



Australian Government  
Department of Employment  
and Workplace Relations

# Trends in Federal Enterprise Bargaining

September 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](https://www.dewr.gov.au/enterprise-agreements-data/trends-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](mailto: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 September quarter 2025 which contained quantifiable wage increases (911 agreements)**

<b>Enterprise agreements approved in the quarter</b>	<b>June quarter 2025 (%)</b>	<b>September quarter 2025 (%)</b>	<b>Change (% Points)</b>
All sectors	4.2	3.8	-0.4
Public sector	3.9	3.6	-0.3
Private sector	4.4	4.0	-0.4

**Table 2 - Average Annualised Wage Increases for agreements current on 30 September 2025 which contained quantifiable wage increases (8,635 agreements)**

<b>All current enterprise agreements</b>	<b>June quarter 2025 (%)</b>	<b>September quarter 2025 (%)</b>	<b>Change (% Points)</b>
All sectors	3.8	3.8	0.0
Public sector	3.9	3.9	0.0
Private sector	3.7	3.7	0.0

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

The Average Annualised Wage Increase (AAWI) for federal agreements approved in the September quarter 2025 was 3.8%. This compares with 4.2% in the June quarter 2025, 3.7% in the September quarter 2024, and the five-year average of 3.5% (September quarter 2020 to June quarter 2025).<sup>1</sup>

For the September quarter 2025, the calculated AAWI of 3.8% is based on 911 agreements with quantifiable wage increases, covering 117,700 employees. This was 85.7% of the 1,063 agreements approved in the quarter, covering 76.4% of the 154,000 employees covered by all approved agreements.<sup>2</sup>

For the 8,635 enterprise agreements (covering 1,690,500 employees) current as at 30 September 2025 (agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 3.8%. This compares with 3.8% in the June quarter 2025 and 3.5% in the September quarter 2024.

## **2. Enterprise agreements - proportions of employees covered**

Federal and state enterprise agreements covered 34.0% of all Australian employees in May 2023 (latest available data).<sup>3</sup>

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<sup>1</sup> See Note 1 at the end of this summary for more details.

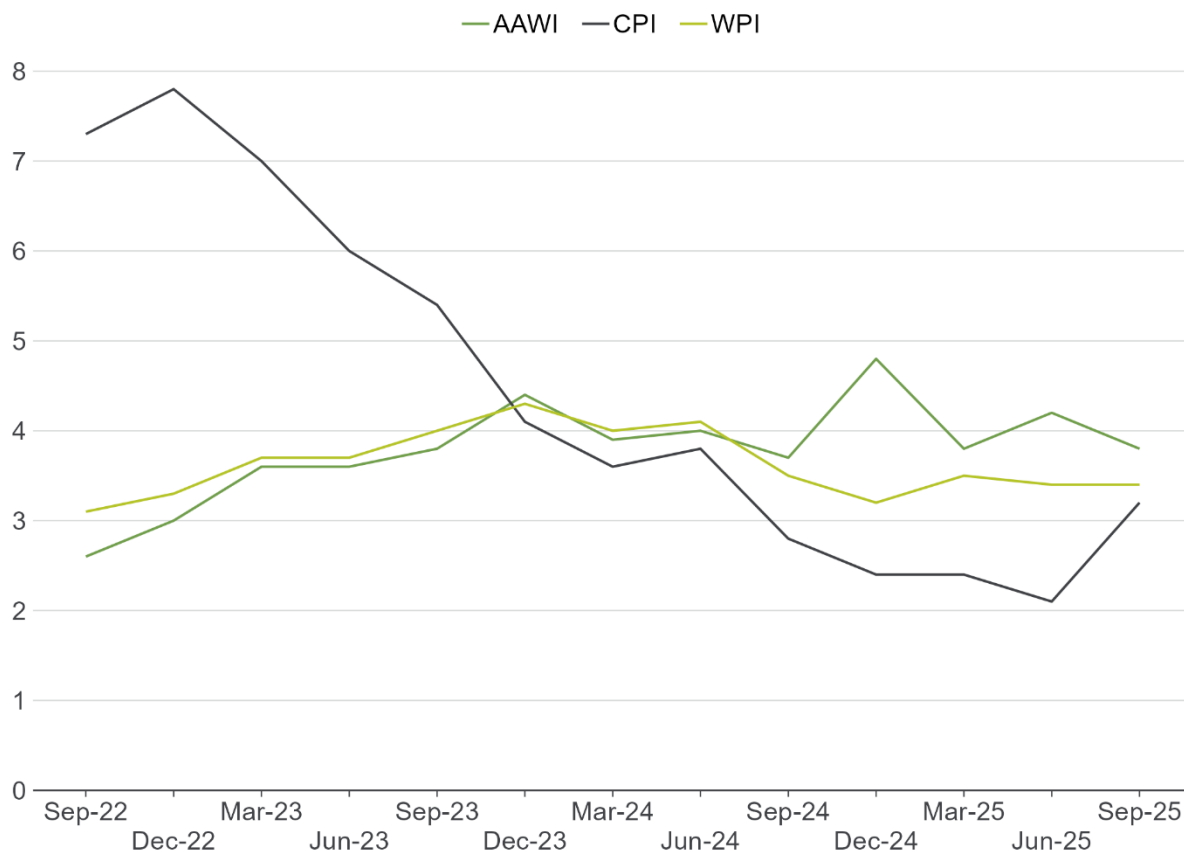
<sup>2</sup> An agreement is considered quantifiable if it contains wage increases that are consistent for all employees and are known at the time the agreement was made. Common reasons an agreement may not be quantifiable include the following: periodic reviews of wages with no guarantee of an increase; 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. More information on non-quantifiable agreements can be found in Section 10 of this summary. See Note 2 (on non-quantifiable agreements) at the end of this summary for more details.

<sup>3</sup> Australian Bureau of Statistics (ABC), *Employee Earnings and Hours*, Australia, May 2023. Detailed breakdowns by state- and federal-registered agreements for the May 2023 data are not available.

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

**Chart 1 - Wage Growth outpaced inflation for the eight consecutive quarter in September**

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



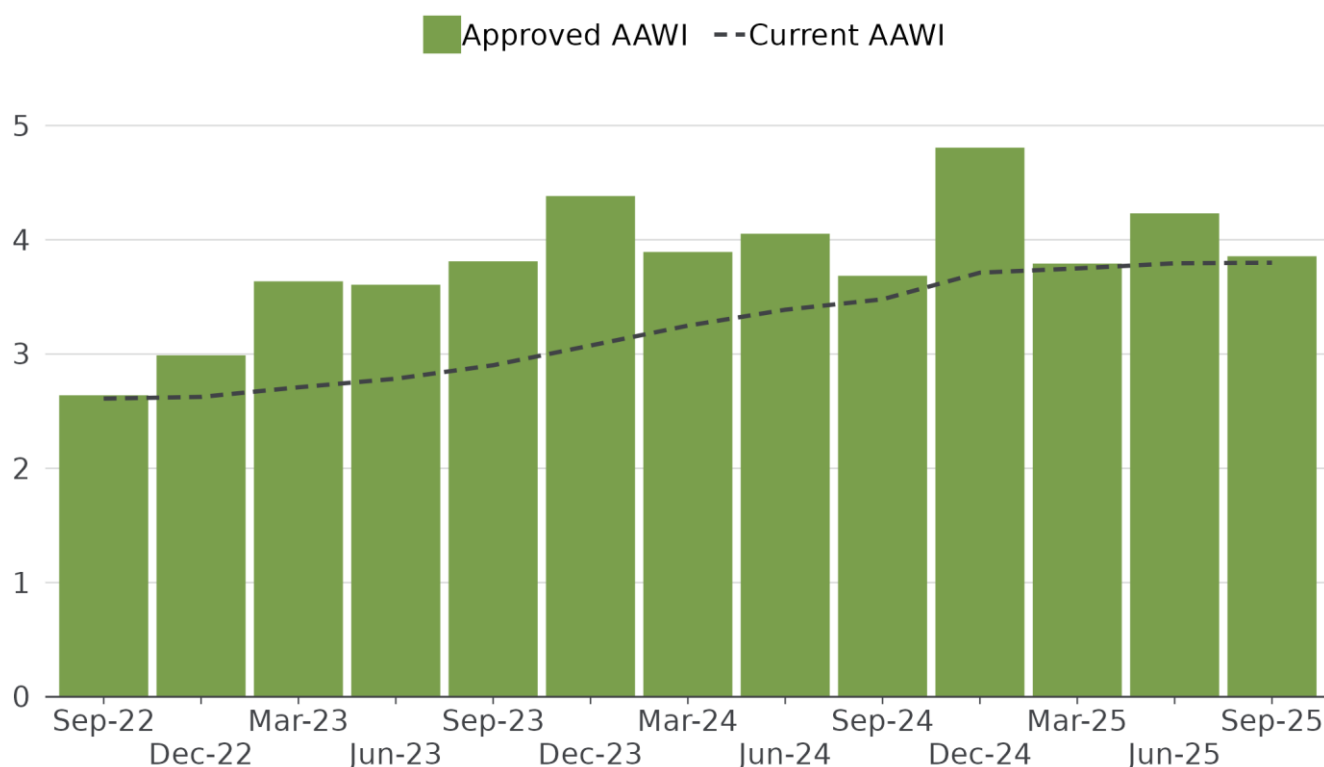
**Sources:** Department of Employment and Workplace Relations, Workplace Agreements Database; ABS, *Consumer Price Index, Australia*, Sep 2025; *Wage Price Index, Australia*, Sep 2025;

	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
AAWI	2.6	3.0	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.8
CPI	7.3	7.8	7.0	6.0	5.4	4.1	3.6	3.8	2.8	2.4	2.4	2.1	3.2
WPI	3.1	3.3	3.7	3.7	4.0	4.3	4.0	4.1	3.5	3.2	3.5	3.4	3.4

#### 4. AAWI - agreements approved in the September quarter 2025 and agreements current as at 30 September 2025 - Tables 3, 4, 7 and 8 in Trends report

**Chart 2 - Overall AAWI for current agreements plateaued in September 2025 at 3.8%**

Quarterly AAWI for approved and current agreements (%)



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

	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Approved AAWI	2.6	3.0	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.8
Current AAWI	2.6	2.6	2.7	2.8	2.9	3.1	3.2	3.4	3.5	3.7	3.7	3.8	3.8

##### Approved agreements

There were 1,063 agreements approved in the September quarter 2025, of which 911 contained wage increases that could be quantified.

The AAWI for agreements approved in the September quarter 2025 was 3.8%, compared with 4.2% in the June quarter 2025 and 3.7% in the September quarter 2024.

The industries with the highest AAWIs were Construction (5.8%), Education and Training (4.3%) and Mining (4.0%).

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

## **Current agreements**

There were 11,017 agreements current as at 30 September 2025, of which 8,635 contained quantifiable wage increases.

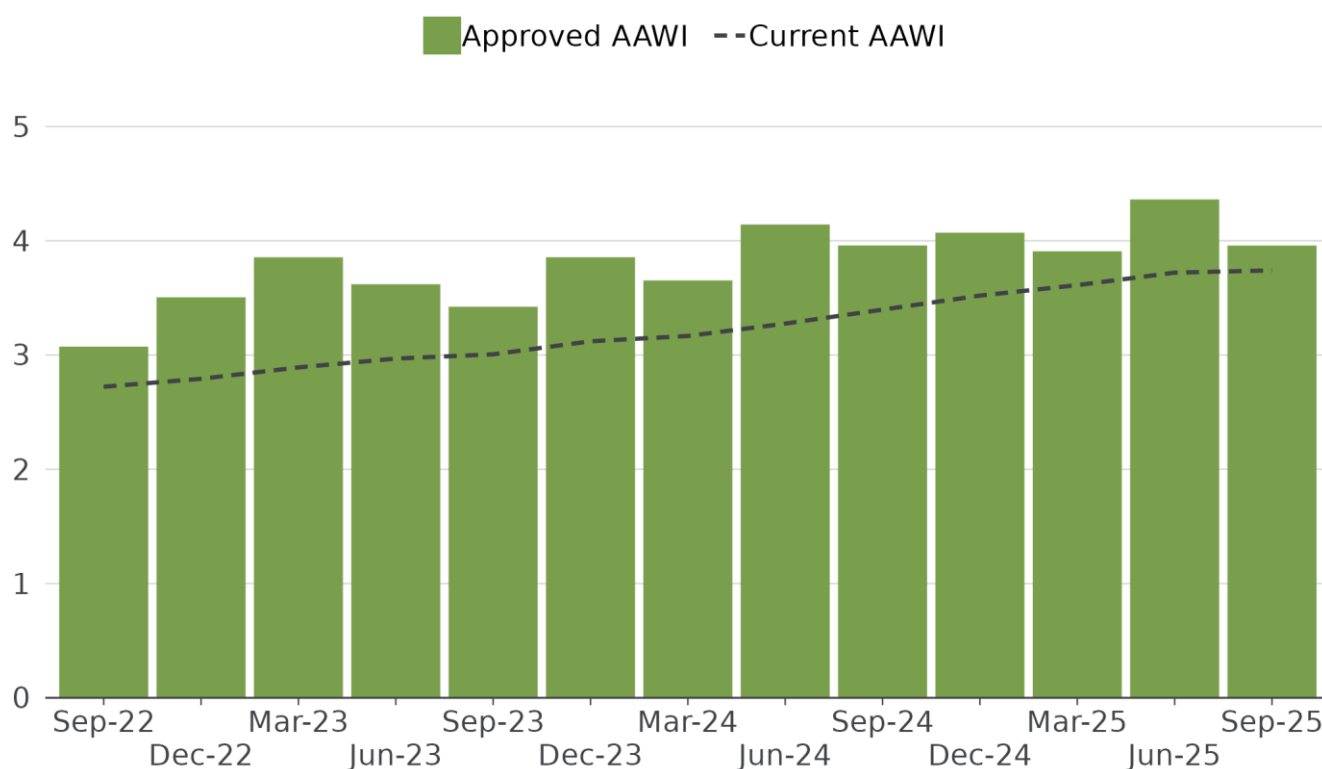
The AAWI for agreements current (not expired or terminated) as at 30 September 2025 was 3.8%, compared with 3.8% as at 30 June 2025 and 3.5% as at 30 September 2024.



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

**Chart 3 - The private sector AAWI for current agreements has also plateaued at its high value of 3.7 in September 2025**

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



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

	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Approved AAWI	3.1	3.5	3.8	3.6	3.4	3.8	3.6	4.1	4.0	4.1	3.9	4.4	4.0
Current AAWI	2.7	2.8	2.9	3.0	3.0	3.1	3.2	3.3	3.4	3.5	3.6	3.7	3.7

The AAWI for private sector agreements approved in the September quarter 2025 was 4.0%, compared with 4.4% in the June quarter 2025 and 4.0% in the September quarter 2024.

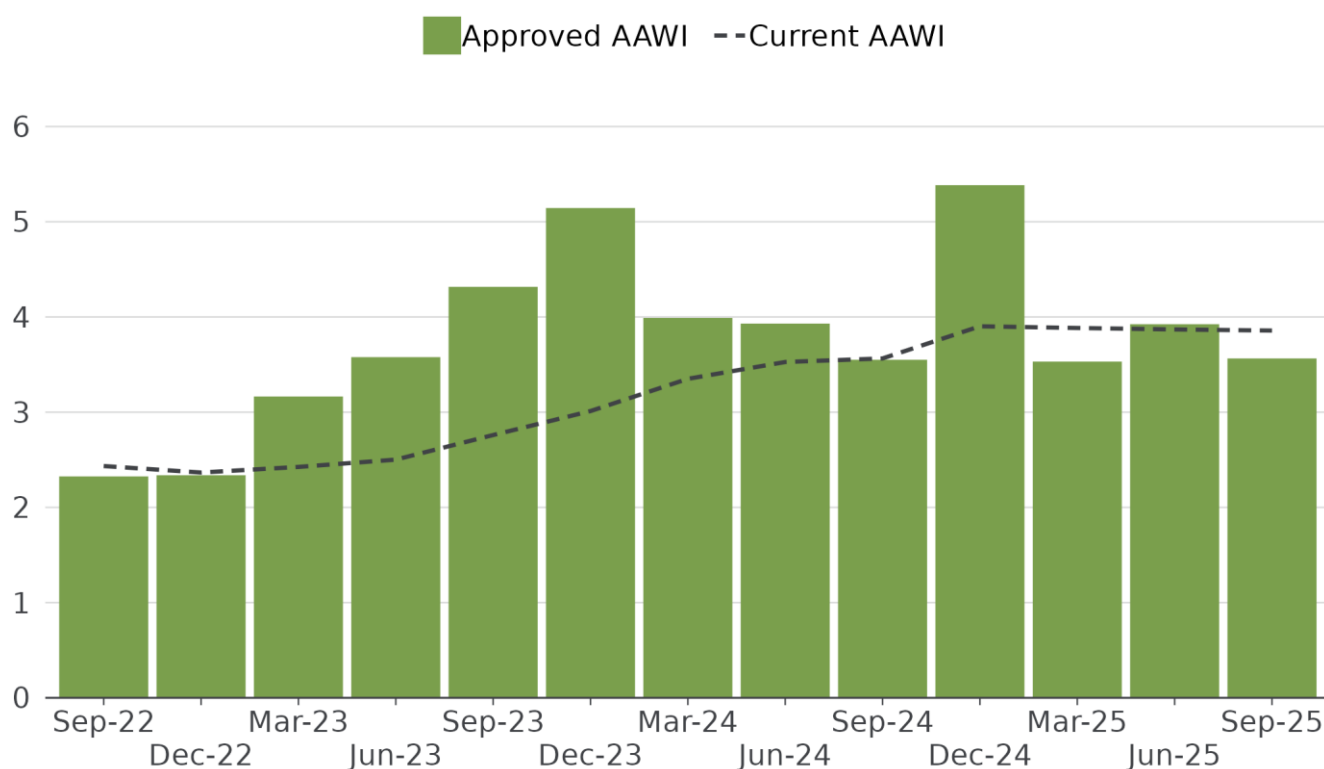
Large quantifiable private sector agreements approved in the September quarter 2025 include:

- *BOLTON CLARKE (QUEENSLAND) ENTERPRISE AGREEMENT 2025* (5,450 employees), with an AAWI of 3.2%;
- *Ozcare Enterprise Agreement 2025* (4,513 employees), with an AAWI of 2.7%; and
- *Regis Aged Care Pty Ltd, ANMF & HWU Enterprise Agreement – Victoria 2025* (2,776 employees), with an AAWI of 4.0%.

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

**Chart 4 - The public sector AAWI for current agreements remained steady in September**

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



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

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

The AAWI for public sector enterprise agreements approved in the September quarter 2025 was 3.6%, compared with 3.9% in the June quarter 2025 and 3.5% in the September quarter 2024.

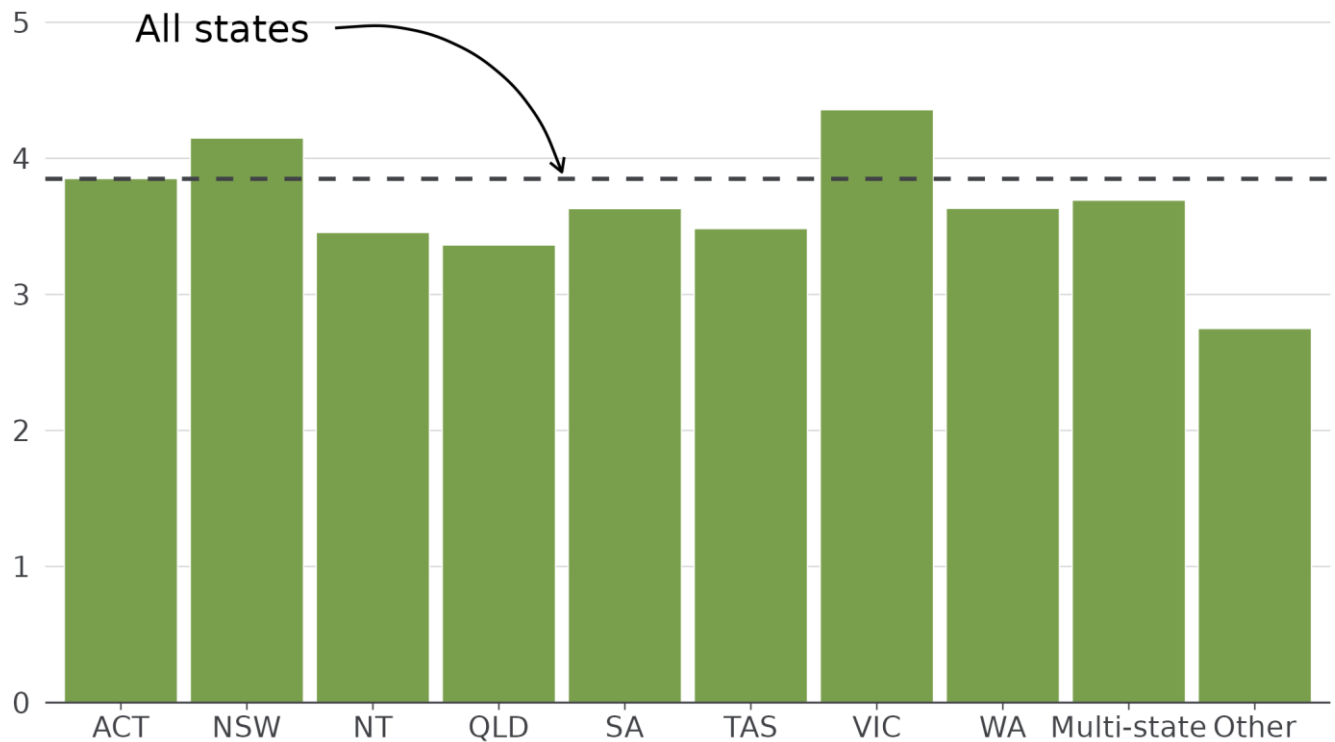
Large quantifiable public sector agreements approved in the September quarter 2025 include:

- *SYDNEY TRAINS AND NSW TRAINLINK ENTERPRISE AGREEMENT 2025* (13,605 employees), with an AAWI of 3.8%;
- *StarTrack - Transport Workers' Union Enterprise Agreement 2025* (3,008 employees), with an AAWI of 4.0%; and
- *Cultural and Creative Agencies Enterprise Agreement 2025* (1,950 employees), with an AAWI of 3.1%.

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

**Chart 5 - Victoria recorded the highest quarterly approved AAWI with 4.4%**

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	Other
AAWI	3.8	3.9	4.2	3.5	3.4	3.6	3.5	4.4	3.6	3.7	2.8

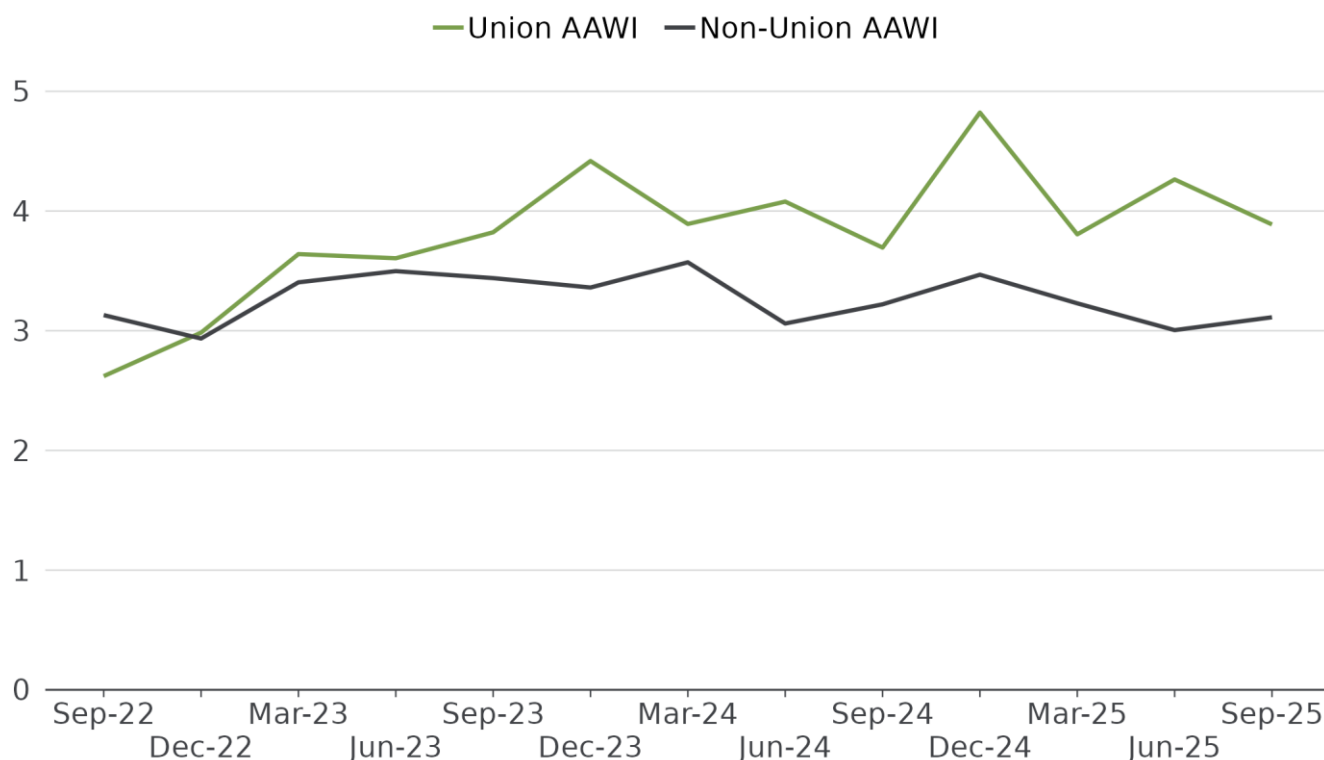
AAWI results for agreements approved in the September quarter 2025 were highest for agreements in Victoria, at 4.4%.

Agreements approved in the September quarter 2025 in 'Other' states had the lowest AAWI of 2.8%. 'Other' includes agreements operating in Australian external territories and agreements where the State/Territory status has not been identified.

## 8. Wages growth for agreements that cover union/s and agreements with no union/s covered<sup>4</sup> - September quarter 2025 - *Table 13 in Trends report*

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

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



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

	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Union AAWI	2.6	3.0	3.6	3.6	3.8	4.4	3.9	4.1	3.7	4.8	3.8	4.3	3.9
Non-Union AAWI	3.1	2.9	3.4	3.5	3.4	3.4	3.6	3.1	3.2	3.5	3.2	3.0	3.1

Agreements approved in the September quarter 2025 that formally covered unions had a combined AAWI of 3.9%, compared with 4.3% in the June quarter 2025 and 3.7% in the September quarter 2024.

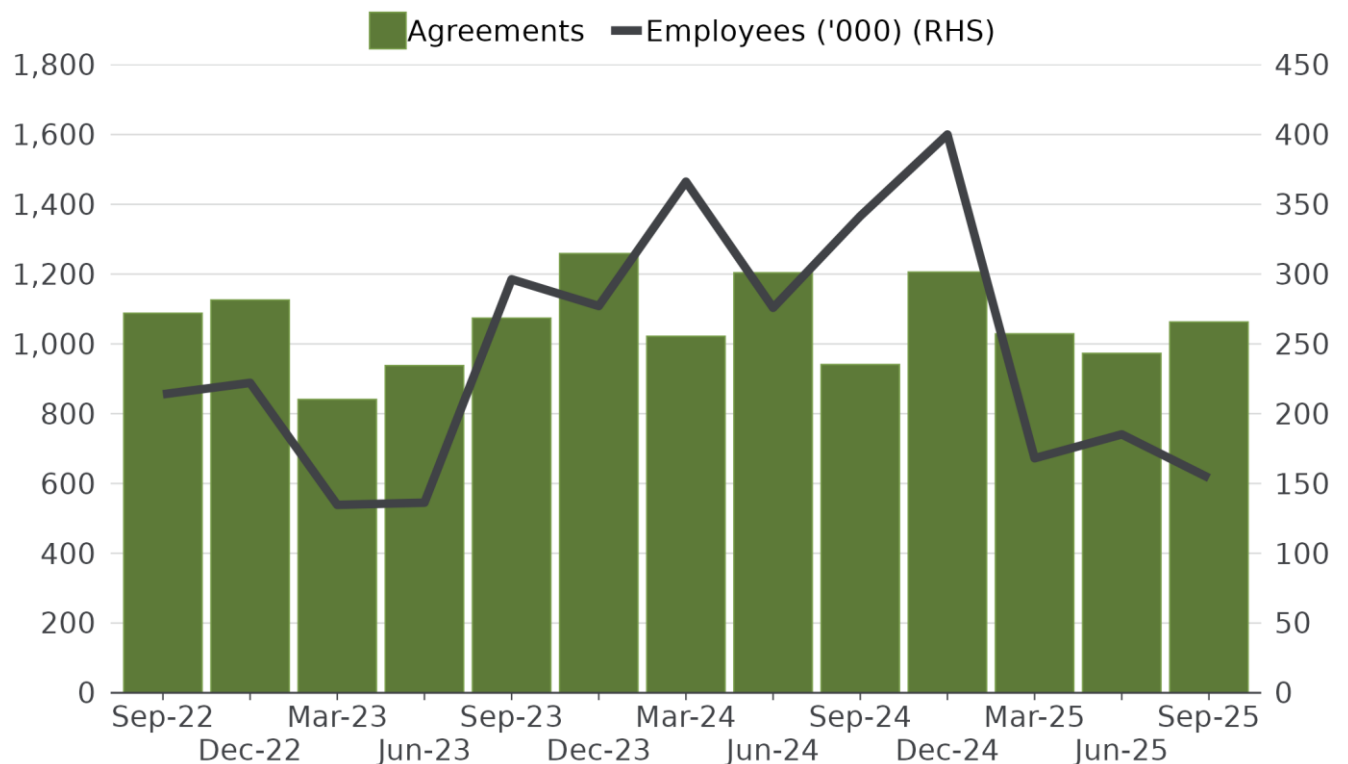
Agreements approved in the September quarter 2025 with no unions formally covered had a combined AAWI of 3.1%, compared with 3.0% in the June quarter 2025 and 3.2% in the September quarter 2024.

<sup>4</sup> See Note 4 for more details.

## 9. Level of agreement making - September quarter 2025 and as at 30 September 2025 - Tables 3 and 4 in Trends report

**Chart 7 - Employees covered by approved agreements dropped to 154,000 in September**

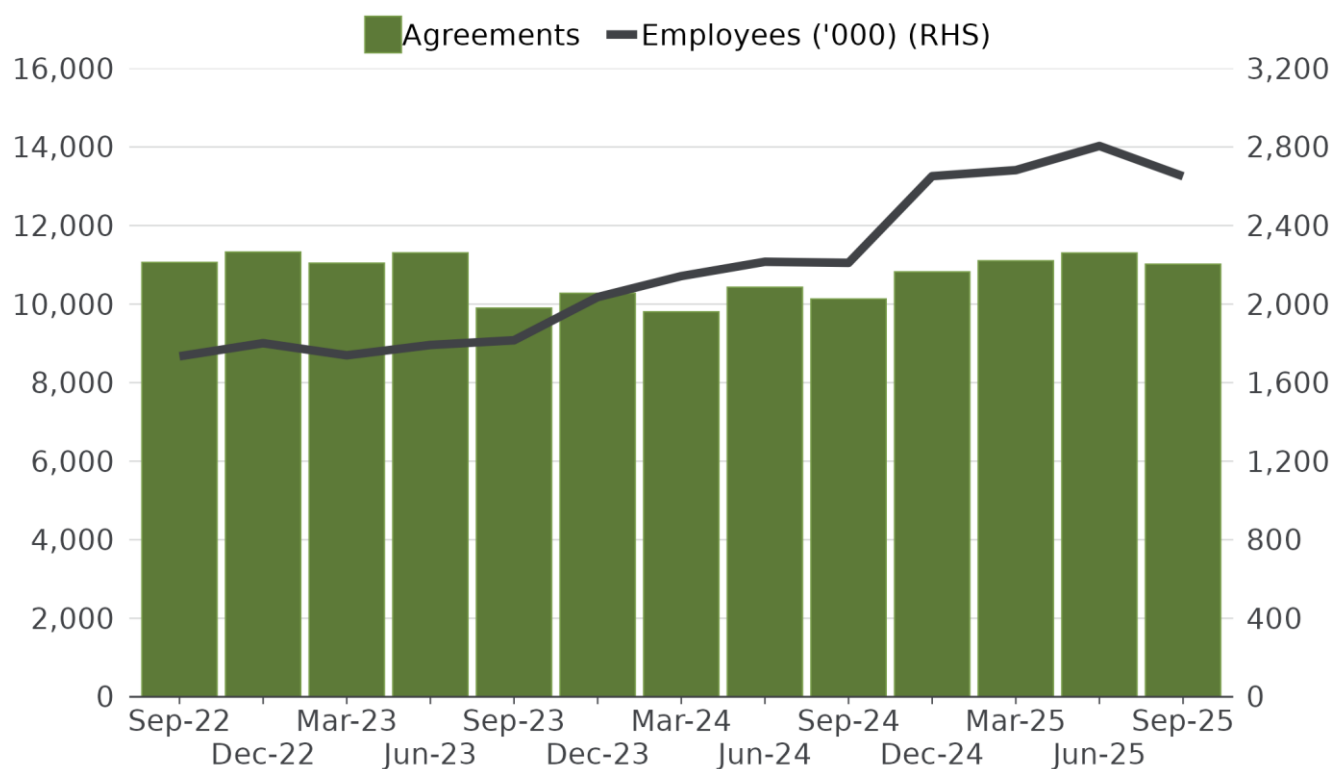
Number of approved agreements and employees covered



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

There were 1,063 agreements (covering 154,000 employees) approved in the September quarter 2025, compared with 973 agreements (covering 185,200 employees) in the June quarter 2025 and 941 agreements (covering 341,500 employees) in the September quarter 2024.

**Chart 8 - The number of employees covered by agreements was 2.65 million in September**



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

There were 11,017 current (not expired or terminated) agreements as at 30 September 2025, compared with 11,302 agreements current as at 30 June 2025 and 10,131 agreements current at 30 September 2024.

As at 30 September 2025, employees covered by an agreement was 2.65 million, compared with 2.81 million employees covered as at 30 June 2025 and 2.21 million employees as at 30 September 2024.

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

**Chart 9 - Approved agreements with non-quantifiable wage increases covered around a quarter of employees in September**

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



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

	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Agreements	19.2	19.5	14.5	18.8	19.8	18.8	22.5	18.2	26.1	17.6	19.3	16.1	14.3
Employees	17.9	29.7	21.7	24.9	38.4	48.2	23.1	48.0	52.0	39.2	25.5	26.0	23.6

14.3% of agreements approved in the September quarter 2025, covering 23.6% of employees, did not contain quantifiable wage increases and are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered, or one in which wage adjustments are linked to other sources, such as the Fair Work Commission's Annual Wage Review, Consumer Price Index (CPI) or Wage Price Index (WPI) movements.

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

- *St John of God Health Care – ANMF – Registered Nurses' and Midwives' Agreement 2024* (7,637 employees):
  - Inconsistent increase
- *TAFE Commission of NSW Administrative, Support and Related Employees Enterprise Agreement 2024-2027* (5,462 employees):
  - Other reason
- *Estia Health Victoria Enterprise Agreement 2025* (4,121 employees):
  - Other reason

## 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 September quarter 2025, the calculated AAWI of 3.8% is based on 911 agreements, covering 117,700 employees (that is, 85.7% of the 1,063 agreements approved in the quarter, covering 76.4% of the total 154,000 employees) with quantifiable wage increases (see Table 12b in the Trends report).
  - 152 agreements (14.3% of the total 1,063 agreements) covering 36,300 employees (23.6% of the total 154,000 employees) have wage increases that could not be quantified. For example, an agreement would be non-quantifiable if different increases were given to different classifications, or increases were based on individual performance or business unit performance. Refer to Table 12a in the Trends report for related data.
3. An agreement is identified as being 'union' where the decision approving the agreement notes in accordance with s.201(2) of the *Fair Work Act 2009* that the agreement covers the union(s). A union must have given notice under s.183(1) that it wants the agreement to cover them. This data is an acceptable proxy for measuring bargaining involvement of unions.
4. Context for wages growth in federally registered enterprise agreements:
  - 34.0% 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 2023.

Instrument providing rate of pay	2014 (%)	2016 (%)	2018 (%)	2021 (%)	2023 (%)
Award	18.8	20.6	21.0	23	23.2
Collective Agreement (Federally Registered)	32.6		30.4		
Collective Agreement (State Registered)	8.6	38.5 (across all collective agreements)*	7.4	35.1 (across all collective agreements)*	34.0 (across all collective agreements)*
Collective Agreement (Unregistered)	0.2		0.0		
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	36.4	37.3	37.3	37.8	38.7
Owner/managers of incorporated enterprises	3.4	3.6	3.8	4.1	4.1

**Source:** ABS, *Employee Earnings and Hours* (May 2014, May 2016, May 2018, May 2021 and May 2023), 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 and 2023 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 (September quarter 2022 to September quarter 2025)**

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Public sector	Agreements	43	56	36	26	44	42	116	78	43	56	49	38	50
	AAWI (%)	2.3	2.3	3.2	3.6	4.3	5.1	4.0	3.9	3.5	5.4	3.5	3.9	3.6
	Duration (yrs.)	3.2	2.8	1.8	1.9	2.5	2.5	2.7	2.5	2.8	3.1	2.8	3.0	2.8
	Employees ('000)	103.4	70.6	33.9	33.7	83.8	65.6	201.9	61.8	113.1	138.9	40.1	41.9	38.6
Private sector	Agreements	1,045	1,070	805	912	1,030	1,217	906	1,126	898	1,150	980	935	1,013
	AAWI (%)	3.1	3.5	3.8	3.6	3.4	3.8	3.6	4.1	4.0	4.1	3.9	4.4	4.0
	Duration (yrs.)	2.7	2.4	2.4	2.6	2.7	2.5	2.6	3.1	3.2	2.6	2.7	2.6	2.7
	Employees ('000)	110.5	151.5	100.7	102.6	212.5	211.5	164.3	214.0	228.4	261.2	127.9	143.2	115.3
All sectors	Agreements	1,088	1,126	841	938	1,074	1,259	1,022	1,204	941	1,206	1,029	973	1,063
	AAWI (%)	2.6	3.0	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.8
	Duration (yrs.)	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7
	Employees ('000)	213.9	222.1	134.6	136.2	296.3	277.1	366.2	275.9	341.5	400.0	168.1	185.2	154.0

**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:** 50 public sector agreements were approved in the September quarter 2025, covering 38,600 employees. The AAWI for these agreements was 3.6% and the average duration was 2.8 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Public sector	Agreements	411	429	440	451	413	435	477	557	511	539	550	572	512
	AAWI (%)	2.4	2.4	2.4	2.5	2.8	3.0	3.4	3.5	3.6	3.9	3.9	3.9	3.9
	Duration (yrs.)	2.9	2.9	2.9	2.8	2.8	2.8	2.7	2.8	2.8	2.9	2.9	2.9	3.0
	Employees ('000)	483.3	509.9	525.3	551.0	600.9	637.6	695.1	731.6	802.4	895.5	899.2	927.7	876.8
Private sector	Agreements	10,651	10,897	10,603	10,855	9,486	9,841	9,327	9,873	9,620	10,283	10,554	10,730	10,505
	AAWI (%)	2.7	2.8	2.9	3.0	3.0	3.1	3.2	3.3	3.4	3.5	3.6	3.7	3.7
	Duration (yrs.)	3.2	3.2	3.0	3.0	3.0	2.9	2.9	2.9	2.9	3.0	3.0	3.0	3.0
	Employees ('000)	1250.9	1291.0	1213.9	1240.6	1214.8	1398.0	1447.3	1483.8	1407.6	1756.0	1782.9	1877.5	1774.0
All sectors	Agreements	11,062	11,326	11,043	11,306	9,899	10,276	9,804	10,430	10,131	10,822	11,104	11,302	11,017
	AAWI (%)	2.6	2.6	2.7	2.8	2.9	3.1	3.2	3.4	3.5	3.7	3.7	3.8	3.8
	Duration (yrs.)	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0
	Employees ('000)	1734.2	1800.8	1739.1	1791.6	1815.7	2035.6	2142.5	2215.4	2210.0	2651.5	2682.0	2805.1	2650.8

**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. \* 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:** 512 public sector agreements were current as at 30 September 2025, covering 876,800 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 (September quarter 2022 to September quarter 2025)**

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Single-enterprise non-greenfields	Agreements	1,016	1,061	781	868	1,004	1,194	955	1,093	870	1,116	957	914	992
	AAWI (%)	2.6	3.0	3.6	3.6	4.2	4.4	3.9	4.0	3.7	4.0	3.8	4.3	3.9
	Duration (yrs.)	3.0	2.5	2.3	2.4	2.7	2.5	2.7	3.0	3.1	2.8	2.8	2.7	2.8
	Employees ('000)	208.5	216.5	131.4	133.3	257.2	275.1	319.0	269.3	339.0	280.5	158.8	134.6	132.5
Single-enterprise greenfields	Agreements	65	61	59	67	65	64	51	107	71	84	65	51	64
	AAWI (%)	4.1	3.7	3.6	4.1	4.7	4.4	4.7	4.5	4.7	3.5	3.4	3.9	4.5
	Duration (yrs.)	1.9	2.2	2.4	2.1	2.3	2.6	2.5	2.4	2.4	2.0	2.0	1.9	2.1
	Employees ('000)	1.8	2.9	2.6	2.5	2.5	2.0	1.8	2.8	2.5	3.8	3.1	2.4	2.2
Multi-enterprise non-greenfields	Agreements	7	3	1	3	5	1	16	4	0	6	6	8	7
	AAWI (%)	3.4	3.4	*	1.1	2.1	3.8	2.5	6.6	*	6.7	3.8	4.1	3.7
	Duration (yrs.)	1.5	2.5	4.0	2.9	2.3	3.0	2.6	2.3	0.0	2.9	1.9	2.8	2.7
	Employees ('000)	3.7	2.6	0.7	0.4	36.6	0.0	45.4	3.8	0.0	115.7	6.1	48.2	19.3
Multi-enterprise greenfields	Agreements	0	1	0	0	0	0	0	0	0	0	1	0	0
	AAWI (%)	*	3.5	*	*	*	*	*	*	*	*	5.8	*	*
	Duration (yrs.)	0.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	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	1,088	1,126	841	938	1,074	1,259	1,022	1,204	941	1,206	1,029	973	1,063
	AAWI (%)	2.6	3.0	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.8
	Duration (yrs.)	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7
	Employees ('000)	213.9	222.1	134.6	136.2	296.3	277.1	366.2	275.9	341.5	400.0	168.1	185.2	154.0

**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:** 992 single enterprise non-Greenfields agreements were approved in the September quarter 2025, covering 132,500 employees. The AAWI for these agreements was 3.9% and the average duration was 2.8 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Single-enterprise non-greenfields	Agreements	10,074	10,518	10,325	10,540	9,212	9,559	9,271	9,824	9,522	10,162	10,434	10,638	10,353
	AAWI (%)	2.6	2.6	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.6	3.7	3.7	3.7
	Duration (yrs.)	3.0	3.0	2.9	2.9	2.9	2.8	2.8	2.8	2.9	3.0	3.0	3.0	3.0
	Employees ('000)	1645.5	1718.9	1663.3	1714.9	1706.9	1925.9	2001.5	2067.2	2067.9	2396.6	2446.1	2527.4	2352.0
Single-enterprise greenfields	Agreements	845	663	576	625	548	578	393	479	509	583	600	601	600
	AAWI (%)	4.1	3.5	3.4	3.5	3.7	3.8	3.7	3.8	4.0	4.0	3.9	4.0	4.1
	Duration (yrs.)	2.7	2.8	2.8	2.8	2.9	2.8	3.1	3.0	3.0	2.8	2.8	2.7	2.7
	Employees ('000)	28.5	26.3	24.6	25.5	23.3	24.0	19.3	21.2	21.3	23.8	25.6	26.1	25.4
Multi-enterprise non-greenfields	Agreements	50	51	48	47	45	46	54	62	56	56	52	58	60
	AAWI (%)	3.2	2.8	2.8	2.8	2.5	2.5	2.4	2.4	2.4	4.5	4.9	4.8	4.7
	Duration (yrs.)	2.9	2.8	2.8	2.8	2.6	2.6	2.6	2.6	2.6	2.8	2.7	2.7	2.7
	Employees ('000)	50.8	46.2	41.8	41.7	76.1	76.3	113.0	120.4	116.8	230.2	209.7	251.3	273.2
Multi-enterprise greenfields	Agreements	0	1	1	1	1	1	1	1	1	1	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
	Duration (yrs.)	0.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	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	0.0	0.1	0.1	0.1
Employee collective	Agreements	54	54	54	54	54	53	50	36	17	4	2	1	1
	AAWI (%)	0.1	0.1	0.1	0.1	0.1	0.1	0.0	0.0	0.1	*	*	*	*
	Duration (yrs.)	17.3	17.3	17.3	17.3	17.3	17.2	17.3	17.9	17.7	16.9	16.9	16.5	16.5
	Employees ('000)	4.3	4.3	4.3	4.3	4.3	4.2	4.0	2.8	0.5	0.1	0.0	0.0	0.0
Employer greenfields	Agreements	2	2	2	2	2	2	2	1	1	0	0	0	0
	AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
	Duration (yrs.)	15.6	15.6	15.6	15.6	15.6	15.6	15.6	18.4	18.4	0.0	0.0	0.0	0.0
	Employees ('000)	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.1	0.1	0.0	0.0	0.0	0.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Union collective	Agreements	37	37	37	37	37	37	33	27	25	16	14	2	1
	AAWI (%)	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.3	0.4	0.5	0.1
	Duration (yrs.)	17.3	17.3	17.3	17.3	17.3	17.3	17.6	17.5	17.7	19.0	19.1	20.8	22.1
	Employees ('000)	4.6	4.6	4.6	4.6	4.6	4.6	4.0	3.7	3.4	0.7	0.6	0.2	0.0
All types	Agreements	11,062	11,326	11,043	11,306	9,899	10,276	9,804	10,430	10,131	10,822	11,104	11,302	11,017
	AAWI (%)	2.6	2.6	2.7	2.8	2.9	3.1	3.2	3.4	3.5	3.7	3.7	3.8	3.8
	Duration (yrs.)	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0
	Employees ('000)	1734.2	1800.8	1739.1	1791.6	1815.7	2035.6	2142.5	2215.4	2210.0	2651.5	2682.0	2805.1	2650.8

**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. \* 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:** 10,353 single enterprise non-Greenfields agreements were current as at 30 September 2025, covering 2,352,000 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 (September quarter 2022 to September quarter 2025)**

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Agriculture, Forestry and Fishing	Agreements	14	9	6	14	11	16	9	11	11	9	12	9	6
	AAWI (%)	3.6	3.8	3.8	3.7	3.3	3.3	3.0	3.6	2.9	4.4	4.2	3.6	3.2
	Duration (yrs.)	2.9	2.5	2.2	1.8	3.6	3.6	2.7	3.8	3.1	2.6	2.6	2.9	3.0
	Employees ('000)	1.8	0.7	0.1	0.5	0.9	1.8	0.9	1.1	0.7	1.8	1.2	0.9	0.5
Mining	Agreements	35	35	28	46	39	44	38	35	17	42	33	30	23
	AAWI (%)	3.2	3.3	3.5	3.4	3.6	3.9	3.5	3.8	2.8	3.7	4.3	3.7	4.0
	Duration (yrs.)	3.5	3.3	3.3	3.4	3.3	3.3	3.6	3.7	3.7	3.2	3.4	3.5	3.5
	Employees ('000)	4.9	3.9	8.1	4.5	4.4	5.3	6.7	3.7	1.9	4.1	3.4	6.6	4.3
Manufacturing	Agreements	231	205	188	156	205	224	150	128	149	203	157	141	183
	AAWI (%)	3.4	3.7	3.7	4.0	4.1	4.0	3.8	4.1	4.1	4.3	3.8	3.8	3.8
	Duration (yrs.)	2.9	2.7	2.8	2.7	2.9	2.8	2.6	2.8	2.8	2.6	2.9	2.7	2.8
	Employees ('000)	18.9	16.6	18.3	11.4	14.0	15.6	13.9	9.8	9.9	17.1	14.9	12.5	16.2
Non-Metal Manufacturing	Agreements	146	141	152	108	137	145	106	83	98	137	114	97	122
	AAWI (%)	3.4	3.7	3.6	4.0	4.1	4.1	3.8	3.9	3.9	4.3	3.7	3.7	3.6
	Duration (yrs.)	3.0	2.7	2.8	2.7	2.9	2.8	2.7	2.7	3.0	2.6	2.9	2.8	2.8
	Employees ('000)	12.1	12.9	15.5	6.6	9.9	11.9	11.2	6.4	6.1	12.4	12.6	9.0	10.1
Metal Manufacturing	Agreements	85	64	36	48	68	79	44	45	51	66	43	44	61
	AAWI (%)	3.5	3.6	4.1	4.0	4.0	4.0	4.0	4.5	4.5	4.1	4.1	4.2	4.2
	Duration (yrs.)	2.8	2.8	2.9	2.6	2.7	2.6	2.4	3.1	2.6	2.6	2.8	2.6	2.7
	Employees ('000)	6.8	3.7	2.8	4.9	4.1	3.8	2.7	3.5	3.8	4.7	2.4	3.6	6.1
Electricity, Gas, Water and Waste Services	Agreements	32	41	36	22	36	36	36	33	26	50	28	31	36
	AAWI (%)	3.0	3.6	3.5	3.9	3.5	4.2	4.8	4.3	4.0	4.5	4.4	4.5	3.9
	Duration (yrs.)	2.2	1.7	2.2	1.6	2.7	2.5	2.6	2.7	3.5	2.3	2.5	2.5	2.9
	Employees ('000)	3.7	6.8	3.4	3.4	6.9	4.6	9.0	4.7	12.9	5.1	8.7	7.1	4.4



FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Construction	Agreements	370	358	256	338	379	511	320	571	399	467	378	452	503
	AAWI (%)	3.7	3.7	3.8	4.0	4.5	5.2	4.6	4.7	5.1	5.9	5.5	5.7	5.8
	Duration (yrs.)	2.5	2.5	2.5	2.5	2.9	3.0	2.7	3.1	2.8	2.7	2.7	2.5	2.6
	Employees ('000)	8.1	7.6	7.0	8.3	10.0	13.4	7.2	16.4	10.1	17.1	12.3	10.6	12.6
Wholesale Trade	Agreements	17	23	13	20	18	22	33	13	17	16	17	10	18
	AAWI (%)	3.3	3.5	3.8	3.7	4.0	3.8	3.8	4.0	3.9	3.7	4.1	3.4	3.9
	Duration (yrs.)	2.6	2.8	2.6	2.9	3.5	3.5	2.9	3.5	2.5	2.8	2.4	3.0	2.8
	Employees ('000)	2.2	1.4	0.9	1.1	2.5	6.0	1.6	0.6	1.5	1.9	1.3	0.7	1.3
Retail Trade	Agreements	8	21	8	8	14	19	7	11	14	10	16	6	10
	AAWI (%)	4.4	3.6	3.9	3.4	2.4	2.9	3.8	3.3	3.3	3.7	4.6	4.4	3.2
	Duration (yrs.)	2.8	3.2	3.8	3.5	2.9	3.2	3.4	3.5	3.5	3.6	3.2	3.9	3.9
	Employees ('000)	3.2	7.3	9.6	1.1	50.3	11.3	16.4	114.8	136.9	30.9	3.7	2.1	4.9
Accommodation and Food Services	Agreements	12	5	5	9	9	11	20	9	7	7	8	4	7
	AAWI (%)	3.3	3.0	4.9	3.6	3.6	2.6	3.6	3.9	2.9	1.2	3.3	4.5	3.4
	Duration (yrs.)	3.7	3.4	0.7	2.9	2.8	3.9	3.7	2.6	3.7	3.6	3.6	3.1	3.7
	Employees ('000)	3.4	0.9	3.6	2.7	1.7	1.7	1.8	4.2	0.5	0.8	1.3	1.6	0.7
Transport, Postal and Warehousing	Agreements	153	144	118	129	128	120	109	85	94	116	120	83	88
	AAWI (%)	2.7	3.5	3.1	3.4	4.0	3.8	4.5	4.5	4.0	4.0	4.1	4.4	3.8
	Duration (yrs.)	3.0	2.8	1.8	2.9	3.0	2.6	2.6	3.1	2.8	2.8	2.5	2.7	2.8
	Employees ('000)	15.5	14.5	22.0	17.0	12.0	16.5	27.2	7.1	10.5	44.9	11.0	7.8	25.6
Information Media and Telecommunications	Agreements	11	5	3	3	11	4	0	0	9	10	9	6	1
	AAWI (%)	2.7	3.7	2.0	3.2	2.7	4.2	*	*	3.3	2.7	3.1	2.2	3.1
	Duration (yrs.)	2.3	1.8	2.6	2.8	2.9	2.0	0.0	0.0	2.9	1.7	2.1	2.5	1.9
	Employees ('000)	19.2	0.7	1.3	3.1	2.1	0.3	0.0	0.0	24.3	2.0	2.8	2.5	1.0
Financial and Insurance Services	Agreements	8	10	2	4	6	13	5	5	4	13	7	4	7
	AAWI (%)	3.3	3.3	5.3	3.4	4.2	4.2	3.8	4.2	3.0	3.4	3.7	3.6	3.4
	Duration (yrs.)	2.5	2.0	2.6	2.9	2.9	3.0	2.9	2.5	2.9	3.0	3.0	2.9	3.0
	Employees ('000)	4.5	32.9	0.3	3.4	32.9	57.6	4.0	6.4	0.5	51.2	12.0	3.0	2.6

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Rental, Hiring and Real Estate Services	Agreements	4	3	2	3	5	8	7	7	4	4	2	2	2
	AAWI (%)	3.4	3.6	4.1	4.6	3.5	1.8	2.5	2.8	3.9	4.0	3.5	3.2	3.1
	Duration (yrs.)	3.7	3.1	2.9	1.5	2.8	3.8	3.8	3.6	2.9	3.1	3.3	3.4	2.9
	Employees ('000)	0.2	0.1	0.0	0.0	0.3	0.3	0.2	0.0	0.1	0.8	0.0	0.1	0.1
Professional, Scientific and Technical Services	Agreements	8	11	9	8	8	11	10	13	12	18	10	11	8
	AAWI (%)	2.6	3.0	3.7	3.2	4.3	3.5	4.2	3.6	3.2	3.8	3.1	4.3	3.2
	Duration (yrs.)	2.2	2.5	3.4	3.1	2.4	3.5	2.6	2.2	3.3	2.7	2.6	3.2	2.7
	Employees ('000)	1.5	0.9	0.8	0.3	0.9	0.8	7.5	4.2	1.0	1.9	3.0	1.5	1.9
Administrative and Support Services	Agreements	22	15	4	10	23	21	18	12	10	27	19	15	5
	AAWI (%)	3.2	3.2	4.2	3.2	4.0	5.0	5.3	3.9	4.1	6.4	6.3	3.3	3.7
	Duration (yrs.)	2.1	2.2	2.7	3.3	3.1	3.5	2.7	3.4	3.4	2.5	3.2	3.3	3.2
	Employees ('000)	1.2	0.8	0.5	1.1	2.4	2.4	0.9	0.9	1.6	3.3	2.5	2.3	0.1
Public Administration and Safety	Agreements	33	39	20	22	29	28	95	67	15	34	28	19	31
	AAWI (%)	2.5	3.4	2.9	3.3	3.4	3.2	3.8	3.8	3.2	3.6	3.2	4.0	3.1
	Duration (yrs.)	2.4	2.3	1.9	2.6	2.4	2.7	2.9	2.7	3.4	2.8	2.7	3.1	3.1
	Employees ('000)	12.0	8.5	14.5	9.1	26.9	9.2	154.3	42.0	68.6	24.7	12.4	24.7	13.2
Education and Training	Agreements	39	70	44	37	41	60	58	45	45	52	63	38	38
	AAWI (%)	2.3	3.4	4.2	3.6	3.8	5.3	4.1	4.2	4.3	4.1	3.5	4.1	4.3
	Duration (yrs.)	3.4	1.9	2.4	1.8	2.4	1.8	2.3	2.2	1.4	2.4	2.5	2.8	2.3
	Employees ('000)	93.3	28.2	19.7	29.2	77.5	92.2	74.7	27.3	34.1	21.1	30.8	54.2	10.8
Health Care and Social Assistance	Agreements	59	89	66	87	80	84	60	120	76	93	86	77	69
	AAWI (%)	2.6	2.4	3.3	3.6	3.8	3.4	3.2	4.3	3.1	5.6	3.3	4.5	3.5
	Duration (yrs.)	2.1	2.8	2.0	2.4	2.2	2.5	2.2	2.0	2.4	2.7	2.7	2.2	2.5
	Employees ('000)	14.2	82.7	15.2	36.4	46.5	34.0	30.1	24.7	19.0	165.2	40.9	42.0	48.0
Arts and Recreation Services	Agreements	10	12	15	10	9	14	33	17	10	12	13	18	12
	AAWI (%)	3.0	3.1	4.6	3.4	4.2	3.2	4.0	4.3	3.5	3.3	3.5	3.2	3.9
	Duration (yrs.)	1.6	2.3	0.7	1.6	2.7	2.7	1.6	2.4	3.5	2.5	2.4	2.7	2.7
	Employees ('000)	2.7	3.4	6.8	1.9	1.5	2.7	8.6	5.6	2.9	2.7	4.0	3.5	3.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Other Services	Agreements	22	31	18	12	23	13	14	22	22	23	23	17	16
	AAWI (%)	2.9	3.8	3.6	2.8	3.4	4.0	3.9	3.9	4.2	3.2	4.3	3.3	3.5
	Duration (yrs.)	3.1	2.5	1.8	3.1	3.0	2.5	2.9	3.0	2.9	3.2	2.7	3.0	2.8
	Employees ('000)	3.6	4.3	2.5	2.0	2.5	1.4	1.0	2.3	4.5	3.5	1.9	1.4	2.5
All industries	Agreements	1,088	1,126	841	938	1,074	1,259	1,022	1,204	941	1,206	1,029	973	1,063
	AAWI (%)	2.6	3.0	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.8
	Duration (yrs.)	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7
	Employees ('000)	213.9	222.1	134.6	136.2	296.3	277.1	366.2	275.9	341.5	400.0	168.1	185.2	154.0

**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:** 6 Agriculture, Forestry and Fishing agreements were approved in the September quarter 2025, covering 500 employees. The AAWI for these agreements was 3.2% and the average duration was 3.0 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Agriculture, Forestry and Fishing	Agreements	134	140	113	113	111	120	122	125	116	116	124	123	112
	AAWI (%)	2.5	2.6	2.6	2.7	2.8	2.9	2.9	3.0	3.3	3.6	3.7	3.8	3.8
	Duration (yrs.)	3.7	3.6	3.6	3.5	3.5	3.5	3.5	3.2	3.4	3.2	3.2	3.2	3.3
	Employees ('000)	10.7	11.5	10.7	10.5	8.5	10.2	10.3	10.9	8.9	10.3	11.4	11.6	10.1
Mining	Agreements	375	395	384	390	399	423	424	442	424	449	462	458	438
	AAWI (%)	2.3	2.4	2.6	2.7	2.8	3.0	3.0	3.1	3.2	3.3	3.4	3.5	3.6
	Duration (yrs.)	3.6	3.6	3.6	3.6	3.5	3.5	3.5	3.5	3.6	3.6	3.6	3.5	3.5
	Employees ('000)	53.5	54.7	57.9	55.6	56.1	59.0	61.9	63.7	62.0	62.3	61.9	63.4	63.2
Manufacturing	Agreements	1,799	1,868	1,918	1,934	1,862	1,964	1,991	2,010	1,886	1,945	1,973	1,965	1,858
	AAWI (%)	2.6	2.8	2.9	3.0	3.1	3.3	3.4	3.4	3.6	3.7	3.7	3.8	3.8
	Duration (yrs.)	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	134.9	139.3	148.2	147.4	147.8	154.1	157.5	159.8	150.0	153.2	158.2	162.5	153.2
Non-Metal Manufacturing	Agreements	1,186	1,236	1,291	1,294	1,266	1,329	1,345	1,357	1,279	1,314	1,330	1,326	1,263
	AAWI (%)	2.5	2.7	2.8	2.9	3.1	3.2	3.3	3.4	3.5	3.7	3.7	3.7	3.7
	Duration (yrs.)	3.0	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	92.7	97.8	105.7	103.5	104.1	109.1	111.9	112.8	106.6	109.6	114.2	118.5	111.9
Metal Manufacturing	Agreements	613	632	627	640	596	635	646	653	607	631	643	639	595
	AAWI (%)	2.8	2.9	2.9	3.1	3.2	3.3	3.4	3.5	3.7	3.8	3.8	3.8	4.0
	Duration (yrs.)	2.8	2.8	2.8	2.8	2.9	2.9	2.8	2.9	2.9	2.9	3.0	2.9	2.9
	Employees ('000)	42.2	41.5	42.5	43.9	43.7	45.0	45.5	47.0	43.3	43.7	44.0	43.9	41.3
Electricity, Gas, Water and Waste Services	Agreements	328	350	359	357	343	364	369	381	339	367	370	391	357
	AAWI (%)	3.0	3.0	3.1	3.1	3.4	3.5	3.5	3.6	3.9	4.0	4.1	4.2	4.2
	Duration (yrs.)	2.7	2.6	2.6	2.5	2.6	2.6	2.5	2.6	2.9	2.9	2.8	2.8	2.9
	Employees ('000)	49.5	54.6	55.8	58.7	53.0	55.2	49.5	52.0	49.6	53.3	59.2	66.1	63.7

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Construction	Agreements	4,788	4,684	4,398	4,502	3,298	3,312	2,755	3,121	3,307	3,670	3,829	3,922	4,158
	AAWI (%)	3.8	3.6	3.6	3.6	3.6	3.9	3.9	4.1	4.2	4.6	4.7	4.9	5.1
	Duration (yrs.)	2.8	2.9	2.9	2.9	3.1	3.1	3.3	3.3	3.3	3.2	3.1	3.1	3.1
	Employees ('000)	118.0	116.1	108.9	110.7	88.1	90.9	80.8	92.4	95.8	110.1	116.0	118.2	122.2
Wholesale Trade	Agreements	179	186	175	179	177	187	205	207	193	201	205	200	192
	AAWI (%)	2.8	2.9	3.0	3.1	3.2	3.3	3.3	3.4	3.6	3.6	3.7	3.7	3.7
	Duration (yrs.)	3.1	3.0	3.0	3.0	2.9	3.1	3.1	3.2	3.2	3.2	3.2	3.2	3.2
	Employees ('000)	16.3	15.8	15.5	15.4	13.4	19.0	19.8	18.8	18.4	20.0	19.8	20.0	18.8
Retail Trade	Agreements	123	134	130	132	130	145	141	141	126	129	140	143	140
	AAWI (%)	2.4	2.4	2.5	2.5	2.5	2.7	2.7	3.0	3.3	3.2	3.3	3.3	3.2
	Duration (yrs.)	3.9	3.9	4.1	4.1	4.1	3.6	3.5	3.4	3.2	3.4	3.4	3.4	3.4
	Employees ('000)	227.3	225.3	94.3	88.9	85.6	118.5	108.7	138.5	139.6	364.5	388.5	388.4	388.7
Accommodation and Food Services	Agreements	111	104	106	107	106	110	122	120	114	106	108	110	107
	AAWI (%)	2.8	2.8	3.5	3.5	3.6	2.9	3.0	3.1	3.5	3.5	3.6	3.6	3.6
	Duration (yrs.)	4.0	4.0	3.8	3.8	3.8	4.0	4.0	3.9	3.6	3.4	3.4	3.3	3.4
	Employees ('000)	56.8	56.9	60.5	61.1	61.5	59.5	60.5	23.4	23.4	21.7	21.5	22.5	21.6
Transport, Postal and Warehousing	Agreements	1,014	1,115	1,149	1,195	1,165	1,234	1,263	1,283	1,195	1,246	1,274	1,289	1,210
	AAWI (%)	2.7	2.8	2.9	2.9	3.0	3.1	3.2	3.3	3.4	3.7	3.8	3.8	3.9
	Duration (yrs.)	2.9	2.9	2.8	2.8	2.9	2.9	2.8	2.9	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	160.7	163.9	173.7	183.0	163.7	175.1	193.0	183.9	176.4	181.7	186.7	188.4	198.8
Information Media and Telecommunications	Agreements	47	51	51	52	57	61	58	56	51	57	59	64	51
	AAWI (%)	2.4	2.5	2.6	2.6	2.7	2.7	2.7	2.7	2.8	2.9	2.8	2.9	2.9
	Duration (yrs.)	2.4	2.4	2.4	2.4	2.5	2.5	2.5	2.5	2.5	2.9	2.8	2.8	2.8
	Employees ('000)	32.2	33.0	33.3	34.8	37.4	37.8	37.0	36.8	36.1	38.7	37.2	40.1	38.2
Financial and Insurance Services	Agreements	70	72	71	70	67	74	76	79	65	70	72	73	71
	AAWI (%)	2.7	2.7	2.8	2.8	3.0	3.2	3.3	3.4	3.4	3.7	3.7	3.7	3.7
	Duration (yrs.)	3.0	3.1	2.6	2.6	2.6	2.8	2.8	2.8	2.8	2.8	3.0	3.0	3.0
	Employees ('000)	38.2	36.7	68.8	67.9	72.2	127.7	146.1	149.2	145.9	183.6	173.1	175.7	175.5

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Rental, Hiring and Real Estate Services	Agreements	58	58	58	60	56	62	61	65	63	65	65	59	54
	AAWI (%)	2.1	2.1	2.1	2.1	2.2	2.2	2.2	2.2	2.2	2.6	2.7	2.7	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	3.9	3.8	4.0	4.1	4.1	3.2	4.0	3.9	3.8	3.7
Professional, Scientific and Technical Services	Agreements	109	114	110	115	116	118	113	118	111	123	129	131	127
	AAWI (%)	2.3	2.3	2.3	2.3	2.4	2.7	2.8	3.5	3.7	3.9	3.8	3.8	3.8
	Duration (yrs.)	3.2	3.1	3.1	3.1	3.1	3.2	3.2	2.9	2.8	2.8	2.7	2.7	2.7
	Employees ('000)	18.1	18.4	17.9	18.3	18.1	13.3	12.5	22.6	21.6	20.3	22.7	23.3	24.0
Administrative and Support Services	Agreements	221	220	196	191	173	178	157	156	146	170	177	178	165
	AAWI (%)	2.9	3.0	3.0	3.0	3.3	3.5	3.4	3.6	3.9	4.5	4.7	4.7	4.8
	Duration (yrs.)	3.6	3.6	3.6	3.6	3.6	3.6	3.7	3.3	3.3	3.1	3.2	3.2	3.2
	Employees ('000)	21.1	19.7	18.3	18.9	16.0	17.5	15.9	14.1	13.3	16.3	17.2	18.8	18.1
Public Administration and Safety	Agreements	356	363	364	368	341	346	392	460	404	413	424	425	372
	AAWI (%)	2.2	2.2	2.2	2.3	2.4	2.5	3.3	3.4	3.4	3.5	3.5	3.5	3.6
	Duration (yrs.)	2.9	3.1	3.1	3.0	3.0	2.9	2.8	2.8	2.9	2.9	2.9	2.9	3.0
	Employees ('000)	210.1	181.5	185.4	186.1	205.2	193.2	236.6	326.7	370.1	382.9	391.2	412.9	377.9
Education and Training	Agreements	424	474	456	482	482	517	483	512	520	555	501	526	517
	AAWI (%)	2.5	2.5	2.7	2.8	3.1	3.4	3.6	3.6	3.7	3.7	3.7	3.7	3.6
	Duration (yrs.)	3.1	3.0	2.9	2.8	2.8	2.6	2.5	2.5	2.5	2.6	2.7	2.7	2.7
	Employees ('000)	208.5	226.4	239.2	266.4	301.1	390.3	442.2	472.0	487.1	465.2	431.6	475.4	441.6
Health Care and Social Assistance	Agreements	619	665	672	725	692	734	739	800	733	786	831	871	754
	AAWI (%)	2.5	2.4	2.5	2.6	2.7	2.8	2.8	2.9	3.0	3.9	3.8	3.9	3.9
	Duration (yrs.)	2.8	2.8	2.8	2.7	2.8	2.7	2.7	2.8	2.9	2.8	2.8	2.8	2.8
	Employees ('000)	329.7	395.6	393.9	408.5	433.6	458.7	450.1	389.7	350.0	502.3	518.9	548.8	476.8
Arts and Recreation Services	Agreements	108	116	111	119	111	117	122	136	124	131	127	136	126
	AAWI (%)	2.7	2.8	3.2	3.2	2.9	2.9	3.2	3.2	3.4	3.4	3.5	3.5	3.5
	Duration (yrs.)	2.9	2.9	2.5	2.4	2.8	2.8	2.6	2.5	2.7	2.7	2.6	2.6	2.8
	Employees ('000)	26.7	25.9	30.2	31.9	25.9	27.3	31.3	31.3	33.8	34.9	35.7	38.2	29.4

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Other Services	Agreements	199	217	222	215	213	210	211	218	214	223	234	238	208
	AAWI (%)	2.5	2.7	2.9	2.9	2.9	3.0	3.1	3.2	3.6	3.5	3.6	3.6	3.7
	Duration (yrs.)	3.5	3.3	3.2	3.1	3.2	3.2	3.2	3.0	3.0	3.1	3.1	3.0	3.1
	Employees ('000)	18.0	21.7	22.9	23.6	24.8	24.3	24.7	25.5	24.8	26.0	27.2	27.0	25.4
All industries	Agreements	11,062	11,326	11,043	11,306	9,899	10,276	9,804	10,430	10,131	10,822	11,104	11,302	11,017
	AAWI (%)	2.6	2.6	2.7	2.8	2.9	3.1	3.2	3.4	3.5	3.7	3.7	3.8	3.8
	Duration (yrs.)	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0
	Employees ('000)	1734.2	1800.8	1739.1	1791.6	1815.7	2035.6	2142.5	2215.4	2210.0	2651.5	2682.0	2805.1	2650.8

**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:** 112 Agriculture, Forestry and Fishing agreements were current as at 30 September 2025, covering 10,100 employees. The AAWI for these agreements was 3.8% and the average duration was 3.3 years.

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

FOR ALL CURRENT AGREEMENTS		Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28	Sep-28
Agriculture, Forestry and Fishing	Agreements	11	6	1	12	6	5	9	9	9	16	10	11	5
	AAWI (%)	3.2	3.4	2.0	3.3	3.2	3.4	3.9	4.4	3.9	3.3	3.4	3.2	2.7
	Employees ('000)	0.6	0.3	0.0	0.9	0.2	0.2	0.4	3.3	0.8	0.9	0.6	1.5	0.3
Mining	Agreements	34	39	22	49	33	26	24	40	33	47	22	29	10
	AAWI (%)	2.7	3.2	3.5	3.4	3.2	3.6	3.2	3.5	3.4	3.9	3.2	3.7	2.9
	Employees ('000)	3.7	4.9	5.0	7.6	3.8	2.3	4.0	3.8	4.5	5.0	4.6	4.5	1.4
Manufacturing	Agreements	173	127	126	257	174	139	114	215	165	120	73	65	27
	AAWI (%)	3.6	3.3	3.7	4.0	3.8	4.2	3.7	3.9	4.1	3.7	3.7	3.3	3.4
	Employees ('000)	17.1	8.9	9.2	19.1	15.3	11.8	11.2	14.8	13.5	9.5	7.1	5.9	2.0
Non-Metal Manufacturing	Agreements	110	88	90	164	123	99	82	141	106	86	50	38	14
	AAWI (%)	3.8	3.3	3.7	4.0	3.7	4.2	3.7	3.9	3.8	3.6	3.6	3.2	3.2
	Employees ('000)	11.9	6.2	7.2	13.1	11.9	9.6	9.5	9.0	8.5	7.4	5.4	4.2	1.6
Metal Manufacturing	Agreements	63	39	36	93	51	40	32	74	59	34	23	27	13
	AAWI (%)	3.3	3.5	3.8	4.0	4.0	4.2	3.9	3.8	4.5	4.1	3.9	3.5	4.3
	Employees ('000)	5.2	2.7	2.0	6.0	3.3	2.2	1.7	5.9	5.0	2.1	1.7	1.7	0.3
Electricity, Gas, Water and Waste Services	Agreements	39	28	26	39	32	26	26	41	24	21	21	12	7
	AAWI (%)	3.3	5.8	4.1	4.2	4.1	3.6	4.8	4.4	4.3	3.3	3.8	3.4	3.5
	Employees ('000)	3.5	4.0	5.0	7.2	3.5	1.5	2.2	9.2	9.4	1.2	12.6	2.0	0.9
Construction	Agreements	159	282	152	207	259	321	107	170	1,182	365	180	170	88
	AAWI (%)	3.2	4.3	4.0	3.9	5.3	5.1	3.4	3.7	6.5	4.6	4.0	3.4	3.7
	Employees ('000)	4.3	8.0	3.7	6.3	7.7	6.8	4.2	6.1	36.7	9.5	4.8	6.8	2.6
Wholesale Trade	Agreements	16	16	11	17	14	12	15	30	17	21	8	8	2
	AAWI (%)	3.9	3.8	3.4	3.9	4.2	3.3	4.1	3.7	4.1	2.7	3.7	3.3	2.7
	Employees ('000)	1.5	0.7	0.4	1.9	1.1	0.4	0.8	3.3	6.0	1.2	0.3	1.2	0.1



FOR ALL CURRENT AGREEMENTS		Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28	Sep-28
Retail Trade	Agreements	7	10	9	11	11	6	6	21	10	13	5	12	5
	AAWI (%)	3.3	2.6	2.9	4.1	4.4	3.4	4.8	3.3	2.8	2.7	3.8	3.9	3.6
	Employees ('000)	1.8	1.6	4.0	9.3	46.5	1.6	9.2	17.5	3.4	21.1	2.4	227.4	1.4
Accommodation and Food Services	Agreements	9	5	8	7	13	2	4	5	7	12	14	9	6
	AAWI (%)	3.6	4.4	3.3	3.3	3.8	2.4	5.1	3.2	3.5	2.1	3.4	2.6	2.9
	Employees ('000)	0.9	1.6	1.0	2.2	6.6	0.4	0.3	0.7	0.8	1.4	1.8	2.0	0.5
Transport, Postal and Warehousing	Agreements	76	124	68	172	103	83	69	137	105	58	60	60	26
	AAWI (%)	3.2	3.3	4.0	3.8	3.7	3.7	4.0	3.9	3.9	3.9	5.2	4.9	2.9
	Employees ('000)	6.0	14.2	14.6	34.7	10.9	10.1	6.5	23.3	8.6	33.6	6.9	3.7	2.0
Information Media and Telecommunications	Agreements	10	9	6	10	1	1	1	7	10	0	0	3	1
	AAWI (%)	2.8	2.1	3.0	2.4	*	2.2	*	3.4	3.5	*	*	4.3	4.0
	Employees ('000)	1.9	2.0	3.2	3.4	0.1	0.0	0.1	1.1	23.9	0.0	0.0	3.0	0.1
Financial and Insurance Services	Agreements	3	6	1	12	5	4	4	9	4	7	5	3	1
	AAWI (%)	3.8	3.4	*	4.5	4.2	4.0	3.5	4.1	3.4	2.5	3.6	3.7	3.7
	Employees ('000)	0.6	2.1	0.2	43.1	6.9	29.9	3.8	4.9	18.9	39.3	20.5	0.3	0.8
Rental, Hiring and Real Estate Services	Agreements	5	5	3	4	6	2	4	4	3	7	7	3	1
	AAWI (%)	4.5	3.1	1.7	3.6	2.8	2.1	3.0	3.5	3.5	4.0	3.6	2.7	*
	Employees ('000)	0.2	0.1	1.5	0.3	0.2	0.0	0.1	0.1	0.0	1.0	0.2	0.0	0.0
Professional, Scientific and Technical Services	Agreements	8	8	7	17	4	5	10	13	9	12	6	10	5
	AAWI (%)	3.5	3.8	4.2	3.7	3.5	4.3	3.3	3.5	3.3	3.3	3.3	3.1	2.2
	Employees ('000)	1.0	1.3	0.2	3.7	0.9	6.6	1.2	1.7	2.8	0.7	0.2	0.9	0.5
Administrative and Support Services	Agreements	14	20	5	22	9	10	3	6	32	12	8	12	2
	AAWI (%)	2.9	4.4	5.2	5.5	6.0	4.0	4.4	3.2	6.3	3.2	4.2	3.7	2.4
	Employees ('000)	0.8	1.1	0.5	2.1	0.7	0.9	0.2	1.1	2.9	2.3	0.4	2.1	0.1
Public Administration and Safety	Agreements	19	30	25	30	15	20	112	34	18	15	8	25	5
	AAWI (%)	2.1	3.2	3.6	3.4	4.4	3.7	3.8	3.3	3.5	3.8	4.0	3.3	3.1
	Employees ('000)	18.5	10.5	30.4	8.3	5.5	6.8	178.9	17.5	6.9	13.3	1.3	82.0	2.5

FOR ALL CURRENT AGREEMENTS		Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28	Sep-28
Education and Training	Agreements	16	105	35	47	18	86	18	29	12	65	26	13	2
	AAWI (%)	4.8	2.4	5.0	4.6	5.0	4.2	2.5	4.4	4.1	3.6	3.9	3.3	*
	Employees ('000)	19.2	139.3	23.2	111.0	27.7	26.4	12.5	9.2	3.9	10.9	53.7	2.1	0.1
Health Care and Social Assistance	Agreements	110	54	46	128	47	54	29	104	58	45	27	41	20
	AAWI (%)	4.0	2.8	2.2	3.0	3.2	3.3	3.4	3.5	3.5	3.7	3.3	6.1	3.2
	Employees ('000)	25.2	37.4	35.8	65.6	26.3	74.8	4.4	42.9	18.0	14.5	7.5	89.9	5.1
Arts and Recreation Services	Agreements	9	16	8	17	3	4	8	15	4	23	1	6	5
	AAWI (%)	2.2	2.3	3.2	3.4	3.2	3.3	3.8	4.2	3.6	3.5	2.9	3.2	3.6
	Employees ('000)	3.6	3.3	1.2	3.5	0.1	1.0	1.5	6.4	1.6	1.3	0.2	2.8	2.1
Other Services	Agreements	24	25	16	17	13	10	12	30	15	12	6	16	4
	AAWI (%)	3.0	4.1	3.4	3.3	3.1	4.2	4.0	3.5	4.7	3.9	3.7	2.9	3.2
	Employees ('000)	2.7	1.2	1.9	2.5	1.8	0.9	0.9	3.9	3.9	1.1	0.8	2.2	0.1
All industries	Agreements	742	915	575	1,075	766	816	575	919	1,717	871	487	508	222
	AAWI (%)	3.8	2.7	3.5	3.9	4.2	4.0	3.7	3.7	4.9	3.8	3.9	4.6	3.3
	Employees ('000)	113.0	242.3	141.2	332.5	165.5	182.5	242.3	171.0	166.6	167.6	126.0	440.5	22.5

**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:** 5 Agriculture, Forestry and Fishing agreements, covering 300 employees, have an expiry date in the September quarter 2028. The AAWI of these agreements is 2.7%.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
ACT	Agreements	11	15	12	12	14	11	30	16	17	10	12	6	5
	AAWI (%)	4.4	2.6	3.7	3.7	3.5	3.6	3.7	3.6	3.5	3.7	3.9	4.4	3.9
	Duration (yrs.)	1.8	1.9	2.2	2.7	2.5	2.5	2.5	2.1	1.8	2.2	2.8	2.3	2.8
	Employees ('000)	0.1	0.8	0.8	1.9	16.9	1.5	10.0	3.1	6.2	1.3	1.6	0.6	0.5
NSW	Agreements	219	206	155	172	192	199	146	195	176	252	162	165	168
	AAWI (%)	3.3	3.7	3.8	3.5	5.3	4.4	3.8	4.6	3.9	4.2	3.7	5.0	4.2
	Duration (yrs.)	3.0	2.3	2.6	2.0	2.5	2.7	2.1	2.1	1.9	2.4	2.9	2.1	2.6
	Employees ('000)	16.7	28.1	11.5	30.8	19.8	20.0	28.6	29.5	25.2	26.7	25.3	24.1	22.5
NT	Agreements	11	10	7	8	9	13	4	5	9	22	22	12	13
	AAWI (%)	2.5	2.5	3.1	3.1	3.2	3.8	3.4	4.1	4.0	3.9	3.6	4.0	3.5
	Duration (yrs.)	3.0	3.1	1.8	2.6	3.0	2.5	3.6	2.8	3.0	3.0	3.1	3.1	2.9
	Employees ('000)	1.0	1.0	4.7	0.8	6.7	1.0	0.1	0.2	1.0	4.9	1.4	2.7	2.1
QLD	Agreements	137	155	127	147	152	269	191	187	117	184	135	115	125
	AAWI (%)	3.4	3.5	4.0	4.0	4.3	4.3	4.8	4.3	4.0	4.3	3.8	3.6	3.4
	Duration (yrs.)	2.8	2.5	2.8	2.4	2.5	2.9	2.4	2.8	3.1	2.5	2.8	2.9	3.0
	Employees ('000)	9.4	20.1	17.1	22.8	33.4	25.1	53.5	14.5	9.3	31.8	20.1	13.4	20.2
SA	Agreements	51	70	45	44	57	61	46	48	32	53	52	53	56
	AAWI (%)	3.4	3.4	3.3	3.8	5.0	4.2	5.5	4.3	3.7	4.0	3.5	4.3	3.6
	Duration (yrs.)	2.8	1.8	2.7	2.8	2.3	2.1	2.8	2.7	2.5	2.5	2.6	2.2	2.7
	Employees ('000)	5.6	17.7	3.0	3.1	10.1	6.2	10.4	7.1	2.3	3.4	7.5	7.2	5.1
TAS	Agreements	30	32	26	32	27	25	25	27	26	40	35	25	37
	AAWI (%)	3.3	3.6	4.0	3.8	4.4	4.5	3.1	3.9	3.8	4.6	4.0	3.5	3.5
	Duration (yrs.)	2.8	2.3	2.4	1.8	2.1	2.6	2.1	2.8	2.3	1.8	2.0	2.6	3.2
	Employees ('000)	3.0	3.4	1.2	3.8	2.3	1.3	3.2	2.6	2.6	5.4	7.6	4.3	4.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
VIC	Agreements	378	399	268	285	325	322	256	338	308	361	366	411	455
	AAWI (%)	2.4	2.4	3.5	3.3	2.6	3.9	3.6	4.0	3.3	5.7	3.9	4.2	4.4
	Duration (yrs.)	3.2	2.8	2.0	2.3	2.3	2.6	2.4	2.4	3.2	3.1	2.7	2.8	2.6
	Employees ('000)	123.2	82.8	34.2	26.2	62.5	34.8	38.1	33.6	85.9	121.6	51.0	50.0	42.0
WA	Agreements	92	91	81	82	77	76	74	115	71	102	82	75	87
	AAWI (%)	2.8	3.4	4.0	3.8	4.3	3.7	3.0	4.1	3.9	3.3	3.9	4.1	3.6
	Duration (yrs.)	2.7	2.5	1.8	2.7	2.4	2.5	2.6	2.7	3.0	2.8	2.6	2.7	2.6
	Employees ('000)	15.2	6.3	13.0	10.6	9.4	12.1	17.2	10.3	5.5	9.2	13.6	10.8	17.0
Multi-state	Agreements	159	148	120	156	221	282	250	273	184	182	162	111	116
	AAWI (%)	2.9	3.7	3.5	3.6	4.2	4.7	3.9	3.8	4.2	3.8	3.6	4.1	3.7
	Duration (yrs.)	2.5	2.4	2.4	2.9	2.9	2.5	2.8	3.3	3.3	2.8	2.8	2.8	2.8
	Employees ('000)	39.6	62.0	49.1	36.3	135.3	175.0	205.2	174.9	203.3	195.8	39.8	72.1	40.6
Other	Agreements	0	0	0	0	0	1	0	0	1	0	1	0	1
	AAWI (%)	*	*	*	*	*	*	*	*	*	*	3.9	*	2.8
	Duration (yrs.)	0.0	0.0	0.0	0.0	0.0	3.6	0.0	0.0	4.0	0.0	2.9	0.0	2.8
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1	0.0	0.1
All states	Agreements	1,088	1,126	841	938	1,074	1,259	1,022	1,204	941	1,206	1,029	973	1,063
	AAWI (%)	2.6	3.0	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.8
	Duration (yrs.)	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7
	Employees ('000)	213.9	222.1	134.6	136.2	296.3	277.1	366.2	275.9	341.5	400.0	168.1	185.2	154.0

**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:** *5 agreements approved in the September quarter 2025 operate solely in the ACT, covering 500 employees. The AAWI for these agreements was 3.9% and the average duration was 2.8 years.*

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
ACT	Agreements	125	109	115	119	112	117	133	143	137	138	142	135	131
	AAWI (%)	2.8	2.8	2.9	3.2	3.5	3.5	3.5	3.5	3.5	3.5	3.6	3.6	3.6
	Duration (yrs.)	1.5	2.1	2.8	2.8	2.6	2.6	2.6	2.5	2.4	2.4	2.4	2.4	2.4
	Employees ('000)	37.8	12.6	7.7	9.7	25.1	26.5	31.4	36.6	42.0	42.9	43.4	43.5	43.4
NSW	Agreements	2,058	2,144	2,037	2,076	2,070	2,130	1,812	1,896	1,815	1,980	1,996	2,047	1,933
	AAWI (%)	2.8	3.0	3.0	3.1	3.4	3.5	3.6	3.7	3.9	4.0	4.0	4.1	3.9
	Duration (yrs.)	2.9	2.8	2.8	2.7	2.8	2.8	2.8	2.7	2.7	2.6	2.8	2.7	2.9
	Employees ('000)	163.0	183.8	179.4	197.7	191.3	204.4	196.8	219.0	215.0	235.2	219.4	231.8	215.7
NT	Agreements	109	113	112	114	114	118	117	117	107	117	128	136	138
	AAWI (%)	2.3	2.3	2.6	2.6	2.9	2.9	2.9	3.0	3.0	3.3	3.4	3.5	3.5
	Duration (yrs.)	3.2	3.2	2.7	2.7	2.8	2.7	2.7	2.7	2.8	3.0	3.1	3.1	3.1
	Employees ('000)	8.1	8.7	13.1	13.8	20.0	20.7	20.5	20.2	19.7	20.0	19.3	21.8	22.4
QLD	Agreements	1,620	1,430	1,415	1,463	1,399	1,576	1,556	1,663	1,631	1,736	1,745	1,793	1,754
	AAWI (%)	2.7	2.7	2.9	3.1	3.3	3.5	3.7	3.8	3.9	4.0	4.1	4.1	4.1
	Duration (yrs.)	3.1	3.1	3.0	3.0	3.0	2.9	2.8	2.8	2.9	2.7	2.7	2.7	2.8
	Employees ('000)	156.3	162.0	163.6	177.6	172.2	189.0	226.6	234.0	218.8	242.5	251.6	258.8	231.9
SA	Agreements	538	575	571	576	573	597	589	604	559	570	578	598	533
	AAWI (%)	2.6	2.8	2.8	2.9	3.4	3.5	3.8	3.9	4.1	4.2	4.2	4.2	4.0
	Duration (yrs.)	2.9	2.5	2.5	2.5	2.5	2.5	2.6	2.6	2.8	2.7	2.8	2.7	2.8
	Employees ('000)	43.8	58.4	58.1	58.1	60.7	64.2	66.7	72.1	58.8	57.7	58.5	64.7	56.4
TAS	Agreements	261	281	283	295	276	287	291	306	271	302	314	326	292
	AAWI (%)	2.9	3.0	3.0	3.1	3.2	3.3	3.3	3.3	3.4	3.7	3.8	3.8	3.8
	Duration (yrs.)	3.0	2.9	3.0	2.8	2.8	2.8	2.8	2.8	2.8	2.7	2.5	2.4	2.6
	Employees ('000)	23.2	25.9	23.7	26.7	25.7	26.2	27.2	27.9	24.4	29.1	34.0	37.0	33.8

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
VIC	Agreements	3,495	3,735	3,821	3,968	2,663	2,601	2,435	2,605	2,550	2,788	2,961	2,979	3,083
	AAWI (%)	2.6	2.5	2.5	2.6	2.4	2.5	2.6	2.7	2.8	3.4	3.5	3.5	3.6
	Duration (yrs.)	3.0	3.0	2.9	2.9	3.0	2.9	2.9	3.0	3.0	3.1	3.1	3.0	3.0
	Employees ('000)	583.2	644.9	660.5	674.3	668.7	666.6	626.8	575.4	606.3	701.2	719.1	748.6	673.4
WA	Agreements	892	942	936	935	901	917	901	953	941	991	993	1,016	975
	AAWI (%)	2.2	2.2	2.5	2.7	2.9	3.1	3.1	3.3	3.4	3.4	3.5	3.6	3.7
	Duration (yrs.)	2.9	3.0	2.8	2.8	2.8	2.9	2.9	2.9	3.0	3.1	3.0	3.0	3.0
	Employees ('000)	88.2	83.1	89.8	95.6	88.5	91.3	101.5	103.1	96.9	93.5	100.9	109.5	114.0
Multi-state	Agreements	1,958	1,991	1,747	1,756	1,788	1,929	1,967	2,140	2,117	2,197	2,243	2,268	2,173
	AAWI (%)	2.6	2.7	2.8	2.9	3.1	3.5	3.6	3.7	3.8	3.9	3.9	3.9	3.9
	Duration (yrs.)	3.4	3.4	3.1	3.1	3.1	2.9	2.9	2.9	2.8	3.0	3.0	3.0	3.0
	Employees ('000)	630.3	621.1	542.9	538.0	563.2	746.5	845.0	927.0	928.1	1229.2	1235.4	1289.1	1259.4
Other	Agreements	6	6	6	4	3	4	3	3	3	3	4	4	5
	AAWI (%)	2.3	2.3	2.3	2.0	2.0	2.0	1.9	1.9	1.7	1.7	3.6	3.6	3.2
	Duration (yrs.)	2.8	2.8	2.8	2.5	2.9	3.2	3.4	3.4	3.9	3.9	3.5	3.5	3.3
	Employees ('000)	0.4	0.4	0.4	0.2	0.1	0.2	0.1	0.1	0.2	0.2	0.3	0.3	0.4
All states	Agreements	11,062	11,326	11,043	11,306	9,899	10,276	9,804	10,430	10,131	10,822	11,104	11,302	11,017
	AAWI (%)	2.6	2.6	2.7	2.8	2.9	3.1	3.2	3.4	3.5	3.7	3.7	3.8	3.8
	Duration (yrs.)	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0
	Employees ('000)	1734.2	1800.8	1739.1	1791.6	1815.7	2035.6	2142.5	2215.4	2210.0	2651.5	2682.0	2805.1	2650.8

**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. \* Where asterisk occurs, there are no quantifiable agreements in this quarter so no AAWI is calculable.
4. Figures for State and Territory agreements are based on intra-State agreements only.
5. Multiple State agreements are those covering more than one State and include Australia-wide agreements.
6. Other includes agreements operating in Australian external territories and agreements where the State/Territory status has not been identified.

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

**How to read:** *131 agreements current as at September quarter 2025 operate solely in the ACT, covering 43,400 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 (September quarter 2022 to September quarter 2025)**

Linked to minimum wage

Agreement Type		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Single-enterprise non-greenfields	Agreements	51	53	35	44	56	70	72	51	45	51	47	24	35
	Employees ('000)	6.6	10.0	12.1	10.4	14.5	13.6	24.1	100.9	136.2	37.3	7.8	5.5	3.3
Single-enterprise greenfields	Agreements	3	2	1	3	1	0	0	4	2	2	1	2	0
	Employees ('000)	0.2	0.2	0.1	0.3	0.1	0.0	0.0	0.4	0.1	0.2	0.1	0.2	0.0
Multi-enterprise non-greenfields	Agreements	3	0	0	2	2	0	1	2	0	1	0	0	0
	Employees ('000)	1.0	0.0	0.0	0.2	3.0	0.0	0.2	3.4	0.0	37.0	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	57	55	36	49	59	70	73	57	47	54	48	26	35
	Employees ('000)	7.8	10.1	12.2	10.8	17.6	13.6	24.3	104.7	136.3	74.5	7.8	5.7	3.3

Linked to CPI

Agreement Type		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Single-enterprise non-greenfields	Agreements	22	30	13	11	17	20	12	11	17	20	14	9	14
	Employees ('000)	1.5	1.9	2.0	1.7	1.5	1.2	0.5	0.2	0.8	1.5	1.1	2.0	0.4
Single-enterprise greenfields	Agreements	0	0	0	0	1	1	0	1	0	0	0	0	1
	Employees ('000)	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2
Multi-enterprise non-greenfields	Agreements	0	0	1	0	0	0	0	0	0	0	0	0	0
	Employees ('000)	0.0	0.0	0.7	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	22	30	14	11	18	21	12	12	17	20	14	9	15
	Employees ('000)	1.5	1.9	2.7	1.7	1.6	1.3	0.5	0.2	0.8	1.5	1.1	2.0	0.6

Inconsistent increase

Agreement Type		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Single-enterprise non-greenfields	Agreements	55	67	31	53	53	40	47	69	111	53	69	62	58
	Employees ('000)	6.4	39.1	8.5	14.8	87.1	51.3	8.8	19.3	9.1	44.1	20.4	12.4	17.0
Single-enterprise greenfields	Agreements	4	8	1	0	0	1	3	3	7	5	5	7	3
	Employees ('000)	0.1	0.2	0.2	0.0	0.0	0.1	0.1	0.1	0.2	0.1	0.2	0.2	0.1
Multi-enterprise non-greenfields	Agreements	0	0	0	0	0	0	4	1	0	2	1	2	0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	1.8	0.1	0.0	5.2	0.1	21.5	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	59	75	32	53	53	41	54	73	118	60	75	71	61
	Employees ('000)	6.5	39.3	8.7	14.8	87.1	51.3	10.7	19.4	9.3	49.4	20.7	34.1	17.0

Performance linked

Agreement Type		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Single-enterprise non-greenfields	Agreements	4	2	2	5	1	6	2	4	8	3	1	1	0
	Employees ('000)	17.4	0.2	0.1	0.6	0.0	36.8	0.0	0.3	22.3	5.6	0.3	0.1	0.0
Single-enterprise greenfields	Agreements	0	1	0	0	0	0	0	0	0	0	0	0	0
	Employees ('000)	0.0	0.1	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	4	3	2	5	1	6	2	4	8	3	1	1	0
	Employees ('000)	17.4	0.2	0.1	0.6	0.0	36.8	0.0	0.3	22.3	5.6	0.3	0.1	0.0

## Other reason

Agreement Type		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Single-enterprise non-greenfields	Agreements	65	56	37	57	79	96	85	73	53	73	53	47	40
	Employees ('000)	5.0	14.2	5.5	6.0	7.2	30.4	17.9	7.8	8.7	25.6	7.8	5.9	15.3
Single-enterprise greenfields	Agreements	2	1	1	1	3	3	0	0	3	2	5	3	1
	Employees ('000)	0.0	0.1	0.0	0.1	0.2	0.1	0.0	0.0	0.1	0.1	0.4	0.4	0.0
Multi-enterprise non-greenfields	Agreements	0	0	0	0	0	0	4	0	0	0	3	0	0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	31.1	0.0	0.0	0.0	4.8	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	67	57	38	58	82	99	89	73	56	75	61	50	41
	Employees ('000)	5.0	14.4	5.5	6.1	7.4	30.5	49.0	7.8	8.8	25.7	12.9	6.3	15.3

## Totals

Agreement Type		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Total non-quantifiable	Agreements	209	220	122	176	213	237	230	219	246	212	199	157	152
	Employees ('000)	38.2	66.0	29.2	34.0	113.8	133.5	84.4	132.5	177.6	156.8	42.9	48.1	36.3

**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:** 35 single enterprise non-Greenfields agreements approved in the September quarter 2025 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements covered 3,300 employees.

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

Agreement Type		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Single-enterprise non-greenfields	Agreements	819	853	663	698	798	962	737	885	636	916	773	771	845
	Employees ('000)	171.6	151.1	103.2	99.9	146.8	141.8	267.8	140.8	161.8	166.3	121.5	108.7	96.5
Single-enterprise greenfields	Agreements	56	49	56	63	60	59	48	99	59	75	54	39	59
	Employees ('000)	1.4	2.4	2.2	2.2	2.1	1.8	1.8	2.4	2.1	3.5	2.4	1.7	1.9
Multi-enterprise non-greenfields	Agreements	4	3	0	1	3	1	7	1	0	3	2	6	7
	Employees ('000)	2.7	2.6	0.0	0.2	33.7	0.0	12.3	0.2	0.0	73.4	1.3	26.7	19.3
Multi-enterprise greenfields	Agreements	0	1	0	0	0	0	0	0	0	0	1	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	879	906	719	762	861	1,022	792	985	695	994	830	816	911
	Employees ('000)	175.7	156.1	105.4	102.3	182.5	143.7	281.8	143.4	164.0	243.2	125.2	137.1	117.7

**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:** 911 single enterprise non-Greenfields agreements approved in the September quarter 2025 had quantifiable AAWIs. These agreements covered 117,700 employees.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Union covered	Agreements	870	910	673	713	806	1,001	794	1,005	754	1,024	856	839	893
	AAWI (%)	2.6	3.0	3.6	3.6	3.8	4.4	3.9	4.1	3.7	4.8	3.8	4.3	3.9
	Duration (yrs.)	3.0	2.5	2.2	2.3	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7
	Employees ('000)	205.9	214.5	126.4	122.0	281.9	263.4	357.8	267.1	332.8	393.1	159.7	177.7	146.2
No union covered	Agreements	218	216	168	225	268	258	228	199	187	182	173	134	170
	AAWI (%)	3.1	2.9	3.4	3.5	3.4	3.4	3.6	3.1	3.2	3.5	3.2	3.0	3.1
	Duration (yrs.)	3.3	3.1	3.4	3.7	3.5	3.6	3.6	3.6	3.4	3.4	3.4	3.4	3.4
	Employees ('000)	8.0	7.5	8.2	14.2	14.4	13.8	8.4	8.8	8.8	7.0	8.3	7.5	7.7
All	Agreements	1,088	1,126	841	938	1,074	1,259	1,022	1,204	941	1,206	1,029	973	1,063
	AAWI (%)	2.6	3.0	3.6	3.6	3.8	4.4	3.9	4.0	3.7	4.8	3.8	4.2	3.8
	Duration (yrs.)	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7	2.7
	Employees ('000)	213.9	222.1	134.6	136.2	296.3	277.1	366.2	275.9	341.5	400.0	168.1	185.2	154.0

**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:** 893 agreements approved in the September quarter 2025 covering 146,200 employees formally covered a union. The AAWI for these agreements was 3.9% and the average duration was 2.7 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25	Sep-25
Union covered	Agreements	8,087	8,318	8,121	8,461	7,121	7,447	6,935	7,539	7,299	7,985	8,267	8,521	8,325
	AAWI (%)	2.6	2.6	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.7	3.8	3.8	3.8
	Duration (yrs.)	3.0	3.0	2.9	2.9	2.9	2.8	2.8	2.8	2.8	2.9	2.9	2.9	3.0
	Employees ('000)	1627.2	1691.6	1632.1	1685.4	1699.1	1911.5	2016.0	2089.1	2085.3	2525.4	2554.0	2678.1	2525.6
No union covered	Agreements	2,975	3,008	2,922	2,845	2,778	2,829	2,869	2,891	2,832	2,837	2,837	2,781	2,692
	AAWI (%)	2.3	2.3	2.4	2.5	2.6	2.7	2.8	2.9	3.0	3.1	3.1	3.1	3.2
	Duration (yrs.)	4.2	4.2	4.2	4.2	4.2	4.1	4.1	3.9	3.7	3.6	3.6	3.6	3.6
	Employees ('000)	107.0	109.3	107.1	106.2	116.6	124.1	126.4	126.3	124.8	126.1	128.1	127.0	125.2
All	Agreements	11,062	11,326	11,043	11,306	9,899	10,276	9,804	10,430	10,131	10,822	11,104	11,302	11,017
	AAWI (%)	2.6	2.6	2.7	2.8	2.9	3.1	3.2	3.4	3.5	3.7	3.7	3.8	3.8
	Duration (yrs.)	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0	3.0
	Employees ('000)	1734.2	1800.8	1739.1	1791.6	1815.7	2035.6	2142.5	2215.4	2210.0	2651.5	2682.0	2805.1	2650.8

**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. \* 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:** 8,325 agreements current as at 30 September 2025 covering 2,525,600 employees formally covered a union. The AAWI for these agreements was 3.8% and the average duration was 3.0 years.

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

Agreement ID	Title	Employees	AAWI	Industry	States	Sector
<b>AE529763</b>	SYDNEY TRAINS AND NSW TRAINLINK ENTERPRISE AGREEMENT 2025	13,605	3.8	Transport, Postal and Warehousing	Australian Capital Territory, New South Wales, Queensland, Victoria	Public
<b>AE530159</b>	St John of God Health Care – ANMF – Registered Nurses’ and Midwives’ Agreement 2024	7,637	Inconsistent increase	Health Care and Social Assistance	Western Australia	Private
<b>AE529833</b>	TAFE Commission of NSW Administrative, Support and Related Employees Enterprise Agreement 2024-2027	5,462	Other reason	Education and Training	New South Wales	Public
<b>AE530518</b>	BOLTON CLARKE (QUEENSLAND) ENTERPRISE AGREEMENT 2025	5,450	3.2	Health Care and Social Assistance	Queensland	Private
<b>AE530194</b>	Ozcare Enterprise Agreement 2025	4,513	2.7	Health Care and Social Assistance	Queensland	Private
<b>AE529917</b>	Estia Health Victoria Enterprise Agreement 2025	4,121	Other reason	Health Care and Social Assistance	Victoria	Private
<b>AE529792</b>	Mercy Health Aged Care Victoria, ANMF and HWU Enterprise Agreement 2024	3,060	Inconsistent increase	Health Care and Social Assistance	Victoria	Private
<b>AE529538</b>	StarTrack - Transport Workers’ Union Enterprise Agreement 2025	3,008	4.0	Transport, Postal and Warehousing	Australia-wide	Public
<b>AE530274</b>	Regis Aged Care Pty Ltd, ANMF & HWU Enterprise Agreement – Victoria 2025	2,776	4.0	Health Care and Social Assistance	Victoria	Private
<b>AE529848</b>	Bolton Clarke (New South Wales) Enterprise Agreement 2025	2,676	3.4	Health Care and Social Assistance	New South Wales	Private
<b>AE530117</b>	St John of God Health Care Inc. (Victoria) Nurses and Midwives Enterprise Agreement 2025	2,512	5.6	Health Care and Social Assistance	Victoria	Private
<b>AE530115</b>	The Star Brisbane Enterprise Agreement 2025	2,247	4.0	Arts and Recreation Services	Queensland	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:** *SYDNEY TRAINS AND NSW TRAINLINK ENTERPRISE AGREEMENT 2025 covers 13,605 employees. The AAWI for this agreement was 3.8%, it covers employees in the Transport, Postal and Warehousing industry, and operates in the Australian Capital Territory, New South Wales, Queensland and Victoria.*



**Table 16 - Agreements approved in the September 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	0	1	2	0	1	1	0	6
	AAWI (%)	*	3.2	*	*	3.2	3.4	*	3.0	3.0	*	3.2
	Duration (yrs.)	0.0	3.9	0.0	0.0	3.9	2.6	0.0	2.7	4.0	0.0	3.0
	Employees ('000)	0.0	0.0	0.0	0.0	0.1	0.2	0.0	0.2	0.1	0.0	0.5
Mining	Agreements	0	5	0	4	0	2	4	2	6	0	23
	AAWI (%)	*	5.0	*	5.0	*	3.6	3.9	1.5	4.1	*	4.0
	Duration (yrs.)	0.0	3.7	0.0	2.5	0.0	2.6	2.8	3.9	3.8	0.0	3.5
	Employees ('000)	0.0	1.4	0.0	0.8	0.0	0.1	0.1	0.7	1.2	0.0	4.3
Manufacturing	Agreements	0	43	1	21	14	5	71	15	13	0	183
	AAWI (%)	*	3.9	6.7	2.8	3.7	4.5	4.2	3.2	3.8	*	3.8
	Duration (yrs.)	0.0	2.8	2.6	3.4	2.8	2.5	2.6	2.8	2.5	0.0	2.8
	Employees ('000)	0.0	4.4	0.0	1.8	1.7	0.1	5.2	0.7	2.2	0.0	16.2
Non-Metal Manufacturing	Agreements	0	26	0	16	10	4	50	9	7	0	122
	AAWI (%)	*	3.6	*	2.7	3.7	4.4	4.0	3.0	4.0	*	3.6
	Duration (yrs.)	0.0	2.7	0.0	3.4	2.8	2.6	2.5	2.8	2.8	0.0	2.8
	Employees ('000)	0.0	2.2	0.0	1.6	1.6	0.1	2.8	0.5	1.4	0.0	10.1
Metal Manufacturing	Agreements	0	17	1	5	4	1	21	6	6	0	61
	AAWI (%)	*	4.2	6.7	3.5	3.7	5.0	4.5	3.8	3.5	*	4.2
	Duration (yrs.)	0.0	2.8	2.6	3.4	2.8	1.8	2.7	2.9	2.1	0.0	2.7
	Employees ('000)	0.0	2.2	0.0	0.3	0.2	0.0	2.4	0.2	0.8	0.0	6.1
Electricity, Gas, Water and Waste Services	Agreements	1	7	0	6	2	2	10	3	5	0	36
	AAWI (%)	3.7	4.3	*	3.5	4.0	3.5	4.3	3.1	3.5	*	3.9
	Duration (yrs.)	3.0	2.4	0.0	2.5	3.0	3.8	2.6	3.0	3.1	0.0	2.9
	Employees ('000)	0.5	0.3	0.0	0.2	0.1	0.9	1.7	0.3	0.5	0.0	4.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Other	Total
Construction	Agreements	4	55	3	42	13	8	294	37	47	0	503
	AAWI (%)	5.3	6.1	2.8	6.0	5.1	4.0	6.2	3.5	5.4	*	5.8
	Duration (yrs.)	1.4	3.1	3.6	2.4	3.0	3.2	2.0	3.5	2.9	0.0	2.6
	Employees ('000)	0.1	2.9	0.1	0.7	0.2	0.4	5.8	1.0	1.4	0.0	12.6
Wholesale Trade	Agreements	0	5	0	3	0	1	5	1	3	0	18
	AAWI (%)	*	4.1	*	4.0	*	4.0	3.1	4.3	3.9	*	3.9
	Duration (yrs.)	0.0	2.7	0.0	2.8	0.0	1.8	2.6	2.9	3.0	0.0	2.8
	Employees ('000)	0.0	0.2	0.0	0.4	0.0	0.0	0.1	0.0	0.6	0.0	1.3
Retail Trade	Agreements	0	1	0	2	1	0	2	1	3	0	10
	AAWI (%)	*	3.3	*	3.7	3.0	*	3.4	3.7	2.3	*	3.2
	Duration (yrs.)	0.0	2.8	0.0	3.9	2.1	0.0	3.7	3.9	4.0	0.0	3.9
	Employees ('000)	0.0	0.1	0.0	1.2	0.0	0.0	0.2	0.6	2.8	0.0	4.9
Accommodation and Food Services	Agreements	0	4	0	0	0	0	2	1	0	0	7
	AAWI (%)	*	3.2	*	*	*	*	3.2	4.2	*	*	3.4
	Duration (yrs.)	0.0	3.9	0.0	0.0	0.0	0.0	3.4	4.0	0.0	0.0	3.7
	Employees ('000)	0.0	0.4	0.0	0.0	0.0	0.0	0.2	0.1	0.0	0.0	0.7
Transport, Postal and Warehousing	Agreements	0	17	1	15	10	2	15	12	15	1	88
	AAWI (%)	*	3.3	*	3.3	3.7	3.8	3.8	4.1	3.8	2.8	3.8
	Duration (yrs.)	0.0	2.8	4.0	3.2	2.6	3.7	3.5	2.2	2.7	2.8	2.8
	Employees ('000)	0.0	1.1	0.0	0.7	0.5	0.1	1.4	0.7	20.9	0.1	25.6
Information Media and Telecommunications	Agreements	0	0	0	0	0	0	0	0	1	0	1
	AAWI (%)	*	*	*	*	*	*	*	*	3.1	*	3.1
	Duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.9	0.0	1.9
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0
Financial and Insurance Services	Agreements	0	0	0	1	0	1	2	0	3	0	7
	AAWI (%)	*	*	*	3.2	*	1.2	3.0	*	3.5	*	3.4
	Duration (yrs.)	0.0	0.0	0.0	3.0	0.0	1.9	3.7	0.0	2.9	0.0	3.0
	Employees ('000)	0.0	0.0	0.0	0.2	0.0	0.1	0.2	0.0	2.1	0.0	2.6

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Other	Total
Rental, Hiring and Real Estate Services	Agreements	0	0	0	1	0	0	1	0	0	0	2
	AAWI (%)	*	*	*	2.8	*	*	3.4	*	*	*	3.1
	Duration (yrs.)	0.0	0.0	0.0	2.8	0.0	0.0	2.9	0.0	0.0	0.0	2.9
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1
Professional, Scientific and Technical Services	Agreements	0	3	2	0	0	0	0	0	3	0	8
	AAWI (%)	*	3.2	3.6	*	*	*	*	*	3.0	*	3.2
	Duration (yrs.)	0.0	2.6	4.0	0.0	0.0	0.0	0.0	0.0	2.4	0.0	2.7
	Employees ('000)	0.0	0.2	0.3	0.0	0.0	0.0	0.0	0.0	1.5	0.0	1.9
Administrative and Support Services	Agreements	0	1	0	0	0	0	4	0	0	0	5
	AAWI (%)	*	2.3	*	*	*	*	4.0	*	*	*	3.7
	Duration (yrs.)	0.0	1.8	0.0	0.0	0.0	0.0	3.5	0.0	0.0	0.0	3.2
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1
Public Administration and Safety	Agreements	0	0	3	0	1	5	15	2	5	0	31
	AAWI (%)	*	*	3.1	*	3.0	3.1	3.1	*	3.2	*	3.1
	Duration (yrs.)	0.0	0.0	2.5	0.0	2.0	3.6	3.3	3.2	2.6	0.0	3.1
	Employees ('000)	0.0	0.0	0.8	0.0	0.1	0.9	8.5	0.2	2.6	0.0	13.2
Education and Training	Agreements	0	8	0	12	3	0	5	5	5	0	38
	AAWI (%)	*	5.4	*	3.6	3.8	*	5.3	4.2	3.3	*	4.3
	Duration (yrs.)	0.0	2.2	0.0	3.0	2.4	0.0	2.5	2.7	1.6	0.0	2.3
	Employees ('000)	0.0	6.1	0.0	1.1	0.5	0.0	1.4	0.6	1.2	0.0	10.8
Health Care and Social Assistance	Agreements	0	11	2	7	10	7	21	6	5	0	69
	AAWI (%)	*	3.4	3.0	3.0	3.3	3.7	4.2	3.8	3.2	*	3.5
	Duration (yrs.)	0.0	2.5	2.9	2.9	2.9	2.7	2.5	2.3	2.2	0.0	2.5
	Employees ('000)	0.0	4.8	0.4	10.3	1.5	1.2	17.0	11.5	1.2	0.0	48.0
Arts and Recreation Services	Agreements	0	4	1	4	0	1	2	0	0	0	12
	AAWI (%)	*	3.5	4.3	3.9	*	4.0	2.9	*	*	*	3.9
	Duration (yrs.)	0.0	1.1	3.0	2.8	0.0	0.9	2.8	0.0	0.0	0.0	2.7
	Employees ('000)	0.0	0.2	0.5	2.6	0.0	0.0	0.1	0.0	0.0	0.0	3.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Other	Total
Other Services	Agreements	0	3	0	7	1	1	2	1	1	0	16
	AAWI (%)	*	3.7	*	4.4	4.3	*	5.3	3.5	3.2	*	3.5
	Duration (yrs.)	0.0	2.5	0.0	3.0	2.0	1.8	2.5	3.0	3.1	0.0	2.8
	Employees ('000)	0.0	0.3	0.0	0.2	0.3	0.0	0.1	0.4	1.3	0.0	2.5
All industries	Agreements	5	168	13	125	56	37	455	87	116	1	1,063
	AAWI (%)	3.9	4.2	3.5	3.4	3.6	3.5	4.4	3.6	3.7	2.8	3.8
	Duration (yrs.)	2.8	2.6	2.9	3.0	2.7	3.2	2.6	2.6	2.8	2.8	2.7
	Employees ('000)	0.5	22.5	2.1	20.2	5.1	4.0	42.0	17.0	40.6	0.1	154.0

**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 6 Agriculture, Forestry and Fishing agreements approved in the September quarter 2025, one operates solely in New South Wales. This agreement covers fewer than 100 employees, with an AAWI of 3.2% and an average duration of 3.9 years.

**Table 17 - Agreements current on the last day of the September 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	25	1	23	9	8	20	6	19	1	112
	AAWI (%)	*	3.7	2.7	4.1	3.6	3.8	3.9	3.6	3.2	*	3.8
	Duration (yrs.)	0.0	2.9	4.0	3.0	3.6	2.8	3.1	3.6	3.6	4.0	3.3
	Employees ('000)	0.0	1.8	0.0	2.1	0.8	0.7	1.0	0.5	3.0	0.1	10.1
Mining	Agreements	0	118	10	110	16	11	26	48	98	1	438
	AAWI (%)	*	3.5	4.2	3.5	3.8	4.3	3.7	3.7	3.5	3.9	3.6
	Duration (yrs.)	0.0	3.6	3.2	3.3	3.7	2.5	3.0	3.6	3.8	2.9	3.5
	Employees ('000)	0.0	15.8	1.5	17.0	3.6	1.3	1.6	8.1	14.2	0.1	63.2
Manufacturing	Agreements	3	453	8	266	135	54	656	139	144	0	1,858
	AAWI (%)	3.5	3.8	3.7	4.0	3.7	4.2	3.8	3.6	3.7	*	3.8
	Duration (yrs.)	2.6	3.1	3.7	3.1	2.9	2.7	2.9	3.3	3.2	0.0	3.0
	Employees ('000)	0.0	35.7	0.3	27.5	12.6	3.1	45.7	10.2	17.9	0.0	153.2
Non-Metal Manufacturing	Agreements	2	302	6	187	105	42	462	85	72	0	1,263
	AAWI (%)	3.5	3.7	3.4	4.0	3.7	4.3	3.7	3.3	3.5	*	3.7
	Duration (yrs.)	2.8	3.2	3.7	3.1	2.9	2.5	2.9	3.3	3.2	0.0	3.0
	Employees ('000)	0.0	25.0	0.3	21.8	10.8	2.6	34.9	6.0	10.5	0.0	111.9
Metal Manufacturing	Agreements	1	151	2	79	30	12	194	54	72	0	595
	AAWI (%)	*	4.0	5.6	4.1	3.7	3.6	4.1	3.9	4.0	*	4.0
	Duration (yrs.)	2.5	2.8	2.7	2.9	3.0	3.2	2.8	3.3	3.1	0.0	2.9
	Employees ('000)	0.0	10.7	0.0	5.7	1.8	0.6	10.8	4.2	7.5	0.0	41.3
Electricity, Gas, Water and Waste Services	Agreements	8	87	6	66	26	9	92	38	25	0	357
	AAWI (%)	3.5	4.1	3.1	4.3	6.3	4.1	4.0	4.1	4.1	*	4.2
	Duration (yrs.)	2.9	2.7	3.0	3.1	2.2	3.1	2.8	2.8	3.0	0.0	2.9
	Employees ('000)	1.3	11.3	0.8	7.3	3.5	2.0	10.5	6.5	20.4	0.0	63.7

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Other	Total
Construction	Agreements	43	591	25	597	122	57	1,347	369	1,007	0	4,158
	AAWI (%)	5.2	5.4	3.9	5.1	4.0	4.3	5.8	3.7	4.8	*	5.1
	Duration (yrs.)	3.0	3.2	3.2	3.0	3.2	3.0	2.6	3.4	3.4	0.0	3.1
	Employees ('000)	0.6	19.5	0.6	15.1	3.2	1.9	36.4	12.2	32.7	0.0	122.2
Wholesale Trade	Agreements	2	39	2	35	4	6	50	20	34	0	192
	AAWI (%)	4.3	4.2	3.6	3.5	3.6	3.5	3.8	3.9	3.3	*	3.7
	Duration (yrs.)	2.7	2.6	2.9	3.4	2.8	3.1	2.8	2.6	3.5	0.0	3.2
	Employees ('000)	0.1	2.0	0.1	2.1	0.2	0.3	3.6	1.5	9.1	0.0	18.8
Retail Trade	Agreements	1	18	0	24	8	2	26	11	50	0	140
	AAWI (%)	*	4.2	*	3.9	3.7	4.0	3.5	3.9	3.0	*	3.2
	Duration (yrs.)	4.0	3.7	0.0	3.6	3.6	3.0	3.1	3.4	3.4	0.0	3.4
	Employees ('000)	0.0	3.6	0.0	4.5	0.5	0.1	5.7	1.8	372.6	0.0	388.7
Accommodation and Food Services	Agreements	3	31	2	21	0	2	12	15	21	0	107
	AAWI (%)	4.0	3.1	*	3.5	*	2.7	2.6	4.0	3.6	*	3.6
	Duration (yrs.)	2.3	3.6	3.2	3.8	0.0	3.3	3.6	3.0	3.6	0.0	3.4
	Employees ('000)	0.3	4.3	0.3	3.1	0.0	0.1	0.9	7.4	5.2	0.0	21.6
Transport, Postal and Warehousing	Agreements	4	251	22	212	83	24	203	154	256	1	1,210
	AAWI (%)	3.7	3.9	3.2	4.5	3.9	4.5	3.9	4.1	3.7	2.8	3.9
	Duration (yrs.)	2.0	3.1	3.6	2.9	3.2	3.2	3.1	3.1	2.9	2.8	3.0
	Employees ('000)	1.3	26.4	1.2	22.5	5.3	2.2	21.0	11.8	107.0	0.1	198.8
Information Media and Telecommunications	Agreements	1	8	0	4	0	0	9	1	28	0	51
	AAWI (%)	6.8	2.7	*	2.0	*	*	2.3	2.0	3.3	*	2.9
	Duration (yrs.)	1.6	1.6	0.0	1.1	0.0	0.0	1.9	4.0	2.9	0.0	2.8
	Employees ('000)	0.0	1.6	0.0	1.0	0.0	0.0	1.2	0.2	34.1	0.0	38.2
Financial and Insurance Services	Agreements	0	5	0	3	0	3	10	2	48	0	71
	AAWI (%)	*	3.4	*	3.6	*	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	3.0	0.0	3.0
	Employees ('000)	0.0	0.5	0.0	0.6	0.0	0.1	2.6	0.4	171.2	0.0	175.5

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Other	Total
Rental, Hiring and Real Estate Services	Agreements	1	9	1	15	1	0	11	4	12	0	54
	AAWI (%)	2.7	3.1	3.3	3.1	3.5	*	3.1	3.2	2.5	*	2.7
	Duration (yrs.)	3.9	3.0	3.0	3.7	3.0	0.0	3.6	4.0	3.6	0.0	3.6
	Employees ('000)	0.0	0.2	0.0	0.4	0.0	0.0	0.4	0.1	2.7	0.0	3.7
Professional, Scientific and Technical Services	Agreements	1	19	2	9	3	2	26	14	51	0	127
	AAWI (%)	3.7	3.6	3.6	2.9	1.8	1.9	4.4	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	1.1	0.3	0.2	0.0	0.1	1.9	0.8	19.6	0.0	24.0
Administrative and Support Services	Agreements	1	21	2	19	2	2	52	16	50	0	165
	AAWI (%)	8.4	5.5	5.5	3.0	*	3.8	5.9	4.8	3.8	*	4.8
	Duration (yrs.)	1.6	3.4	3.7	2.7	2.6	3.1	2.4	3.2	3.7	0.0	3.2
	Employees ('000)	0.0	1.1	0.1	1.7	0.0	0.3	4.4	1.0	9.5	0.0	18.1
Public Administration and Safety	Agreements	32	17	21	20	5	23	103	15	134	2	372
	AAWI (%)	3.5	3.6	3.6	3.7	3.8	3.7	3.2	4.9	3.8	1.7	3.6
	Duration (yrs.)	2.4	2.7	2.8	3.2	2.8	2.8	3.3	2.6	2.9	3.7	3.0
	Employees ('000)	34.6	4.3	8.3	2.0	0.6	2.9	120.9	2.3	201.9	0.1	377.9
Education and Training	Agreements	9	86	5	173	39	25	96	36	48	0	517
	AAWI (%)	3.9	4.0	3.1	4.5	3.6	3.1	2.7	3.4	4.6	*	3.6
	Duration (yrs.)	2.6	2.7	2.3	2.5	2.4	2.1	3.0	2.8	2.7	0.0	2.7
	Employees ('000)	2.4	38.1	0.7	71.3	8.3	7.3	169.5	17.7	126.4	0.0	441.6
Health Care and Social Assistance	Agreements	16	94	25	107	66	52	244	62	88	0	754
	AAWI (%)	3.5	3.3	3.2	3.4	3.7	3.6	4.2	3.4	3.4	*	3.9
	Duration (yrs.)	2.8	2.3	3.2	2.7	2.7	2.6	3.1	2.5	2.4	0.0	2.8
	Employees ('000)	2.1	37.7	7.3	43.9	14.8	10.5	230.0	29.5	101.0	0.0	476.8
Arts and Recreation Services	Agreements	3	29	2	17	4	7	54	1	9	0	126
	AAWI (%)	3.8	4.1	4.3	3.7	3.8	3.6	2.9	2.7	2.8	*	3.5
	Duration (yrs.)	2.9	2.8	3.3	2.9	2.5	1.7	2.9	4.0	3.1	0.0	2.8
	Employees ('000)	0.6	7.7	0.7	6.2	1.3	0.9	10.5	0.0	1.4	0.0	29.4

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Other	Total
Other Services	Agreements	3	32	4	33	10	5	46	24	51	0	208
	AAWI (%)	3.8	3.3	3.2	3.7	4.0	5.2	3.9	3.7	3.7	*	3.7
	Duration (yrs.)	3.1	3.2	3.6	3.1	2.9	3.2	3.0	3.3	3.1	0.0	3.1
	Employees ('000)	0.1	3.0	0.2	3.2	1.6	0.1	5.6	2.1	9.6	0.0	25.4
All industries	Agreements	131	1,933	138	1,754	533	292	3,083	975	2,173	5	11,017
	AAWI (%)	3.6	3.9	3.5	4.1	4.0	3.8	3.6	3.7	3.9	3.2	3.8
	Duration (yrs.)	2.4	2.9	3.1	2.8	2.8	2.6	3.0	3.0	3.0	3.3	3.0
	Employees ('000)	43.4	215.7	22.4	231.9	56.4	33.8	673.4	114.0	1259.4	0.4	2650.8

**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:** Of the 112 Agriculture, Forestry and Fishing agreements current as at 30 September 2025, 25 operate solely in New South Wales. These 25 agreements cover 1,800 employees, with an AAWI of 3.7% and an average duration of 2.9 years.



# Trends in Federal Enterprise Bargaining Report

## 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	2014 (%)	2016 (%)	2018 (%)	2021 (%)	2023 (%)
Award	18.8	20.6	21.0	23	23.2
Collective Agreement (Federally Registered)	32.6		30.4		
Collective Agreement (State Registered)	8.6	38.5 (across all collective agreements)*	7.4	35.1 (across all collective agreements)*	34.0 (across all collective agreements)*
Collective Agreement (Unregistered)	0.2		0.0		
Individual Agreement such as common law contracts or over-award payments (Registered and unregistered)	36.4	37.3	37.3	37.8	38.7
Owner/managers of incorporated enterprises	3.4	3.6	3.8	4.1	4.1

**Source:** ABS, *Employee Earnings and Hours* (May 2014, May 2016, May 2018, May 2021 and May 2023), 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 and 2023 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 FWC (Fair Work Commission), the Workplace Authority or the AIRC (Australian Industrial Relations Commission) by the employer who lodges the agreement.

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

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

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

## Duration of agreements

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

The **effective duration** of each agreement is used to calculate the AAWI rather than formal duration (that is, the period from certification to expiry). The effective duration of a wage agreement is the difference in years between: certification, commencement or the date of the first wage increase (whichever is earliest); and the expiry date or the date of the last wage increase (whichever is latest) or termination date (where applicable and only if prior to the later of either the expiry date or the date of the last wage increase). Those few agreements with a formal duration of less than one year are deemed to have an effective duration of 12 months.

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

## Average Annualised Wage Increases

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

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

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

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

$r_i$  = % increases of the  $i^{\text{th}}$  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

### 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.