8
	Duration (yrs.)	2.6	2.7	2.9	3.2	2.7	3.1	2.8	2.7	3.5	0.0	3.2
	Employees ('000)	0.1	2.1	0.1	2.6	0.1	0.2	4.2	1.3	9.2	0.0	20.0
Retail Trade	Agreements	1	17	0	21	6	2	25	11	52	0	135
	AAWI (%)	*	4.2	*	3.9	3.6	4.0	3.7	3.9	3.1	*	3.3
	Duration (yrs.)	4.0	3.7	0.0	3.7	3.7	3.0	3.0	3.4	3.5	0.0	3.5
	Employees ('000)	0.0	3.6	0.0	4.5	0.4	0.1	6.1	1.8	413.8	0.0	430.4
Accommodation and Food Services	Agreements	4	31	2	20	1	2	12	16	26	0	114
	AAWI (%)	4.0	3.1	*	2.7	*	2.7	2.6	4.0	2.1	*	2.8
	Duration (yrs.)	2.9	3.6	3.2	3.9	4.0	3.3	3.6	2.9	3.7	0.0	3.5
	Employees ('000)	0.5	4.2	0.3	2.9	0.0	0.1	0.9	7.6	9.8	0.0	26.3
Transport, Postal and Warehousing	Agreements	4	259	25	224	84	24	219	161	260	1	1,261
	AAWI (%)	3.7	3.9	4.0	4.5	3.9	4.5	4.0	4.1	3.7	2.8	3.9
	Duration (yrs.)	2.0	3.1	3.5	2.9	3.1	3.1	3.1	3.1	2.8	2.8	2.9
	Employees ('000)	1.3	26.8	1.0	22.6	5.4	2.1	23.2	12.4	109.1	0.1	204.0
Information Media and Telecommunications	Agreements	1	7	0	6	0	0	11	2	28	0	55
	AAWI (%)	6.8	2.3	*	2.0	*	*	2.3	2.1	3.3	*	2.9
	Duration (yrs.)	1.6	1.5	0.0	1.1	0.0	0.0	1.9	3.9	2.9	0.0	2.8
	Employees ('000)	0.0	1.3	0.0	1.5	0.0	0.0	1.3	0.2	33.9	0.0	38.2
Financial and Insurance Services	Agreements	0	5	0	2	0	3	8	2	51	0	71
	AAWI (%)	*	3.4	*	3.1	*	1.9	3.2	3.7	3.8	*	3.7
	Duration (yrs.)	0.0	2.4	0.0	3.0	0.0	2.6	3.5	2.9	2.9	0.0	3.0
	Employees ('000)	0.0	0.5	0.0	0.3	0.0	0.1	2.6	0.4	174.8	0.0	178.8
Rental, Hiring and Real Estate Services	Agreements	2	11	1	14	1	0	11	4	10	0	54
	AAWI (%)	3.4	3.2	3.3	3.1	3.5	*	3.6	3.2	2.5	*	2.7
	Duration (yrs.)	4.0	3.1	3.0	3.6	3.0	0.0	3.4	4.0	3.6	0.0	3.6
	Employees ('000)	0.0	0.2	0.0	0.3	0.0	0.0	0.4	0.1	2.6	0.0	3.7

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	2	26	15	54	0	129
	AAWI (%)	3.7	3.8	3.6	2.9	1.8	1.9	4.6	3.2	3.8	*	3.8
	Duration (yrs.)	3.0	2.8	4.0	3.8	3.0	2.2	2.9	3.1	2.7	0.0	2.7
	Employees ('000)	0.1	1.0	0.3	0.2	0.0	0.1	1.8	0.8	19.4	0.0	23.6
Administrative and Support Services	Agreements	1	21	2	16	3	3	64	18	47	0	175
	AAWI (%)	7.8	5.6	5.5	3.0	5.0	3.5	5.8	4.7	3.8	*	4.7
	Duration (yrs.)	1.6	3.3	3.7	3.0	2.6	3.2	2.5	3.2	3.7	0.0	3.2
	Employees ('000)	0.0	1.2	0.1	1.3	0.1	0.4	5.4	1.1	9.5	0.0	19.2
Public Administration and Safety	Agreements	33	19	18	24	8	28	100	15	133	1	379
	AAWI (%)	3.5	3.6	3.7	3.8	3.6	3.6	3.2	5.0	3.8	*	3.6
	Duration (yrs.)	2.4	2.7	2.8	3.4	2.7	2.9	3.3	2.6	2.9	3.6	3.0
	Employees ('000)	34.7	4.6	7.4	2.5	0.8	3.7	123.5	2.3	197.7	0.1	377.2
Education and Training	Agreements	10	86	5	176	37	25	87	40	48	0	514
	AAWI (%)	3.9	3.9	2.9	4.5	3.7	3.1	2.9	3.4	4.7	*	3.7
	Duration (yrs.)	2.5	2.6	2.2	2.5	2.4	2.1	3.1	2.8	2.5	0.0	2.7
	Employees ('000)	2.4	43.8	1.9	72.9	7.8	7.3	137.1	18.2	154.2	0.0	445.6
Health Care and Social Assistance	Agreements	15	100	28	103	64	58	249	64	93	1	775
	AAWI (%)	3.5	3.5	3.3	3.3	3.8	3.7	4.3	3.4	3.4	*	3.9
	Duration (yrs.)	2.8	2.4	3.2	2.7	2.7	2.5	3.1	2.5	2.4	4.0	2.8
	Employees ('000)	2.1	41.1	7.4	48.5	13.9	12.2	223.1	32.5	103.1	0.1	484.1
Arts and Recreation Services	Agreements	3	30	2	20	4	7	54	2	8	0	130
	AAWI (%)	3.8	4.1	4.3	3.7	4.0	3.6	3.1	2.9	2.8	*	3.6
	Duration (yrs.)	2.9	2.8	3.3	2.9	2.4	1.7	2.9	2.6	2.7	0.0	2.8
	Employees ('000)	0.6	7.7	0.7	6.6	1.4	0.9	8.9	0.1	1.0	0.0	27.8
Other Services	Agreements	3	31	3	31	11	7	45	24	50	0	205
	AAWI (%)	4.4	3.3	3.2	3.7	4.0	3.0	3.9	3.7	3.7	*	3.7
	Duration (yrs.)	2.9	3.2	3.6	3.1	3.1	2.7	3.0	3.3	3.2	0.0	3.1
	Employees ('000)	0.0	3.0	0.2	3.0	1.5	0.4	5.5	2.0	9.6	0.0	25.4

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	126	1,967	140	1,803	534	308	3,413	1,008	2,156	5	11,460
	AAWI (%)	3.6	3.9	3.6	4.0	4.0	3.8	3.8	3.7	3.9	3.3	3.9
	Duration (yrs.)	2.4	2.9	3.0	2.8	2.8	2.6	3.1	3.0	3.0	3.4	3.0
	Employees ('000)	43.7	226.8	22.6	241.0	56.1	37.0	648.9	118.5	1339.9	0.5	2735.0

Sources: 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 117 Agriculture, Forestry and Fishing agreements current as at 31 December 2025, 26 operate solely in New South Wales. These 26 agreements cover 2,400 employees, with an AAWI of 3.7% and an average duration of 2.9 years.

Trends in Federal Enterprise Bargaining Report

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 2023 [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, 2014-2023

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:

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.
2. 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 Fair Work Commission (FWC), the Workplace Authority or the Australian Industrial Relations Commission (AIRC) 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. 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 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.

Methodological changes

December quarter 2025

In the December quarter 2025, the Trends in Federal Enterprise Bargaining Report changed its reported CPI figure to one calculated from the quarterly series index numbers. This was necessary because the Australian Bureau of Statistics changed from providing the headline CPI as a quarterly figure to a monthly figure, which could not be appropriately compared to the quarterly AAWI figure.

CPI values used prior to September 2025 have been preserved.

September quarter 2025

In the September quarter 2025, technological updates to the Workplace Agreements Database introduced minor methodological tweaks to certain fields. This mainly affects the employee and AAWI statistics that appear in this report, and means that results published prior to the September quarter 2025 will not be directly comparable with results calculated afterwards. All historical figures have been recalculated according to this new method so that a consistent data series is available.

December quarter 2023

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.