



Australian Government
Department of Employment
and Workplace Relations

Trends in Federal Enterprise Bargaining

March 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.

Table of Contents

Table 1: Average Annualised Wage Increases for agreements approved in the March quarter 2025	4
Table 2: Average Annualised Wage Increases for agreements current on 31 March 2025	4
Table 3: Agreements approved in the quarter, by sector	17
Table 4: Agreements current on the last day of the quarter, by sector	18
Table 5: Agreements approved in the quarter, by agreement type	19
Table 6: Agreements current on the last day of the quarter, by agreement type	20
Table 7: Agreements approved in the quarter, by ANZSIC Division	22
Table 8: Agreements current on the last day of the quarter, by ANZSIC Division	26
Table 9: Agreements by ANZSIC Division, expiring by quarter	30
Table 10: Agreements approved in the quarter, by state	33
Table 11: Agreements current on the last day of the quarter, by state	35
Table 12a: Agreements approved in the quarter – non-quantifiable wage increases, by reason	37
Table 12b: Agreements approved in the quarter – quantifiable wage increases	40
Table 13: Agreements approved in the quarter by union coverage	41
Table 14: Agreements current on the last day of the quarter by union coverage	42
Table 15: Agreements approved in the March quarter 2025 covering 2,000 employees or more	43
Table 16: Agreements approved in the March quarter 2025 by state and ANZSIC division	44
Table 17: Agreements current on the last day of the March quarter 2025 by state and ANZSIC division	48
Trends Technical Notes	52

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

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Trends in Federal Enterprise Bargaining Report

Initial Tables

Table 1 - Average Annualised Wage Increases for agreements approved in the March quarter 2025 which contained quantifiable wage increases (830 agreements)

Enterprise agreements approved in the quarter	December quarter 2024 (%)	March quarter 2025 (%)	Change (% Points)
All sectors	4.8	3.8	-1.0
Public sector	5.4	3.5	-1.9
Private sector	4.0	3.9	-0.1

Table 2 - Average Annualised Wage Increases for agreements current on 31 March 2025 which contained quantifiable wage increases (8,656 agreements)

All current enterprise agreements	December quarter 2024 (%)	March quarter 2025 (%)	Change (% Points)
All sectors	3.7	3.8	0.1
Public sector	3.9	3.9	0.0
Private sector	3.6	3.6	0.0

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

The Average Annualised Wage Increase (AAWI) for federal agreements approved in the March quarter 2025 was 3.8%. This compares with 4.8% in the December quarter 2024, 3.9% in the March quarter 2024 and an average of 3.4% for the preceding five years (March quarter 2020 to December quarter 2024).¹

For the March quarter 2025, the calculated AAWI of 3.8% is based on 830 agreements, covering 125,600 employees with quantifiable wage increases. This was 80.7% of the 1,029 agreements approved in the quarter, covering 74.5% of the 168,500 employees covered by all approved agreements.²

For the 8,656 enterprise agreements (covering 1,705,615 employees) current as at 31 March 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%, compared with 3.7% in the December quarter 2024 and 3.3% in the March quarter 2024.

2. Enterprise agreements - proportion of employees covered

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

¹ See Note 1 at the end of this summary for more details.

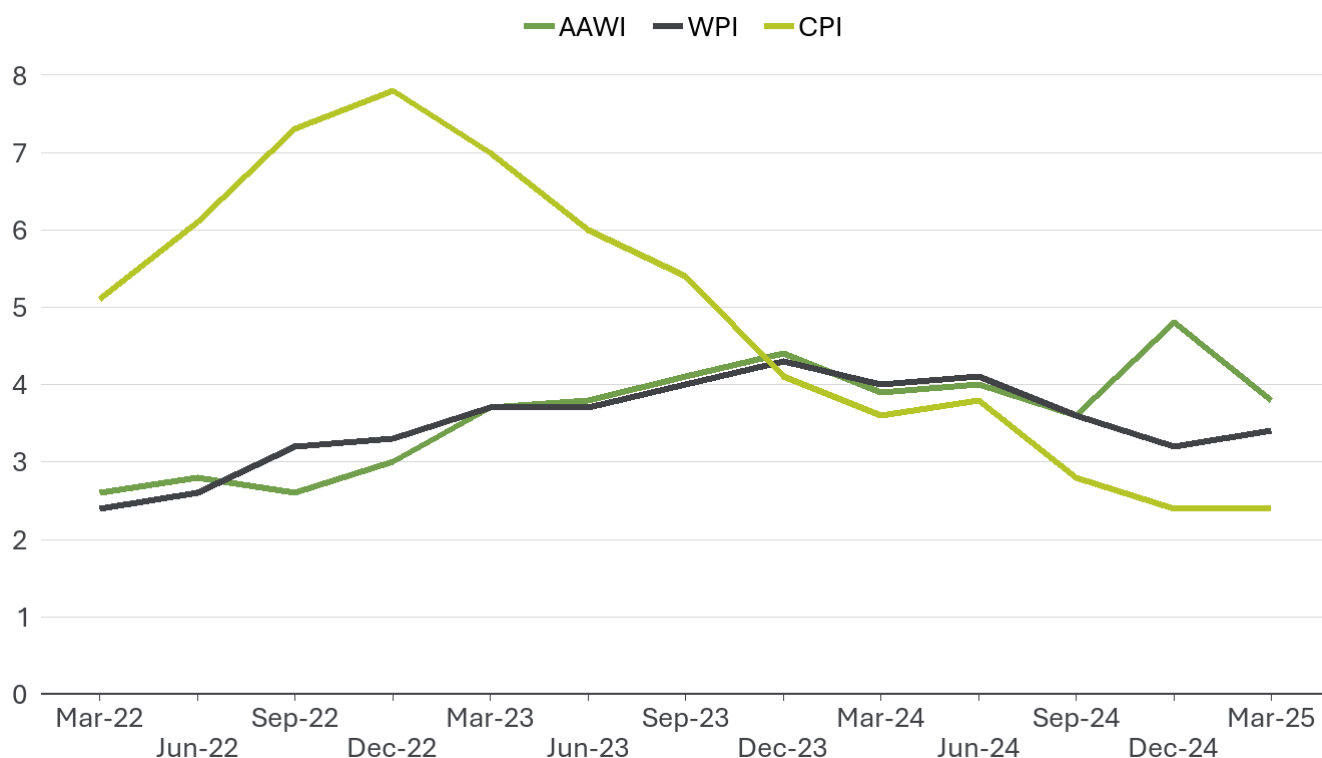
² An agreement is considered quantifiable if it contains wage increases that are consistent for all employees and are known at the time the agreement was made. Common reasons an agreement may not be quantifiable include the following: periodic reviews of wages with no guarantee of an increase; inconsistent 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.

³ Australian Bureau of Statistics (ABS), *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 sixth consecutive quarter in March

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



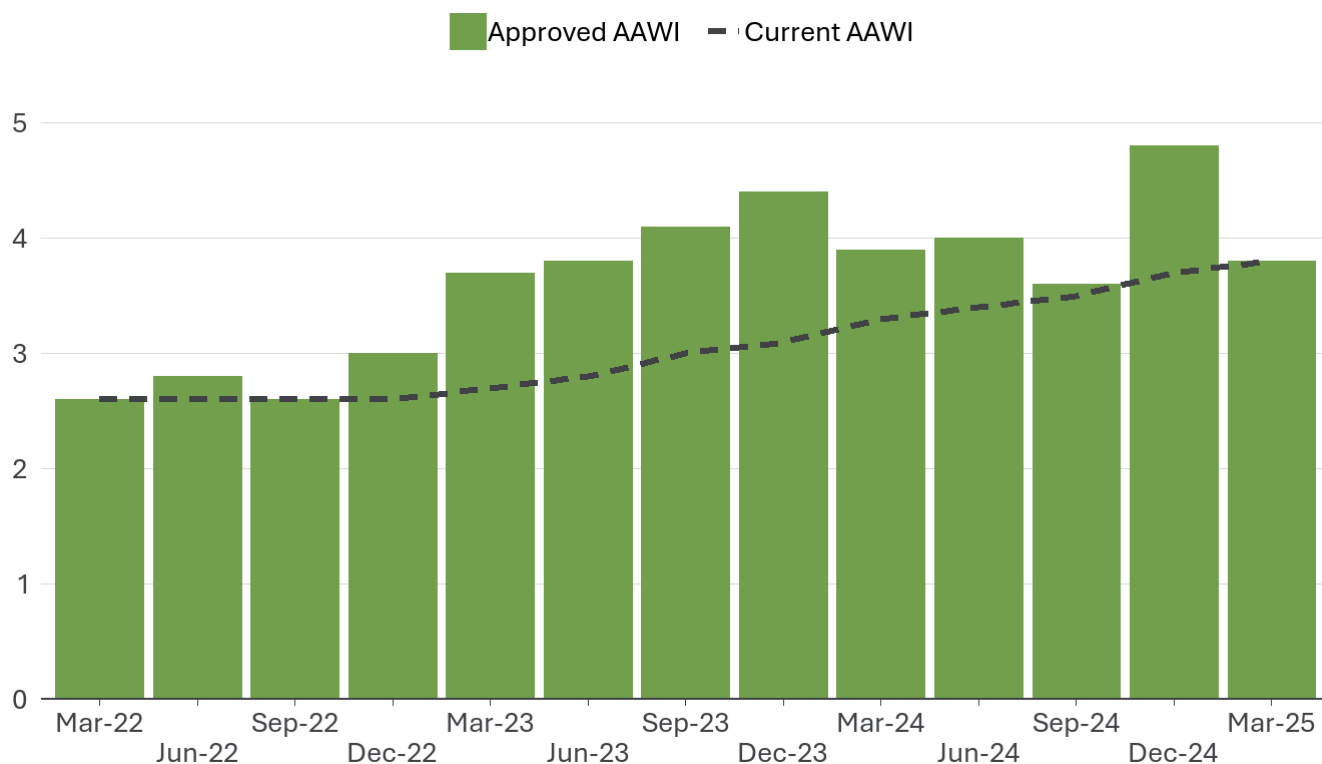
Sources: Department of Employment and Workplace Relations, Workplace Agreements Database; ABS, *Consumer Price Index, Australia*, March 2025; ABS, *Wage Price Index, Australia*, March 2025.

	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
AAWI	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8	3.8
WPI	2.4	2.6	3.2	3.3	3.7	3.7	4.0	4.3	4.0	4.1	3.6	3.2	3.4
CPI	5.1	6.1	7.3	7.8	7.0	6.0	5.4	4.1	3.6	3.8	2.8	2.4	2.4

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

Chart 2 – Sustained wage growth for approved agreements has increased the AAWI in current agreements

Quarterly AAWI for approved and current agreements (%)



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

	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Approved AAWI	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8	3.8
Current AAWI	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7	3.8

Approved agreements

There were 1,029 agreements approved in the March quarter 2025, of which 830 contained wage increases that could be quantified.

The AAWI for agreements approved in the March quarter 2025 was 3.8%, compared with 4.8% in the December quarter 2024 and 3.9% in the March quarter 2024.

The industries with the highest AAWIs were Administrative and Support Services (6.3%), Construction (5.5%), and Retail Trade (4.6%).

The industries with the lowest AAWIs were Information Media and Telecommunications (2.8%), Accommodation and Food Services (3.0%) and Professional, Scientific and Technical Services (3.1%).

Current agreements

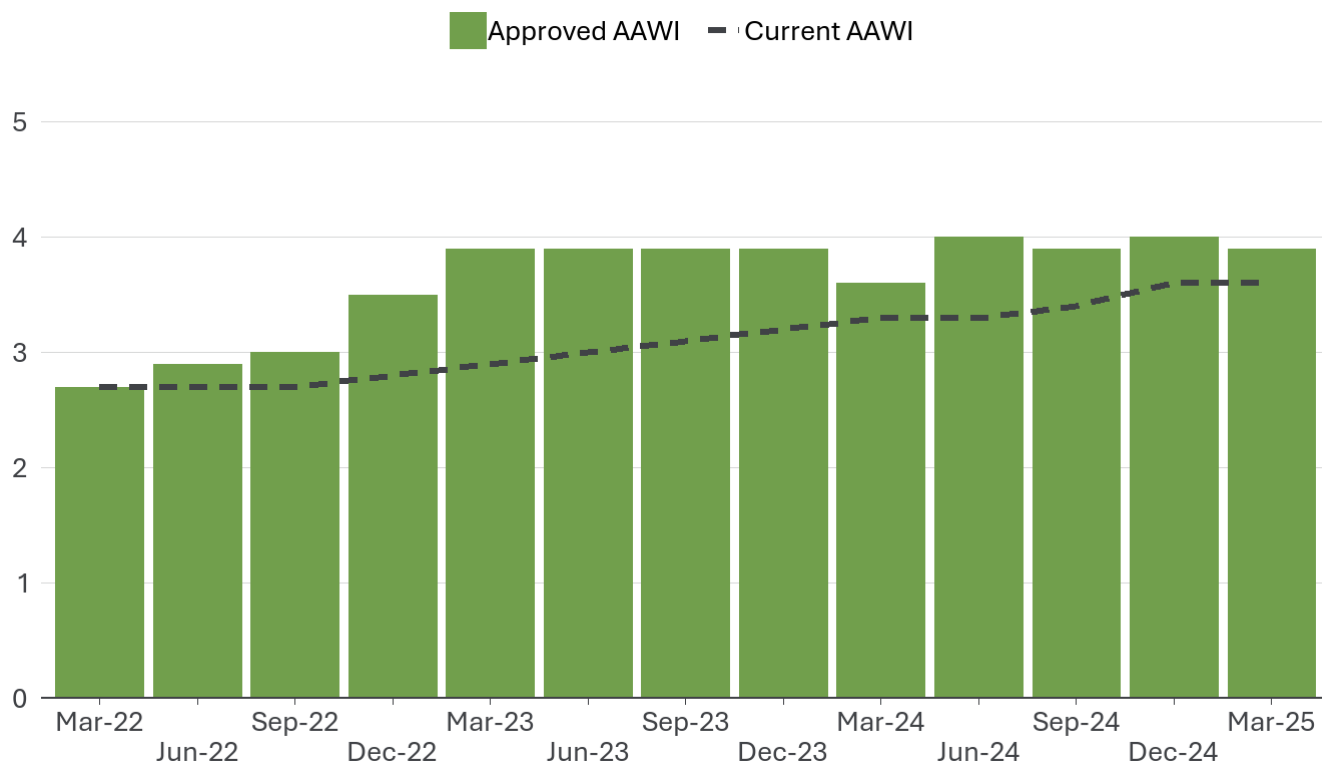
There were 11,104 agreements current as at 31 March 2025, of which 8,656 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 31 March 2025 was 3.8%, compared with 3.7% in the December quarter 2024 and 3.3% in the March quarter 2024.

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

Chart 3 – The private sector AAWI for current agreements remained steady in March

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



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

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

The AAWI for private sector agreements approved in the March quarter 2025 was 3.9%, compared with 4.0% in the December quarter 2024 and 3.6% in the March quarter 2024.

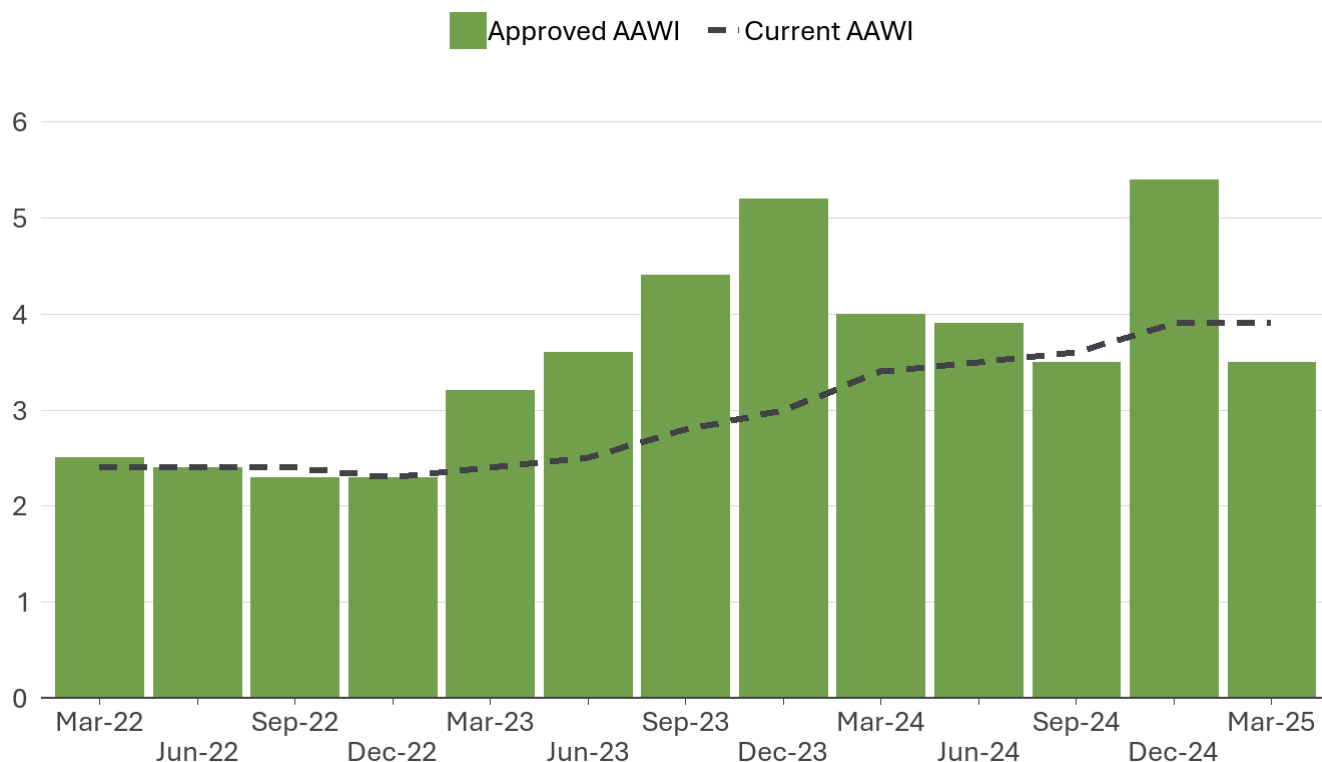
Large quantifiable private sector agreements approved in the March quarter 2025 include:

- *Bupa Aged Care Australia, ANMF and HWU Victorian Enterprise Agreement 2024* (2,923 employees), with an AAWI of 3.0%;
- *Ausgrid Enterprise Agreement 2024* (2,791 employees), with an AAWI of 4.3%; and
- *Catholic Schools Broken Bay Enterprise Agreement 2024* (2,671 employees), with an AAWI of 2.9%.

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

Chart 4 – The public sector AAWI for current agreements remained steady in March

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



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

	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Approved AAWI	2.5	2.4	2.3	2.3	3.2	3.6	4.4	5.2	4.0	3.9	3.5	5.4	3.5
Current AAWI	2.4	2.4	2.4	2.3	2.4	2.5	2.8	3.0	3.4	3.5	3.6	3.9	3.9

The AAWI for public sector enterprise agreements approved in the March quarter 2025 was 3.5%, compared with 5.4% in the December quarter 2024 and 4.0% in the March quarter 2024.

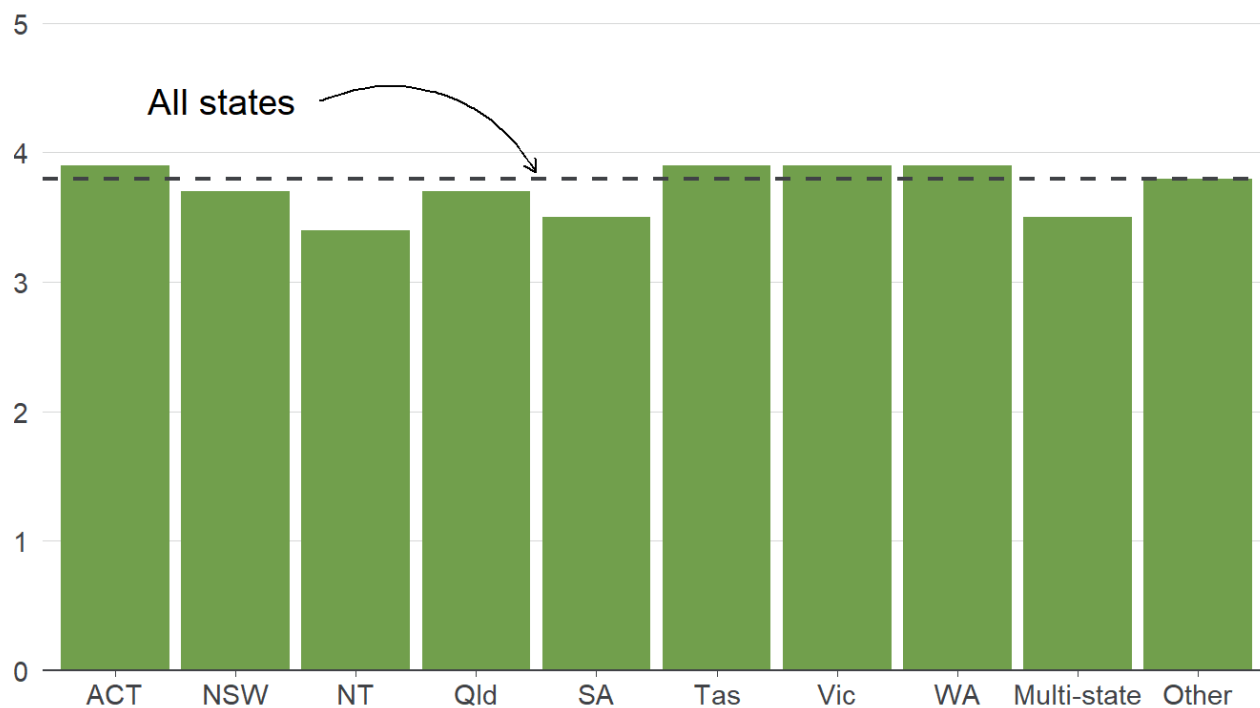
Large quantifiable public sector agreements approved in the March quarter 2025 include:

- *TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2025-2028* (8,915 employees), with an AAWI of 3.2%;
- *Ambulance Victoria Enterprise Agreement 2024* (6,846 employees), with an AAWI of 3.0%; and
- *Victoria University Enterprise Agreement 2025* (2,856 employees), with an AAWI of 4.2%.

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

Chart 5 – Four states recorded an AAWI above the All states average in March

Quarterly AAWI for State and Territory approved agreements (%)



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

	All states	ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other
AAWI (%)	3.8	3.9	3.7	3.4	3.7	3.5	3.9	3.9	3.9	3.5	3.8

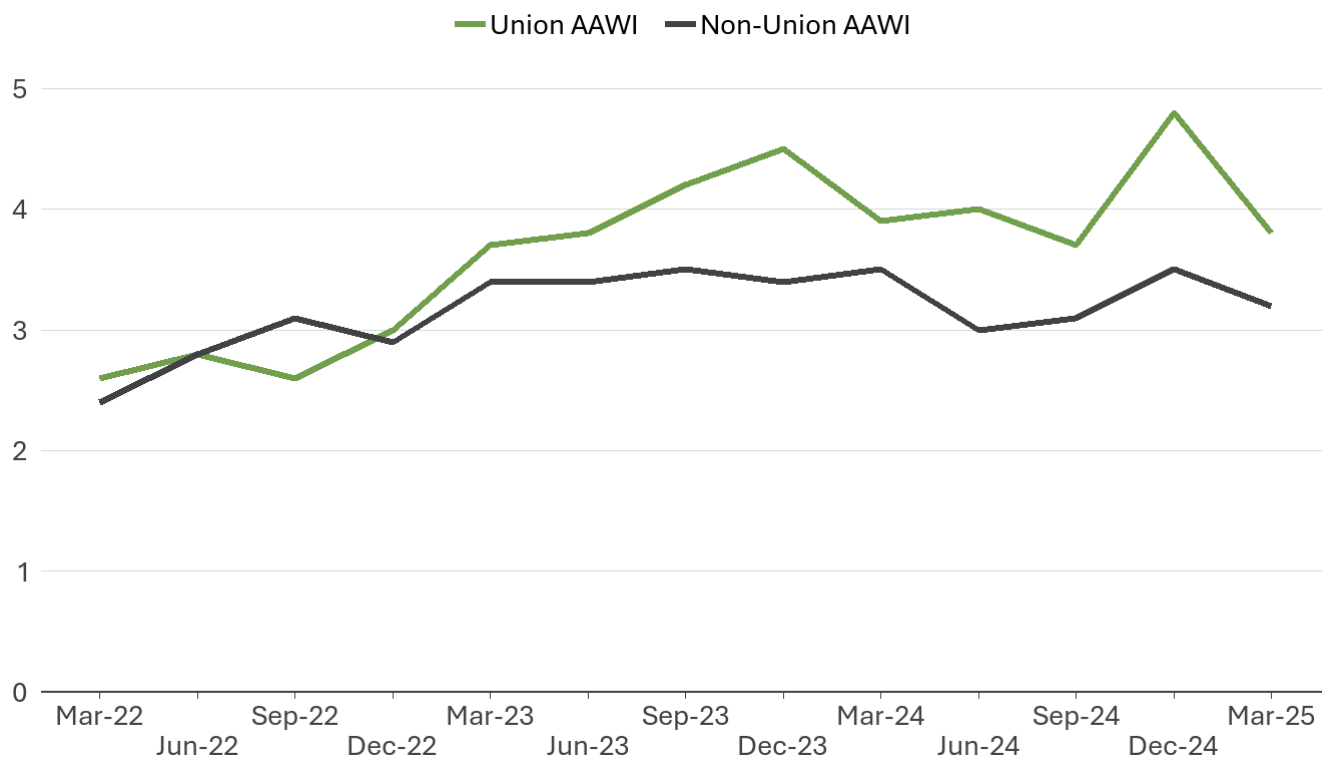
Western Australia, Victoria, Tasmania and the ACT recorded an AAWI of 3.9% for approved agreements in the March quarter 2025.

Agreements approved in the March quarter 2025 in the Northern Territory had the lowest AAWI of 3.4%.

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

Chart 6 – Wage outcomes for agreements that covered a union were stronger than agreements that did not in March

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



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

	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Union AAWI	2.6	2.8	2.6	3.0	3.7	3.8	4.2	4.5	3.9	4.0	3.7	4.8	3.8
Non-Union AAWI	2.4	2.8	3.1	2.9	3.4	3.4	3.5	3.4	3.5	3.0	3.1	3.5	3.2

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

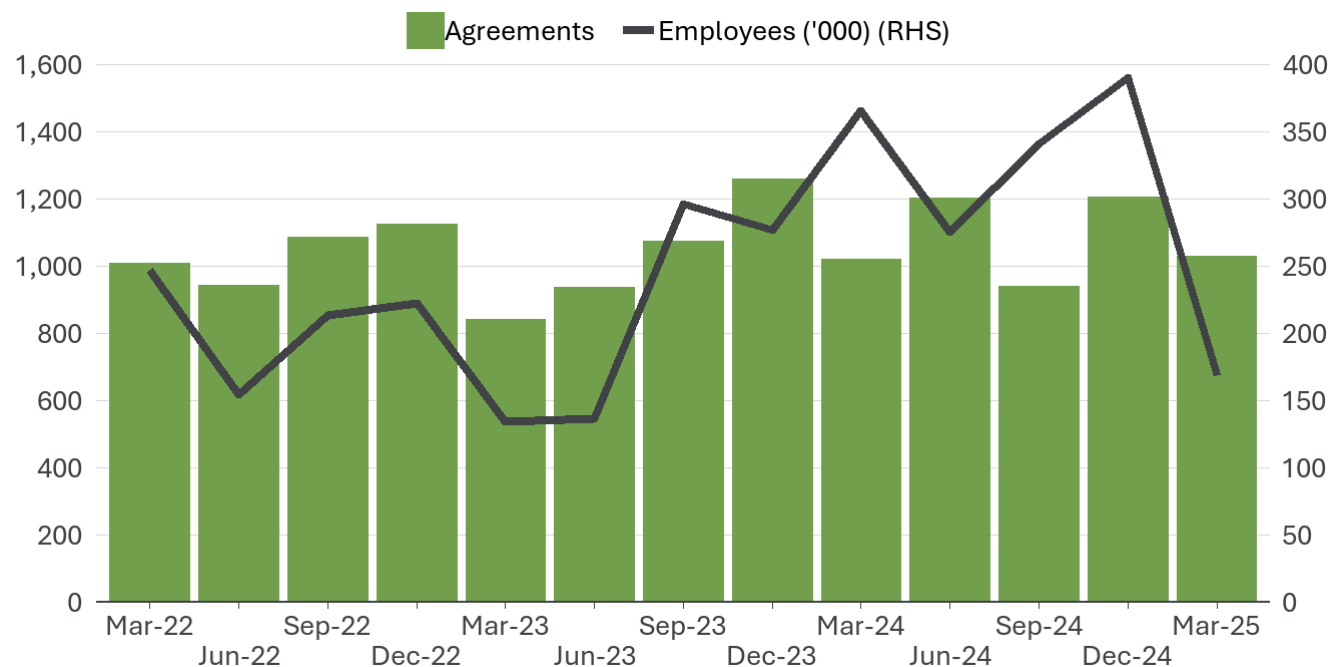
Agreements approved in the March quarter 2025 with no unions formally covered had a combined AAWI of 3.2%, compared with 3.5% in the December quarter 2024 and 3.5% in the March quarter 2024.

⁴ See Note 4 for more details.

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

Chart 7 – Employees covered by approved agreements dropped to 168,500 in March

Number of approved agreements and employees covered

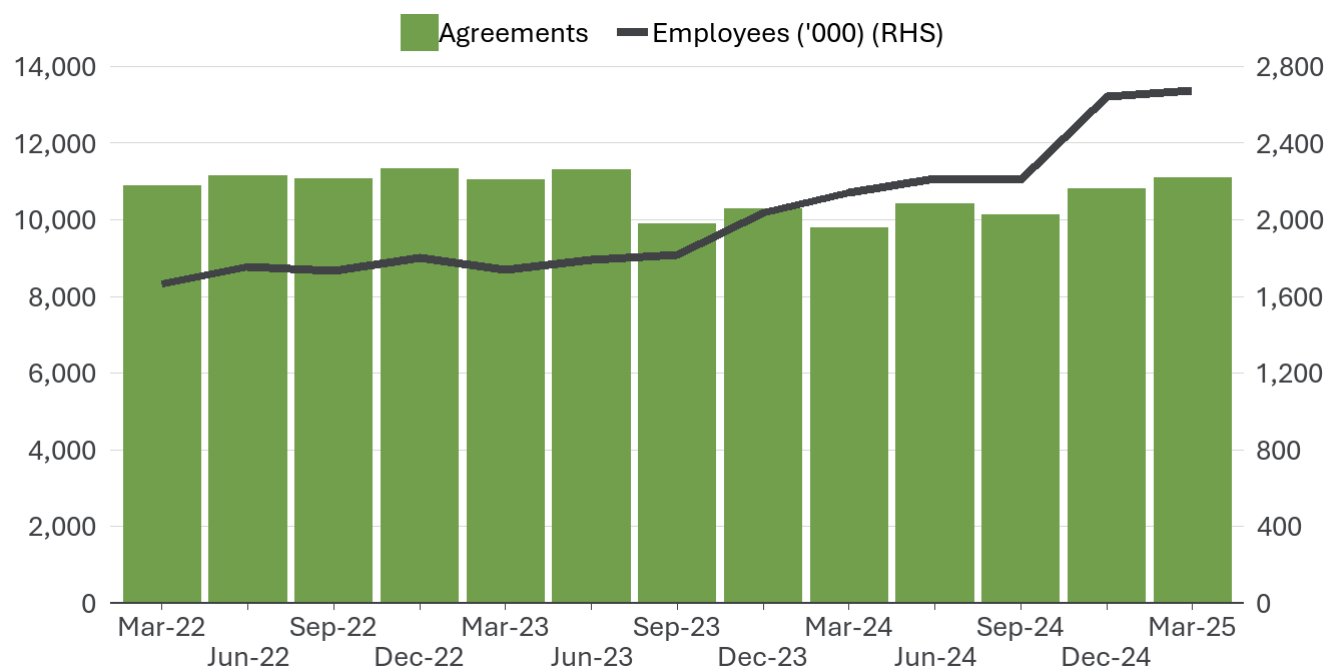


Source: Department of Employment and Workplace Relations, Workplace Agreements Database.

There were 1,029 agreements (covering 168,500 employees) approved in the March quarter 2025, compared with 1,206 agreements (covering 390,100 employees) in the December quarter 2024 and 1,022 agreements (covering 366,000 employees) in the March quarter 2024.

Chart 8 – The number of employees covered by agreements reached 2.67 million in March

Number of current agreements and employees covered



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

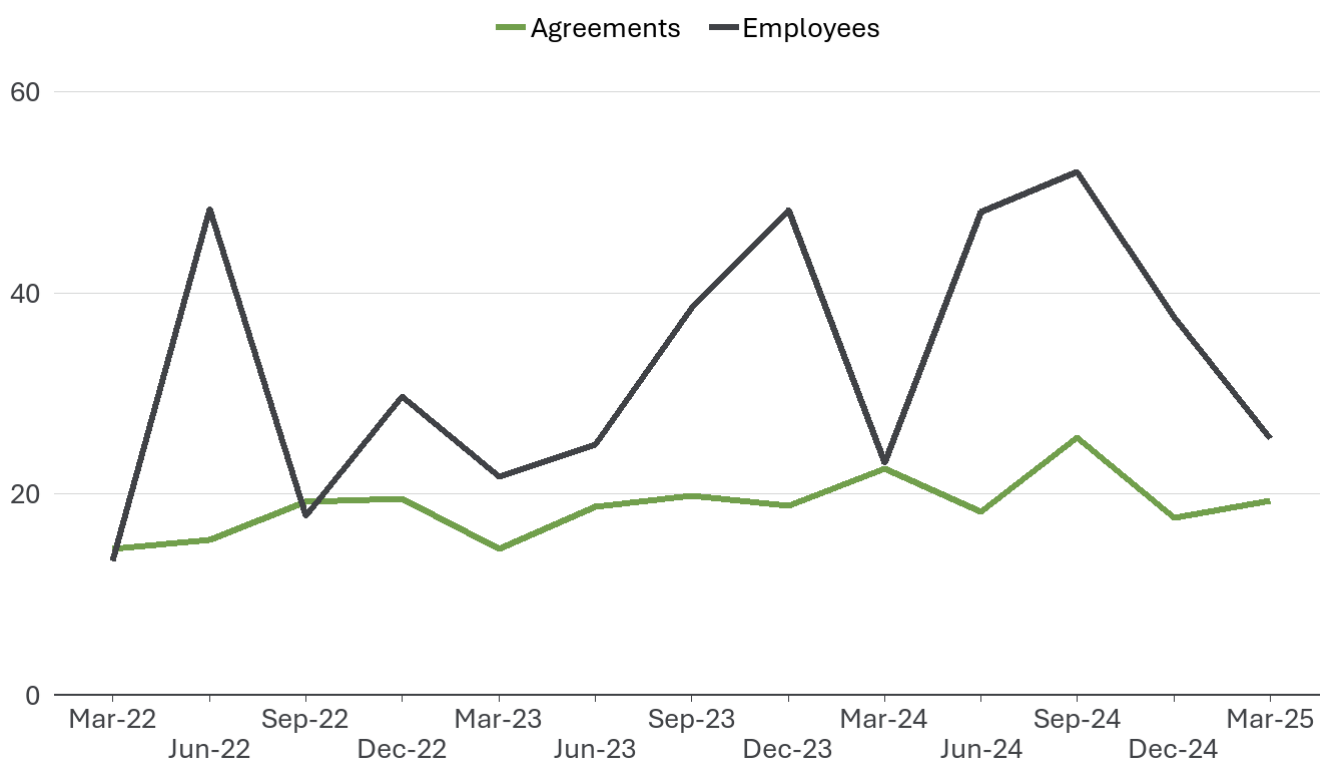
There were 11,104 current (not expired or terminated) agreements as at 31 March 2025, compared with 10,821 agreements current as at 31 December 2024 and 9,803 agreements current at 31 March 2024 (see Chart 8).

As at 31 March 2025, 2.67 million employees were covered by an agreement, compared with 2.64 million employees covered as at 31 December 2024 and the 2.14 million employees as at 31 March 2024. The number of employees covered by an enterprise agreements as at 31 March 2025 is the highest on record.

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

Chart 9 – Approved agreements with non-quantifiable wage increases covered around a quarter of employees in the March

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



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

	Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Agreements	14.6	15.5	19.2	19.5	14.5	18.8	19.8	18.8	22.5	18.2	25.6	17.6	19.3
Employees	13.4	48.3	17.9	29.7	21.7	24.9	38.4	48.2	23.1	48.1	52.0	37.5	25.5

19.3% of agreements approved in the March quarter 2025, covering 25.5% 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).

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

- *Suncorp Enterprise Agreement 2025* (10,563 employees):
 - Inconsistent increase
- *Tasmanian Catholic Education Single Enterprise Agreement 2024* (4,034 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 March quarter 2025, the calculated AAWI of 3.8% is based on 830 agreements, covering 125,600 employees (that is, 80.7% of the 1,029 agreements approved in the quarter, covering 74.5% of the total 168,500 employees) with quantifiable wage increases (see Table 12b in the Trends report).
 - 199 agreements (19.3% of the total 1,029 agreements) covering 42,900 employees (25.5% of the total 168,500 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. 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.
4. 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.

Trends in Federal Enterprise Bargaining Report

Main Tables

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Public sector	Agreements	71	37	42	54	34	26	44	42	116	78	42	56	49
	AAWI (%)	2.5	2.4	2.3	2.3	3.2	3.6	4.4	5.2	4.0	3.9	3.5	5.4	3.5
	Duration (yrs.)	2.2	2.6	3.2	2.8	1.8	1.9	2.5	2.5	2.7	2.5	2.8	3.1	2.8
	Employees ('000)	121.0	21.9	103.2	70.2	33.4	33.7	83.8	65.6	201.9	61.8	112.9	138.9	40.1
Private sector	Agreements	938	906	1,046	1,072	807	912	1,030	1,217	906	1,126	898	1,150	980
	AAWI (%)	2.7	2.9	3.0	3.5	3.9	3.9	3.9	3.9	3.6	4.0	3.9	4.0	3.9
	Duration (yrs.)	2.6	2.7	2.7	2.4	2.4	2.6	2.7	2.5	2.6	3.1	3.2	2.7	2.7
	Employees ('000)	126.1	132.9	110.5	152.0	101.0	102.5	212.1	211.3	164.1	213.6	228.4	251.3	128.3
All sectors	Agreements	1,009	943	1,088	1,126	841	938	1,074	1,259	1,022	1,204	940	1,206	1,029
	AAWI (%)	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8	3.8
	Duration (yrs.)	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7
	Employees ('000)	247.1	154.8	213.7	222.1	134.4	136.2	296.0	276.9	366.0	275.5	341.3	390.1	168.5

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

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * 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: 49 public sector agreements were approved in the March quarter 2025, covering 40,100 employees. The AAWI for these agreements was 3.5% and the average duration was 2.8 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Public sector	Agreements	446	465	406	422	432	442	405	427	472	552	506	534	546
	AAWI (%)	2.4	2.4	2.4	2.3	2.4	2.5	2.8	3.0	3.4	3.5	3.6	3.9	3.9
	Duration (yrs.)	2.7	2.7	2.9	2.9	2.9	2.8	2.8	2.8	2.7	2.8	2.8	2.9	2.9
	Employees ('000)	440.1	468.5	482.8	508.9	524.2	549.5	599.5	636.2	693.9	730.4	801.2	894.2	897.9
Private sector	Agreements	10,429	10,688	10,655	10,903	10,610	10,863	9,493	9,848	9,331	9,878	9,624	10,287	10,558
	AAWI (%)	2.7	2.7	2.7	2.8	2.9	3.0	3.1	3.2	3.3	3.3	3.4	3.6	3.6
	Duration (yrs.)	3.1	3.1	3.2	3.2	3.0	3.0	3.0	2.9	2.9	2.9	2.9	3.0	3.0
	Employees ('000)	1,227.2	1,285.9	1,250.2	1,291.6	1,214.7	1,241.5	1,215.6	1,398.5	1,448.0	1,484.2	1,407.8	1,746.3	1,773.8
All sectors	Agreements	10,875	11,153	11,061	11,325	11,042	11,305	9,898	10,275	9,803	10,430	10,130	10,821	11,104
	AAWI (%)	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7	3.8
	Duration (yrs.)	3.0	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0
	Employees ('000)	1,667.3	1,754.3	1,733.1	1,800.5	1,738.9	1,791.0	1,815.1	2,034.7	2,141.9	2,214.6	2,209.0	2,640.5	2,671.7

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

Notes:

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

How to read: 546 public sector agreements were current as at 31 March 2025, covering 897,900 employees. The AAWI for these agreements was 3.9% and the average duration was 2.9 years.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Single enterprise non-Greenfields	Agreements	908	832	1,016	1,061	781	868	1,004	1,194	955	1,093	869	1,116	958
	AAWI (%)	2.6	2.8	2.6	3.0	3.7	3.8	4.3	4.4	3.9	4.0	3.6	4.0	3.8
	Duration (yrs.)	2.4	2.7	3.0	2.5	2.3	2.4	2.7	2.5	2.7	3.0	3.1	2.8	2.8
	Employees ('000)	217.3	150.6	208.5	216.5	131.4	133.3	257.2	275.1	319.0	269.3	338.9	280.5	158.9
Single enterprise Greenfields	Agreements	89	104	65	61	59	67	65	64	51	107	71	84	64
	AAWI (%)	3.9	3.6	3.6	3.1	2.6	3.1	3.5	3.9	3.9	4.0	3.6	2.6	2.6
	Duration (yrs.)	2.7	1.6	2.0	2.3	2.4	2.1	2.3	2.7	2.5	2.4	2.5	2.0	1.8
	Employees ('000)	3.4	3.2	1.5	3.0	2.4	2.5	2.1	1.8	1.6	2.4	2.4	4.3	3.5
Multi-enterprise non-Greenfields	Agreements	12	7	7	3	1	3	5	1	16	4	0	6	6
	AAWI (%)	2.7	2.5	3.4	3.4	*	2.0	3.4	3.8	2.5	6.6	*	6.7	3.8
	Duration (yrs.)	2.9	2.7	1.5	2.5	4.0	2.9	2.3	3.0	2.6	2.3	0.0	3.0	1.9
	Employees ('000)	26.4	0.9	3.7	2.6	0.7	0.4	36.6	0.0	45.4	3.8	0.0	105.3	6.1
Multi-enterprise Greenfields	Agreements	0	0	0	1	0	0	0	0	0	0	0	0	1
	AAWI (%)	*	*	*	3.0	*	*	*	*	*	*	*	*	5.8
	Duration (yrs.)	0.0	0.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5
	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	1,009	943	1,088	1,126	841	938	1,074	1,259	1,022	1,204	940	1,206	1,029
	AAWI (%)	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8	3.8
	Duration (yrs.)	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7
	Employees ('000)	247.1	154.8	213.7	222.1	134.4	136.2	296.0	276.9	366.0	275.5	341.3	390.1	168.5

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

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * 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: 958 single enterprise non-Greenfields agreements were approved in the March quarter 2025, covering 158,900 employees. The AAWI for these agreements was 3.8% and the average duration was 2.8 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Single enterprise non-Greenfields	Agreements	9,989	10,182	10,074	10,518	10,325	10,540	9,212	9,559	9,271	9,825	9,522	10,163	10,435
	AAWI (%)	2.5	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.5	3.6	3.6	3.7
	Duration (yrs.)	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.8	2.8	2.8	2.9	3.0	3.0
	Employees ('000)	1,579.2	1,664.2	1,645.5	1,718.9	1,663.3	1,714.9	1,706.9	1,925.9	2,001.5	2,067.2	2,067.7	2,396.5	2,446.0
Single enterprise Greenfields	Agreements	746	828	845	663	576	625	548	578	393	479	509	583	599
	AAWI (%)	3.3	3.3	3.4	2.9	2.8	2.9	2.9	3.1	2.9	3.0	3.1	3.1	3.0
	Duration (yrs.)	2.9	2.7	2.7	2.8	2.8	2.8	2.9	2.9	3.1	3.1	3.0	2.8	2.7
	Employees ('000)	28.5	30.5	27.6	26.2	24.6	25.1	22.9	23.3	19.1	20.5	20.5	23.3	25.7
Multi-enterprise non-Greenfields	Agreements	48	51	50	51	48	47	45	46	54	62	56	56	52
	AAWI (%)	3.2	3.1	3.2	2.8	2.8	2.8	3.1	3.1	3.0	3.0	3.0	4.8	5.2
	Duration (yrs.)	3.0	3.0	2.9	2.8	2.8	2.8	2.6	2.6	2.6	2.6	2.6	2.8	2.8
	Employees ('000)	50.4	50.5	50.8	46.2	41.8	41.7	76.1	76.3	113.0	120.4	116.8	219.8	199.4
Multi-enterprise Greenfields	Agreements	0	0	0	1	1	1	1	1	1	1	1	1	2
	AAWI (%)	*	*	*	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.9
	Duration (yrs.)	0.0	0.0	0.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	3.2
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Employee collective	Agreements	53	53	53	53	53	53	53	52	49	35	16	3	2
	AAWI (%)	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.4	0.4	0.3	*	*
	Duration (yrs.)	17.3	17.3	17.3	17.3	17.3	17.3	17.3	17.2	17.3	17.9	17.9	17.9	16.9
	Employees ('000)	4.2	4.2	4.2	4.2	4.2	4.2	4.2	4.1	3.9	2.7	0.4	0.1	0.0
Employer Greenfields	Agreements	2	2	2	2	2	2	2	2	2	1	1	0	0
	AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
	Duration (yrs.)	15.5	15.5	15.5	15.5	15.5	15.5	15.5	15.5	15.5	18.4	18.4	0.0	0.0
	Employees ('000)	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.1	0.1	0.0	0.0
Union collective	Agreements	37	37	37	37	37	37	37	37	33	27	25	15	14
	AAWI (%)	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.4	0.4
	Duration (yrs.)	17.3	17.3	17.3	17.3	17.3	17.3	17.3	17.3	17.6	17.5	17.7	19.0	19.1
	Employees ('000)	4.6	4.6	4.6	4.6	4.6	4.6	4.6	4.6	4.0	3.7	3.4	0.7	0.6

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Union certified agreement	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
	Duration (yrs.)	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
	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
Non-union certified agreement	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
	Duration (yrs.)	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
	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	10,875	11,153	11,061	11,325	11,042	11,305	9,898	10,275	9,803	10,430	10,130	10,821	11,104
	AAWI (%)	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7	3.8
	Duration (yrs.)	3.0	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0
	Employees ('000)	1,667.3	1,754.3	1,733.1	1,800.5	1,738.9	1,791.0	1,815.1	2,034.7	2,141.9	2,214.6	2,209.0	2,640.5	2,671.7

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

Notes:

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

How to read: 10,435 single enterprise non-Greenfields agreements were current as at 31 March 2025, covering 2,446,000 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 (March quarter 2022 - March quarter 2025)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Agriculture, Forestry and Fishing	Agreements	4	3	14	9	6	14	11	16	9	11	11	9	12
	AAWI (%)	2.3	2.0	3.5	3.8	3.6	3.7	3.3	3.3	2.8	3.6	2.7	4.4	4.1
	Duration (yrs.)	2.4	3.9	2.9	2.5	2.2	1.8	3.6	3.6	2.7	3.8	3.1	2.6	2.6
	Employees ('000)	0.1	0.1	1.8	0.7	0.1	0.5	0.9	1.8	0.9	1.1	0.7	1.8	1.2
Mining	Agreements	24	41	36	36	28	46	39	44	38	35	17	42	33
	AAWI (%)	2.5	2.6	3.2	3.2	3.5	3.4	3.5	3.9	3.5	3.8	2.6	3.7	4.2
	Duration (yrs.)	2.8	3.5	3.5	3.3	3.3	3.4	3.4	3.3	3.6	3.7	3.7	3.2	3.4
	Employees ('000)	1.9	4.9	4.9	3.9	8.0	4.5	4.3	5.2	6.7	3.7	1.9	4.0	3.4
Manufacturing	Agreements	186	168	228	203	187	156	203	223	150	128	149	203	157
	AAWI (%)	2.7	3.0	3.4	3.7	3.7	4.1	4.1	4.1	3.8	4.0	4.1	4.2	3.8
	Duration (yrs.)	2.5	2.6	2.9	2.6	2.8	2.7	2.9	2.8	2.6	2.8	2.8	2.6	2.9
	Employees ('000)	15.2	13.8	18.9	17.6	18.2	11.4	13.9	15.5	13.9	9.8	9.9	17.1	14.9
Non-Metal Manufacturing	Agreements	125	115	143	140	151	108	135	144	106	83	98	137	114
	AAWI (%)	2.7	2.8	3.3	3.7	3.6	4.2	4.1	4.1	3.8	3.9	3.8	4.3	3.7
	Duration (yrs.)	2.4	2.7	3.0	2.7	2.8	2.7	2.9	2.9	2.7	2.7	3.0	2.6	2.9
	Employees ('000)	10.9	8.8	12.0	12.8	15.4	6.6	9.8	11.7	11.2	6.4	6.1	12.4	12.6
Metal Manufacturing	Agreements	61	53	85	63	36	48	68	79	44	45	51	66	43
	AAWI (%)	2.8	3.2	3.5	3.8	4.1	4.1	4.0	4.0	3.8	4.4	4.4	4.1	4.0
	Duration (yrs.)	2.5	2.4	2.8	2.6	2.9	2.6	2.7	2.6	2.4	3.1	2.6	2.6	2.8
	Employees ('000)	4.3	5.1	6.8	4.8	2.8	4.9	4.1	3.8	2.7	3.5	3.8	4.7	2.3
Electricity, Gas, Water and Waste Services	Agreements	36	28	32	41	35	22	36	36	36	33	26	50	28
	AAWI (%)	2.5	2.8	3.0	3.6	3.8	4.2	4.4	4.2	4.8	4.2	4.0	4.5	4.4
	Duration (yrs.)	2.4	2.2	2.2	1.7	2.2	1.6	2.7	2.5	2.6	2.7	3.5	2.3	2.5
	Employees ('000)	7.2	3.5	3.7	6.8	3.4	3.4	6.9	4.6	9.0	4.7	12.9	5.1	8.7
Construction	Agreements	367	401	370	360	256	339	380	511	320	571	399	467	378
	AAWI (%)	3.3	3.7	3.6	3.7	3.8	4.1	4.6	5.1	4.5	4.6	4.9	5.8	5.5
	Duration (yrs.)	2.8	2.4	2.5	2.5	2.6	2.6	2.9	3.0	2.7	3.1	2.8	2.7	2.7
	Employees ('000)	8.6	7.8	7.9	7.4	6.4	8.1	9.9	13.2	7.1	16.1	9.9	16.9	12.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Wholesale Trade	Agreements	10	11	16	23	13	20	18	22	33	13	17	16	17
	AAWI (%)	2.9	2.7	3.3	3.5	3.9	3.6	4.1	3.8	3.8	3.9	3.8	3.7	4.1
	Duration (yrs.)	2.6	2.6	2.6	2.8	2.6	2.9	3.5	3.5	2.9	3.5	2.5	2.8	2.4
	Employees ('000)	1.3	0.4	2.0	1.4	0.9	1.1	2.5	6.0	1.6	0.6	1.5	1.9	1.3
Retail Trade	Agreements	7	4	9	21	8	8	14	19	7	11	14	10	16
	AAWI (%)	2.5	3.0	4.4	3.6	3.9	3.3	2.4	2.9	3.8	3.3	3.2	3.6	4.6
	Duration (yrs.)	3.1	2.7	2.8	3.2	3.8	3.5	2.9	3.2	3.4	3.5	3.5	3.6	3.2
	Employees ('000)	1.3	0.5	3.2	7.3	9.6	1.1	50.3	11.3	16.4	114.8	136.9	30.9	3.7
Accommodation and Food Services	Agreements	9	6	12	5	5	10	9	11	20	9	7	8	8
	AAWI (%)	2.4	2.1	3.2	2.8	4.9	3.6	3.5	2.4	3.4	3.9	2.9	3.2	3.0
	Duration (yrs.)	3.5	2.6	3.7	3.4	0.7	2.6	2.8	3.9	3.7	2.6	3.7	2.8	3.6
	Employees ('000)	0.9	0.4	3.4	0.9	3.6	3.1	1.7	1.6	1.8	4.2	0.5	1.2	1.3
Transport, Postal and Warehousing	Agreements	101	94	154	145	118	129	129	121	109	85	94	116	120
	AAWI (%)	2.7	3.0	2.7	3.4	3.2	3.4	4.1	3.9	4.5	4.5	3.8	4.0	4.0
	Duration (yrs.)	2.3	2.6	3.0	2.8	1.8	2.9	3.0	2.6	2.6	3.1	2.8	2.8	2.5
	Employees ('000)	23.6	12.2	15.7	14.9	22.0	17.2	12.0	16.7	27.2	7.1	10.7	45.1	11.0
Information Media and Telecommunications	Agreements	8	7	11	5	3	3	11	4	0	0	9	10	9
	AAWI (%)	2.9	2.3	2.6	3.7	2.0	3.6	4.1	4.6	*	*	3.3	2.4	2.8
	Duration (yrs.)	2.9	2.4	2.3	1.8	2.4	2.8	2.9	2.0	0.0	0.0	2.9	1.5	1.9
	Employees ('000)	4.0	5.7	19.2	0.7	1.4	3.1	2.1	0.3	0.0	0.0	24.3	2.5	3.4
Financial and Insurance Services	Agreements	3	5	8	10	2	4	6	13	5	5	4	13	7
	AAWI (%)	2.4	3.2	3.2	3.3	5.3	3.4	4.2	4.1	3.6	3.8	3.0	3.4	3.7
	Duration (yrs.)	2.4	2.3	2.5	2.0	2.6	2.9	2.9	3.0	2.9	2.5	2.9	3.0	3.0
	Employees ('000)	1.3	2.3	4.5	32.9	0.3	3.4	32.9	57.6	4.0	6.4	0.5	51.2	12.0
Rental, Hiring and Real Estate Services	Agreements	3	4	4	3	2	3	5	8	7	7	4	4	2
	AAWI (%)	1.9	3.3	3.4	3.0	3.7	4.6	3.9	1.9	2.5	2.7	3.9	3.9	3.5
	Duration (yrs.)	3.4	3.4	3.7	3.1	2.9	1.5	2.8	3.8	3.8	3.6	2.9	3.1	3.3
	Employees ('000)	2.3	0.2	0.2	0.1	0.0	0.0	0.3	0.3	0.2	0.0	0.1	0.8	0.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Professional, Scientific and Technical Services	Agreements	10	6	8	11	10	8	8	11	10	13	12	18	10
	AAWI (%)	3.1	1.8	2.5	3.0	3.9	3.3	4.7	3.4	4.2	3.5	2.8	3.7	3.1
	Duration (yrs.)	2.6	2.7	2.2	2.5	3.2	3.1	2.4	3.5	2.6	2.2	3.3	2.7	2.6
	Employees ('000)	1.5	0.8	1.4	0.9	0.9	0.3	0.9	0.8	7.5	4.2	1.0	1.9	3.0
Administrative and Support Services	Agreements	16	14	22	14	4	9	23	21	18	12	10	27	19
	AAWI (%)	4.7	3.9	3.1	3.2	4.2	2.8	3.8	5.0	4.9	3.7	4.1	6.4	6.3
	Duration (yrs.)	2.7	2.7	2.1	2.2	2.7	3.3	3.1	3.5	2.7	3.4	3.4	2.5	3.2
	Employees ('000)	1.5	1.0	1.2	0.7	0.5	1.1	2.4	2.4	0.9	0.9	1.6	3.2	2.5
Public Administration and Safety	Agreements	47	25	33	39	22	22	29	28	95	67	14	34	28
	AAWI (%)	2.3	2.2	2.5	3.4	3.1	3.4	3.5	3.4	3.8	3.8	3.2	3.6	3.2
	Duration (yrs.)	2.3	2.7	2.4	2.3	1.9	2.6	2.4	2.7	2.9	2.7	3.4	2.8	2.7
	Employees ('000)	39.3	7.3	12.0	8.5	14.9	9.1	26.9	9.2	154.3	42.0	68.5	24.7	12.4
Education and Training	Agreements	67	33	40	70	44	37	42	60	58	45	45	52	63
	AAWI (%)	2.6	2.6	2.3	3.4	4.2	3.7	4.4	5.4	4.1	4.2	4.3	4.1	3.5
	Duration (yrs.)	2.7	2.3	3.4	1.9	2.4	1.8	2.4	1.8	2.3	2.2	1.4	2.4	2.5
	Employees ('000)	39.1	4.2	94.4	28.2	19.7	29.2	77.5	92.2	74.7	27.3	34.1	21.1	30.8
Health Care and Social Assistance	Agreements	67	66	58	89	65	87	79	84	60	120	76	93	86
	AAWI (%)	2.6	2.7	2.4	2.4	3.4	4.2	4.1	3.4	3.2	3.9	3.0	5.6	3.3
	Duration (yrs.)	2.3	2.8	2.2	2.8	2.0	2.4	2.2	2.5	2.2	2.0	2.4	2.8	2.7
	Employees ('000)	92.6	86.1	13.1	82.6	15.1	36.4	46.4	34.0	30.1	24.7	18.9	154.9	40.9
Arts and Recreation Services	Agreements	15	14	10	12	15	9	9	14	33	17	10	11	13
	AAWI (%)	2.6	2.1	3.0	3.1	4.7	4.4	4.4	3.4	4.0	4.3	3.5	3.2	3.5
	Duration (yrs.)	2.8	2.6	1.6	2.3	0.7	1.9	2.7	2.7	1.6	2.4	3.5	2.6	2.4
	Employees ('000)	3.5	3.0	2.7	3.4	6.8	1.4	1.5	2.7	8.6	5.6	2.9	2.3	4.0
Other Services	Agreements	29	13	23	30	18	12	23	13	14	22	22	23	23
	AAWI (%)	2.4	2.8	2.9	3.5	3.7	3.2	3.4	4.1	3.8	3.8	4.2	3.2	4.3
	Duration (yrs.)	2.8	3.1	3.1	2.7	1.8	3.1	3.0	2.5	2.9	3.0	2.9	3.2	2.8
	Employees ('000)	2.0	0.7	3.6	3.2	2.5	2.0	2.5	1.4	1.0	2.2	4.5	3.5	1.9

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
All industries	Agreements	1,009	943	1,088	1,126	841	938	1,074	1,259	1,022	1,204	940	1,206	1,029
	AAWI (%)	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8	3.8
	Duration (yrs.)	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7
	Employees ('000)	247.1	154.8	213.7	222.1	134.4	136.2	296.0	276.9	366.0	275.5	341.3	390.1	168.5

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

Notes:

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

How to read: 12 Agriculture, Forestry and Fishing agreements were approved in the March quarter 2025, covering 1,200 employees. The AAWI for these agreements was 4.1% and the average duration was 2.6 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Agriculture, Forestry and Fishing	Agreements	148	142	133	139	112	112	110	119	121	124	115	115	123
	AAWI (%)	2.4	2.4	2.5	2.6	2.7	2.7	2.9	3.0	3.0	3.0	3.2	3.6	3.7
	Duration (yrs.)	3.7	3.7	3.7	3.6	3.6	3.5	3.5	3.5	3.5	3.2	3.3	3.2	3.2
	Employees ('000)	12.9	12.3	10.7	11.4	10.7	10.4	8.4	10.1	10.3	10.8	8.9	10.2	11.3
Mining	Agreements	362	368	376	397	386	392	400	424	425	443	425	451	463
	AAWI (%)	2.3	2.3	2.3	2.4	2.6	2.7	2.8	3.0	3.0	3.1	3.2	3.3	3.4
	Duration (yrs.)	3.6	3.6	3.6	3.6	3.6	3.6	3.5	3.5	3.5	3.5	3.6	3.6	3.6
	Employees ('000)	50.5	48.9	53.0	54.3	57.5	55.1	55.6	58.5	61.4	63.2	61.6	62.2	61.7
Manufacturing	Agreements	1,798	1,795	1,792	1,859	1,908	1,924	1,850	1,951	1,978	1,997	1,873	1,933	1,964
	AAWI (%)	2.5	2.5	2.6	2.8	2.9	3.0	3.2	3.3	3.4	3.5	3.6	3.7	3.7
	Duration (yrs.)	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0	3.0
	Employees ('000)	133.0	133.1	134.5	139.9	148.7	147.8	148.1	154.3	157.7	160.0	150.1	152.4	157.7
Non-Metal Manufacturing	Agreements	1,206	1,204	1,183	1,232	1,286	1,289	1,259	1,321	1,337	1,349	1,271	1,309	1,327
	AAWI (%)	2.4	2.5	2.5	2.7	2.8	2.9	3.1	3.3	3.4	3.4	3.5	3.7	3.7
	Duration (yrs.)	2.9	2.9	3.0	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	93.5	94.6	92.8	97.8	105.6	103.4	103.9	108.7	111.6	112.4	106.2	109.3	114.2
Metal Manufacturing	Agreements	592	591	609	627	622	635	591	630	641	648	602	624	637
	AAWI (%)	2.6	2.6	2.7	2.9	3.0	3.1	3.2	3.4	3.4	3.5	3.7	3.8	3.8
	Duration (yrs.)	2.8	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.8	2.8	2.9	2.9	3.0
	Employees ('000)	39.4	38.6	41.7	42.1	43.1	44.4	44.3	45.6	46.1	47.6	43.9	43.1	43.5
Electricity, Gas, Water and Waste Services	Agreements	339	356	328	350	358	356	342	362	368	380	338	367	370
	AAWI (%)	2.5	2.5	2.7	2.8	2.8	2.9	3.1	3.3	3.6	3.7	4.0	4.1	4.2
	Duration (yrs.)	2.7	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.9	2.9	2.8
	Employees ('000)	51.1	54.1	49.7	54.9	56.0	58.9	53.2	55.4	49.7	52.1	49.7	53.4	59.3
Construction	Agreements	4,427	4,662	4,793	4,691	4,405	4,510	3,309	3,325	2,767	3,134	3,321	3,681	3,837
	AAWI (%)	3.6	3.7	3.7	3.6	3.6	3.6	3.5	3.8	3.8	4.0	4.1	4.5	4.6
	Duration (yrs.)	2.9	2.9	2.9	2.9	2.9	2.9	3.2	3.2	3.3	3.3	3.3	3.2	3.1
	Employees ('000)	113.4	116.3	116.3	115.2	107.9	109.6	87.3	90.0	80.6	91.9	95.6	109.1	114.9

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Wholesale Trade	Agreements	209	198	176	183	172	176	174	184	202	204	190	198	203
	AAWI (%)	2.6	2.6	2.7	2.9	3.0	3.0	3.2	3.3	3.4	3.4	3.6	3.6	3.7
	Duration (yrs.)	3.1	3.1	3.1	3.0	3.0	3.0	2.9	3.1	3.1	3.2	3.2	3.2	3.2
	Employees ('000)	17.5	16.8	16.0	15.5	15.1	15.1	13.1	18.6	19.5	18.5	18.1	19.7	19.6
Retail Trade	Agreements	144	134	124	135	131	133	131	146	142	142	126	129	140
	AAWI (%)	2.8	2.8	2.6	2.7	2.8	2.8	2.8	3.0	3.0	3.2	3.2	3.2	3.3
	Duration (yrs.)	3.8	3.9	3.9	3.9	4.1	4.1	4.1	3.6	3.5	3.4	3.2	3.4	3.4
	Employees ('000)	246.7	227.4	227.1	225.1	94.2	88.8	85.5	118.4	108.6	138.4	139.6	364.5	388.5
Accommodation and Food Services	Agreements	115	112	112	105	106	108	107	111	122	120	114	107	109
	AAWI (%)	2.7	2.7	2.9	2.9	3.6	3.6	3.6	3.0	3.1	3.1	3.5	3.5	3.5
	Duration (yrs.)	3.9	3.9	4.0	4.0	3.8	3.7	3.8	3.9	4.0	3.9	3.6	3.4	3.3
	Employees ('000)	55.3	55.0	57.0	57.2	60.3	61.4	61.7	59.8	60.3	23.2	23.2	22.1	21.8
Transport, Postal and Warehousing	Agreements	1,025	1,027	1,017	1,119	1,153	1,199	1,170	1,240	1,269	1,289	1,201	1,251	1,278
	AAWI (%)	2.7	2.7	2.7	2.8	2.9	2.9	3.0	3.1	3.2	3.4	3.4	3.7	3.7
	Duration (yrs.)	2.9	2.9	2.9	2.9	2.8	2.8	2.9	2.9	2.8	2.9	3.0	3.0	3.0
	Employees ('000)	151.5	159.4	162.8	166.1	175.7	184.8	165.8	177.1	194.8	185.6	178.2	183.5	188.3
Information Media and Telecommunications	Agreements	51	49	48	52	52	53	58	62	59	57	52	57	59
	AAWI (%)	1.9	2.2	2.4	2.4	2.5	2.6	2.8	2.9	2.9	2.9	2.9	3.0	2.8
	Duration (yrs.)	2.7	2.5	2.4	2.4	2.4	2.4	2.5	2.5	2.5	2.5	2.5	2.8	2.7
	Employees ('000)	15.4	15.2	32.5	33.2	33.6	35.2	37.4	37.8	37.0	36.9	36.1	39.3	38.4
Financial and Insurance Services	Agreements	74	74	70	72	71	70	67	74	76	79	65	70	72
	AAWI (%)	2.7	2.7	2.7	2.8	2.8	2.8	3.1	3.2	3.4	3.4	3.4	3.6	3.7
	Duration (yrs.)	2.1	2.1	3.0	3.1	2.6	2.6	2.6	2.8	2.8	2.8	2.8	2.8	3.0
	Employees ('000)	70.0	72.2	38.2	36.7	68.8	67.9	72.2	127.7	146.1	149.2	145.9	183.6	173.1
Rental, Hiring and Real Estate Services	Agreements	61	58	56	56	56	58	54	60	58	62	61	63	63
	AAWI (%)	2.2	2.3	2.1	2.1	2.1	2.1	2.2	2.2	2.2	2.2	2.2	2.7	2.6
	Duration (yrs.)	3.4	3.4	3.5	3.5	3.5	3.4	3.4	3.5	3.5	3.5	3.7	3.6	3.6
	Employees ('000)	3.9	3.9	3.9	3.9	3.8	3.8	3.7	3.9	4.0	4.0	3.2	4.0	3.9

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Professional, Scientific and Technical Services	Agreements	119	117	107	112	109	114	115	117	112	117	110	122	129
	AAWI (%)	2.3	2.3	2.3	2.3	2.3	2.4	2.4	2.7	2.9	3.5	3.7	3.9	3.8
	Duration (yrs.)	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.2	3.2	2.9	2.8	2.8	2.7
	Employees ('000)	17.9	17.7	18.0	18.3	17.9	18.3	18.2	13.3	12.6	22.7	21.7	20.4	22.7
Administrative and Support Services	Agreements	219	221	224	222	198	192	172	177	157	156	146	171	177
	AAWI (%)	2.9	3.0	2.9	3.0	3.0	3.0	3.3	3.5	3.5	3.5	3.7	4.4	4.6
	Duration (yrs.)	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.7	3.3	3.3	3.1	3.2
	Employees ('000)	20.7	21.2	21.1	19.7	18.3	18.9	16.0	17.5	15.9	14.0	13.2	16.3	17.1
Public Administration and Safety	Agreements	390	398	357	364	367	370	343	347	393	461	403	412	423
	AAWI (%)	2.2	2.2	2.2	2.2	2.2	2.3	2.5	2.6	3.3	3.4	3.4	3.5	3.5
	Duration (yrs.)	2.9	2.9	2.9	3.1	3.1	3.0	3.0	2.9	2.8	2.8	2.9	2.9	2.9
	Employees ('000)	216.2	230.2	210.1	181.5	185.8	186.5	205.6	193.6	237.0	327.1	369.9	382.7	391.0
Education and Training	Agreements	414	428	426	476	458	484	485	520	485	514	522	558	505
	AAWI (%)	2.6	2.6	2.5	2.5	2.7	2.8	3.2	3.5	3.7	3.7	3.8	3.8	3.9
	Duration (yrs.)	2.7	2.7	3.1	3.0	2.9	2.8	2.8	2.6	2.5	2.5	2.5	2.6	2.7
	Employees ('000)	168.3	168.3	210.3	228.2	241.0	268.2	302.9	392.1	442.8	472.7	487.8	466.0	432.4
Health Care and Social Assistance	Agreements	665	694	616	662	668	722	688	730	736	797	730	782	829
	AAWI (%)	2.5	2.5	2.5	2.4	2.5	2.6	2.8	2.8	2.9	3.0	3.0	3.9	3.9
	Duration (yrs.)	2.7	2.8	2.8	2.8	2.8	2.7	2.8	2.7	2.7	2.8	2.9	2.8	2.8
	Employees ('000)	272.1	353.6	327.5	393.4	391.6	406.2	431.3	456.3	448.9	388.5	348.8	490.7	507.6
Arts and Recreation Services	Agreements	108	115	107	115	111	118	110	116	122	136	124	130	126
	AAWI (%)	2.8	2.7	2.7	2.8	3.3	3.3	2.9	3.0	3.3	3.2	3.4	3.5	3.5
	Duration (yrs.)	2.9	2.9	3.0	2.9	2.5	2.5	2.8	2.8	2.6	2.5	2.7	2.7	2.6
	Employees ('000)	32.4	33.0	26.4	25.5	30.2	31.4	25.5	26.9	31.3	31.3	33.8	34.5	35.2
Other Services	Agreements	207	205	199	216	221	214	213	210	211	218	214	224	234
	AAWI (%)	2.5	2.4	2.5	2.7	2.8	2.8	2.9	3.0	3.1	3.1	3.5	3.5	3.6
	Duration (yrs.)	3.3	3.5	3.5	3.4	3.2	3.2	3.2	3.2	3.2	3.1	3.0	3.1	3.1
	Employees ('000)	18.5	16.0	18.0	20.6	21.9	22.6	23.7	23.2	23.6	24.4	23.7	25.9	27.1

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
All industries	Agreements	10,875	11,153	11,061	11,325	11,042	11,305	9,898	10,275	9,803	10,430	10,130	10,821	11,104
	AAWI (%)	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7	3.8
	Duration (yrs.)	3.0	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0
	Employees ('000)	1,667.3	1,754.3	1,733.1	1,800.5	1,738.9	1,791.0	1,815.1	2,034.7	2,141.9	2,214.6	2,209.0	2,640.5	2,671.7

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

Notes:

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

How to read: 123 Agriculture, Forestry and Fishing agreements were current as at 31 March 2025, covering 11,300 employees. The AAWI for these agreements was 3.7% and the average duration was 3.2 years.

Table 9 - Agreements expiring, by ANZSIC Division and quarter (March quarter 2025 - March quarter 2028)

FOR ALL CURRENT AGREEMENTS		Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28
Agriculture, Forestry and Fishing	Agreements	3	16	11	5	1	12	6	5	9	6	6	13	5
	AAWI (%)	4.5	3.6	3.2	4.2	1.5	3.1	3.3	3.4	3.9	4.5	3.7	3.3	1.5
	Employees ('000)	0.1	1.9	0.6	0.2	0.0	0.9	0.2	0.2	0.4	2.4	0.7	0.7	0.3
Mining	Agreements	19	41	35	39	22	48	33	26	20	37	33	42	16
	AAWI (%)	2.4	2.8	2.6	3.2	3.5	3.4	3.1	3.6	3.1	3.4	3.4	3.7	3.3
	Employees ('000)	3.4	5.7	3.7	4.9	5.0	7.6	3.8	2.3	3.8	3.6	4.5	4.1	3.8
Manufacturing	Agreements	124	230	170	126	125	246	165	133	106	181	124	71	25
	AAWI (%)	3.3	3.5	3.5	3.4	3.8	4.0	3.8	4.2	3.6	3.8	3.9	3.4	3.7
	Employees ('000)	7.8	17.1	16.7	8.9	9.2	18.7	14.7	11.2	10.7	12.6	9.3	5.6	1.9
Non-Metal Manufacturing	Agreements	89	162	109	87	89	159	115	93	77	118	76	49	15
	AAWI (%)	3.2	3.5	3.6	3.3	3.8	4.0	3.7	4.3	3.6	3.8	3.6	3.3	3.7
	Employees ('000)	5.9	10.9	11.5	6.2	7.2	12.9	11.4	9.0	9.1	7.4	5.6	4.7	1.4
Metal Manufacturing	Agreements	35	68	61	39	36	87	50	40	29	63	48	22	10
	AAWI (%)	3.4	3.5	3.3	3.6	3.7	4.0	3.9	4.1	3.9	3.8	4.4	3.5	3.9
	Employees ('000)	1.9	6.2	5.2	2.7	2.0	5.7	3.3	2.2	1.6	5.2	3.7	0.9	0.5
Electricity, Gas, Water and Waste Services	Agreements	17	44	38	28	26	39	30	25	22	31	15	16	11
	AAWI (%)	2.7	3.8	3.7	5.8	4.1	4.2	4.6	3.5	4.5	4.1	3.7	3.5	3.8
	Employees ('000)	1.2	3.7	3.5	4.0	5.0	7.2	3.4	1.5	2.1	4.6	2.0	0.8	12.0
Construction	Agreements	422	237	160	278	150	193	240	303	99	158	704	315	141
	AAWI (%)	3.0	3.4	3.2	4.3	3.9	3.9	5.1	4.7	3.4	3.6	6.2	4.5	4.1
	Employees ('000)	10.4	8.5	4.3	7.8	3.6	6.0	7.2	6.3	3.6	5.7	23.6	8.6	3.4
Wholesale Trade	Agreements	12	19	16	16	11	17	13	11	13	22	15	19	4
	AAWI (%)	2.6	4.0	3.8	3.5	3.6	4.0	4.1	3.3	3.9	3.2	4.1	2.6	3.2
	Employees ('000)	0.5	1.1	1.5	0.7	0.4	1.9	1.0	0.4	0.7	2.4	5.9	1.1	0.1
Retail Trade	Agreements	7	11	7	10	9	11	10	5	5	18	8	12	2
	AAWI (%)	2.3	4.0	3.3	2.4	2.9	4.1	3.4	2.7	4.8	3.3	2.6	2.7	*
	Employees ('000)	7.1	5.2	1.8	1.6	4.0	9.3	45.9	1.5	9.2	17.4	3.1	20.8	2.3
Accommodation and Food Services	Agreements	6	4	9	5	8	7	12	2	4	4	7	12	12
	AAWI (%)	2.3	2.8	3.5	4.4	3.1	3.4	3.8	2.4	5.1	2.7	3.3	2.1	3.0
	Employees ('000)	1.6	1.5	0.9	1.6	1.0	2.5	6.5	0.4	0.3	0.7	0.7	1.4	1.6

FOR ALL CURRENT AGREEMENTS		Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28
Transport, Postal and Warehousing	Agreements	66	156	75	116	67	158	95	77	64	113	84	46	33
	AAWI (%)	3.3	3.2	3.4	3.4	4.0	3.8	3.7	3.7	3.9	3.7	3.6	3.9	5.4
	Employees ('000)	6.4	14.0	6.0	13.9	15.1	33.7	9.5	9.9	6.1	18.8	7.1	32.1	5.0
Information Media and Telecommunications	Agreements	4	8	9	7	5	6	1	1	0	5	10	0	0
	AAWI (%)	2.9	3.1	3.1	1.9	3.6	3.3	*	2.2	*	3.7	3.4	*	*
	Employees ('000)	3.0	2.1	1.9	2.1	2.8	2.5	0.1	0.0	0.0	0.8	23.9	0.0	0.0
Financial and Insurance Services	Agreements	7	8	3	6	1	11	5	4	3	8	3	6	2
	AAWI (%)	2.3	3.2	2.5	3.4	*	4.4	4.2	4.0	3.4	4.0	3.1	2.5	3.6
	Employees ('000)	1.3	2.6	0.6	2.1	0.2	42.2	6.9	29.9	3.7	4.9	18.9	38.8	9.7
Rental, Hiring and Real Estate Services	Agreements	2	7	5	5	3	4	6	2	4	4	3	7	5
	AAWI (%)	2.4	2.3	4.5	3.1	1.7	3.6	3.5	1.9	3.0	3.5	3.5	4.0	2.7
	Employees ('000)	0.2	0.1	0.2	0.1	1.5	0.3	0.2	0.0	0.0	0.1	0.0	0.9	0.2
Professional, Scientific and Technical Services	Agreements	4	14	8	8	7	17	4	5	10	9	5	12	3
	AAWI (%)	3.2	3.4	3.9	3.7	4.2	3.2	3.5	4.2	3.3	3.5	4.0	3.2	2.7
	Employees ('000)	0.7	1.4	1.0	1.3	0.2	3.7	0.9	6.6	1.2	0.7	0.6	0.7	0.1
Administrative and Support Services	Agreements	15	16	13	19	5	19	9	10	2	6	25	11	4
	AAWI (%)	3.0	3.5	2.9	3.7	5.2	5.4	5.6	4.0	4.4	2.5	6.1	4.0	3.0
	Employees ('000)	1.6	0.7	0.8	1.0	0.5	2.0	0.7	0.9	0.1	1.1	2.1	1.9	0.2
Public Administration and Safety	Agreements	19	81	19	29	25	27	14	20	111	26	14	12	3
	AAWI (%)	2.5	2.5	2.1	3.2	3.6	3.2	4.4	3.7	3.8	3.4	3.6	3.8	2.9
	Employees ('000)	2.7	31.5	18.5	10.2	30.4	7.6	5.5	6.8	178.7	12.1	4.6	12.7	0.2
Education and Training	Agreements	40	51	16	103	33	43	18	79	15	24	7	33	10
	AAWI (%)	3.3	5.3	4.8	2.7	5.0	4.6	5.0	3.9	2.3	4.4	3.1	3.2	3.3
	Employees ('000)	44.0	36.8	19.2	139.1	22.9	105.2	27.7	23.4	11.2	8.2	0.6	3.9	1.1
Health Care and Social Assistance	Agreements	30	107	110	54	46	123	45	40	25	68	44	31	9
	AAWI (%)	2.8	3.3	4.0	2.8	2.2	3.0	3.1	3.5	3.4	3.4	3.5	3.0	3.6
	Employees ('000)	11.0	96.5	25.2	37.3	35.7	61.9	25.9	55.9	3.0	22.9	9.5	9.7	1.9
Arts and Recreation Services	Agreements	8	20	9	13	7	12	3	4	6	9	1	21	1
	AAWI (%)	2.9	3.9	2.2	2.3	3.2	3.4	3.2	3.6	3.8	4.5	3.7	3.2	2.8
	Employees ('000)	2.5	9.7	3.6	3.1	1.1	2.8	0.1	1.0	0.7	4.5	0.0	1.1	0.2

FOR ALL CURRENT AGREEMENTS		Mar-25	Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28
Other Services	Agreements	9	34	24	24	15	17	13	9	10	24	13	8	3
	AAWI (%)	2.3	3.3	3.0	4.0	3.4	3.2	3.1	4.3	4.0	3.6	4.6	3.8	3.7
	Employees ('000)	0.5	3.3	2.7	1.0	1.9	2.5	1.8	0.9	0.8	2.9	3.6	1.0	0.6
All industries	Agreements	814	1,104	737	891	566	1,010	722	761	528	753	1,121	687	289
	AAWI (%)	3.1	3.7	3.8	2.9	3.5	3.9	4.1	4.0	3.7	3.7	4.7	3.7	4.0
	Employees ('000)	106.0	243.5	112.4	240.9	140.6	318.4	161.9	159.3	236.5	126.3	120.9	145.8	44.7

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

Notes:

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

How to read: 5 Agriculture, Forestry and Fishing agreements, covering 300 employees, have an expiry date in the March quarter 2028. The AAWI of these agreements is 1.5%.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
ACT	Agreements	17	15	11	15	12	12	14	11	30	16	17	10	12
	AAWI (%)	2.7	3.7	4.4	2.6	3.7	3.7	3.5	3.6	3.9	3.6	3.5	3.7	3.9
	Duration (yrs.)	1.0	1.8	1.8	1.9	2.2	2.7	2.5	2.5	2.5	2.1	1.8	2.2	2.8
	Employees ('000)	14.2	0.3	0.1	0.8	0.8	1.9	16.9	1.5	10.0	3.1	6.2	1.3	1.6
NSW	Agreements	166	173	219	206	155	172	192	199	146	195	176	252	162
	AAWI (%)	2.7	3.0	3.2	3.7	3.8	3.7	5.5	4.4	3.7	4.4	3.9	4.1	3.7
	Duration (yrs.)	2.7	2.6	3.0	2.3	2.6	2.0	2.5	2.7	2.1	2.1	1.9	2.4	2.9
	Employees ('000)	26.5	13.4	16.6	28.0	11.5	30.7	19.7	19.9	28.6	29.5	25.4	27.1	25.3
NT	Agreements	12	11	11	10	7	8	9	13	4	5	9	22	22
	AAWI (%)	2.2	2.7	2.6	2.5	3.1	3.1	3.5	3.8	3.0	4.1	3.3	3.9	3.4
	Duration (yrs.)	3.0	2.6	3.0	3.1	1.8	2.6	3.0	2.5	3.6	2.8	3.0	3.0	3.1
	Employees ('000)	1.7	1.3	1.0	1.0	4.7	0.8	6.7	1.0	0.1	0.2	1.0	4.9	1.3
Qld	Agreements	137	134	137	155	127	147	152	269	191	187	117	184	134
	AAWI (%)	2.8	2.9	3.3	3.5	4.0	4.3	4.3	4.2	4.7	4.3	3.9	4.2	3.7
	Duration (yrs.)	2.4	2.5	2.8	2.5	2.8	2.4	2.5	2.8	2.4	2.8	3.1	2.5	2.8
	Employees ('000)	13.1	9.7	9.4	20.0	17.0	22.7	33.3	25.1	53.5	14.4	9.2	32.1	20.3
SA	Agreements	58	63	51	70	45	44	57	61	46	48	32	53	52
	AAWI (%)	2.8	2.7	3.4	3.4	3.4	4.6	5.1	4.4	5.6	4.2	3.7	4.0	3.5
	Duration (yrs.)	2.4	2.2	2.8	1.8	2.7	2.8	2.3	2.1	2.8	2.7	2.5	2.5	2.6
	Employees ('000)	5.6	6.1	5.6	17.7	3.0	3.1	10.1	6.2	10.4	7.1	2.3	3.4	7.5
Tas	Agreements	31	24	30	32	26	32	27	25	25	27	25	40	35
	AAWI (%)	2.5	2.9	3.3	3.6	4.0	3.7	5.8	4.6	3.1	3.9	3.6	4.6	3.9
	Duration (yrs.)	2.7	3.0	2.8	2.3	2.4	1.8	2.1	2.6	2.1	2.8	2.2	1.8	2.0
	Employees ('000)	3.8	1.5	3.0	3.4	1.2	3.8	2.3	1.3	3.2	2.6	2.4	5.4	7.6
Vic	Agreements	354	335	378	399	268	285	325	322	256	338	308	361	366
	AAWI (%)	2.6	2.8	2.4	2.4	3.5	3.5	3.4	4.0	3.6	4.0	3.3	5.7	3.9
	Duration (yrs.)	2.3	2.8	3.2	2.8	2.0	2.3	2.3	2.6	2.4	2.4	3.2	3.1	2.7
	Employees ('000)	103.8	92.3	123.2	83.0	34.2	26.1	62.4	34.8	38.0	33.5	85.9	121.5	51.3

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
WA	Agreements	77	74	92	91	81	82	77	76	74	115	71	102	81
	AAWI (%)	2.1	2.3	2.8	3.3	4.0	3.8	4.9	3.8	3.0	4.1	3.7	3.3	3.9
	Duration (yrs.)	2.7	2.3	2.7	2.5	1.8	2.7	2.4	2.5	2.6	2.7	3.0	2.8	2.6
	Employees ('000)	7.9	7.8	15.1	6.4	13.0	10.5	9.4	12.1	17.2	10.3	5.5	9.1	13.5
Multi-state	Agreements	156	114	159	148	120	156	221	282	250	273	184	182	163
	AAWI (%)	2.6	2.8	2.9	3.7	3.7	3.7	4.3	4.8	3.9	3.7	4.2	3.8	3.5
	Duration (yrs.)	2.7	2.6	2.5	2.4	2.4	2.9	2.9	2.5	2.8	3.3	3.3	2.8	2.8
	Employees ('000)	70.6	22.3	39.6	62.0	49.0	36.5	135.2	174.9	205.1	174.8	203.3	185.4	39.9
Other	Agreements	1	0	0	0	0	0	0	1	0	0	1	0	1
	AAWI (%)	2.0	*	*	*	*	*	*	*	*	*	*	*	3.8
	Duration (yrs.)	2.5	0.0	0.0	0.0	0.0	0.0	0.0	3.6	0.0	0.0	4.0	0.0	2.9
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1
Total	Agreements	1,009	943	1,088	1,126	841	938	1,074	1,259	1,022	1,204	940	1,206	1,029
	AAWI (%)	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8	3.8
	Duration (yrs.)	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7
	Employees ('000)	247.1	154.8	213.7	222.1	134.4	136.2	296.0	276.9	366.0	275.5	341.3	390.1	168.5

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

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * 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: 12 agreements approved in the March quarter 2025 operate solely in the ACT, covering 1,600 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 (March quarter 2022 - March quarter 2025)

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
ACT	Agreements	122	129	125	109	115	119	112	117	133	143	137	138	142
	AAWI (%)	2.7	2.7	2.8	2.7	2.9	3.2	3.5	3.5	3.6	3.6	3.6	3.6	3.6
	Duration (yrs.)	1.6	1.6	1.5	2.1	2.8	2.8	2.6	2.6	2.6	2.5	2.4	2.4	2.4
	Employees ('000)	41.3	39.1	37.8	12.5	7.6	9.7	25.1	26.4	31.3	36.6	41.9	42.9	43.4
NSW	Agreements	2,044	2,055	2,058	2,144	2,037	2,076	2,070	2,130	1,812	1,896	1,815	1,981	1,997
	AAWI (%)	2.6	2.6	2.8	3.0	3.0	3.1	3.5	3.6	3.6	3.8	3.9	3.9	4.0
	Duration (yrs.)	2.7	2.7	2.9	2.8	2.8	2.7	2.8	2.8	2.8	2.7	2.7	2.6	2.8
	Employees ('000)	190.4	191.7	162.9	183.6	179.4	197.6	190.9	204.1	196.8	219.0	215.1	235.6	219.9
NT	Agreements	118	116	109	113	112	114	114	118	117	117	107	117	128
	AAWI (%)	2.4	2.4	2.3	2.3	2.6	2.6	3.0	3.0	3.0	3.0	3.1	3.4	3.4
	Duration (yrs.)	3.2	3.2	3.2	3.2	2.7	2.7	2.8	2.8	2.8	2.7	2.8	3.0	3.1
	Employees ('000)	11.9	12.6	8.4	8.9	13.4	14.0	20.2	20.9	20.7	20.4	19.9	20.2	19.5
Qld	Agreements	1,583	1,634	1,620	1,430	1,415	1,463	1,399	1,576	1,556	1,663	1,631	1,736	1,744
	AAWI (%)	2.6	2.6	2.7	2.7	2.9	3.1	3.3	3.5	3.7	3.8	3.9	4.0	4.1
	Duration (yrs.)	3.1	3.1	3.1	3.1	3.0	3.0	3.0	2.9	2.8	2.8	2.9	2.7	2.7
	Employees ('000)	161.6	162.9	155.4	161.8	163.2	177.1	171.8	188.4	226.2	233.6	218.3	242.4	251.8
SA	Agreements	572	591	538	575	571	576	573	597	589	604	559	570	578
	AAWI (%)	2.6	2.6	2.5	2.7	2.8	2.9	3.4	3.5	3.9	4.0	4.1	4.2	4.2
	Duration (yrs.)	2.9	2.8	2.9	2.5	2.5	2.5	2.5	2.5	2.6	2.6	2.7	2.7	2.8
	Employees ('000)	41.5	45.3	44.2	58.8	58.5	58.2	60.9	64.4	66.6	72.0	58.7	57.7	58.4
Tas	Agreements	269	287	261	281	283	295	276	287	291	306	270	301	313
	AAWI (%)	3.0	2.9	2.9	3.0	3.0	3.1	3.4	3.5	3.4	3.4	3.4	3.7	3.8
	Duration (yrs.)	2.9	2.9	3.0	2.9	3.0	2.8	2.8	2.8	2.8	2.8	2.8	2.7	2.5
	Employees ('000)	23.5	25.1	23.1	25.9	23.7	26.6	25.7	26.2	27.2	27.9	24.2	28.9	33.8
Vic	Agreements	3,274	3,447	3,494	3,734	3,820	3,967	2,662	2,600	2,434	2,604	2,549	2,786	2,960
	AAWI (%)	2.6	2.6	2.6	2.5	2.5	2.6	2.5	2.6	2.7	2.8	2.9	3.5	3.5
	Duration (yrs.)	3.0	2.9	3.0	3.0	2.9	2.9	3.0	2.9	2.9	3.0	3.0	3.1	3.1
	Employees ('000)	433.7	518.2	582.7	644.6	660.2	674.0	668.5	666.3	626.5	575.0	605.7	700.5	718.8

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
WA	Agreements	913	919	892	942	936	935	901	917	901	953	941	991	993
	AAWI (%)	2.0	2.0	2.1	2.2	2.5	2.6	3.0	3.2	3.2	3.3	3.4	3.4	3.5
	Duration (yrs.)	2.9	2.8	2.9	3.0	2.8	2.8	2.8	2.9	2.9	2.9	3.0	3.1	3.0
	Employees ('000)	90.9	90.8	88.3	83.3	89.9	95.8	88.7	91.4	101.7	103.2	97.0	93.6	101.0
Multi-state	Agreements	1,974	1,969	1,958	1,991	1,747	1,756	1,788	1,929	1,967	2,141	2,118	2,198	2,244
	AAWI (%)	2.6	2.6	2.6	2.7	2.8	2.9	3.1	3.5	3.6	3.7	3.8	3.9	3.9
	Duration (yrs.)	3.2	3.2	3.4	3.4	3.1	3.1	3.1	2.9	2.9	2.9	2.8	3.0	3.0
	Employees ('000)	672.1	668.3	630.0	620.7	542.7	537.8	563.2	746.4	844.9	926.8	927.9	1,218.6	1,224.8
Other	Agreements	6	6	6	6	6	4	3	4	3	3	3	3	4
	AAWI (%)	2.2	2.2	2.2	2.2	2.2	2.0	1.9	1.9	1.8	1.8	1.5	1.5	3.5
	Duration (yrs.)	2.8	2.8	2.8	2.8	2.8	2.5	2.9	3.2	3.4	3.4	3.9	3.9	3.5
	Employees ('000)	0.4	0.4	0.4	0.4	0.4	0.2	0.1	0.2	0.1	0.1	0.2	0.2	0.3
Total	Agreements	10,875	11,153	11,061	11,325	11,042	11,305	9,898	10,275	9,803	10,430	10,130	10,821	11,104
	AAWI (%)	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7	3.8
	Duration (yrs.)	3.0	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0
	Employees ('000)	1,667.3	1,754.3	1,733.1	1,800.5	1,738.9	1,791.0	1,815.1	2,034.7	2,141.9	2,214.6	2,209.0	2,640.5	2,671.7

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

Notes:

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

How to read: 142 agreements current as at 31 March 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 (March quarter 2022 to March quarter 2025)

Linked to minimum wage

Agreement Type		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Single enterprise non-Greenfields	Agreements	32	30	51	52	35	44	56	70	72	51	45	51	47
	Employees ('000)	1.5	4.6	6.6	9.9	12.1	10.4	14.5	13.6	24.1	100.9	136.2	37.3	7.8
Single enterprise Greenfields	Agreements	2	1	3	2	1	3	1	0	0	4	2	2	1
	Employees ('000)	0.2	0.1	0.2	0.2	0.1	0.3	0.1	0.0	0.0	0.3	0.1	0.2	0.1
Multi-enterprise non-Greenfields	Agreements	1	0	3	0	0	2	2	0	1	2	0	1	0
	Employees ('000)	0.0	0.0	1.0	0.0	0.0	0.2	3.0	0.0	0.2	3.4	0.0	26.7	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	35	31	57	54	36	49	59	70	73	57	47	54	48
	Employees ('000)	1.7	4.7	7.8	10.1	12.2	10.8	17.6	13.6	24.3	104.6	136.3	64.1	7.8

Linked to CPI

Agreement Type		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Single enterprise non-Greenfields	Agreements	10	21	22	30	13	11	17	20	12	11	17	20	14
	Employees ('000)	2.9	1.5	1.5	1.9	2.0	1.7	1.5	1.2	0.5	0.2	0.8	1.5	1.1
Single enterprise Greenfields	Agreements	0	1	0	0	0	0	1	1	0	1	0	0	0
	Employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0
Multi-enterprise non-Greenfields	Agreements	0	0	0	0	1	0	0	0	0	0	0	0	0
	Employees ('000)	0.0	0.0	0.0	0.0	0.7	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	10	22	22	30	14	11	18	21	12	12	17	20	14
	Employees ('000)	2.9	1.6	1.5	1.9	2.7	1.7	1.6	1.3	0.5	0.2	0.8	1.5	1.1

Inconsistent increase

Agreement Type		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Single enterprise non-Greenfields	Agreements	38	38	55	67	31	53	53	40	47	69	106	53	69
	Employees ('000)	19.9	63.8	6.4	39.1	8.5	14.8	87.1	51.3	8.8	19.3	9.0	44.1	20.4
Single enterprise Greenfields	Agreements	4	7	4	8	1	0	0	1	3	3	7	5	5
	Employees ('000)	0.1	0.3	0.1	0.2	0.2	0.0	0.0	0.1	0.0	0.0	0.1	0.1	0.2
Multi-enterprise non-Greenfields	Agreements	2	0	0	0	0	0	0	0	4	1	0	2	1
	Employees ('000)	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.8	0.1	0.0	5.2	0.1
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	44	45	59	75	32	53	53	41	54	73	113	60	75
	Employees ('000)	20.2	64.1	6.5	39.3	8.7	14.8	87.1	51.3	10.7	19.4	9.1	49.4	20.7

Performance linked

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

Other reason

Agreement Type		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Single enterprise non-Greenfields	Agreements	51	42	65	57	37	57	79	96	85	73	53	73	53
	Employees ('000)	7.1	4.2	5.0	14.3	5.5	6.0	7.2	30.4	17.9	7.8	8.7	25.6	7.8
Single enterprise Greenfields	Agreements	5	2	2	1	1	1	3	3	0	0	3	2	5
	Employees ('000)	0.9	0.1	0.0	0.1	0.0	0.1	0.2	0.1	0.0	0.0	0.1	0.1	0.4
Multi-enterprise non-Greenfields	Agreements	1	1	0	0	0	0	0	0	4	0	0	0	3
	Employees ('000)	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	31.1	0.0	0.0	0.0	4.8
Multi-enterprise Greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sub-total	Agreements	57	45	67	58	38	58	82	99	89	73	56	75	61
	Employees ('000)	8.2	4.3	5.0	14.4	5.5	6.1	7.4	30.5	49.0	7.8	8.8	25.7	12.9

Totals

Agreement Type		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Total non-quantifiable	Agreements	147	146	209	220	122	176	213	237	230	219	241	212	199
	Employees ('000)	33.1	74.7	38.2	65.9	29.2	34.0	113.8	133.4	84.4	132.4	177.4	146.4	42.9

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

Notes:

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

How to read: 47 single enterprise non-Greenfields agreements approved in the March quarter 2025 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements covered 7,800 employees.

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

Quantifiable agreements

Agreement Type		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Single enterprise non-Greenfields	Agreements	776	698	819	853	663	698	798	962	737	885	640	916	774
	Employees ('000)	185.7	76.5	171.6	151.1	103.2	99.9	146.8	141.8	267.8	140.8	161.8	166.3	121.5
Single enterprise Greenfields	Agreements	78	93	56	49	56	63	60	59	48	99	59	75	53
	Employees ('000)	2.3	2.6	1.2	2.5	2.1	2.2	1.8	1.6	1.6	2.0	2.1	4.0	2.8
Multi-enterprise non-Greenfields	Agreements	8	6	4	3	0	1	3	1	7	1	0	3	2
	Employees ('000)	26.0	0.9	2.7	2.6	0.0	0.2	33.7	0.0	12.3	0.2	0.0	73.4	1.3
Multi-enterprise Greenfields	Agreements	0	0	0	1	0	0	0	0	0	0	0	0	1
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total quantifiable	Agreements	862	797	879	906	719	762	861	1,022	792	985	699	994	830
	Employees ('000)	214.0	80.1	175.5	156.2	105.3	102.2	182.2	143.4	281.6	143.0	163.9	243.7	125.6

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

Notes:

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

How to read: 774 single enterprise non-Greenfields agreements approved in the March quarter 2025 had quantifiable AAWIs. These agreements covered 121,500 employees.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Union covered	Agreements	847	742	870	910	673	713	806	1,001	794	1,005	754	1,024	855
	AAWI (%)	2.6	2.8	2.6	3.0	3.7	3.8	4.2	4.5	3.9	4.0	3.7	4.8	3.8
	Duration (yrs.)	2.4	2.7	3.0	2.5	2.2	2.3	2.6	2.5	2.6	3.0	3.1	2.8	2.7
	Employees ('000)	239.6	146.9	205.7	214.6	126.2	122.0	281.5	263.1	357.6	266.7	332.7	383.2	160.1
No union covered	Agreements	162	201	218	216	168	225	268	258	228	199	186	182	174
	AAWI (%)	2.4	2.8	3.1	2.9	3.4	3.4	3.5	3.4	3.5	3.0	3.1	3.5	3.2
	Duration (yrs.)	3.6	3.0	3.3	3.1	3.4	3.7	3.5	3.6	3.6	3.6	3.4	3.4	3.4
	Employees ('000)	7.4	7.9	8.0	7.5	8.2	14.2	14.4	13.8	8.4	8.8	8.6	7.0	8.4
All	Agreements	1,009	943	1,088	1,126	841	938	1,074	1,259	1,022	1,204	940	1,206	1,029
	AAWI (%)	2.6	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8	3.8
	Duration (yrs.)	2.4	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7
	Employees ('000)	247.1	154.8	213.7	222.1	134.4	136.2	296.0	276.9	366.0	275.5	341.3	390.1	168.5

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

Notes:

1. AAWI = Average Annualised Wage Increase per employee.
2. Agreement and employee estimates are for all federal wage agreements in the period, while estimates of AAWI per employee are based on quantifiable wage agreements.
3. * 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: 855 agreements approved in the March quarter 2025 covering 160,100 employees formally covered a union. The AAWI for these agreements was 3.8% and the average duration was 2.7 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Mar-22	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25
Union covered	Agreements	7,808	8,132	8,086	8,317	8,120	8,460	7,120	7,446	6,934	7,538	7,298	7,984	8,267
	AAWI (%)	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.5	3.5	3.8	3.8
	Duration (yrs.)	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.8	2.8	2.8	2.8	2.9	2.9
	Employees ('000)	1,557.1	1,645.7	1,626.3	1,691.4	1,632.0	1,684.9	1,698.7	1,910.8	2,015.7	2,088.5	2,084.5	2,514.7	2,543.8
No union covered	Agreements	3,067	3,021	2,975	3,008	2,922	2,845	2,778	2,829	2,869	2,892	2,832	2,837	2,837
	AAWI (%)	2.4	2.4	2.4	2.5	2.6	2.6	2.8	2.9	3.0	3.0	3.0	3.1	3.1
	Duration (yrs.)	4.2	4.2	4.2	4.1	4.2	4.1	4.2	4.1	4.1	3.9	3.7	3.6	3.6
	Employees ('000)	110.1	108.6	106.8	109.1	106.9	106.1	116.4	123.9	126.3	126.2	124.5	125.8	127.9
All	Agreements	10,875	11,153	11,061	11,325	11,042	11,305	9,898	10,275	9,803	10,430	10,130	10,821	11,104
	AAWI (%)	2.6	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7	3.8
	Duration (yrs.)	3.0	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0
	Employees ('000)	1,667.3	1,754.3	1,733.1	1,800.5	1,738.9	1,791.0	1,815.1	2,034.7	2,141.9	2,214.6	2,209.0	2,640.5	2,671.7

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

Notes:

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

How to read: 8,267 agreements current as at 31 March 2025 covering 2,543,800 employees formally covered a union. The AAWI for these agreements was 3.8% and the average duration was 2.9 years.

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

Agreement ID	Title	Employees	AAWI (%)	ANZSIC	States	Sector
AE527923	Suncorp Enterprise Agreement 2025	10,563	Inconsistent increase	Financial and Insurance Services	Australia-wide	Private
AE528210	TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2025-2028	8,915	3.2	Education and Training	NSW	Public
AE528036	Ambulance Victoria Enterprise Agreement 2024	6,846	3.0	Health Care and Social Assistance	Vic	Public
AE528408	Tasmanian Catholic Education Single Enterprise Agreement 2024	4,034	Other reason	Education and Training	Tas	Private
AE528076	Bupa Aged Care Australia, ANMF and HWU Victorian Enterprise Agreement 2024	2,923	3.0	Health Care and Social Assistance	Vic	Private
AE528440	Victoria University Enterprise Agreement 2025	2,856	4.2	Education and Training	Vic	Public
AE527945	Ausgrid Enterprise Agreement 2024	2,791	4.3	Electricity, Gas, Water and Waste Services	NSW	Private
AE527786	Western Power and Australian Services Union Enterprise Agreement 2024	2,711	4.9	Electricity, Gas, Water and Waste Services	WA	Public
AE527705	Catholic Schools Broken Bay Enterprise Agreement 2024	2,671	2.9	Education and Training	NSW	Private
AE527986	City of Greater Geelong Enterprise Agreement (No. 12) 2024	2,570	3.3	Public Administration and Safety	Vic	Public
AE527777	QML/TML Pathology Enterprise Agreement 2024	2,155	3.0	Health Care and Social Assistance	Qld, Tas	Private
AE528079	GrainCorp Operations Limited – NSW Country Operations Enterprise Agreement 2024	2,095	4.3	Transport, Postal and Warehousing	NSW	Private

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

Notes:

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

How to read: TAFE Commission of NSW Teachers and Related Employees Enterprise Agreement 2025-2028 covers 8,915 employees. The AAWI for this agreement was 3.2%, it covers employees in the Education and Training industry, and operates solely in New South Wales.

Table 16 - Agreements approved in the quarter, by state and ANZSIC division, March quarter 2025

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	4	0	1	0	2	4	0	0	0	12
	AAWI (%)	*	4.3	*	*	*	4.4	3.7	*	*	*	4.1
	Duration (yrs.)	0.0	2.5	0.0	4.0	0.0	2.3	2.7	0.0	0.0	0.0	2.6
	Employees ('000)	0.0	0.8	0.0	0.0	0.0	0.1	0.3	0.0	0.0	0.0	1.2
Mining	Agreements	0	9	2	4	1	2	2	1	11	1	33
	AAWI (%)	*	4.6	*	4.5	4.0	2.5	3.6	*	3.3	3.8	4.2
	Duration (yrs.)	0.0	2.7	4.0	3.6	2.7	3.0	3.1	4.0	3.3	2.9	3.4
	Employees ('000)	0.0	0.7	0.2	1.5	0.0	0.1	0.1	0.2	0.5	0.1	3.4
Manufacturing	Agreements	0	28	2	27	11	5	58	7	19	0	157
	AAWI (%)	*	3.8	3.2	3.9	3.4	4.3	4.1	3.7	3.0	*	3.8
	Duration (yrs.)	0.0	2.8	3.1	2.9	3.0	2.8	2.5	3.2	3.3	0.0	2.9
	Employees ('000)	0.0	1.8	0.0	3.6	1.6	0.5	3.9	0.3	3.1	0.0	14.9
Non-Metal Manufacturing	Agreements	0	18	2	23	8	4	46	4	9	0	114
	AAWI (%)	*	3.8	3.2	3.9	3.2	4.4	4.1	3.5	2.6	*	3.7
	Duration (yrs.)	0.0	2.8	3.1	3.0	3.1	2.8	2.5	3.0	3.4	0.0	2.9
	Employees ('000)	0.0	1.3	0.0	3.4	1.1	0.4	3.7	0.2	2.5	0.0	12.6
Metal Manufacturing	Agreements	0	10	0	4	3	1	12	3	10	0	43
	AAWI (%)	*	3.7	*	3.7	4.6	3.5	4.1	3.9	4.2	*	4.0
	Duration (yrs.)	0.0	2.6	0.0	2.8	2.9	2.4	2.3	3.6	3.0	0.0	2.8
	Employees ('000)	0.0	0.5	0.0	0.3	0.5	0.0	0.2	0.1	0.6	0.0	2.3
Electricity, Gas, Water and Waste Services	Agreements	0	7	2	7	1	1	5	2	3	0	28
	AAWI (%)	*	4.3	3.9	4.0	5.0	4.3	3.4	4.9	4.0	*	4.4
	Duration (yrs.)	0.0	2.6	3.6	2.8	0.4	3.8	2.5	2.5	2.4	0.0	2.5
	Employees ('000)	0.0	2.9	0.0	0.8	0.0	0.0	0.6	2.8	1.6	0.0	8.7
Construction	Agreements	5	58	6	33	16	3	169	32	56	0	378
	AAWI (%)	5.3	6.3	3.7	4.1	4.0	4.0	6.5	3.2	4.9	*	5.5
	Duration (yrs.)	3.8	2.5	2.6	3.3	3.4	2.7	2.3	2.8	3.0	0.0	2.7
	Employees ('000)	0.1	1.4	0.1	1.6	0.6	0.1	5.3	1.1	1.9	0.0	12.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi- state	Other	Total
Wholesale Trade	Agreements	1	5	0	2	0	0	8	0	1	0	17
	AAWI (%)	4.7	3.5	*	3.8	*	*	4.2	*	3.9	*	4.1
	Duration (yrs.)	2.2	2.4	0.0	2.6	0.0	0.0	2.4	0.0	3.0	0.0	2.4
	Employees ('000)	0.0	0.2	0.0	0.1	0.0	0.0	0.9	0.0	0.0	0.0	1.3
Retail Trade	Agreements	0	2	0	4	0	0	6	0	4	0	16
	AAWI (%)	*	4.7	*	4.5	*	*	4.8	*	4.0	*	4.6
	Duration (yrs.)	0.0	2.4	0.0	2.8	0.0	0.0	2.0	0.0	3.7	0.0	3.2
	Employees ('000)	0.0	0.2	0.0	0.4	0.0	0.0	0.7	0.0	2.4	0.0	3.7
Accommodation and Food Services	Agreements	1	0	0	1	0	2	0	2	2	0	8
	AAWI (%)	*	*	*	*	*	2.7	*	3.4	*	*	3.0
	Duration (yrs.)	1.4	0.0	0.0	4.0	0.0	3.3	0.0	2.8	4.0	0.0	3.6
	Employees ('000)	0.1	0.0	0.0	0.7	0.0	0.1	0.0	0.2	0.3	0.0	1.3
Transport, Postal and Warehousing	Agreements	0	26	0	22	5	5	18	19	25	0	120
	AAWI (%)	*	4.3	*	3.6	5.3	5.4	4.3	3.6	3.6	*	4.0
	Duration (yrs.)	0.0	2.3	0.0	3.0	3.0	2.9	2.7	2.5	2.3	0.0	2.5
	Employees ('000)	0.0	3.1	0.0	1.3	0.1	0.4	1.9	1.1	2.9	0.0	11.0
Information Media and Telecommunications	Agreements	0	0	0	1	0	0	4	0	4	0	9
	AAWI (%)	*	*	*	1.9	*	*	1.9	*	3.8	*	2.8
	Duration (yrs.)	0.0	0.0	0.0	1.0	0.0	0.0	1.4	0.0	2.6	0.0	1.9
	Employees ('000)	0.0	0.0	0.0	0.6	0.0	0.0	1.1	0.0	1.7	0.0	3.4
Financial and Insurance Services	Agreements	0	0	0	0	0	1	0	0	6	0	7
	AAWI (%)	*	*	*	*	*	4.0	*	*	3.7	*	3.7
	Duration (yrs.)	0.0	0.0	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	3.0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.0	0.0	12.0
Rental, Hiring and Real Estate Services	Agreements	0	1	0	0	0	0	1	0	0	0	2
	AAWI (%)	*	3.6	*	*	*	*	3.5	*	*	*	3.5
	Duration (yrs.)	0.0	4.0	0.0	0.0	0.0	0.0	3.0	0.0	0.0	0.0	3.3
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi- state	Other	Total
Professional, Scientific and Technical Services	Agreements	1	0	0	0	1	0	3	1	4	0	10
	AAWI (%)	3.7	*	*	*	*	*	2.6	*	3.1	*	3.1
	Duration (yrs.)	3.0	0.0	0.0	0.0	3.0	0.0	3.7	4.0	2.6	0.0	2.6
	Employees ('000)	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0	2.8	0.0	3.0
Administrative and Support Services	Agreements	0	1	1	4	0	0	9	0	4	0	19
	AAWI (%)	*	4.4	5.5	3.5	*	*	6.7	*	4.1	*	6.3
	Duration (yrs.)	0.0	4.0	3.0	3.0	0.0	0.0	2.6	0.0	4.0	0.0	3.2
	Employees ('000)	0.0	0.0	0.0	0.3	0.0	0.0	1.1	0.0	1.0	0.0	2.5
Public Administration and Safety	Agreements	0	0	2	0	0	3	17	0	6	0	28
	AAWI (%)	*	*	3.5	*	*	2.6	3.2	*	3.8	*	3.2
	Duration (yrs.)	0.0	0.0	2.2	0.0	0.0	2.4	2.8	0.0	2.7	0.0	2.7
	Employees ('000)	0.0	0.0	0.4	0.0	0.0	0.8	10.2	0.0	1.0	0.0	12.4
Education and Training	Agreements	3	8	1	12	6	3	22	5	3	0	63
	AAWI (%)	3.8	3.1	*	3.9	2.6	3.5	4.1	3.9	4.4	*	3.5
	Duration (yrs.)	2.8	3.1	3.7	2.4	2.7	1.4	2.5	2.4	1.4	0.0	2.5
	Employees ('000)	1.2	11.8	0.0	2.8	1.2	4.3	6.7	1.0	1.7	0.0	30.8
Health Care and Social Assistance	Agreements	1	9	5	10	6	6	30	10	9	0	86
	AAWI (%)	*	3.1	3.1	3.6	3.6	4.2	3.2	3.5	2.9	*	3.3
	Duration (yrs.)	3.0	3.2	3.3	2.6	2.2	2.8	3.0	2.6	2.3	0.0	2.7
	Employees ('000)	0.0	2.0	0.5	5.2	2.5	1.1	16.3	6.9	6.5	0.0	40.9
Arts and Recreation Services	Agreements	0	3	0	2	2	1	4	0	1	0	13
	AAWI (%)	*	2.2	*	3.7	3.8	3.8	3.1	*	3.4	*	3.5
	Duration (yrs.)	0.0	2.4	0.0	2.1	2.4	1.5	2.5	0.0	0.9	0.0	2.4
	Employees ('000)	0.0	0.3	0.0	0.8	1.3	0.0	1.6	0.0	0.0	0.0	4.0
Other Services	Agreements	0	1	1	4	3	1	6	2	5	0	23
	AAWI (%)	*	4.0	3.1	3.6	3.2	*	5.7	6.0	3.6	*	4.3
	Duration (yrs.)	0.0	2.9	4.0	2.7	1.5	4.0	2.9	2.8	2.9	0.0	2.8
	Employees ('000)	0.0	0.1	0.1	0.4	0.2	0.0	0.5	0.0	0.4	0.0	1.9

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi- state	Other	Total
All industries	Agreements	12	162	22	134	52	35	366	81	163	1	1,029
	AAWI (%)	3.9	3.7	3.4	3.7	3.5	3.9	3.9	3.9	3.5	3.8	3.8
	Duration (yrs.)	2.8	2.9	3.1	2.8	2.6	2.0	2.7	2.6	2.8	2.9	2.7
	Employees ('000)	1.6	25.3	1.3	20.3	7.5	7.6	51.3	13.5	39.9	0.1	168.5

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

Notes:

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

How to read: Of the 12 Agriculture, Forestry and Fishing agreements approved in the March quarter 2025, 4 operate solely in New South Wales. These 4 agreements cover 800 employees, with an AAWI of 4.3% and an average duration of 2.5 years.

Table 17 - Agreements current on the last day of the quarter, by state and ANZSIC division, March quarter 2025

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	28	1	24	10	10	23	7	18	1	123
	AAWI (%)	*	3.6	2.5	3.9	3.1	3.7	3.8	4.1	3.3	*	3.7
	Duration (yrs.)	0.0	2.7	4.0	3.0	3.5	2.7	3.0	3.3	3.7	4.0	3.2
	Employees ('000)	0.0	2.4	0.0	2.2	0.9	0.8	1.1	0.6	3.2	0.1	11.3
Mining	Agreements	0	123	7	114	18	13	33	56	98	1	463
	AAWI (%)	*	3.2	3.8	3.4	3.6	4.2	3.6	3.5	3.0	3.8	3.4
	Duration (yrs.)	0.0	3.7	3.3	3.3	3.7	2.5	3.2	3.6	3.8	2.9	3.6
	Employees ('000)	0.0	15.2	0.3	16.8	3.6	1.2	2.1	8.4	13.9	0.1	61.7
Manufacturing	Agreements	5	473	8	282	144	61	702	143	146	0	1,964
	AAWI (%)	3.9	3.7	3.1	4.1	3.7	4.3	3.7	3.6	3.5	*	3.7
	Duration (yrs.)	1.9	3.0	3.2	3.1	2.9	2.5	2.9	3.2	3.1	0.0	3.0
	Employees ('000)	0.1	34.5	0.1	27.7	12.2	3.5	48.9	11.0	19.6	0.0	157.7
Non-Metal Manufacturing	Agreements	4	311	6	198	108	48	497	87	68	0	1,327
	AAWI (%)	3.9	3.6	3.0	4.1	3.7	4.5	3.7	3.4	3.2	*	3.7
	Duration (yrs.)	1.8	3.1	3.3	3.1	2.9	2.5	2.9	3.2	3.1	0.0	3.0
	Employees ('000)	0.1	24.5	0.1	21.7	9.7	2.6	38.0	6.7	10.8	0.0	114.2
Metal Manufacturing	Agreements	1	162	2	84	36	13	205	56	78	0	637
	AAWI (%)	*	3.8	3.9	4.0	3.9	3.6	3.6	3.8	3.7	*	3.8
	Duration (yrs.)	2.5	2.9	2.8	3.0	2.7	2.5	2.9	3.3	3.1	0.0	3.0
	Employees ('000)	0.0	9.9	0.0	6.0	2.5	0.9	10.9	4.3	8.8	0.0	43.5
Electricity, Gas, Water and Waste Services	Agreements	8	85	6	61	26	12	104	41	27	0	370
	AAWI (%)	3.2	4.1	4.9	4.1	6.3	4.7	3.7	4.5	3.8	*	4.2
	Duration (yrs.)	2.7	2.7	3.0	3.1	2.2	1.8	2.9	2.7	3.2	0.0	2.8
	Employees ('000)	1.2	10.6	0.9	7.5	3.7	2.2	9.6	6.0	17.6	0.0	59.3
Construction	Agreements	49	560	23	554	158	60	1,067	348	1,018	0	3,837
	AAWI (%)	5.2	5.1	3.1	4.7	3.8	4.0	4.9	3.5	4.5	*	4.6
	Duration (yrs.)	3.0	3.1	3.4	3.1	2.9	3.0	2.8	3.4	3.5	0.0	3.1
	Employees ('000)	0.8	17.6	0.8	14.1	4.2	2.1	31.5	10.5	33.3	0.0	114.9

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Wholesale Trade	Agreements	2	42	2	36	7	6	56	21	31	0	203
	AAWI (%)	4.2	4.2	3.6	3.6	3.7	3.3	3.8	4.2	3.2	*	3.7
	Duration (yrs.)	2.7	2.7	2.9	3.4	2.7	2.9	2.8	2.4	3.5	0.0	3.2
	Employees ('000)	0.1	2.6	0.1	2.0	0.3	0.3	4.1	1.2	9.1	0.0	19.6
Retail Trade	Agreements	1	19	0	25	7	2	27	11	48	0	140
	AAWI (%)	*	4.1	*	3.6	3.7	4.0	3.8	4.0	3.1	*	3.3
	Duration (yrs.)	4.0	3.6	0.0	3.6	3.6	3.0	3.0	2.9	3.4	0.0	3.4
	Employees ('000)	0.0	3.9	0.0	4.6	0.5	0.1	6.4	1.8	371.3	0.0	388.5
Accommodation and Food Services	Agreements	3	30	1	21	0	3	12	14	25	0	109
	AAWI (%)	4.0	3.1	*	3.5	*	3.4	1.7	3.9	3.4	*	3.5
	Duration (yrs.)	2.3	3.6	4.0	3.8	0.0	1.8	3.7	3.0	3.4	0.0	3.3
	Employees ('000)	0.3	4.5	0.0	3.1	0.0	0.5	0.8	6.1	6.5	0.0	21.8
Transport, Postal and Warehousing	Agreements	5	257	22	217	73	27	232	149	296	0	1,278
	AAWI (%)	3.7	3.8	2.4	4.4	3.6	4.4	3.7	3.7	3.6	*	3.7
	Duration (yrs.)	2.1	3.1	3.7	2.9	3.3	3.0	3.1	3.2	2.8	0.0	3.0
	Employees ('000)	1.3	27.3	1.6	22.4	4.8	2.1	24.1	12.3	92.5	0.0	188.3
Information Media and Telecommunications	Agreements	1	8	0	4	0	0	14	3	29	0	59
	AAWI (%)	6.8	2.8	*	1.9	*	*	2.1	2.1	3.2	*	2.8
	Duration (yrs.)	1.6	1.5	0.0	1.0	0.0	0.0	1.8	3.9	2.9	0.0	2.7
	Employees ('000)	0.0	1.8	0.0	1.3	0.0	0.0	1.6	0.2	33.4	0.0	38.4
Financial and Insurance Services	Agreements	0	5	0	3	0	3	7	3	51	0	72
	AAWI (%)	*	3.4	*	2.9	*	2.8	4.3	2.9	3.7	*	3.7
	Duration (yrs.)	0.0	2.3	0.0	3.0	0.0	2.2	2.9	2.9	3.0	0.0	3.0
	Employees ('000)	0.0	0.7	0.0	1.1	0.0	0.1	0.5	0.4	170.4	0.0	173.1
Rental, Hiring and Real Estate Services	Agreements	1	11	1	17	1	0	16	3	13	0	63
	AAWI (%)	2.7	2.9	3.3	3.3	3.5	*	2.9	4.0	2.6	*	2.6
	Duration (yrs.)	3.9	3.1	3.0	3.8	3.0	0.0	3.5	3.9	3.6	0.0	3.6
	Employees ('000)	0.0	0.2	0.0	0.4	0.0	0.0	0.5	0.0	2.7	0.0	3.9

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
Professional, Scientific and Technical Services	Agreements	1	18	0	8	3	1	29	15	54	0	129
	AAWI (%)	3.7	3.5	*	2.9	1.8	1.8	3.0	3.5	3.8	*	3.8
	Duration (yrs.)	3.0	3.0	0.0	3.8	3.0	2.8	2.7	3.1	2.7	0.0	2.7
	Employees ('000)	0.1	1.1	0.0	0.2	0.0	0.0	1.3	1.0	19.0	0.0	22.7
Administrative and Support Services	Agreements	1	25	2	20	5	2	53	16	53	0	177
	AAWI (%)	8.4	5.2	5.5	3.7	4.5	3.8	5.4	4.3	3.8	*	4.6
	Duration (yrs.)	1.6	3.1	3.7	2.8	1.5	3.1	2.4	3.2	3.7	0.0	3.2
	Employees ('000)	0.0	1.3	0.1	1.3	0.2	0.3	4.5	1.0	8.5	0.0	17.1
Public Administration and Safety	Agreements	33	18	23	19	7	29	124	33	135	2	423
	AAWI (%)	3.6	3.6	3.5	3.7	3.8	3.3	2.9	3.4	3.8	1.5	3.5
	Duration (yrs.)	2.4	2.8	2.8	3.2	2.7	2.9	3.2	2.9	2.9	3.7	2.9
	Employees ('000)	34.6	4.3	7.8	1.9	0.6	3.9	119.5	4.1	214.2	0.1	391.0
Education and Training	Agreements	9	84	4	166	41	23	97	35	46	0	505
	AAWI (%)	3.8	4.7	3.1	4.4	4.8	3.1	2.9	3.3	4.9	*	3.9
	Duration (yrs.)	2.6	2.6	2.2	2.4	2.2	2.1	3.0	2.8	2.4	0.0	2.7
	Employees ('000)	1.9	40.6	0.4	77.0	14.5	7.2	167.6	17.3	106.0	0.0	432.4
Health Care and Social Assistance	Agreements	16	149	24	123	62	48	249	66	92	0	829
	AAWI (%)	3.4	3.6	3.2	3.9	3.5	3.5	4.0	3.2	3.3	*	3.9
	Duration (yrs.)	2.7	2.0	3.2	2.3	2.8	2.5	3.2	2.6	2.5	0.0	2.8
	Employees ('000)	2.3	39.6	7.1	57.2	11.2	8.7	271.7	16.4	93.5	0.0	507.6
Arts and Recreation Services	Agreements	3	29	1	18	4	6	53	1	11	0	126
	AAWI (%)	3.8	3.9	*	3.4	3.7	3.7	3.3	2.7	2.6	*	3.5
	Duration (yrs.)	2.9	2.7	4.0	3.0	2.5	1.7	2.4	4.0	2.9	0.0	2.6
	Employees ('000)	0.6	8.6	0.2	6.7	0.4	0.5	15.9	0.0	2.3	0.0	35.2
Other Services	Agreements	4	33	3	32	12	7	62	28	53	0	234
	AAWI (%)	3.2	3.4	3.0	3.7	3.4	4.7	3.5	3.2	3.8	*	3.6
	Duration (yrs.)	2.8	3.0	4.0	2.9	3.0	2.2	2.9	3.2	3.2	0.0	3.1
	Employees ('000)	0.1	3.2	0.2	4.4	1.5	0.2	6.9	2.8	7.8	0.0	27.1

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		ACT	NSW	NT	Qld	SA	Tas	Vic	WA	Multi-state	Other	Total
All industries	Agreements	142	1,997	128	1,744	578	313	2,960	993	2,244	4	11,104
	AAWI (%)	3.6	4.0	3.4	4.1	4.2	3.8	3.5	3.5	3.9	3.5	3.8
	Duration (yrs.)	2.4	2.8	3.1	2.7	2.8	2.5	3.1	3.0	3.0	3.5	3.0
	Employees ('000)	43.4	219.9	19.5	251.8	58.4	33.8	718.8	101.0	1,224.8	0.3	2,671.7

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

Notes:

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

How to read: Of the 123 Agriculture, Forestry and Fishing agreements current as at 31 March 2025, 28 operate solely in New South Wales. These 28 agreements cover 2,400 employees, with an AAWI of 3.6% and an average duration of 2.7 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:

- For agreements made under the *Fair Work Act 2009* or before the Work Choices amendments to the *Workplace Relations Act 1996* (WR Act), those that have been certified by the Australian Industrial Relations Commission (AIRC) or approved by the Fair Work Commission (FWC).
- For agreements made under the Work Choices amendments but before the introduction of the Fairness Test, those that were lodged with the Office of the Employment Advocate (OEA).
- For agreements made under the fairness test, those that were lodged with the Workplace Authority. However, agreements were subsequently deleted and do not appear in the data if they ceased to operate because they did not pass the fairness test.
- For agreements made under the Transition to Forward with Fairness amendments to the WR Act, union collective and employee collective agreements that were approved by the Workplace Authority. Union Greenfields and employer Greenfields were included when they were lodged but were deleted if they ceased to operate because they did not pass the no-disadvantage test.

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^{th} time*

N = the number of increases over the life of the agreement
the effective duration of the agreement in years

Note: *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.

Alternative AAWI data - Fair Work Commission

Between September 2022 and November 2024, the Fair Work Commission (FWC) published [fortnightly AAWI series on lodged agreements](#). There were some key differences in methodology between the FWC data and the AAWI data reported on in Trends:

- The FWC reported on all agreements *lodged*, whereas Trends data considers only those agreements which have been *approved*. As a result, the FWC data did not use approval or commencement date for the calculation of the AAWI, nor did it take any undertakings affecting wage rates into consideration. The FWC data therefore also included enterprise agreements which were subsequently rejected or withdrawn.
- The FWC data did not include any Greenfields agreements.
- The FWC data did not take into account any agreements which offered flat dollar rate increases instead of percentage wage increases.

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 agreements

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.

Recent methodological change

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.