Australian Government
Department of Employment and Workplace Relations

Trends in Federal Enterprise Bargaining

June quarter 2026

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 (Appendix B in this document), which describe the methodology for the calculation of the data and provide a guide to interpreting data tables.

All estimates are rounded and are subject to revision. Where data errors are identified in historical data, they are corrected in the following quarterly Trends in Federal Enterprise Bargaining publication.

For queries regarding this publication, please contact EBTrends@dewr.gov.au.



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

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Quarterly trends in enterprise bargaining

Overall wage growth

The Average Annualised Wage Increase (AAWI) for federal agreements approved in the June quarter 2026 was 3.9%. This is equal to the AAWI for agreements approved in the March quarter 2026[1], a decrease from 4.2% in the June quarter 2025, and ahead of the five-year average of 3.6%[2].

For the June quarter 2026, the calculated AAWI of 3.9% is based on 665 agreements with quantifiable wage increases. This accounts for 85% of the 784 agreements approved in the quarter.

While the overall AAWI for the June quarter remained equal to that of the March quarter 2026, there was a change at a sector level, with the 0.6 percentage point difference between the public and private sector in March narrowing to 0.1 percentage point in the June quarter (refer table 1).

Table 1: Average Annualised Wage Increases for agreements approved in the June quarter 2026

Agreements approved within quarter	March quarter 2026 (%)	June quarter 2026 (%)	Change (% points)
All sectors	3.9	3.9	0.0
Public sector	3.5	3.9	0.4
Private sector	4.1	3.8	-0.3

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

There were 11,614 agreements current[3] as at 30 June 2026, of which 9,330 contained quantifiable wage increases. The AAWI for current quantifiable agreements as at 30 June 2026 was 4.0%, equal to 4.0% as at 31 March 2026 and higher than 3.8% as at 30 June 2025.

For the 9,330 enterprise agreements current as at 30 June 2026 that had a quantifiable wage increase, the AAWI was 4.0%. This compares with 4.0% in the March quarter 2026 and 3.8% in the June quarter 2025 (refer table 2).

Table 2: Average Annualised Wage Increases for agreements current as at 30 June 2026

Current agreements	31 March 2026 (%)	30 June 2026 (%)	Change (% points)
All sectors	4.0	4.0	0.0
Public sector	4.1	4.1	0.0
Private sector	3.9	3.9	0.0

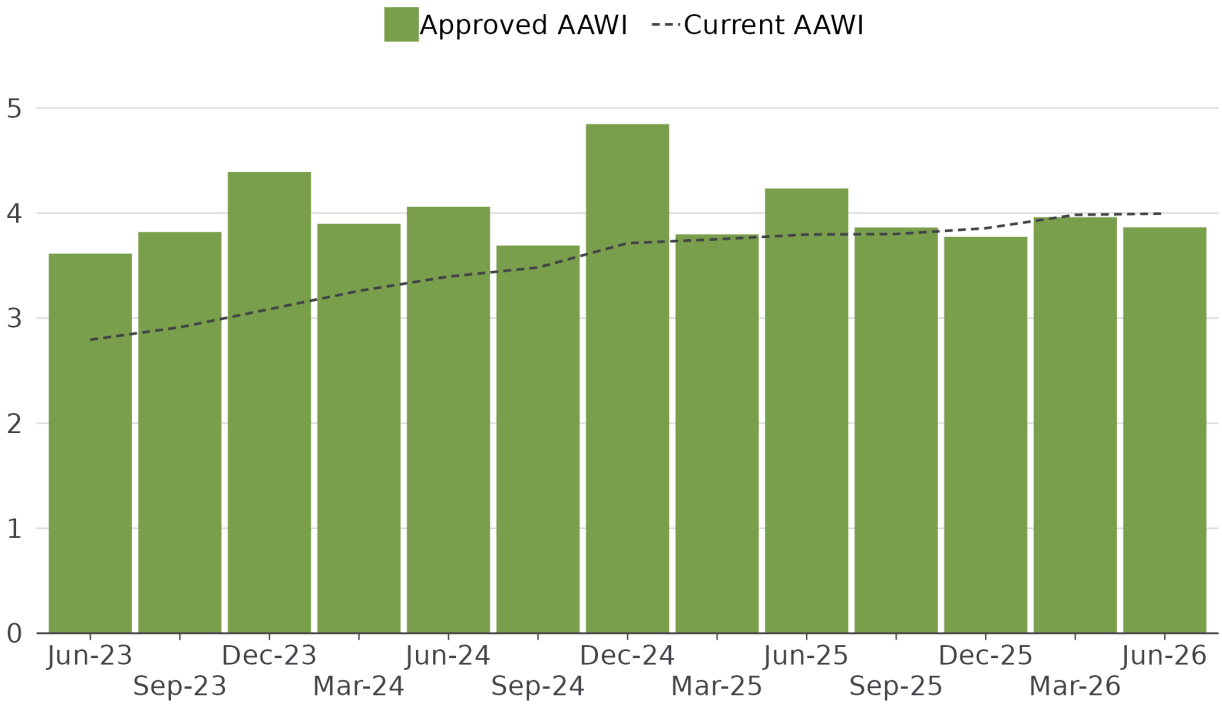
[1] The March quarter 2026 publication of this Trends report contained an overall AAWI for federal agreements approved in the March quarter 2026 of 4.0%. This has been revised to 3.9%, based on the inclusion of additional historical data into the Workplace Agreements Database since the date of publication.
[2] Refer Appendix B for more details on how the AAWI is calculated.
[3] Refer Appendix B for more details about how current agreements are calculated.

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

The stability in quarterly results is to be expected. Current agreement AAWI percentages are slower to change between quarters compared with approved agreement AAWI percentages, and it is common for current AAWI percentages to remain unchanged for multiple quarters (refer table 4).

Chart 1: Overall AAWI for current agreements remains at 4% even after a quarterly reduction in AAWI for approved agreements

Quarterly AAWI for approved and current quantifiable agreements (%)



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

Chart 1 Data Table

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

Overall employee coverage

The agreements approved in the June quarter 2026 covered 248,600 employees, up from 117,900 in the March quarter 2026 and 186,600 employees in June 2025. The number of employees covered this quarter was the largest number of employees covered by approved agreements within a quarter since the December quarter 2024, where 400,800 employees were covered by approved agreements (refer table 3).

The agreements current at the end of June 2026 covered 2.57 million employees, which is down around 1.5% from the agreements covering 2.61 million employees in March 2026, and around 8.5% lower than the historic high current employee coverage of June 2025, where current agreements covered 2.81 million employees (refer table 4).

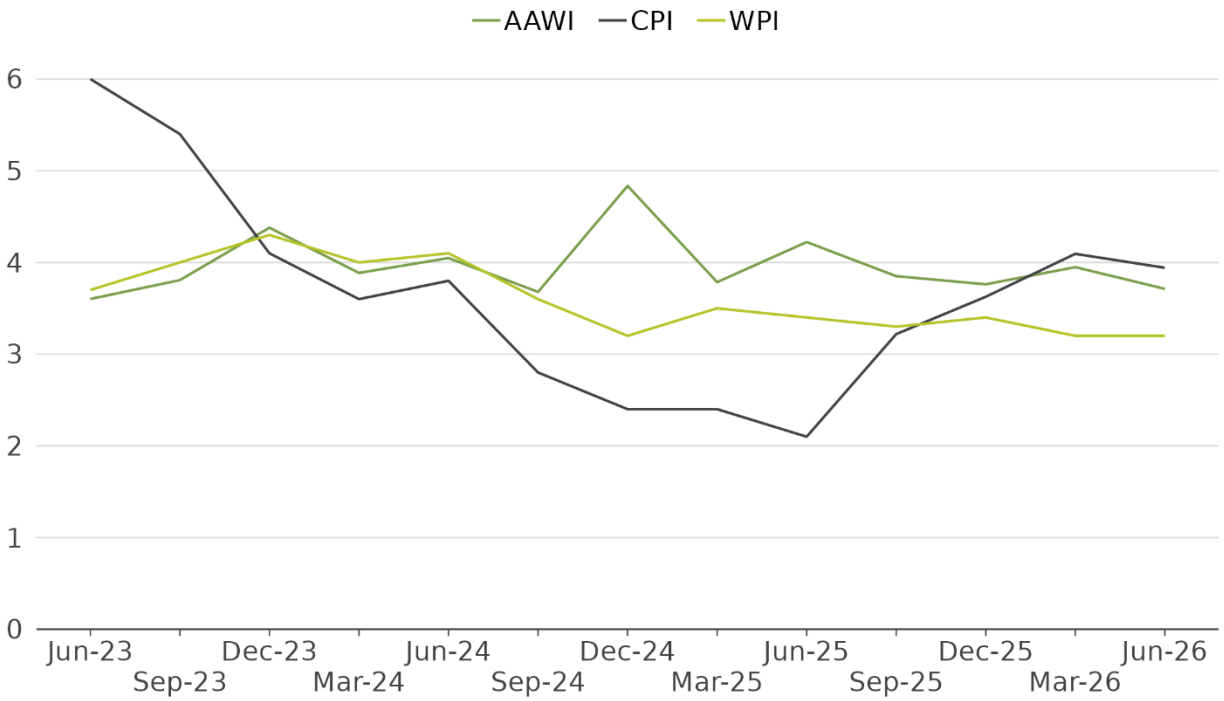
The latest available data from May 2025[4] estimated that federal and state enterprise agreements covered 34.6% of all Australian employees. This includes employees covered by federal enterprise agreements that have passed their nominal expiry date, which are not included in the current agreement statistics[5] within this report.

Wage growth compared with other economic indicators

Below is a comparison of AAWI to macroeconomic statistics, putting the wage increases resulting from quarterly federal enterprise agreement approvals in the context of economy-wide indicators.

Chart 2: Wage growth has outpaced the Wage Price Index for an eighth consecutive quarter

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, June 2026; ABS, *Wage Price Index*, Australia, June 2026.

Chart 2 Data Table

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

[4] Australian Bureau of Statistics (ABS), *Employee Earnings and Hours,* Australia, May 2025.
[5] Refer Appendix B for further information about how current agreements are defined and calculated.

Wage growth by sector

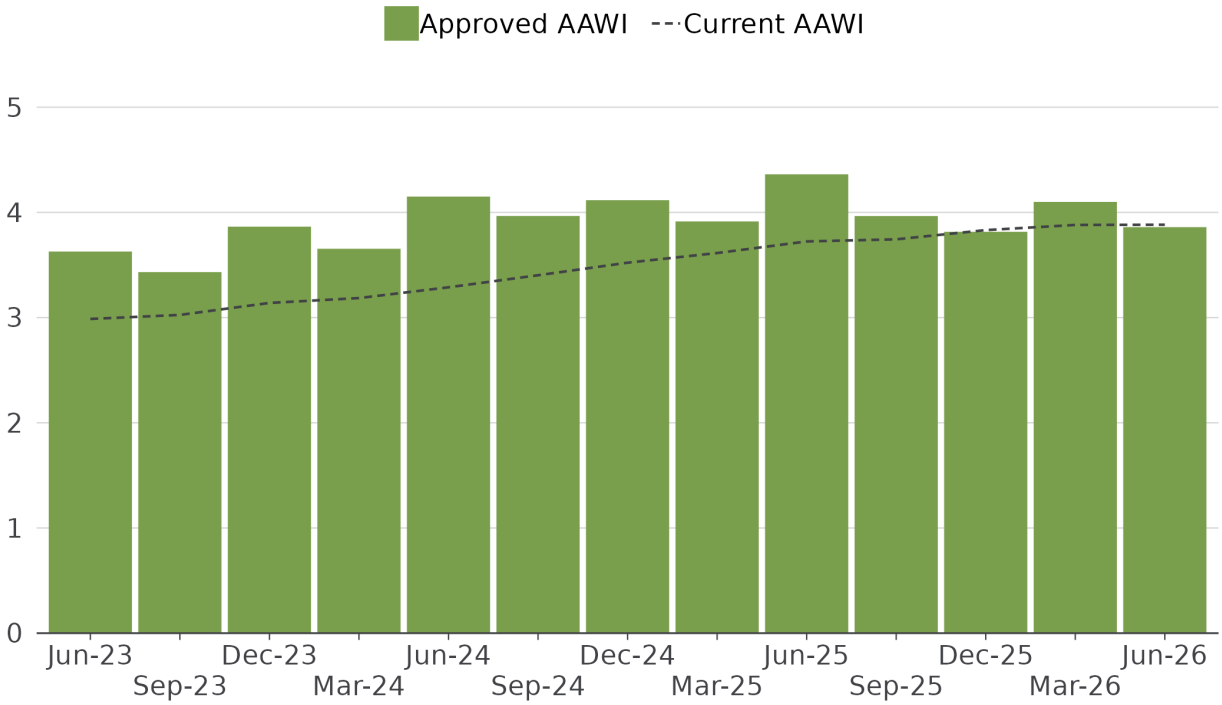
The AAWI for private sector agreements approved in the June quarter 2026 was 3.8%, compared with 4.1% in the March quarter 2026 and 4.3% in the June quarter 2025 (refer tables 3 and 4).

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

- *Mater Nursing and Midwifery Enterprise Agreement 2026* (5,769 employees), with an AAWI of 3.4%
- *Ramsay Health Care Victoria Nurses and Midwives Enterprise Agreement 2026 - 2030* (3,708 employees), with an AAWI of 5.4%
- *WorkPac Coal Mining Agreement 2026* (2,844 employees), with an AAWI of 4.0%

Chart 3: The private sector AAWI for current agreements has stabilised at just under 4% after a period of growth

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



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

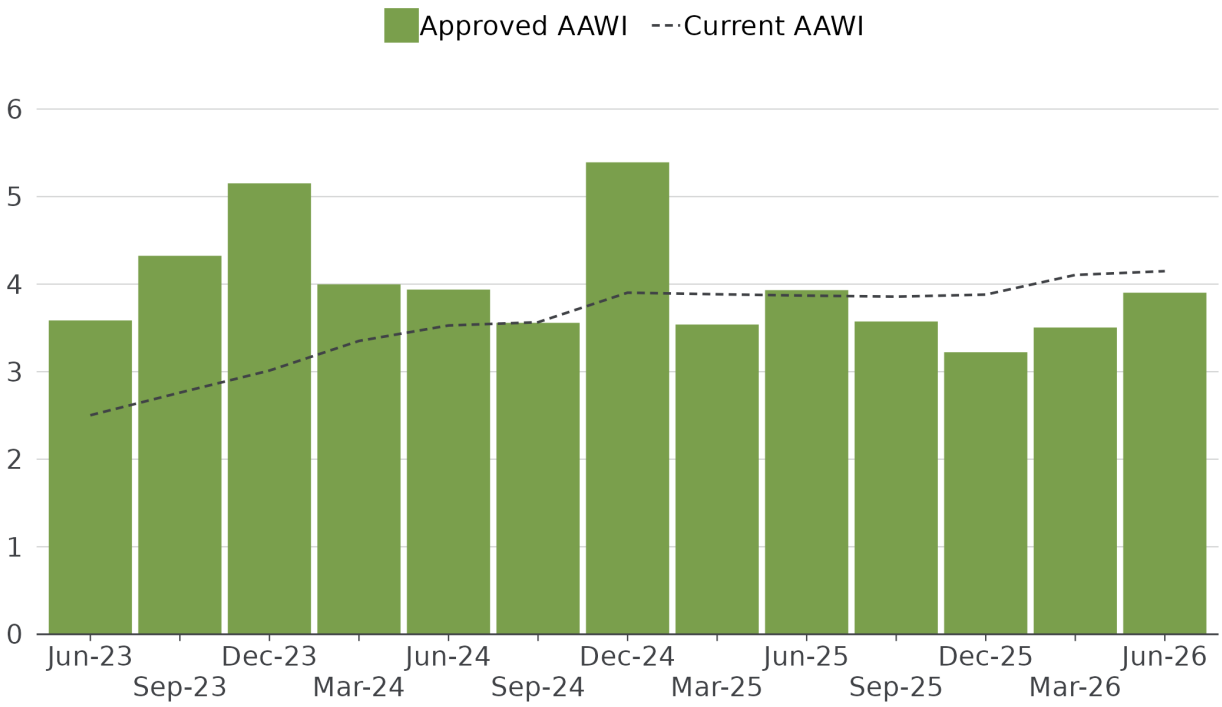
The AAWI for public sector enterprise agreements approved in the June quarter 2026 was 3.9%, compared with 3.5% in the March quarter 2026 and 3.9% in the June quarter 2025 (refer tables 3 and 4).

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

- *SBS Enterprise Agreement 2026* (1,472 employees), with an AAWI of 3.0%
- *Ambulance Victoria Management and Administrative Staff Enterprise Agreement 2025* (952 employees), with an AAWI of 3.9%
- *Yarra Valley Water Enterprise Agreement 2025* (696 employees), with an AAWI of 3.4%

Chart 4: The public sector AAWI for approved agreements continues to increase, while the AAWI for current agreements remains above 4%

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



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

Wage growth at industry level

The industries with the highest AAWIs in newly approved federal enterprise agreements were Construction (5.8%), Education and Training (4.3%) and Metal Manufacturing (4.2%).

The industries with the lowest AAWIs were Rental, Hiring and Real Estate Services (3.1%), Information Media and Telecommunications (3.1%) and Public Administration and Safety (3.1%) (refer table 7).

Wage growth by state and territory

AAWI results for agreements approved in the June quarter 2026 were highest for agreements in Tasmania at 4.8%, and lowest in the Australian Capital Territory at 3.1%. The Australian Capital Territory also posted its smallest number of approved agreements this quarter compared with recent years (refer table 10).

Chart 5: Most jurisdictions had AAWIs around the average for all states, with the exception of Tasmania and the ACT

Quarterly AAWI for State and Territory approved agreements (%)



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

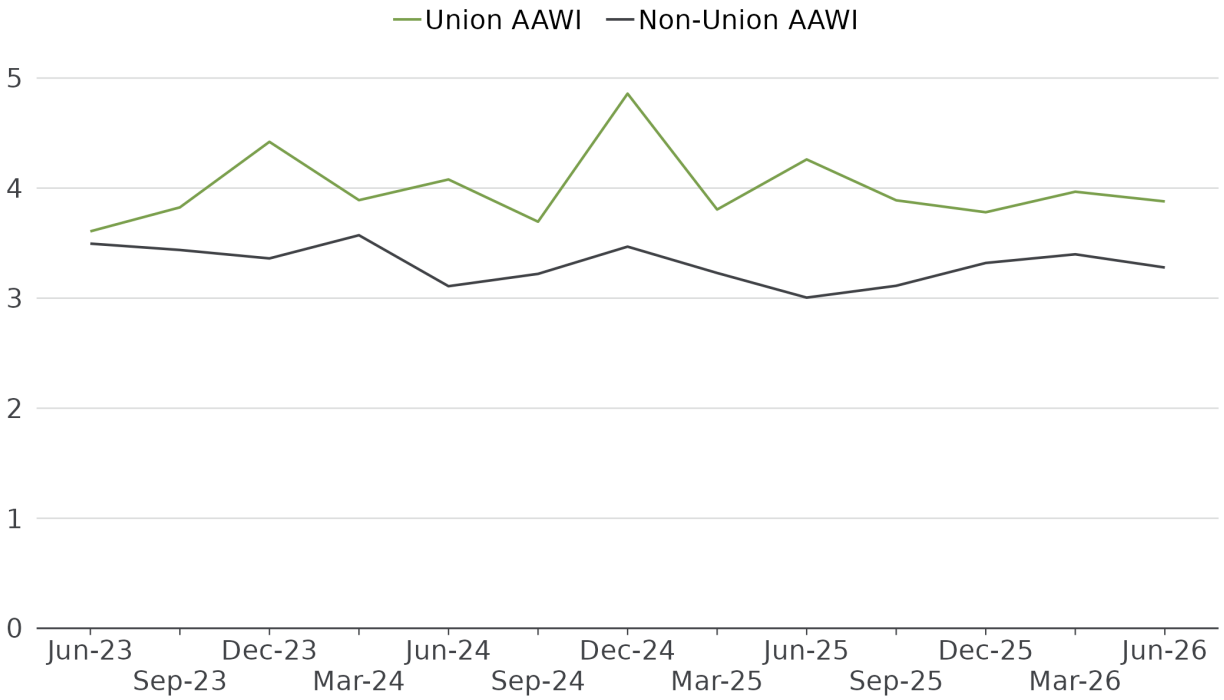
Wage growth by union coverage

Agreements approved in the June quarter 2026 that formally covered unions had a combined AAWI of 3.9%, down from 4.0% in the March quarter 2026 and 4.3% in the June quarter 2025.

Agreements approved in the June quarter 2026 with no unions formally covered had a combined AAWI of 3.3%, down from 3.4% in the March quarter 2026 and up from 3.0% in the June quarter 2025 (refer table 13).

Chart 6: Union covered agreements contain an AAWI of 0.6 percentage points higher than non-union covered agreements for the second quarter in a row

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



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

Levels of agreement making

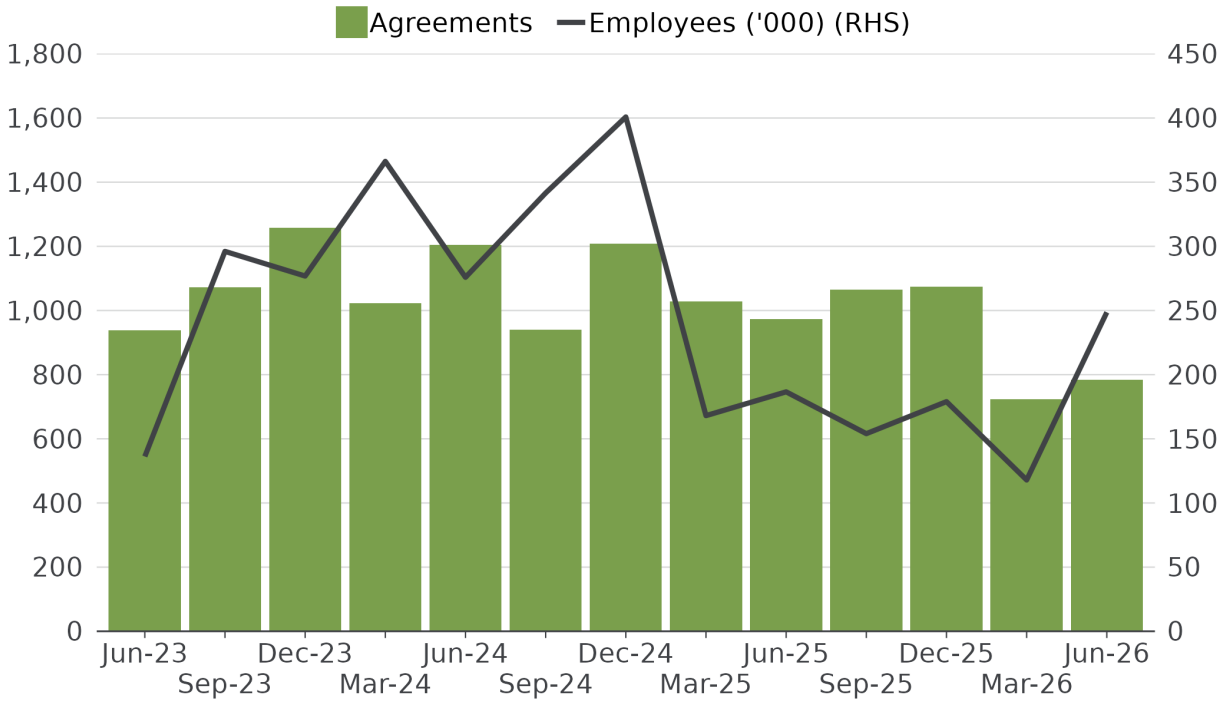
Approved agreements

There were 784 agreements (covering 248,600 employees) approved in the June quarter 2026, compared with 724 agreements (covering 117,900 employees) in the March quarter 2026 and 973 agreements (covering 186,600 employees) in the June quarter 2025 (refer table 3).

Around 63% of the employee coverage for agreements approved in the June quarter 2026 is attributable to one single-interest employer multi-enterprise agreement (refer table 15).

Chart 7: Employee coverage is returning to 2024 levels but the number of approved agreements remains lower than prior years

Number of approved agreements and employees covered



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

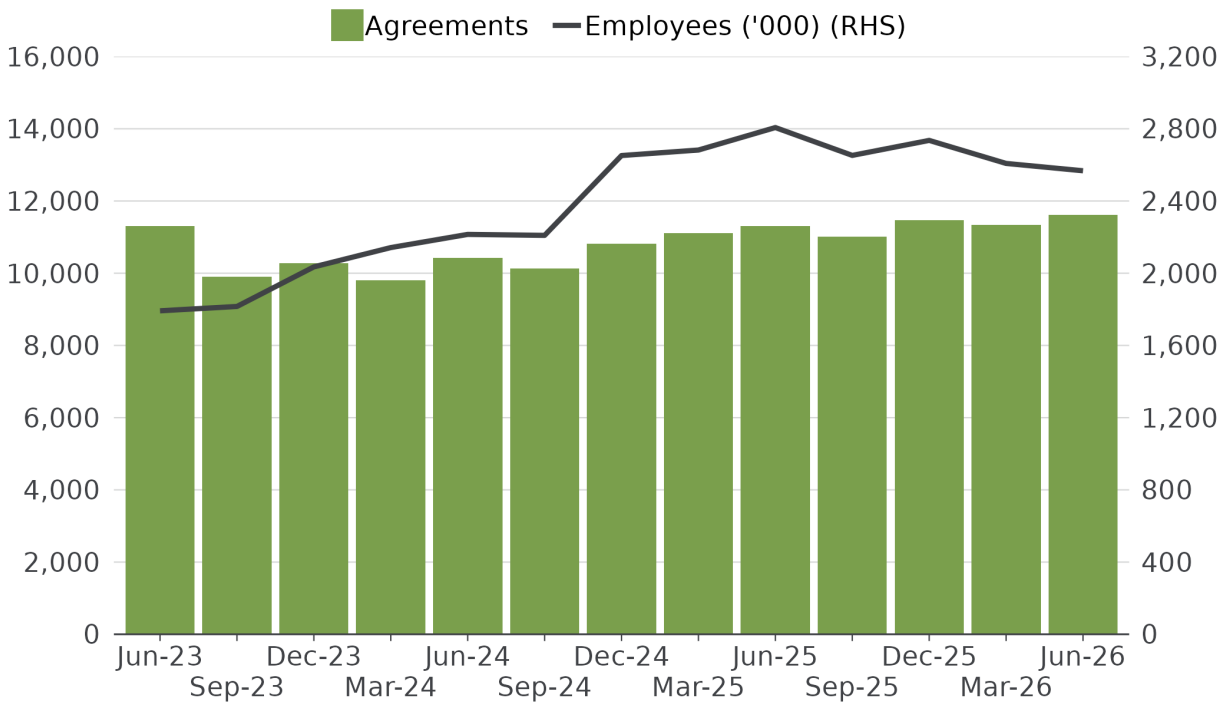
Current agreements

There were 11,614 current (not expired or terminated) agreements as at 30 June 2026, compared with 11,333 agreements current as at 31 March 2026 and 11,305 agreements current at 30 June 2025.

This is the highest number of current agreements recorded since the June quarter 2018.

Chart 8: Current agreement coverage continues to climb, while employee coverage has declined for a second quarter

Number of current agreements and employees covered



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

Non-quantifiable approved agreements

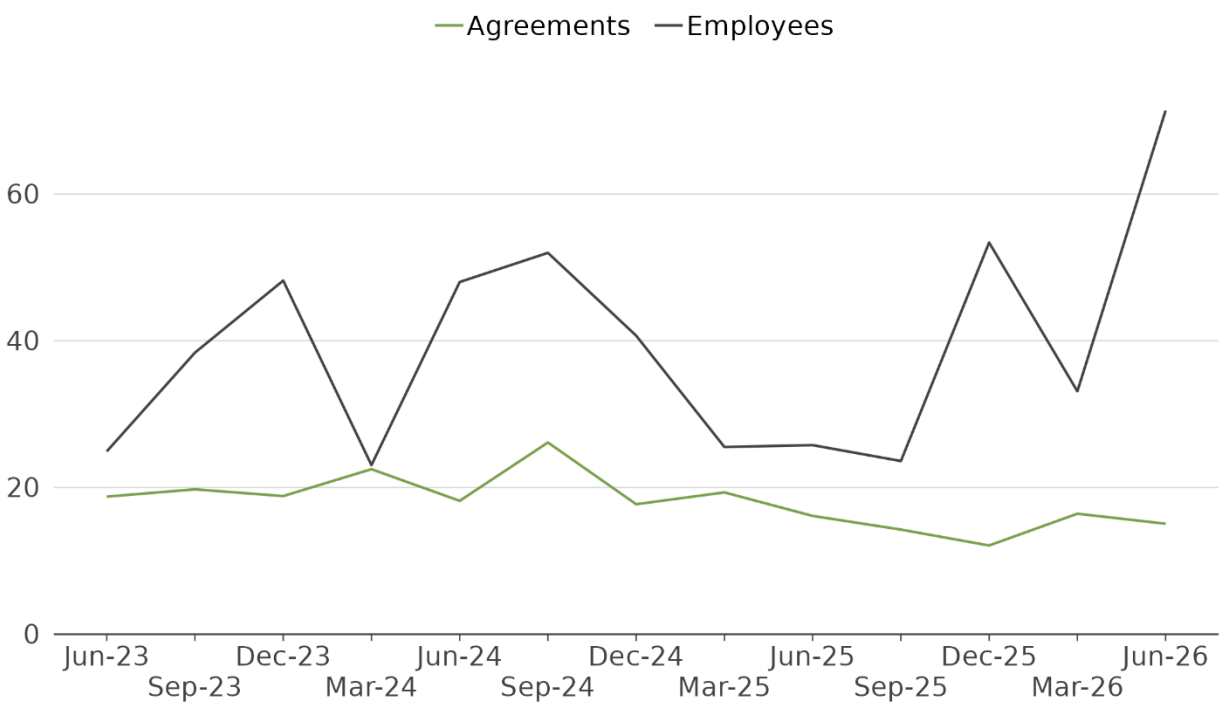
15.1% of agreements approved in the June quarter 2026, covering 71.4% of employees, did not contain quantifiable wage increases and are not included as part of the AAWI calculations.

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

- *Health and Allied Services, Managers and Administrative Workers (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2025-2027*, 156,219 employees, due to an inconsistent increase
- *Flip Out Enterprise Agreement 2025*, 4,337 employees, due to increases linked to minimum wage
- *Cabrini Nurses and Midwives Enterprise Agreement 2025*, 1,687 employees, due to an inconsistent increase

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

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



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

Expiring agreements

1,120 agreements covering 332,700 employees nominally expired within the June quarter 2026, and around 64% of those were scheduled to expire on 30 June 2026.

This compares with 580 agreements covering 141,800 employees that nominally expired within the March quarter 2026, and 1,109 agreements covering 242,600 employees within the June quarter 2025.

802 agreements, covering 168,200 employees are scheduled to nominally expire within the September quarter 2026 (refer table 9).

Further detail

While this report analyses enterprise bargaining approval activity over the past three years, it is accompanied by a set of detailed tables with statistics spanning back to the September quarter 2011. These tables can be accessed via the Trends in Enterprise Bargaining website.

The website also includes prior editions of this report and instructions on how to join our mailing list to be advised of new report publications and data releases.

Appendix A: Detailed Tables

Table 3: Agreements approved in the quarter, by sector

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Public sector	Agreements	26	44	42	116	78	43	56	49	38	50	24	23	26
	AAWI (%)	3.6	4.3	5.1	4.0	3.9	3.5	5.4	3.5	3.9	3.6	3.2	3.5	3.9
	Duration (years)	1.9	2.5	2.5	2.7	2.5	2.8	3.1	2.8	3.0	2.8	2.9	3.1	1.6
	Employees ('000)	33.7	83.8	65.6	201.9	61.8	113.1	138.9	40.1	41.9	38.6	6.0	35.1	165.5
Private sector	Agreements	912	1,029	1,216	906	1,126	898	1,152	980	935	1,015	1,050	701	758
	AAWI (%)	3.6	3.4	3.9	3.6	4.1	4.0	4.1	3.9	4.3	4.0	3.8	4.1	3.8
	Duration (years)	2.6	2.7	2.5	2.6	3.1	3.2	2.6	2.7	2.6	2.7	2.8	2.6	2.9
	Employees ('000)	102.6	212.3	211.2	164.3	214.0	228.4	262.0	127.9	144.7	115.4	172.9	82.9	83.1
All sectors	Agreements	938	1,073	1,258	1,022	1,204	941	1,208	1,029	973	1,065	1,074	724	784
	AAWI (%)	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.8	3.9	3.9
	Duration (years)	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8	2.8	2.0
	Employees ('000)	136.2	296.1	276.8	366.2	275.9	341.5	400.8	168.1	186.6	154.0	179.0	117.9	248.6

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

Notes: 1. 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.



Table 4: Agreements current on last day of quarter, by sector

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Public sector	Agreements	454	416	438	480	560	514	542	551	573	512	508	495	484
	AAWI (%)	2.5	2.8	3.0	3.4	3.5	3.6	3.9	3.9	3.9	3.9	3.9	4.1	4.1
	Duration (years)	2.9	2.9	2.8	2.7	2.8	2.8	2.9	2.9	2.9	3.0	3.0	2.9	3.0
	Employees ('000)	598.8	648.8	685.4	743.0	779.5	850.3	943.3	946.8	975.3	876.8	865.6	753.6	678.8
Private sector	Agreements	10,853	9,484	9,835	9,322	9,869	9,617	10,282	10,555	10,732	10,508	10,955	10,838	11,130
	AAWI (%)	3.0	3.0	3.1	3.2	3.3	3.4	3.5	3.6	3.7	3.7	3.8	3.9	3.9
	Duration (years)	3.0	3.0	2.9	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1192.9	1167.0	1349.6	1399.0	1435.5	1359.3	1708.4	1735.5	1831.5	1775.7	1870.0	1854.4	1888.6
All sectors	Agreements	11,307	9,900	10,273	9,802	10,429	10,131	10,824	11,106	11,305	11,020	11,463	11,333	11,614
	AAWI (%)	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.8	3.8	3.8	3.9	4.0	4.0
	Duration (years)	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1791.7	1815.8	2035.1	2142.0	2215.0	2209.6	2651.8	2682.2	2806.8	2652.6	2735.6	2608.0	2567.4

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

Notes: 1. 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.

Table 5: Agreements approved in the quarter, by agreement type

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Single-enterprise non-greenfields	Agreements	868	1,003	1,193	955	1,093	870	1,118	957	914	994	1,017	661	723
	AAWI (%)	3.6	4.2	4.4	3.9	4.0	3.7	4.0	3.8	4.3	3.9	3.8	3.9	3.9
	Duration (years)	2.4	2.7	2.5	2.7	3.0	3.1	2.8	2.8	2.7	2.8	2.6	2.8	2.9
	Employees ('000)	133.3	256.9	274.8	319.0	269.3	339.0	281.0	158.8	134.6	132.5	148.5	95.0	89.5
Single-enterprise greenfields	Agreements	67	65	64	51	107	71	84	65	51	64	54	56	59
	AAWI (%)	4.2	4.7	4.4	4.7	4.5	4.7	3.5	3.4	3.9	4.5	3.8	4.0	3.6
	Duration (years)	2.1	2.3	2.6	2.5	2.4	2.4	2.0	2.0	1.9	2.1	1.8	1.9	2.4
	Employees ('000)	2.5	2.5	2.0	1.8	2.8	2.5	3.8	3.1	2.4	2.2	2.7	2.6	2.8
Multi-enterprise non-greenfields	Agreements	3	5	1	16	4	0	6	6	8	7	3	6	2
	AAWI (%)	1.1	2.1	3.8	2.5	6.6	*	6.7	3.8	4.1	3.7	3.8	5.3	*
	Duration (years)	2.9	2.3	3.0	2.6	2.3	0.0	2.9	1.9	2.8	2.7	4.0	2.6	1.5
	Employees ('000)	0.4	36.6	0.0	45.4	3.8	0.0	115.9	6.1	49.6	19.3	27.8	20.3	156.2
Multi-enterprise greenfields	Agreements	0	0	0	0	0	0	0	1	0	0	0	1	0
	AAWI (%)	*	*	*	*	*	*	*	5.8	*	*	*	4.5	*
	Duration (years)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	0.0	0.0	0.0	4.0	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	938	1,073	1,258	1,022	1,204	941	1,208	1,029	973	1,065	1,074	724	784
	AAWI (%)	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.8	3.9	3.9
	Duration (years)	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8	2.8	2.0
	Employees ('000)	136.2	296.1	276.8	366.2	275.9	341.5	400.8	168.1	186.6	154.0	179.0	117.9	248.6

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

Notes: 1. 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.

2. Where asterisk occurs, there are no quantifiable agreements in the relevant category and time period with which to calculate an AAWI.



Table 6: Agreements current on the last day of the quarter, by agreement type

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Single-enterprise non-greenfields	Agreements	10,541	9,213	9,556	9,269	9,823	9,522	10,163	10,435	10,640	10,355	10,783	10,650	10,880
	AAWI (%)	2.8	2.9	3.1	3.3	3.4	3.5	3.6	3.7	3.7	3.7	3.7	3.9	3.9
	Duration (years)	2.9	2.9	2.8	2.8	2.8	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1715.2	1707.1	1925.6	2001.2	2066.9	2067.7	2396.8	2446.1	2527.5	2352.0	2436.9	2293.3	2250.3
Single-enterprise greenfields	Agreements	625	548	578	393	479	509	584	601	602	601	615	617	667
	AAWI (%)	3.5	3.7	3.8	3.7	3.8	4.0	4.0	3.9	4.0	4.1	4.0	4.2	4.2
	Duration (years)	2.8	2.9	2.8	3.1	3.0	3.0	2.8	2.8	2.7	2.7	2.6	2.7	2.7
	Employees ('000)	25.4	23.1	23.9	19.2	21.0	21.1	23.6	25.4	26.0	25.5	26.3	23.5	25.7
Multi-enterprise non-greenfields	Agreements	47	45	46	54	62	56	56	52	58	60	62	62	63
	AAWI (%)	2.8	2.5	2.5	2.4	2.4	2.4	4.5	4.9	4.8	4.7	5.2	5.2	5.2
	Duration (years)	2.8	2.6	2.6	2.6	2.6	2.6	2.8	2.7	2.7	2.7	2.9	2.9	2.9
	Employees ('000)	41.7	76.1	76.3	113.0	120.4	116.8	230.5	210.0	253.1	275.0	272.3	291.2	291.3
Multi-enterprise greenfields	Agreements	1	1	1	1	1	1	1	2	2	2	2	3	3
	AAWI (%)	3.5	3.5	3.5	3.5	3.5	3.5	3.5	4.2	4.2	4.2	4.2	4.3	4.3
	Duration (years)	4.0	4.0	4.0	4.0	4.0	4.0	4.0	3.2	3.2	3.2	3.2	3.5	3.5
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.1	0.1	0.1
Employee collective[3]	Agreements	54	54	53	50	36	17	4	2	1	1	0	0	0
	AAWI (%)	0.5	0.5	0.5	0.4	0.4	0.3	*	*	*	*	*	*	*
	Duration (years)	17.3	17.3	17.2	17.3	17.9	17.7	16.9	16.9	16.5	16.5	0.0	0.0	0.0
	Employees ('000)	4.3	4.3	4.2	4.0	2.8	0.5	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Employee greenfields[3]	Agreements	2	2	2	2	1	1	0	0	0	0	0	0	0
	AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
	Duration (years)	15.6	15.6	15.6	15.6	18.4	18.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Employees ('000)	0.5	0.5	0.5	0.5	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0



Table 6: continued

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Union collective[3]	Agreements	37	37	37	33	27	25	16	14	2	1	1	1	1
	AAWI (%)	0.5	0.5	0.5	0.5	0.5	0.5	0.4	0.4	0.5	0.1	0.1	0.1	0.1
	Duration (years)	17.3	17.3	17.3	17.6	17.5	17.7	19.0	19.1	20.8	22.1	22.1	22.1	22.1
	Employees ('000)	4.6	4.6	4.6	4.0	3.7	3.4	0.7	0.6	0.2	0.0	0.0	0.0	0.0
All types	Agreements	11,307	9,900	10,273	9,802	10,429	10,131	10,824	11,106	11,305	11,020	11,463	11,333	11,614
	AAWI (%)	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.8	3.8	3.8	3.9	4.0	4.0
	Duration (years)	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1791.7	1815.8	2035.1	2142.0	2215.0	2209.6	2651.8	2682.2	2806.8	2652.6	2735.6	2608.0	2567.4

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

Notes:
1. 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.
2. Where asterisk occurs, there are no quantifiable agreements in the relevant category and time period with which to calculate an AAWI.
3. See 'Types of Enterprise Agreements' section in Appendix B for more information about these agreement types.

Table 7: Agreements approved in the quarter, by ANZSIC division

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Agriculture, Forestry and Fishing	Agreements	14	11	16	9	11	11	9	12	9	6	9	4	8
	AAWI (%)	3.7	3.3	3.3	3.0	3.6	2.9	4.4	4.2	3.6	3.2	3.5	3.9	3.8
	Duration (years)	1.8	3.6	3.6	2.7	3.8	3.1	2.6	2.6	2.9	3.0	2.7	3.5	3.6
	Employees ('000)	0.5	0.9	1.8	0.9	1.1	0.7	1.8	1.2	0.9	0.5	0.9	0.6	0.8
Mining	Agreements	46	39	44	38	35	17	42	33	30	23	24	21	23
	AAWI (%)	3.4	3.6	3.9	3.5	3.8	2.8	3.7	4.3	3.7	4.0	3.4	3.9	3.8
	Duration (years)	3.4	3.3	3.3	3.6	3.7	3.7	3.2	3.4	3.5	3.5	3.6	3.3	3.5
	Employees ('000)	4.5	4.4	5.3	6.7	3.7	1.9	4.1	3.4	6.6	4.3	6.5	2.0	3.0

Table 7: continued

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Manufacturing[3]	Agreements	156	205	224	150	128	149	203	157	141	183	188	120	137
	AAWI (%)	4.0	4.1	4.0	3.8	4.1	4.1	4.3	3.8	3.8	3.8	3.7	4.0	3.9
	Duration (years)	2.7	2.9	2.8	2.6	2.8	2.8	2.6	2.9	2.7	2.8	2.8	2.5	2.8
	Employees ('000)	11.0	14.0	15.6	13.9	9.8	9.9	17.1	14.9	12.5	16.1	14.8	11.3	13.4
Non-Metal Manufacturing	Agreements	109	137	145	106	83	98	137	114	97	122	119	84	91
	AAWI (%)	4.0	4.1	4.1	3.8	3.9	3.9	4.3	3.7	3.7	3.6	3.6	3.9	3.9
	Duration (years)	2.7	2.9	2.8	2.7	2.7	3.0	2.6	2.9	2.8	2.8	2.8	2.6	2.8
	Employees ('000)	6.6	9.9	11.9	11.2	6.4	6.1	12.4	12.6	9.0	10.0	9.2	8.0	8.2
Metal Manufacturing	Agreements	47	68	79	44	45	51	66	43	44	61	69	36	46
	AAWI (%)	4.0	4.0	4.0	4.0	4.5	4.5	4.1	4.1	4.2	4.2	4.0	4.3	3.9
	Duration (years)	2.5	2.7	2.6	2.4	3.1	2.6	2.6	2.8	2.6	2.7	2.7	2.5	2.6
	Employees ('000)	4.4	4.1	3.8	2.7	3.5	3.8	4.7	2.4	3.6	6.1	5.6	3.3	5.2
Electricity, Gas, Water and Waste Services	Agreements	22	37	36	36	33	26	50	28	31	36	28	20	33
	AAWI (%)	3.9	3.5	4.2	4.8	4.3	4.0	4.5	4.4	4.5	3.9	3.6	4.2	3.9
	Duration (years)	1.6	2.7	2.5	2.6	2.7	3.5	2.3	2.5	2.5	2.9	2.8	1.4	3.1
	Employees ('000)	3.4	6.9	4.6	9.0	4.7	12.9	5.1	8.7	7.1	4.4	3.0	4.7	3.2
Construction	Agreements	338	379	511	320	571	399	467	379	452	505	471	245	311
	AAWI (%)	4.0	4.5	5.2	4.6	4.7	5.1	5.9	5.5	5.7	5.8	5.0	6.5	4.6
	Duration (years)	2.5	2.9	3.0	2.7	3.1	2.8	2.7	2.7	2.5	2.6	3.1	2.5	2.8
	Employees ('000)	8.3	10.0	13.4	7.2	16.4	10.1	17.1	12.3	10.6	12.6	14.9	7.3	7.1
Wholesale Trade	Agreements	20	18	21	33	13	17	16	17	10	18	25	18	9
	AAWI (%)	3.7	4.0	3.8	3.8	4.0	3.9	3.7	4.1	3.4	3.9	3.9	4.9	3.3
	Duration (years)	2.9	3.5	3.6	2.9	3.5	2.5	2.8	2.4	3.0	2.8	2.6	2.3	2.9
	Employees ('000)	1.1	2.5	6.0	1.6	0.6	1.5	1.9	1.3	0.7	1.3	1.7	1.6	0.2
Retail Trade	Agreements	9	14	19	7	11	14	10	15	6	10	9	7	6
	AAWI (%)	3.7	2.4	2.9	3.8	3.3	3.3	3.7	4.6	4.4	3.2	4.3	3.4	3.0
	Duration (years)	3.3	2.9	3.2	3.4	3.5	3.5	3.6	3.2	3.9	3.9	3.8	3.4	3.5
	Employees ('000)	1.5	50.3	11.3	16.4	114.8	136.9	30.9	3.7	2.1	4.9	44.0	6.9	3.0

Table 7: continued

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Accom-modation and Food Services	Agreements	9	9	11	20	9	7	7	8	4	7	11	4	3
	AAWI (%)	3.6	3.6	2.6	3.6	3.9	2.9	1.2	3.3	4.5	3.4	1.3	*	3.0
	Duration (years)	2.9	2.8	3.9	3.7	2.6	3.7	3.6	3.6	3.1	3.7	3.8	3.8	4.0
	Employees ('000)	2.7	1.7	1.7	1.8	4.2	0.5	0.8	1.3	1.6	0.7	6.3	2.1	0.8
Transport, Postal and Warehousing	Agreements	128	127	121	109	85	94	116	120	83	88	128	98	85
	AAWI (%)	3.4	4.0	3.8	4.5	4.5	4.0	4.0	4.1	4.4	3.8	3.8	3.7	4.0
	Duration (years)	2.9	3.0	2.6	2.6	3.1	2.8	2.8	2.5	2.7	2.8	2.6	3.1	3.0
	Employees ('000)	16.9	12.0	16.6	27.2	7.1	10.5	44.9	11.0	7.8	25.6	11.3	13.1	7.5
Information Media and Telecom-munications	Agreements	4	11	4	0	0	9	10	9	6	1	7	6	7
	AAWI (%)	3.2	2.7	4.2	*	*	3.3	2.7	3.1	2.2	3.1	2.4	2.0	2.7
	Duration (years)	2.8	2.9	2.0	0.0	0.0	2.9	1.7	2.1	2.5	1.9	1.6	1.9	2.4
	Employees ('000)	3.1	2.1	0.3	0.0	0.0	24.3	2.0	2.8	2.5	1.0	0.6	1.0	2.4
Financial and Insurance Services	Agreements	4	6	13	5	5	4	13	7	4	7	5	8	3
	AAWI (%)	3.4	4.2	4.2	3.8	4.2	3.0	3.4	3.7	3.6	3.4	3.4	3.6	4.5
	Duration (years)	2.9	2.9	3.0	2.9	3.3	2.9	3.0	3.0	2.9	3.0	2.3	2.7	2.8
	Employees ('000)	3.4	32.9	57.6	4.0	6.4	0.5	51.2	12.0	3.0	2.6	4.4	3.2	1.2
Rental, Hiring and Real Estate Services	Agreements	3	5	8	7	7	4	4	2	2	2	5	2	4
	AAWI (%)	4.6	3.5	1.8	2.5	2.8	3.9	4.0	3.5	3.2	3.1	4.2	4.8	3.9
	Duration (years)	1.5	2.8	3.8	3.8	3.6	2.9	3.1	3.3	3.4	2.9	3.0	3.0	3.6
	Employees ('000)	0.0	0.3	0.3	0.2	0.0	0.1	0.8	0.0	0.1	0.1	0.1	0.0	0.2
Professional, Scientific and Technical Services	Agreements	7	8	11	10	13	12	18	10	11	8	9	11	3
	AAWI (%)	3.2	4.3	3.5	4.2	3.8	3.2	3.8	3.1	4.3	3.2	3.9	3.7	3.2
	Duration (years)	3.2	2.4	3.5	2.6	2.2	3.3	2.7	2.6	3.2	2.7	2.7	2.8	3.3
	Employees ('000)	0.2	0.9	0.8	7.5	4.2	1.0	1.9	3.0	1.5	1.9	0.3	0.7	0.4
Administrative and Support Services	Agreements	10	23	21	18	13	10	27	19	15	5	25	7	9
	AAWI (%)	3.2	4.0	5.0	5.3	3.8	4.1	6.4	6.3	3.3	3.7	4.2	4.5	4.1
	Duration (years)	3.3	3.1	3.5	2.7	3.3	3.4	2.5	3.2	3.3	3.2	2.6	2.6	3.0
	Employees ('000)	1.1	2.4	2.4	0.9	0.9	1.6	3.3	2.5	2.3	0.1	1.8	0.3	3.6

Table 7: continued

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Public Administration and Safety	Agreements	22	29	28	95	66	15	34	28	19	31	25	18	17
	AAWI (%)	3.3	3.4	3.2	3.8	3.8	3.2	3.6	3.2	4.0	3.1	3.3	3.5	4.2
	Duration (years)	2.6	2.4	2.7	2.9	2.7	3.4	2.8	2.7	3.1	3.1	2.9	3.3	2.5
	Employees ('000)	9.1	26.9	9.2	154.3	42.0	68.6	24.7	12.4	24.7	13.2	6.0	18.3	3.9
Education and Training	Agreements	37	40	60	58	45	45	52	63	38	38	20	38	26
	AAWI (%)	3.6	3.8	5.3	4.1	4.2	4.3	4.1	3.5	4.1	4.3	2.9	4.5	3.6
	Duration (years)	1.8	2.4	1.8	2.3	2.2	1.4	2.4	2.5	2.8	2.3	1.9	2.5	2.6
	Employees ('000)	29.2	77.3	92.2	74.7	27.3	34.1	21.1	30.8	54.2	10.8	38.9	12.2	4.8
Health Care and Social Assistance	Agreements	87	80	83	60	120	76	95	86	77	69	56	62	73
	AAWI (%)	3.6	3.8	3.4	3.2	4.3	3.1	5.8	3.3	4.5	3.5	3.9	3.3	3.8
	Duration (years)	2.4	2.2	2.5	2.2	2.0	2.4	2.7	2.7	2.2	2.5	2.2	2.6	1.7
	Employees ('000)	36.4	46.5	33.7	30.1	24.7	19.0	166.0	40.9	43.4	48.1	21.1	28.8	185.9
Arts and Recreation Services	Agreements	10	9	14	33	17	10	12	13	18	12	13	13	14
	AAWI (%)	3.4	4.2	3.2	4.0	4.3	3.5	3.3	3.5	3.2	3.9	3.3	3.5	2.9
	Duration (years)	1.6	2.7	2.7	1.6	2.4	3.5	2.5	2.4	2.7	2.7	2.2	2.9	2.6
	Employees ('000)	1.9	1.5	2.7	8.6	5.6	2.9	2.7	4.0	3.5	3.3	1.2	2.8	6.2
Other Services	Agreements	12	23	13	14	22	22	23	23	17	16	16	22	13
	AAWI (%)	2.8	3.4	4.0	3.9	3.8	4.2	3.2	4.3	3.3	3.5	3.4	3.0	3.9
	Duration (years)	3.1	3.0	2.5	2.9	3.0	2.9	3.2	2.7	3.0	2.8	2.9	2.8	3.3
	Employees ('000)	2.0	2.5	1.4	1.0	2.3	4.5	3.5	1.9	1.4	2.5	1.0	1.0	1.0
All industries	Agreements	938	1,073	1,258	1,022	1,204	941	1,208	1,029	973	1,065	1,074	724	784
	AAWI (%)	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.8	3.9	3.9
	Duration (years)	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8	2.8	2.0
	Employees ('000)	136.2	296.1	276.8	366.2	275.9	341.5	400.8	168.1	186.6	154.0	179.0	117.9	248.6

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

Notes:
1. 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.
2. Where asterisk occurs, there are no quantifiable agreements in the relevant category and time period with which to calculate an AAWI.
3. The Manufacturing category has been disaggregated into Metals and non-Metals industries.

Table 8: Agreements current on the last day of the quarter, by ANZSIC division

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Agriculture, Forestry and Fishing	Agreements	114	112	121	123	126	117	117	125	124	113	118	118	117
	AAWI (%)	2.8	2.9	3.0	3.0	3.1	3.3	3.6	3.7	3.8	3.8	3.7	3.8	3.8
	Duration (years)	3.5	3.5	3.5	3.5	3.2	3.3	3.2	3.2	3.1	3.3	3.2	3.2	3.2
	Employees ('000)	10.6	8.6	10.3	10.4	11.0	9.0	10.4	11.5	11.7	10.1	11.0	11.4	11.5
Mining	Agreements	387	396	420	421	439	421	446	459	456	436	427	422	405
	AAWI (%)	2.7	2.8	3.0	3.0	3.1	3.2	3.3	3.4	3.5	3.6	3.6	3.6	3.6
	Duration (years)	3.5	3.5	3.5	3.5	3.5	3.6	3.6	3.6	3.5	3.5	3.6	3.6	3.6
	Employees ('000)	55.4	55.8	58.7	61.6	63.4	61.8	62.1	61.6	63.2	63.1	66.0	61.9	58.1
Manufacturing[2]	Agreements	1,934	1,863	1,963	1,990	2,010	1,887	1,946	1,975	1,969	1,861	1,935	1,923	1,920
	AAWI (%)	3.0	3.1	3.3	3.4	3.5	3.6	3.7	3.7	3.8	3.8	3.8	3.8	3.9
	Duration (years)	2.9	2.9	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	147.5	147.6	153.9	157.3	159.7	149.9	153.1	158.1	162.4	152.7	157.4	159.5	162.0
Non-Metal Manufacturing	Agreements	1,295	1,267	1,329	1,345	1,357	1,280	1,315	1,332	1,328	1,265	1,306	1,294	1,282
	AAWI (%)	2.9	3.1	3.2	3.4	3.4	3.5	3.7	3.7	3.7	3.7	3.7	3.7	3.8
	Duration (years)	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	103.9	104.5	109.5	112.3	113.2	107.1	110.0	114.6	119.0	111.9	113.7	114.7	114.5
Metal Manufacturing	Agreements	639	596	634	645	653	607	631	643	641	596	629	629	638
	AAWI (%)	3.1	3.2	3.3	3.4	3.5	3.7	3.8	3.8	3.8	4.0	4.0	4.1	4.1
	Duration (years)	2.8	2.9	2.9	2.8	2.9	2.9	2.9	3.0	2.9	2.9	2.9	2.9	2.9
	Employees ('000)	43.5	43.1	44.4	45.0	46.5	42.8	43.2	43.5	43.5	40.9	43.7	44.8	47.5
Electricity, Gas, Water and Waste Services	Agreements	360	347	368	373	385	343	371	374	394	359	363	355	364
	AAWI (%)	3.1	3.4	3.5	3.5	3.6	3.9	4.0	4.1	4.2	4.2	4.2	4.1	4.1
	Duration (years)	2.5	2.6	2.6	2.5	2.6	2.9	2.9	2.8	2.8	2.9	2.9	2.8	2.8
	Employees ('000)	58.6	52.9	55.2	49.5	51.9	49.5	53.2	59.2	66.0	63.7	66.0	66.6	64.6
Construction	Agreements	4,504	3,300	3,314	2,759	3,125	3,311	3,673	3,832	3,923	4,159	4,422	4,431	4,648
	AAWI (%)	3.6	3.6	3.9	3.9	4.1	4.2	4.6	4.7	4.9	5.1	5.2	5.3	5.3
	Duration (years)	2.9	3.1	3.1	3.3	3.3	3.3	3.2	3.1	3.1	3.1	3.1	3.1	3.0
	Employees ('000)	111.0	88.5	91.2	81.1	92.8	96.2	110.3	116.3	118.5	122.3	130.0	132.5	136.1

Table 8: continued

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Wholesale Trade	Agreements	183	181	190	208	210	197	205	210	205	192	202	204	205
	AAWI (%)	3.0	3.1	3.2	3.3	3.4	3.6	3.6	3.7	3.7	3.7	3.8	3.8	3.9
	Duration (years)	3.1	3.0	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.1
	Employees ('000)	14.8	12.8	18.3	19.2	18.2	17.8	19.4	20.1	20.3	18.8	20.0	20.7	20.3
Retail Trade	Agreements	131	129	144	140	140	125	129	138	141	140	136	138	138
	AAWI (%)	2.8	2.9	3.1	3.1	3.2	3.3	3.3	3.3	3.3	3.3	3.3	3.4	3.4
	Duration (years)	4.1	4.1	3.6	3.5	3.4	3.2	3.4	3.4	3.4	3.4	3.5	3.5	3.5
	Employees ('000)	89.8	86.7	119.7	109.9	139.6	140.8	365.7	388.7	388.7	389.1	430.8	434.4	435.7
Accom-modation and Food Services	Agreements	105	104	108	120	118	112	104	106	108	107	114	108	108
	AAWI (%)	3.6	3.7	3.0	3.1	3.2	3.5	3.5	3.5	3.6	3.6	2.8	2.8	2.8
	Duration (years)	3.8	3.8	4.0	4.0	3.9	3.6	3.4	3.4	3.3	3.4	3.5	3.5	3.5
	Employees ('000)	60.5	60.9	58.9	60.0	22.8	22.8	21.1	20.9	21.9	21.6	26.3	27.2	27.6
Transport, Postal and Warehousing	Agreements	1,193	1,161	1,231	1,260	1,280	1,192	1,243	1,271	1,288	1,209	1,260	1,237	1,260
	AAWI (%)	2.9	3.0	3.1	3.2	3.3	3.4	3.7	3.8	3.8	3.9	3.9	3.9	3.9
	Duration (years)	2.8	2.9	2.9	2.8	2.9	3.0	3.0	3.0	3.0	3.0	2.9	3.0	3.0
	Employees ('000)	183.2	163.8	175.2	193.1	184.0	176.5	181.8	186.8	188.5	198.8	204.0	196.6	197.8
Information Media and Telecom-munications	Agreements	54	59	63	60	58	53	59	61	65	52	55	49	52
	AAWI (%)	2.6	2.7	2.7	2.7	2.7	2.8	2.9	2.8	2.9	2.9	2.9	3.0	2.9
	Duration (years)	2.4	2.5	2.5	2.5	2.5	2.5	2.9	2.8	2.8	2.8	2.8	2.9	2.8
	Employees ('000)	34.9	37.4	37.9	37.0	36.9	36.2	38.8	37.3	40.1	38.2	38.2	34.4	34.6
Financial and Insurance Services	Agreements	71	68	75	77	79	65	70	72	73	71	71	75	77
	AAWI (%)	2.9	3.1	3.3	3.4	3.5	3.5	3.7	3.7	3.7	3.7	3.7	3.7	3.7
	Duration (years)	2.6	2.7	2.8	2.8	2.8	2.9	2.8	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	68.3	72.5	128.1	146.4	149.2	145.9	183.6	173.1	175.7	175.5	178.8	180.6	181.6
Rental, Hiring and Real Estate Services	Agreements	61	57	63	62	66	64	66	66	60	55	54	53	54
	AAWI (%)	2.2	2.2	2.2	2.2	2.2	2.2	2.6	2.6	2.7	2.6	2.7	3.7	3.7
	Duration (years)	3.5	3.5	3.5	3.5	3.5	3.7	3.6	3.6	3.6	3.6	3.6	3.3	3.3
	Employees ('000)	3.9	3.8	4.0	4.1	4.1	3.3	4.0	3.9	3.9	3.8	3.7	2.2	2.3

Table 8: continued

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Professional, Scientific and Technical Services	Agreements	113	114	116	111	116	108	120	126	128	125	127	129	125
	AAWI (%)	2.3	2.4	2.7	2.8	3.5	3.7	3.9	3.8	3.8	3.8	3.9	3.8	3.8
	Duration (years)	3.1	3.1	3.2	3.2	2.9	2.8	2.8	2.7	2.7	2.7	2.7	2.8	2.8
	Employees ('000)	18.1	18.0	13.2	12.4	22.5	21.5	20.2	22.6	23.2	24.0	23.6	23.2	23.1
Administrative and Support Services	Agreements	191	173	178	155	156	146	170	177	178	165	175	171	173
	AAWI (%)	3.1	3.4	3.6	3.6	3.7	3.9	4.5	4.7	4.7	4.8	4.7	4.7	4.5
	Duration (years)	3.4	3.4	3.3	3.5	3.3	3.3	3.1	3.2	3.2	3.2	3.2	3.2	3.3
	Employees ('000)	18.7	15.8	17.3	15.6	14.1	13.3	16.3	17.3	18.8	18.1	19.2	18.2	17.7
Public Administration and Safety	Agreements	366	339	344	390	457	402	411	422	423	372	379	378	366
	AAWI (%)	2.3	2.4	2.5	3.3	3.4	3.4	3.5	3.5	3.5	3.6	3.6	3.6	3.6
	Duration (years)	3.0	3.0	2.9	2.8	2.8	2.9	2.9	2.9	2.9	3.0	3.0	3.0	3.0
	Employees ('000)	186.0	205.1	193.1	236.5	326.6	370.0	382.8	391.1	412.8	377.9	377.2	392.2	364.1
Education and Training	Agreements	481	481	515	481	510	518	553	500	525	516	514	435	449
	AAWI (%)	2.8	3.1	3.4	3.6	3.6	3.7	3.7	3.7	3.7	3.6	3.7	4.3	4.2
	Duration (years)	2.8	2.8	2.6	2.5	2.5	2.5	2.6	2.7	2.7	2.7	2.7	2.5	2.5
	Employees ('000)	266.4	301.1	390.0	441.9	471.7	486.8	465.0	431.4	475.2	441.4	445.6	334.9	304.2
Health Care and Social Assistance	Agreements	725	692	733	738	799	732	787	832	872	754	776	775	805
	AAWI (%)	2.6	2.7	2.8	2.8	2.9	3.0	3.9	3.9	3.9	3.9	4.0	4.2	4.2
	Duration (years)	2.7	2.8	2.7	2.7	2.8	2.9	2.8	2.8	2.8	2.8	2.8	2.7	2.7
	Employees ('000)	408.6	433.8	458.5	449.9	389.5	349.9	502.9	519.4	550.7	478.8	484.6	459.0	468.0
Arts and Recreation Services	Agreements	120	112	118	123	137	124	131	127	136	126	130	126	135
	AAWI (%)	3.3	2.9	3.0	3.2	3.2	3.4	3.4	3.5	3.5	3.5	3.6	3.7	3.6
	Duration (years)	2.4	2.8	2.8	2.6	2.5	2.7	2.7	2.6	2.6	2.8	2.8	2.9	2.9
	Employees ('000)	31.9	25.9	27.3	31.3	31.3	33.8	34.9	35.7	38.2	29.4	27.8	28.2	33.9
Other Services	Agreements	214	212	209	211	218	214	223	233	237	208	205	206	213
	AAWI (%)	2.9	3.0	3.1	3.1	3.2	3.5	3.5	3.6	3.6	3.7	3.7	3.6	3.6
	Duration (years)	3.1	3.2	3.2	3.2	3.0	3.0	3.1	3.1	3.0	3.1	3.1	3.1	3.1
	Employees ('000)	23.6	24.7	24.2	24.7	25.5	24.8	26.0	27.2	27.0	25.4	25.4	24.3	24.2

Table 8: continued

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
All industries	Agreements	11,307	9,900	10,273	9,802	10,429	10,131	10,824	11,106	11,305	11,020	11,463	11,333	11,614
	AAWI (%)	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.8	3.8	3.8	3.9	4.0	4.0
	Duration (years)	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1791.7	1815.8	2035.1	2142.0	2215.0	2209.6	2651.8	2682.2	2806.8	2652.6	2735.6	2608.0	2567.4

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

Notes: 1. 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.

2. The Manufacturing category has been disaggregated into Metals and non-Metals industries.

Table 9: Agreements expiring by last day of the quarter, by ANZSIC division

		Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28	Sep-28	Dec-28	Mar-29	Jun-29
Agriculture, Forestry and Fishing	Agreements	13	8	5	10	9	9	16	10	16	5	5	2	3
	AAWI (%)	3.3	3.2	3.4	3.8	4.4	3.9	3.3	3.4	3.4	2.7	3.9	*	3.2
	Employees ('000)	0.9	0.3	0.2	0.4	3.3	0.8	0.9	0.6	2.7	0.3	0.2	0.0	0.1
Mining	Agreements	49	34	26	24	41	36	48	30	38	13	26	12	17
	AAWI (%)	3.4	3.2	3.6	3.2	3.5	3.4	3.9	4.0	3.8	3.8	3.7	4.0	3.5
	Employees ('000)	7.6	3.9	2.3	4.0	3.9	4.5	5.1	5.6	5.2	1.6	4.0	2.0	4.2
Manufacturing[3]	Agreements	261	180	145	119	236	184	140	121	179	119	76	51	50
	AAWI (%)	4.0	3.7	4.2	3.7	3.9	4.0	3.9	3.9	3.6	3.7	3.8	3.2	4.5
	Employees ('000)	18.9	16.2	12.4	11.3	16.3	15.1	11.2	11.4	14.0	10.8	6.6	5.5	4.5
Non-Metal Manufacturing	Agreements	169	125	104	85	154	123	100	83	124	68	53	32	31
	AAWI (%)	3.9	3.7	4.3	3.7	4.0	3.7	3.7	3.8	3.6	3.5	3.8	3.0	3.7
	Employees ('000)	13.3	12.2	10.0	9.6	9.9	9.9	8.3	8.1	10.4	6.1	5.3	4.6	2.2

Table 9: continued

		Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28	Sep-28	Dec-28	Mar-29	Jun-29
Metal Manufacturing	Agreements	92	55	41	34	82	61	40	38	55	51	23	19	19
	AAWI (%)	4.0	3.7	4.1	3.9	3.8	4.4	4.5	4.3	3.6	4.1	3.8	4.1	4.9
	Employees ('000)	5.6	4.1	2.4	1.7	6.3	5.1	2.9	3.3	3.6	4.7	1.3	0.8	2.4
Electricity, Gas, Water and Waste Services	Agreements	41	33	30	26	44	29	25	24	27	20	18	7	12
	AAWI (%)	4.2	4.1	4.2	4.8	4.4	4.3	4.2	3.8	3.4	3.3	3.9	4.8	3.6
	Employees ('000)	7.2	3.7	4.5	2.2	9.4	10.3	2.2	12.7	3.6	2.4	1.7	0.2	1.4
Construction	Agreements	224	282	340	116	182	1,679	419	212	223	143	110	267	62
	AAWI (%)	3.9	5.4	5.1	3.5	3.8	6.5	4.6	6.0	3.7	3.7	3.7	4.9	5.6
	Employees ('000)	6.6	8.0	7.1	4.3	6.5	44.5	10.5	7.8	9.0	5.0	4.7	8.7	3.5
Wholesale Trade	Agreements	17	14	13	15	33	18	25	14	25	16	8	3	4
	AAWI (%)	3.9	4.2	3.3	4.1	3.7	4.1	3.4	3.8	3.6	4.6	3.5	3.3	3.2
	Employees ('000)	1.9	1.1	0.5	0.8	3.5	6.0	1.5	0.6	2.8	1.8	0.3	0.0	0.2
Retail Trade	Agreements	12	11	5	6	21	11	14	7	15	6	7	6	6
	AAWI (%)	4.1	4.4	2.7	4.8	3.3	2.8	2.9	3.8	4.4	3.6	3.6	3.7	3.7
	Employees ('000)	9.7	46.5	1.5	9.2	17.5	3.4	21.7	4.2	228.6	1.6	36.1	1.9	15.6
Accom-modation and Food Services	Agreements	7	13	3	4	5	8	12	14	10	7	7	5	1
	AAWI (%)	3.3	3.8	2.4	5.1	3.2	3.3	2.1	3.4	2.8	2.9	2.8	*	3.8
	Employees ('000)	2.2	6.6	0.4	0.3	0.7	0.9	1.4	1.8	2.2	0.6	0.7	1.3	0.1
Transport, Postal and Warehousing	Agreements	180	105	88	70	145	119	74	74	106	66	44	43	50
	AAWI (%)	3.8	3.7	3.7	4.0	3.9	3.8	3.9	5.1	4.4	3.7	4.0	3.8	3.5
	Employees ('000)	35.4	11.0	11.4	6.5	24.2	14.4	34.4	8.8	9.0	18.2	3.7	3.6	7.9
Information Media and Telecom-munications	Agreements	10	1	4	1	9	10	0	0	5	4	2	2	0
	AAWI (%)	2.4	*	2.0	*	3.1	3.5	*	*	4.2	3.6	3.7	2.0	*
	Employees ('000)	3.4	0.1	0.7	0.1	2.4	23.9	0.0	0.0	3.0	0.2	0.1	0.4	0.0
Financial and Insurance Services	Agreements	11	5	4	4	11	5	7	7	9	4	5	2	1
	AAWI (%)	4.5	4.2	4.0	3.5	4.0	3.4	2.5	3.6	3.4	3.8	3.1	3.4	3.0
	Employees ('000)	40.1	6.9	29.9	3.8	5.0	21.6	39.3	20.7	5.6	1.9	3.5	2.1	0.2

Table 9: continued

		Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28	Sep-28	Dec-28	Mar-29	Jun-29
Rental, Hiring and Real Estate Services	Agreements	4	6	2	4	4	4	7	7	4	2	3	2	1
	AAWI (%)	3.6	2.8	2.1	3.0	3.5	4.5	4.0	3.6	3.4	2.8	3.2	4.7	2.8
	Employees ('000)	0.3	0.2	0.0	0.1	0.1	0.1	1.0	0.2	0.1	0.1	0.1	0.0	0.1
Professional, Scientific and Technical Services	Agreements	16	5	5	11	14	10	12	7	14	10	5	4	5
	AAWI (%)	3.8	3.5	4.3	3.6	3.8	3.3	3.3	4.1	3.2	3.1	2.7	4.9	3.8
	Employees ('000)	3.7	1.0	6.6	1.3	1.7	3.9	0.7	0.3	1.1	1.0	0.5	0.7	0.3
Administrative and Support Services	Agreements	26	9	10	3	9	34	13	9	13	4	12	19	6
	AAWI (%)	5.4	6.0	4.0	4.4	3.3	6.3	3.2	4.4	3.7	4.5	3.5	4.5	5.1
	Employees ('000)	2.4	0.7	0.9	0.2	1.3	3.0	2.3	0.5	2.3	0.2	1.0	2.3	1.2
Public Administration and Safety	Agreements	31	15	20	113	41	21	17	11	41	10	8	6	14
	AAWI (%)	3.4	4.4	3.7	3.8	3.3	3.5	3.8	3.7	3.3	3.1	3.2	3.2	3.2
	Employees ('000)	8.4	5.5	6.8	178.9	19.7	7.5	13.7	2.2	88.2	4.7	2.5	1.1	7.3
Education and Training	Agreements	47	18	91	22	30	13	83	38	22	9	26	14	6
	AAWI (%)	4.6	5.0	4.3	3.1	4.4	4.1	3.6	3.9	3.4	3.3	3.5	3.2	3.0
	Employees ('000)	111.0	27.7	27.6	16.1	9.6	9.3	47.8	54.8	3.1	0.7	10.1	4.3	6.0
Health Care and Social Assistance	Agreements	131	47	60	33	118	68	57	36	93	45	26	25	15
	AAWI (%)	3.0	3.4	3.2	3.4	3.5	3.9	3.8	4.0	5.6	3.3	3.1	3.3	3.1
	Employees ('000)	66.6	27.2	78.9	5.4	46.9	25.9	26.5	18.1	112.1	18.9	23.2	3.8	6.7
Arts and Recreation Services	Agreements	22	3	6	8	16	4	26	3	16	8	3	1	2
	AAWI (%)	3.3	3.2	3.5	3.8	4.1	3.6	3.4	2.8	3.6	3.5	3.0	2.2	2.9
	Employees ('000)	3.9	0.1	1.1	1.5	6.5	1.6	1.4	0.3	7.5	2.4	0.5	0.1	0.1
Other Services	Agreements	18	13	11	13	35	19	15	8	24	14	12	5	11
	AAWI (%)	3.2	3.1	4.2	4.0	3.6	4.8	3.8	3.5	3.0	3.5	3.2	3.2	3.0
	Employees ('000)	2.5	1.8	0.9	0.9	4.4	4.0	1.4	0.9	2.6	0.7	2.4	0.3	0.9

Table 9: continued

		Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28	Sep-28	Dec-28	Mar-29	Jun-29
All industries	Agreements	1,120	802	868	602	1,003	2,281	1,010	632	880	505	403	476	266
	AAWI (%)	3.9	4.2	4.0	3.7	3.7	4.8	3.8	4.1	4.4	3.6	3.5	3.9	3.7
	Employees ('000)	332.7	168.2	193.7	247.5	182.8	200.7	223.1	151.4	502.8	73.2	101.8	38.3	60.3

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

Notes:
1. 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.
2. Where asterisk occurs, there are no quantifiable agreements in the relevant category and time period with which to calculate an AAWI.
3. The Manufacturing category has been disaggregated into Metals and non-Metals industries.

Table 10: Agreements approved in the quarter, by state or territory

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Australian Capital Territory	Agreements	12	14	11	30	16	17	12	12	6	5	10	9	4
	AAWI (%)	3.7	3.5	3.6	3.7	3.6	3.5	3.7	3.9	4.4	3.9	4.1	4.4	3.1
	Duration (years)	2.7	2.5	2.5	2.5	2.1	1.8	2.2	2.8	2.3	2.8	3.0	3.2	3.0
	Employees ('000)	1.9	16.9	1.5	10.0	3.1	6.2	1.8	1.6	0.6	0.5	0.9	0.5	0.8
New South Wales	Agreements	172	192	199	146	195	176	252	162	165	168	144	121	127
	AAWI (%)	3.5	5.3	4.4	3.8	4.6	3.9	4.4	3.7	5.0	4.2	4.1	4.4	3.9
	Duration (years)	2.0	2.5	2.7	2.1	2.1	1.9	2.4	2.9	2.1	2.6	2.4	2.3	3.1
	Employees ('000)	30.8	19.8	20.0	28.6	29.5	25.2	26.7	25.3	24.1	22.5	21.3	12.4	8.3
Northern Territory	Agreements	8	9	13	4	5	9	22	22	12	13	13	10	13
	AAWI (%)	3.1	3.2	3.8	3.4	4.1	4.0	3.9	3.6	4.0	3.5	3.6	3.5	3.3
	Duration (years)	2.6	3.0	2.5	3.6	2.8	3.0	3.0	3.1	3.1	2.9	2.6	3.5	3.0
	Employees ('000)	0.8	6.7	1.0	0.1	0.2	1.0	4.9	1.4	2.7	2.1	1.9	15.2	0.7

Table 10: continued

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Queensland	Agreements	147	152	269	191	187	117	184	135	115	126	129	83	101
	AAWI (%)	4.0	4.3	4.3	4.8	4.3	4.0	4.3	3.8	3.6	3.4	3.3	3.4	3.5
	Duration (years)	2.4	2.5	2.9	2.4	2.8	3.1	2.5	2.8	2.9	3.0	2.8	2.7	2.7
	Employees ('000)	22.8	33.4	25.1	53.5	14.5	9.3	31.8	20.1	13.4	20.2	12.3	6.4	13.9
South Australia	Agreements	44	57	61	46	48	32	53	52	53	56	51	57	47
	AAWI (%)	3.8	5.0	4.2	5.5	4.3	3.7	4.0	3.5	4.3	3.6	4.1	4.4	4.1
	Duration (years)	2.8	2.3	2.1	2.8	2.7	2.5	2.5	2.6	2.2	2.7	2.8	1.8	2.5
	Employees ('000)	3.1	10.1	6.2	10.4	7.1	2.3	3.4	7.5	7.2	5.1	3.1	6.7	7.1
Tasmania	Agreements	32	27	25	25	27	26	40	35	25	37	33	27	31
	AAWI (%)	3.8	4.3	4.5	3.1	3.9	3.8	4.6	4.0	3.5	3.5	3.6	3.2	4.8
	Duration (years)	1.8	2.1	2.6	2.1	2.8	2.3	1.8	2.0	2.6	3.2	2.6	2.6	2.5
	Employees ('000)	3.8	2.3	1.3	3.2	2.6	2.6	5.4	7.6	4.3	4.0	3.8	1.9	2.8
Victoria	Agreements	285	324	322	256	338	308	361	366	411	456	488	247	260
	AAWI (%)	3.3	2.6	3.9	3.6	4.0	3.3	5.7	3.9	4.2	4.4	4.2	3.9	4.1
	Duration (years)	2.3	2.3	2.6	2.4	2.4	3.2	3.1	2.7	2.8	2.6	2.5	2.7	1.7
	Employees ('000)	26.2	62.2	34.8	38.1	33.6	85.9	121.6	51.0	51.5	42.0	32.6	35.5	180.3
Western Australia	Agreements	82	77	76	74	115	71	102	82	74	87	81	74	87
	AAWI (%)	3.8	4.3	3.7	3.0	4.1	3.9	3.3	3.9	4.1	3.6	3.6	5.9	3.8
	Duration (years)	2.7	2.4	2.5	2.6	2.7	3.0	2.8	2.6	2.7	2.6	2.8	2.9	3.0
	Employees ('000)	10.6	9.4	12.1	17.2	10.3	5.5	9.2	13.6	10.3	17.0	5.6	9.5	8.1
Multiple state[3]	Agreements	156	221	281	250	273	184	182	162	112	116	124	96	113
	AAWI (%)	3.6	4.2	4.7	3.9	3.8	4.2	3.8	3.6	4.1	3.7	3.0	3.5	3.7
	Duration (years)	2.9	2.9	2.5	2.8	3.3	3.3	2.8	2.8	2.8	2.8	3.0	2.9	2.9
	Employees ('000)	36.3	135.3	174.7	205.2	174.9	203.3	196.1	39.8	72.5	40.6	97.4	29.8	26.4
Other[4]	Agreements	0	0	1	0	0	1	0	1	0	1	1	0	1
	AAWI (%)	*	*	*	*	*	*	*	3.9	*	2.8	*	*	3.6
	Duration (years)	0.0	0.0	3.6	0.0	0.0	4.0	0.0	2.9	0.0	2.8	4.0	0.0	2.0
	Employees ('000)	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1	0.0	0.1	0.1	0.0	0.2

Table 10: continued

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
All states	Agreements	938	1,073	1,258	1,022	1,204	941	1,208	1,029	973	1,065	1,074	724	784
	AAWI (%)	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.8	3.9	3.9
	Duration (years)	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8	2.8	2.0
	Employees ('000)	136.2	296.1	276.8	366.2	275.9	341.5	400.8	168.1	186.6	154.0	179.0	117.9	248.6

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

Notes:
1. 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.
2. Where asterisk occurs, there are no quantifiable agreements in the relevant category and time period with which to calculate an AAWI.
3. Multiple State agreements are those covering more than one State and include Australia-wide agreements.
4. Other includes agreements operating in Australian external territories and agreements where the State/Territory status has not been identified.

Table 11: Agreements current on the last day of the quarter, by state or territory

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Australian Capital Territory	Agreements	119	112	117	133	143	137	140	144	137	133	128	131	115
	AAWI (%)	3.2	3.5	3.5	3.5	3.5	3.5	3.5	3.6	3.6	3.6	3.6	3.6	3.8
	Duration (years)	2.8	2.6	2.6	2.6	2.5	2.4	2.4	2.4	2.4	2.4	2.4	2.4	2.8
	Employees ('000)	9.7	25.1	26.5	31.4	36.6	42.0	43.4	43.9	44.0	43.9	44.2	44.0	13.4
New South Wales	Agreements	2,076	2,070	2,129	1,811	1,895	1,815	1,981	1,997	2,048	1,934	1,967	1,892	1,909
	AAWI (%)	3.1	3.4	3.6	3.6	3.8	3.9	4.0	4.1	4.1	3.9	4.0	4.0	4.0
	Duration (years)	2.7	2.8	2.8	2.8	2.7	2.7	2.6	2.8	2.7	2.9	2.9	2.9	2.9
	Employees ('000)	197.7	191.3	204.4	196.7	219.0	215.0	235.2	219.4	231.8	215.8	226.8	225.5	224.5
Northern Territory	Agreements	114	114	118	117	117	107	117	128	136	138	140	140	147
	AAWI (%)	2.6	2.9	2.9	2.9	3.0	3.0	3.3	3.4	3.5	3.5	3.6	3.6	3.6
	Duration (years)	2.7	2.8	2.7	2.7	2.7	2.8	3.0	3.1	3.1	3.1	3.0	3.2	3.2
	Employees ('000)	13.8	20.0	20.7	20.5	20.2	19.7	20.0	19.3	21.8	22.4	22.6	36.1	36.1

Table 11: continued

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Queensland	Agreements	1,463	1,399	1,576	1,556	1,663	1,631	1,736	1,745	1,793	1,755	1,803	1,696	1,722
	AAWI (%)	3.1	3.3	3.5	3.7	3.8	3.9	4.0	4.1	4.1	4.1	4.0	3.8	3.8
	Duration (years)	3.0	3.0	2.9	2.8	2.8	2.9	2.7	2.7	2.7	2.8	2.8	2.9	2.9
	Employees ('000)	177.6	172.2	189.0	226.6	234.0	218.7	242.5	251.6	258.8	231.8	241.0	209.2	216.8
South Australia	Agreements	576	573	597	589	604	559	570	578	598	533	534	543	567
	AAWI (%)	2.9	3.4	3.5	3.8	3.9	4.1	4.2	4.2	4.2	4.0	4.0	3.9	3.9
	Duration (years)	2.5	2.5	2.5	2.6	2.6	2.8	2.7	2.8	2.7	2.8	2.8	2.8	2.7
	Employees ('000)	58.1	60.7	64.2	66.7	72.1	58.8	57.7	58.5	64.7	56.4	56.1	56.4	60.5
Tasmania	Agreements	295	276	287	291	306	271	302	314	326	292	308	303	318
	AAWI (%)	3.1	3.2	3.3	3.3	3.3	3.4	3.7	3.8	3.8	3.8	3.8	3.8	3.9
	Duration (years)	2.8	2.8	2.8	2.8	2.8	2.8	2.7	2.5	2.4	2.6	2.6	2.6	2.6
	Employees ('000)	26.7	25.7	26.2	27.2	27.9	24.4	29.1	34.0	37.0	33.8	37.0	34.8	36.6
Victoria	Agreements	3,968	2,663	2,599	2,433	2,604	2,549	2,787	2,960	2,978	3,083	3,414	3,482	3,626
	AAWI (%)	2.6	2.4	2.5	2.6	2.7	2.8	3.4	3.5	3.5	3.6	3.8	4.2	4.3
	Duration (years)	2.9	3.0	2.9	2.9	3.0	3.0	3.1	3.1	3.0	3.0	3.1	3.0	3.0
	Employees ('000)	674.3	668.7	666.3	626.4	575.1	606.0	700.9	718.7	749.6	674.6	649.0	534.2	517.0
Western Australia	Agreements	936	902	918	902	954	942	991	993	1,017	974	1,008	1,001	1,039
	AAWI (%)	2.7	2.9	3.1	3.1	3.3	3.4	3.4	3.5	3.6	3.7	3.7	3.8	3.8
	Duration (years)	2.8	2.8	2.9	2.9	2.9	3.0	3.1	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	95.7	88.6	91.4	101.6	103.2	97.0	93.5	100.9	109.5	113.6	118.5	121.9	124.8
Multiple state[2]	Agreements	1,756	1,788	1,928	1,967	2,140	2,117	2,197	2,243	2,268	2,173	2,156	2,140	2,166
	AAWI (%)	2.9	3.2	3.5	3.6	3.7	3.8	3.9	3.9	3.9	3.9	3.9	3.9	3.9
	Duration (years)	3.1	3.1	2.9	2.9	2.9	2.8	3.0	3.0	3.0	3.1	3.1	3.0	3.1
	Employees ('000)	538.1	563.3	746.3	844.8	926.8	927.9	1229.3	1235.5	1289.2	1259.8	1339.8	1345.4	1337.2
Other[3]	Agreements	4	3	4	3	3	3	3	4	4	5	5	5	5
	AAWI (%)	2.0	2.0	2.0	1.9	1.9	1.7	1.7	3.6	3.6	3.2	3.3	3.3	3.3
	Duration (years)	2.5	2.9	3.2	3.4	3.4	3.9	3.9	3.5	3.5	3.3	3.4	3.4	3.4
	Employees ('000)	0.2	0.1	0.2	0.1	0.1	0.2	0.2	0.3	0.3	0.4	0.5	0.5	0.5

Table 11: continued

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
All states	Agreements	11,307	9,900	10,273	9,802	10,429	10,131	10,824	11,106	11,305	11,020	11,463	11,333	11,614
	AAWI (%)	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.8	3.8	3.8	3.9	4.0	4.0
	Duration (years)	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1791.7	1815.8	2035.1	2142.0	2215.0	2209.6	2651.8	2682.2	2806.8	2652.6	2735.6	2608.0	2567.4

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

Notes:
1. 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.
2. Multiple State agreements are those covering more than one State and include Australia-wide agreements.
3. Other includes agreements operating in Australian external territories and agreements where the State/Territory status has not been identified.

Table 12a: Agreements approved in the quarter - non-quantifiable wage increases, by reason

Agreement type		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Linked to minimum wage														
Single-enterprise non-greenfields	Agreements	44	56	70	72	51	45	51	47	24	35	49	30	34
	Employees ('000)	10.4	14.5	13.6	24.1	100.9	136.2	37.3	7.8	5.5	3.3	19.4	5.3	11.4
Single-enterprise greenfields	Agreements	3	1	0	0	4	2	2	1	2	0	1	0	0
	Employees ('000)	0.3	0.1	0.0	0.0	0.4	0.1	0.2	0.1	0.2	0.0	0.0	0.0	0.0
Multi-enterprise non-greenfields	Agreements	2	2	0	1	2	0	1	0	0	0	1	0	0
	Employees ('000)	0.2	3.0	0.0	0.2	3.4	0.0	37.3	0.0	0.0	0.0	27.8	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**	49	59	70	73	57	47	54	48	26	35	51	30	34
	Employees ('000)	10.8	17.6	13.6	24.3	104.7	136.3	74.8	7.8	5.7	3.3	47.2	5.3	11.4

Table 12a: continued

Agreement type		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Linked to CPI														
Single-enterprise non-greenfields	Agreements	11	17	20	12	11	17	20	14	9	14	17	13	5
	Employees ('000)	1.7	1.5	1.2	0.5	0.2	0.8	1.5	1.1	2.0	0.4	1.5	1.7	0.3
Single-enterprise greenfields	Agreements	0	1	1	0	1	0	1	0	0	1	0	0	1
	Employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.1
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**	11	18	21	12	12	17	21	14	9	15	17	13	6
	Employees ('000)	1.7	1.6	1.3	0.5	0.2	0.8	1.6	1.1	2.0	0.6	1.5	1.7	0.4
Inconsistent increase														
Single-enterprise non-greenfields	Agreements	53	51	40	47	69	111	54	69	62	58	27	31	45
	Employees ('000)	14.8	87.0	51.3	8.8	19.3	9.1	44.2	20.4	12.4	17.0	39.4	5.5	6.7
Single-enterprise greenfields	Agreements	0	1	1	3	3	7	5	5	7	3	1	1	0
	Employees ('000)	0.0	0.0	0.1	0.1	0.1	0.2	0.1	0.2	0.2	0.1	0.0	0.0	0.0
Multi-enterprise non-greenfields	Agreements	0	0	0	4	1	0	2	1	2	0	0	2	2
	Employees ('000)	0.0	0.0	0.0	1.8	0.1	0.0	5.2	0.1	21.5	0.0	0.0	12.2	156.2
Multi-enterprise greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sub-total	**Agreements**	53	52	41	54	73	118	61	75	71	61	28	34	47
	Employees ('000)	14.8	87.0	51.3	10.7	19.4	9.3	49.5	20.7	34.1	17.0	39.4	17.7	162.9

Table 12a: continued

Agreement type		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Performance linked														
Single-enterprise non-greenfields	Agreements	5	1	6	2	4	8	3	1	1	0	2	0	1
	Employees ('000)	0.6	0.0	36.8	0.0	0.3	22.3	5.6	0.3	0.1	0.0	0.2	0.0	0.0
Single-enterprise greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sub-total	**Agreements**	5	1	6	2	4	8	3	1	1	0	2	0	1
	Employees ('000)	0.6	0.0	36.8	0.0	0.3	22.3	5.6	0.3	0.1	0.0	0.2	0.0	0.0
Other reason														
Single-enterprise non-greenfields	Agreements	57	79	96	85	73	53	74	53	47	40	26	41	29
	Employees ('000)	6.0	7.2	30.4	17.9	7.8	8.7	31.4	7.8	5.9	15.4	6.8	9.8	2.5
Single-enterprise greenfields	Agreements	1	3	3	0	0	3	1	5	3	1	6	0	1
	Employees ('000)	0.1	0.2	0.1	0.0	0.0	0.1	0.1	0.4	0.4	0.0	0.5	0.0	0.2
Multi-enterprise non-greenfields	Agreements	0	0	0	4	0	0	0	3	0	0	0	1	0
	Employees ('000)	0.0	0.0	0.0	31.1	0.0	0.0	0.0	4.8	0.0	0.0	0.0	4.6	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**	58	82	99	89	73	56	75	61	50	41	32	42	30
	Employees ('000)	6.1	7.4	30.5	49.0	7.8	8.8	31.5	12.9	6.3	15.5	7.3	14.4	2.7

Table 12a: continued

Agreement type		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Total non-quantifiable	**Agreements**	176	212	237	230	219	246	214	199	157	152	130	119	118
	Employees ('000)	34.0	113.7	133.5	84.4	132.5	177.6	163.0	42.9	48.1	36.4	95.6	39.1	177.4

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

Notes: 1. Non-quantifiable wage agreements are those which do not provide a consistent wage increase for all employees or link wage increases to other methods. Refer to Appendix B for further explanation.

Table 12b: Agreements approved in the quarter - quantifiable wage increases

Agreement type		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Single-enterprise non-greenfields	Agreements	698	799	961	737	885	636	915	773	771	847	896	546	608
	Employees ('000)	99.9	146.7	141.5	267.8	140.8	161.8	160.5	121.5	108.7	96.5	81.3	72.8	68.6
Single-enterprise greenfields	Agreements	63	59	59	48	99	59	75	54	39	59	46	55	57
	Employees ('000)	2.2	2.1	1.8	1.8	2.4	2.1	3.5	2.4	1.7	1.9	2.1	2.5	2.5
Multi-enterprise non-greenfields	Agreements	1	3	1	7	1	0	3	2	6	7	2	3	0
	Employees ('000)	0.2	33.7	0.0	12.3	0.2	0.0	73.4	1.3	28.1	19.3	0.0	3.5	0.0
Multi-enterprise greenfields	Agreements	0	0	0	0	0	0	0	1	0	0	0	1	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**	762	861	1,021	792	985	695	993	830	816	913	944	605	665
	Employees ('000)	102.3	182.4	143.4	281.8	143.4	164.0	237.4	125.2	138.5	117.6	83.4	78.9	71.1

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

Table 13: Agreements approved in the quarter, by union coverage

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Union covered	Agreements	713	805	1,000	794	1,005	754	1,025	856	839	895	914	588	645
	AAWI (%)	3.6	3.8	4.4	3.9	4.1	3.7	4.9	3.8	4.3	3.9	3.8	4.0	3.9
	Duration (years)	2.3	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8	2.8	2.0
	Employees ('000)	122.0	281.7	263.1	357.8	267.1	332.8	393.8	159.7	179.1	146.3	169.6	112.9	237.9
No union covered	Agreements	225	268	258	228	199	187	183	173	134	170	160	136	139
	AAWI (%)	3.5	3.4	3.4	3.6	3.1	3.2	3.5	3.2	3.0	3.1	3.3	3.4	3.3
	Duration (years)	3.7	3.5	3.6	3.6	3.6	3.4	3.4	3.4	3.4	3.4	3.7	3.3	3.1
	Employees ('000)	14.2	14.4	13.8	8.4	8.8	8.8	7.1	8.3	7.5	7.7	9.3	5.0	10.7
All	Agreements	938	1,073	1,258	1,022	1,204	941	1,208	1,029	973	1,065	1,074	724	784
	AAWI (%)	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.9	3.8	3.9	3.9
	Duration (years)	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7	2.8	2.8	2.0
	Employees ('000)	136.2	296.1	276.8	366.2	275.9	341.5	400.8	168.1	186.6	154.0	179.0	117.9	248.6

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

Notes:
1. 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.
2. 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.

Table 14: Agreements current on the last day of the quarter, by union coverage

		Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26
Union covered	Agreements	8,462	7,122	7,445	6,934	7,539	7,299	7,986	8,268	8,523	8,328	8,805	8,727	9,032
	AAWI (%)	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.8	3.8	3.8	3.9	4.0	4.0
	Duration (years)	2.9	2.9	2.8	2.8	2.8	2.8	2.9	2.9	2.9	3.0	3.0	2.9	3.0
	Employees ('000)	1685.5	1699.2	1911.0	2015.6	2088.7	2084.8	2525.6	2554.1	2679.7	2527.3	2607.0	2482.9	2437.4
No union covered	Agreements	2,845	2,778	2,828	2,868	2,890	2,832	2,838	2,838	2,782	2,692	2,658	2,606	2,582
	AAWI (%)	2.7	2.8	2.9	3.0	3.0	3.0	3.1	3.1	3.1	3.2	3.2	3.2	3.2
	Duration (years)	4.2	4.2	4.1	4.1	3.9	3.7	3.6	3.6	3.6	3.6	3.6	3.6	3.6
	Employees ('000)	106.2	116.6	124.1	126.4	126.3	124.8	126.1	128.2	127.1	125.2	128.6	125.2	130.0
All	Agreements	11,307	9,900	10,273	9,802	10,429	10,131	10,824	11,106	11,305	11,020	11,463	11,333	11,614
	AAWI (%)	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.8	3.8	3.8	3.9	4.0	4.0
	Duration (years)	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	1791.7	1815.8	2035.1	2142.0	2215.0	2209.6	2651.8	2682.2	2806.8	2652.6	2735.6	2608.0	2567.4

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

Notes:
1. 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.
2. 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.

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

Agreement ID	Title	Employees	AAWI	Industry	States	Sector
AE533226	Health and Allied Services, Managers and Administrative Workers (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2025-2027	156,219	Inconsistent increase	Health Care and Social Assistance	Vic	Public
AE533173	MATER NURSING AND MIDWIFERY ENTERPRISE AGREEMENT 2026	5,769	3.4	Health Care and Social Assistance	Qld	Private
AE532544	Flip Out Enterprise Agreement 2025	4,337	Linked to minimum wage	Arts and Recreation Services	ACT, NSW, Qld, Vic, WA	Private
AE532737	Ramsay Health Care Victoria Nurses and Midwives Enterprise Agreement 2026 - 2030	3,708	5.4	Health Care and Social Assistance	Vic	Private
AE533264	WorkPac Coal Mining Agreement 2026	2,844	4.0	Administrative and Support Services	Australia-wide	Private

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

Notes: 1. Estimates of AAWI per employee are based on quantifiable wage agreements.

Table 16: Agreements approved in the June quarter 2026, by state and ANZSIC division

		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Agriculture, Forestry and Fishing	Agreements	0	1	0	2	0	3	0	1	1	0	8
	AAWI (%)	*	3.3	*	3.5	*	4.6	*	4.1	3.1	*	3.8
	Duration (years)	0.0	3.1	0.0	3.9	0.0	1.7	0.0	3.9	4.0	0.0	3.6
	Employees ('000)	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.4	0.1	0.0	0.8
Mining	Agreements	0	5	1	8	1	0	4	1	3	0	23
	AAWI (%)	*	4.3	*	3.3	2.5	*	3.8	5.8	2.8	*	3.8
	Duration (years)	0.0	3.7	2.0	3.5	4.0	0.0	3.0	4.0	3.1	0.0	3.5
	Employees ('000)	0.0	1.3	0.0	0.7	0.0	0.0	0.1	0.0	0.8	0.0	3.0
Manufacturing[5]	Agreements	0	41	1	19	10	8	34	13	11	0	137
	AAWI (%)	*	3.6	4.5	3.7	4.2	4.0	3.8	4.0	4.0	*	3.9
	Duration (years)	0.0	2.9	3.6	2.9	2.6	2.1	2.8	2.7	2.8	0.0	2.8
	Employees ('000)	0.0	2.5	0.0	0.9	2.3	0.6	2.7	1.7	2.7	0.0	13.4
Non-Metal Manufacturing	Agreements	0	26	1	16	7	5	23	8	5	0	91
	AAWI (%)	*	3.6	4.5	3.7	4.2	5.4	3.7	4.0	2.2	*	3.9
	Duration (years)	0.0	2.5	3.6	3.0	3.0	1.9	2.9	2.5	3.2	0.0	2.8
	Employees ('000)	0.0	1.1	0.0	0.8	1.7	0.2	2.3	0.9	1.1	0.0	8.2
Metal Manufacturing	Agreements	0	15	0	3	3	3	11	5	6	0	46
	AAWI (%)	*	3.6	*	3.7	4.1	3.3	4.4	4.0	4.2	*	3.9
	Duration (years)	0.0	3.3	0.0	2.7	1.5	2.3	2.0	2.9	2.6	0.0	2.6
	Employees ('000)	0.0	1.5	0.0	0.1	0.6	0.4	0.4	0.7	1.5	0.0	5.2
Electricity, Gas, Water and Waste Services	Agreements	1	6	0	9	2	0	10	5	0	0	33
	AAWI (%)	3.2	4.0	*	4.7	3.4	*	3.8	3.6	*	*	3.9
	Duration (years)	3.1	2.9	0.0	3.0	3.1	0.0	2.8	3.9	0.0	0.0	3.1
	Employees ('000)	0.3	0.3	0.0	0.7	0.1	0.0	1.2	0.7	0.0	0.0	3.2
Construction	Agreements	0	31	4	23	7	10	148	38	50	0	311
	AAWI (%)	*	5.2	3.9	4.3	3.7	3.6	5.2	3.6	4.2	*	4.6
	Duration (years)	0.0	3.1	3.6	3.1	3.3	2.2	2.0	3.2	3.3	0.0	2.8
	Employees ('000)	0.0	0.9	0.1	0.6	0.3	0.2	2.2	1.0	1.7	0.0	7.1

Table 16: continued

		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Wholesale Trade	Agreements	0	3	0	0	1	0	2	2	1	0	9
	AAWI (%)	*	3.2	*	*	3.0	*	3.5	3.2	3.6	*	3.3
	Duration (years)	0.0	2.6	0.0	0.0	2.3	0.0	3.5	3.4	3.0	0.0	2.9
	Employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.2
Retail Trade	Agreements	0	0	0	1	0	0	1	0	4	0	6
	AAWI (%)	*	*	*	3.9	*	*	3.4	*	2.5	*	3.0
	Duration (years)	0.0	0.0	0.0	3.0	0.0	0.0	3.4	0.0	3.7	0.0	3.5
	Employees ('000)	0.0	0.0	0.0	0.4	0.0	0.0	0.5	0.0	2.1	0.0	3.0
Accommodation and Food Services	Agreements	0	1	1	0	0	0	0	0	1	0	3
	AAWI (%)	*	*	3.0	*	*	*	*	*	*	*	3.0
	Duration (years)	0.0	4.0	4.0	0.0	0.0	0.0	0.0	0.0	4.0	0.0	4.0
	Employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0	0.8
Transport, Postal and Warehousing	Agreements	1	21	1	14	6	2	17	8	15	0	85
	AAWI (%)	3.4	3.5	4.8	3.7	4.5	4.7	3.9	3.6	4.3	*	4.0
	Duration (years)	2.8	3.3	1.9	2.5	2.7	3.0	3.1	3.1	3.0	0.0	3.0
	Employees ('000)	0.1	1.3	0.0	0.9	0.3	0.2	1.4	0.5	2.9	0.0	7.5
Information Media and Telecommunications	Agreements	0	1	0	2	0	0	3	0	1	0	7
	AAWI (%)	*	2.2	*	2.1	*	*	2.2	*	3.0	*	2.7
	Duration (years)	0.0	2.4	0.0	1.1	0.0	0.0	1.7	0.0	2.8	0.0	2.4
	Employees ('000)	0.0	0.2	0.0	0.3	0.0	0.0	0.4	0.0	1.5	0.0	2.4
Financial and Insurance Services	Agreements	0	0	0	0	0	0	0	0	3	0	3
	AAWI (%)	*	*	*	*	*	*	*	*	4.5	*	4.5
	Duration (years)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.8	0.0	2.8
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.2	0.0	1.2
Rental, Hiring and Real Estate Services	Agreements	0	0	0	1	0	0	1	2	0	0	4
	AAWI (%)	*	*	*	3.3	*	*	3.3	4.0	*	*	3.9
	Duration (years)	0.0	0.0	0.0	2.9	0.0	0.0	2.0	3.8	0.0	0.0	3.6
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.2

Table 16: continued

		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Professional, Scientific and Technical Services	Agreements	0	0	0	0	0	0	1	0	2	0	3
	AAWI (%)	*	*	*	*	*	*	3.4	*	3.2	*	3.2
	Duration (years)	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	3.3	0.0	3.3
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4	0.0	0.4
Administrative and Support Services	Agreements	0	1	0	2	0	0	0	2	4	0	9
	AAWI (%)	*	3.7	*	4.0	*	*	*	6.1	4.0	*	4.1
	Duration (years)	0.0	3.0	0.0	3.1	0.0	0.0	0.0	1.5	3.0	0.0	3.0
	Employees ('000)	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.1	3.3	0.0	3.6
Public Administration and Safety	Agreements	0	2	1	0	1	1	8	2	1	1	17
	AAWI (%)	*	6.0	3.0	*	4.8	9.7	3.3	4.0	*	3.6	4.2
	Duration (years)	0.0	2.7	3.0	0.0	2.2	2.0	2.6	3.3	0.0	2.0	2.5
	Employees ('000)	0.0	0.1	0.4	0.0	0.0	0.5	2.7	0.1	0.0	0.2	3.9
Education and Training	Agreements	0	6	1	6	5	1	1	5	1	0	26
	AAWI (%)	*	3.9	3.5	2.9	3.9	*	4.9	3.6	*	*	3.6
	Duration (years)	0.0	1.9	2.6	2.0	3.0	3.7	3.5	2.6	2.7	0.0	2.6
	Employees ('000)	0.0	0.4	0.1	1.1	0.9	0.1	0.2	1.9	0.1	0.0	4.8
Health Care and Social Assistance	Agreements	2	4	2	13	13	5	23	6	5	0	73
	AAWI (%)	3.0	3.4	3.8	3.4	4.2	3.4	4.8	3.9	3.3	*	3.8
	Duration (years)	2.9	2.8	1.7	2.7	2.3	2.9	1.6	3.0	2.5	0.0	1.7
	Employees ('000)	0.4	0.7	0.0	8.0	3.0	1.1	167.7	1.5	3.3	0.0	185.9
Arts and Recreation Services	Agreements	0	2	0	0	0	0	6	1	5	0	14
	AAWI (%)	*	3.4	*	*	*	*	3.0	3.0	2.7	*	2.9
	Duration (years)	0.0	2.8	0.0	0.0	0.0	0.0	2.9	1.6	2.5	0.0	2.6
	Employees ('000)	0.0	0.2	0.0	0.0	0.0	0.0	1.0	0.0	5.1	0.0	6.2
Other Services	Agreements	0	2	1	1	1	1	1	1	5	0	13
	AAWI (%)	*	4.3	2.4	3.0	4.0	3.8	2.9	*	4.4	*	3.9
	Duration (years)	0.0	2.6	3.4	3.6	2.7	3.1	4.0	3.0	3.5	0.0	3.3
	Employees ('000)	0.0	0.1	0.0	0.0	0.1	0.0	0.2	0.1	0.3	0.0	1.0

Table 16: continued

		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
All industries	Agreements	4	127	13	101	47	31	260	87	113	1	784
	AAWI (%)	3.1	3.9	3.3	3.5	4.1	4.8	4.1	3.8	3.7	3.6	3.9
	Duration (years)	3.0	3.1	3.0	2.7	2.5	2.5	1.7	3.0	2.9	2.0	2.0
	Employees ('000)	0.8	8.3	0.7	13.9	7.1	2.8	180.3	8.1	26.4	0.2	248.6

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

Notes:
1. 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.
2. Where asterisk occurs, there are no quantifiable agreements in the relevant category and time period with which to calculate an AAWI.
3. Multiple State agreements are those covering more than one State and include Australia-wide agreements.
4. Other includes agreements operating in Australian external territories and agreements where the State/Territory status has not been identified.
5. The Manufacturing category has been disaggregated into Metals and non-Metals industries.

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

		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state[3]	Other[4]	Total
Agriculture, Forestry and Fishing	Agreements	0	26	0	22	10	10	21	6	21	1	117
	AAWI (%)	*	3.7	*	4.1	3.8	3.8	3.9	3.8	3.2	*	3.8
	Duration (years)	0.0	2.9	0.0	3.0	3.4	2.7	3.0	3.5	3.7	4.0	3.2
	Employees ('000)	0.0	2.2	0.0	2.1	1.0	0.7	1.2	0.7	3.5	0.1	11.5
Mining	Agreements	0	110	10	93	15	10	29	48	89	1	405
	AAWI (%)	*	3.7	4.2	3.6	3.2	3.7	3.9	3.3	3.5	3.9	3.6
	Duration (years)	0.0	3.7	3.3	3.5	3.8	2.6	2.9	3.9	3.8	2.9	3.6
	Employees ('000)	0.0	15.8	1.5	13.2	3.4	0.7	1.8	6.6	15.1	0.1	58.1
Manufacturing[5]	Agreements	6	474	9	273	151	61	652	139	155	0	1,920
	AAWI (%)	4.1	3.8	4.0	4.0	3.9	3.7	3.8	3.7	3.8	*	3.9
	Duration (years)	3.2	3.0	3.7	3.1	2.9	2.6	2.9	3.2	3.0	0.0	3.0
	Employees ('000)	0.5	37.0	0.3	26.8	15.1	3.7	46.8	10.6	21.3	0.0	162.0

Table 17: continued

		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Non-Metal Manufacturing	Agreements	5	309	6	189	112	48	452	85	76	0	1,282
	AAWI (%)	4.1	3.7	3.7	4.0	3.7	4.0	3.8	3.6	3.6	*	3.8
	Duration (years)	3.3	3.1	3.7	3.1	3.0	2.6	2.9	3.1	3.1	0.0	3.0
	Employees ('000)	0.4	25.6	0.3	20.9	10.7	2.6	35.2	6.3	12.5	0.0	114.5
Metal Manufacturing	Agreements	1	165	3	84	39	13	200	54	79	0	638
	AAWI (%)	*	4.1	5.5	4.1	4.5	3.2	4.1	3.8	4.0	*	4.1
	Duration (years)	2.5	2.9	2.9	3.0	2.6	2.7	2.7	3.2	3.0	0.0	2.9
	Employees ('000)	0.0	11.4	0.0	5.9	4.4	1.1	11.6	4.3	8.7	0.0	47.5
Electricity, Gas, Water and Waste Services	Agreements	7	91	6	69	28	8	89	40	26	0	364
	AAWI (%)	3.5	4.2	3.1	4.2	4.4	4.1	4.0	4.0	4.0	*	4.1
	Duration (years)	2.9	2.7	3.0	3.1	1.5	3.1	2.7	3.0	3.1	0.0	2.8
	Employees ('000)	1.3	11.7	0.8	8.2	4.3	2.0	12.0	6.9	17.4	0.0	64.6
Construction	Agreements	34	545	26	596	129	57	1,866	424	971	0	4,648
	AAWI (%)	4.9	5.5	4.0	5.1	3.8	4.2	5.7	4.9	4.9	*	5.3
	Duration (years)	3.1	3.1	3.1	3.1	3.2	3.0	2.6	3.2	3.5	0.0	3.0
	Employees ('000)	0.6	19.1	0.6	14.9	3.3	2.0	47.1	14.9	33.5	0.0	136.1
Wholesale Trade	Agreements	3	44	2	38	5	7	56	19	31	0	205
	AAWI (%)	3.9	4.6	3.6	3.5	3.7	3.5	3.9	4.2	3.3	*	3.9
	Duration (years)	2.6	2.7	2.9	3.2	2.7	3.0	2.8	2.6	3.6	0.0	3.1
	Employees ('000)	0.1	2.8	0.1	2.5	0.2	0.3	4.2	1.5	8.7	0.0	20.3
Retail Trade	Agreements	1	15	1	20	5	2	27	12	55	0	138
	AAWI (%)	*	4.3	2.0	3.9	3.7	4.0	3.9	3.9	3.1	*	3.4
	Duration (years)	4.0	3.6	3.0	3.6	3.8	3.0	3.0	3.6	3.5	0.0	3.5
	Employees ('000)	0.0	3.6	0.0	4.8	0.4	0.1	6.9	3.0	416.9	0.0	435.7
Accommodation and Food Services	Agreements	5	27	2	20	1	2	10	15	26	0	108
	AAWI (%)	4.0	3.2	3.0	2.7	*	2.7	2.7	3.9	2.1	*	2.8
	Duration (years)	2.9	3.7	3.2	3.9	4.0	3.3	3.6	3.2	3.8	0.0	3.5
	Employees ('000)	0.6	3.4	0.3	2.9	0.0	0.1	0.9	9.1	10.4	0.0	27.6

Table 17: continued

		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Transport, Postal and Warehousing	Agreements	5	271	24	212	81	28	214	155	269	1	1,260
	AAWI (%)	4.0	3.9	4.0	4.1	4.0	4.6	4.2	4.1	3.8	2.8	3.9
	Duration (years)	3.1	3.1	3.4	3.1	3.2	3.1	3.1	3.1	2.8	2.8	3.0
	Employees ('000)	0.2	26.3	1.0	17.3	5.3	2.3	24.3	12.3	108.7	0.1	197.8
Information Media and Telecommunications	Agreements	1	6	0	5	0	1	12	1	26	0	52
	AAWI (%)	6.8	2.5	*	2.0	*	3.2	2.3	4.3	3.3	*	2.9
	Duration (years)	1.6	1.9	0.0	1.2	0.0	3.0	1.9	3.0	2.9	0.0	2.8
	Employees ('000)	0.0	1.1	0.0	1.0	0.0	0.0	1.3	0.0	31.2	0.0	34.6
Financial and Insurance Services	Agreements	0	4	0	2	1	3	10	1	56	0	77
	AAWI (%)	*	3.4	*	3.1	*	1.9	3.2	*	3.8	*	3.7
	Duration (years)	0.0	2.5	0.0	3.0	1.2	2.6	3.5	2.9	3.0	0.0	3.0
	Employees ('000)	0.0	0.4	0.0	0.3	0.0	0.1	2.8	0.4	177.6	0.0	181.6
Rental, Hiring and Real Estate Services	Agreements	2	11	1	14	1	0	11	5	9	0	54
	AAWI (%)	3.4	3.1	3.3	3.1	3.5	*	3.6	3.6	3.9	*	3.7
	Duration (years)	4.0	3.2	3.0	3.7	3.0	0.0	3.3	3.8	3.1	0.0	3.3
	Employees ('000)	0.0	0.2	0.0	0.3	0.0	0.0	0.4	0.2	1.1	0.0	2.3
Professional, Scientific and Technical Services	Agreements	1	16	2	8	3	1	30	14	50	0	125
	AAWI (%)	3.7	3.8	3.6	3.0	1.8	2.0	4.5	3.6	3.8	*	3.8
	Duration (years)	3.0	2.9	4.0	3.8	3.0	2.1	2.9	3.2	2.7	0.0	2.8
	Employees ('000)	0.1	0.9	0.3	0.2	0.0	0.0	2.0	0.7	18.9	0.0	23.1
Administrative and Support Services	Agreements	1	18	2	17	3	3	68	17	44	0	173
	AAWI (%)	7.8	5.5	5.5	3.1	5.0	3.5	5.2	6.0	3.8	*	4.5
	Duration (years)	1.6	3.3	3.7	3.0	2.1	3.2	2.7	3.0	3.7	0.0	3.3
	Employees ('000)	0.0	1.1	0.1	1.5	0.2	0.4	4.6	0.9	8.9	0.0	17.7
Public Administration and Safety	Agreements	17	20	18	23	9	29	105	13	131	1	366
	AAWI (%)	3.7	3.7	3.6	3.7	3.7	4.5	3.3	4.3	3.8	*	3.6
	Duration (years)	2.8	2.7	3.3	3.4	2.7	2.9	3.3	2.5	2.9	3.6	3.0
	Employees ('000)	5.4	4.4	20.5	2.6	0.9	4.1	126.5	1.7	198.0	0.1	364.1

Table 17: continued

		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Education and Training	Agreements	9	80	7	145	32	22	72	36	46	0	449
	AAWI (%)	4.0	4.1	3.2	3.9	3.5	2.9	3.9	3.4	4.6	*	4.2
	Duration (years)	2.7	2.5	2.3	2.6	2.4	2.1	2.6	2.8	2.5	0.0	2.5
	Employees ('000)	1.9	45.8	2.1	52.8	7.2	7.1	26.3	19.1	142.0	0.0	304.2
Health Care and Social Assistance	Agreements	16	96	31	116	74	60	247	66	98	1	805
	AAWI (%)	3.5	3.5	3.3	3.3	3.9	3.7	5.0	3.5	3.4	*	4.2
	Duration (years)	2.8	2.4	3.2	2.7	2.6	2.5	3.0	2.5	2.4	4.0	2.7
	Employees ('000)	2.1	37.5	7.6	55.8	17.0	11.7	193.7	34.2	108.2	0.1	468.0
Arts and Recreation Services	Agreements	3	24	2	20	7	6	58	3	12	0	135
	AAWI (%)	3.8	4.0	4.3	3.7	4.0	3.6	3.1	2.9	3.6	*	3.6
	Duration (years)	2.9	3.1	3.3	3.0	2.4	1.7	2.9	2.3	2.6	0.0	2.9
	Employees ('000)	0.6	8.1	0.7	6.5	1.5	0.8	9.2	0.1	6.3	0.0	33.9
Other Services	Agreements	4	31	4	29	12	8	49	25	51	0	213
	AAWI (%)	3.5	3.3	3.2	3.7	4.0	2.9	3.6	3.7	3.7	*	3.6
	Duration (years)	2.4	3.1	3.5	3.1	2.4	2.8	3.1	3.3	3.2	0.0	3.1
	Employees ('000)	0.1	3.1	0.2	2.9	0.8	0.5	5.1	2.1	9.5	0.0	24.2
All industries	Agreements	115	1,909	147	1,722	567	318	3,626	1,039	2,166	5	11,614
	AAWI (%)	3.8	4.0	3.6	3.8	3.9	3.9	4.3	3.8	3.9	3.3	4.0
	Duration (years)	2.8	2.9	3.2	2.9	2.7	2.6	3.0	3.0	3.1	3.4	3.0
	Employees ('000)	13.4	224.5	36.1	216.8	60.5	36.6	517.0	124.8	1337.2	0.5	2567.4

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

Notes:
1. 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.
2. Where asterisk occurs, there are no quantifiable agreements in the relevant category and time period with which to calculate an AAWI.
3. Multiple State agreements are those covering more than one State and include Australia-wide agreements.
4. Other includes agreements operating in Australian external territories and agreements where the State/Territory status has not been identified.
5. The Manufacturing category has been disaggregated into Metals and non-Metals industries.

Appendix B: Technical Notes

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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:

- 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).
- 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).
- 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.
- 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.

Updates to historical data

Historical data is regularly amended within the WAD as additional documentation is added to the database, and as a result of regular, ongoing data quality monitoring activities. This will sometimes impact the accuracy of historical data tables and charts, both in the Trends report and accompanying detailed data tables.

The most recent release of each Trends report contains the most accurate historical data drawn from the WAD, while prior releases of reports and data tables will contain data that was accurate at the time of publication.

Prior releases are not amended to reflect changes to historical data after their initial date of publication.

Wider context for Trends data

About one third of all employees in the Australian labour market (as measured by the ABS 2025 Employee Earnings and Hours survey) are covered by federal enterprise agreements. The table below shows the growth in coverage by federally registered agreements.

Table 28: Instrument providing rates of pay for all employees, 2016-2025

Instrument providing rate of pay	2016 (%)	2018 (%)	2021 (%)	2023 (%)	2025 (%)
Award	20.6	21.0	23.0	23.2	22.7
Collective Agreements (Federally Registered, state registered and unregistered)	38.5	37.8	31.1	34.0	34.6
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	37.3	37.3	37.8	38.7	38.5
Owner/managers of incorporated enterprises	3.6	3.8	4.1	4.1	4.1

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

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.

Interpreting Trends data

Sector

Sector describes whether an enterprise falls within the public or private sector. Data categorised as public sector includes local government authorities, as well as government departments, agencies, and statutory authorities established by or reporting to the Commonwealth or State and Territory governments. The private sector comprises all other enterprises not covered by the public sector definition.

Key agreement dates

- Approved: When an agreement was approved is the date of the decision that the Fair Work Commission made approving the agreement.
- Commenced: This is generally after the approval date, and is the date in which the approved agreement comes into effect. The commencement date is also listed as part of the approval decision.
- Nominally expired: The date in which the agreement is scheduled to expire. 'Nominal' is used to reflect that the agreement itself is still in effect within the enterprise until it is replaced by another approved agreement, or terminated by decision of the Fair Work Commission. The expiry date is listed as part of the agreement approval decision.
- Terminated: An agreement can be terminated by a Fair Work Commission decision. This can occur at any time during the lifespan of the agreement, including after its nominal expiry date. The date by which the agreement termination comes into effect is listed in the associated decision and may differ from the date of the decision itself.

Current agreements

An agreement is considered current if it has been approved and commenced, and has not yet nominally expired, nor been terminated prior to the nominal expiry date.

Agreements that have been approved but not commenced within a given time period are included in counts of approved agreements, but not current agreements.

For example, there were 52 agreements approved in the March quarter 2026 that had commencement dates within the June quarter 2026. These agreements were included in the March quarter 2026 approved agreement counts, but not the current agreement counts as at 31 March 2026. They were instead included in the current agreement count as at 30 June 2026.

Data Tables

Definitions of the typical rows of data in the tables in Appendix A of the Trends report are:

- All Industries: Total number of agreements for a given quarter
- AAWI (%): Average Annualised Wage Increase for the quarter for agreements with quantifiable wage increases
- 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, rounded to thousands

Employee coverage

Information on the number of employees covered by an agreement is drawn from the information provided to the FWC (Fair Work Commission), the Workplace Authority or the AIRC (Australian Industrial Relations Commission) by the employer who lodges the agreement.

In the Trends data, the number of employees covered by agreements is presented as an estimated figure, as employee coverage figures are not always provided when an agreement is lodged.

Where an agreement's employee coverage is not known and the agreement replaces an earlier agreement where employee coverage is known, the employee coverage of the earlier agreement is used. For those agreements still lacking employee coverage a 'modified mean' is used to estimate employee coverage. The modified mean is generated for each industry group by current quarter removing the largest 5% and smallest 5% of agreements and then calculating the mean of the remainder.

As the number of employees covered by an enterprise agreement frequently changes during the life of an agreement due to workforce fluctuations, the total number of employees covered is not necessarily indicative of the total current coverage of enterprise agreements.

Duration of agreements

'Formal duration' is defined as the period from certification to expiry in years.

The 'effective duration' of each agreement is used to calculate the AAWI rather than formal duration (that is, the period from certification to expiry).

The effective duration of a wage agreement is the difference in years between certification, commencement or the date of the first wage increase (whichever is earliest) and the expiry date or

the date of the last wage increase (whichever is latest) or termination date (where applicable and only if prior to the later of either the expiry date or the date of the last wage increase).

Those few agreements with a formal duration of less than one year are deemed to have an effective duration of 12 months.

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

Average Annualised Wage Increases

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

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

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

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

ri = % increases of the ith 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

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 one or more unions. A union must have given notice to the Fair Work Commission under s.183(1) that it wants the agreement to cover them.

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.

Quantifiable and 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:

- *Inconsistent increase*: percentage wage increases vary between classifications in the agreement.
- *Performance linked*: wage increases are awarded only if certain productivity improvements are made, or wage increases are dependent upon individual or company performance.
- *Linked to CPI*: wage increases in the agreement are linked to future CPI movements and cannot be quantified at the time of calculating the AAWIs in this report.
- *Linked to minimum wages*: wage increases in the agreement are linked to future minimum wage or award wage increase decisions and cannot be quantified at the time of calculating the AAWIs in this report.
- *Other reason*: wage increases cannot be quantified due to a reason not elsewhere classified.

Types of enterprise agreement

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

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

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

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

Pre-reform Agreements

Pre-reform Agreements were approved under the *Workplace Relations Act 1996*, before the *Fair Work Act 2009*.Pre-reform agreement types appearing in table 6 of this report 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.