



Australian Government
Department of Employment
and Workplace Relations

Trends in Federal Enterprise Bargaining

June quarter 2025

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

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Further Information

[Trends in Federal Enterprise Bargaining](https://www.dewr.gov.au/enterprise-agreements-data/trends-federal-enterprise-bargaining) is available online at:

<https://www.dewr.gov.au/enterprise-agreements-data/trends-federal-enterprise-bargaining>.

The Department recommends that Trends in Federal Enterprise Bargaining data be read in conjunction with the Technical Notes (appended to this document), which describe the methodology for the calculation of the data and provide a guide to interpreting data tables.

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

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Trends in Federal Enterprise Bargaining Report

Initial Tables

Table 1 - Average Annualised Wage Increases for agreements approved in the June quarter 2025 that contained quantifiable wage increases (816 agreements)

Enterprise agreements approved in the quarter	March quarter 2025 (%)	June quarter 2025 (%)	Change (% Points)
All sectors	3.8	4.2	0.4
Public sector	3.5	3.9	0.4
Private sector	3.9	4.3	0.4

Table 2 - Average Annualised Wage Increases for agreements current on 30 June 2025 that contained quantifiable wage increases (8,838 agreements)

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

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

The Average Annualised Wage Increase (AAWI) for federal agreements approved in the June quarter 2025 was 4.2%. This compares with 3.8% in the March quarter 2025, 4.0% in the June quarter 2024, and the five-year average of 3.4% (June quarter 2020 to June quarter 2025).¹

For the June quarter 2025, the calculated AAWI of 4.2% is based on 816 agreements with quantifiable wage increases, covering 136,900 employees. This was 83.9% of the 973 agreements approved in the quarter, covering 74.0% of the 184,900 employees covered by all approved agreements.²

For the 8,838 enterprise agreements (covering 1,796,700 employees) current as at 30 June 2025 (agreements that have not passed the nominal expiry date and have not been terminated) that had a quantifiable wage increase, the AAWI was 3.8%. This compares with 3.8% in the March quarter 2025 and 3.4% in the June quarter 2024.

2. Enterprise agreements - proportions of employees covered

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

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

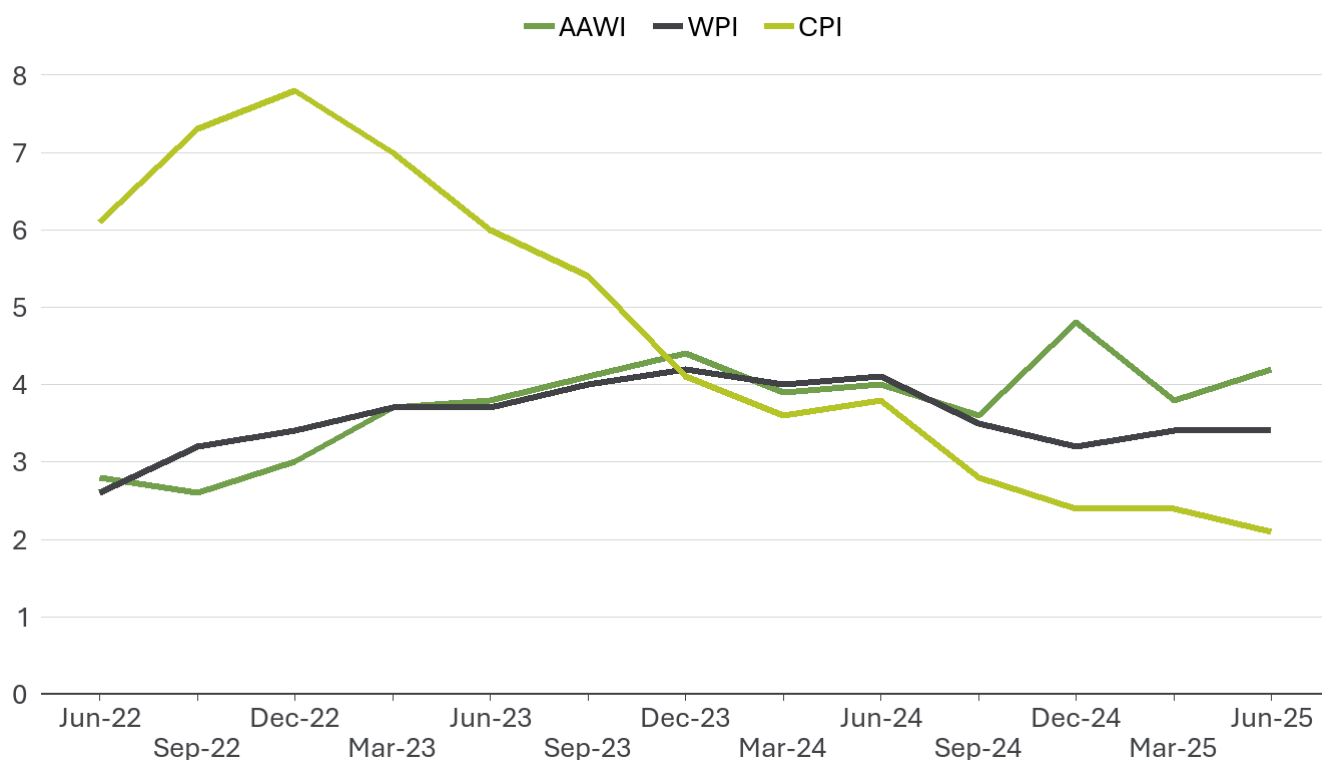
² An agreement is considered quantifiable if it contains wage increases that are consistent for all employees and are known at the time the agreement was made. Common reasons an agreement may not be quantifiable include the following: periodic reviews of wages with no guarantee of an increase; inconsistent 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 (ABC), *Employee Earnings and Hours*, Australia, May 2023. Detailed breakdowns by state- and federal-registered agreements for the May 2023 data are not available.

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

Chart 1 – Wage growth outpaced inflation for the seventh consecutive quarter in June

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



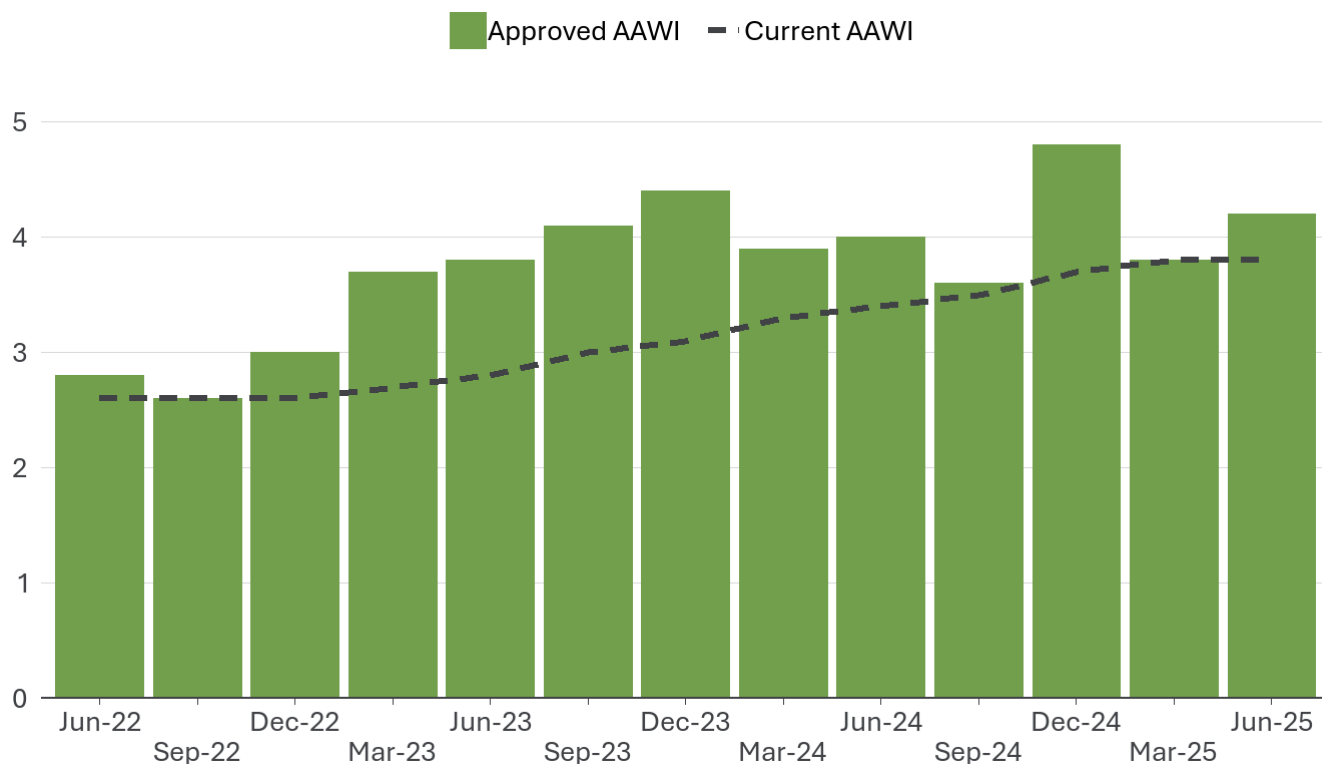
Sources: Department of Employment and Workplace Relations, Workplace Agreements Database; ABS, *Consumer Price Index, Australia*, June 2025; ABS, *Wage Price Index, Australia*, June 2025.

	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
AAWI	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8	3.8	4.2
WPI	2.6	3.2	3.4	3.7	3.7	4.0	4.2	4.0	4.1	3.5	3.2	3.4	3.4
CPI	6.1	7.3	7.8	7.0	6.0	5.4	4.1	3.6	3.8	2.8	2.4	2.4	2.1

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

Chart 2 –The overall AAWI for current agreements remained at its recent high in June

Quarterly AAWI for approved and current agreements (%)



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

	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Approved AAWI	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8	3.8	4.2
Current AAWI	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7	3.8	3.8

Approved agreements

There were 973 agreements approved in the June quarter 2025, of which 816 contained wage increases that could be quantified.

The AAWI for agreements approved in the June quarter 2025 was 4.2%, compared with 3.8% in the March quarter 2025 and 4.0% in the June quarter 2024.

The industries with the highest AAWIs were Construction (5.7%), Health Care and Social Assistance (4.5%) and Electricity, Gas, Water and Waste Services (4.5%).

The industries with the lowest AAWIs were Information Media and Telecommunications (2.2%), Administrative and Support Services (2.9%) and Rental, Hiring and Real Estate Services (3.1%).

Current agreements

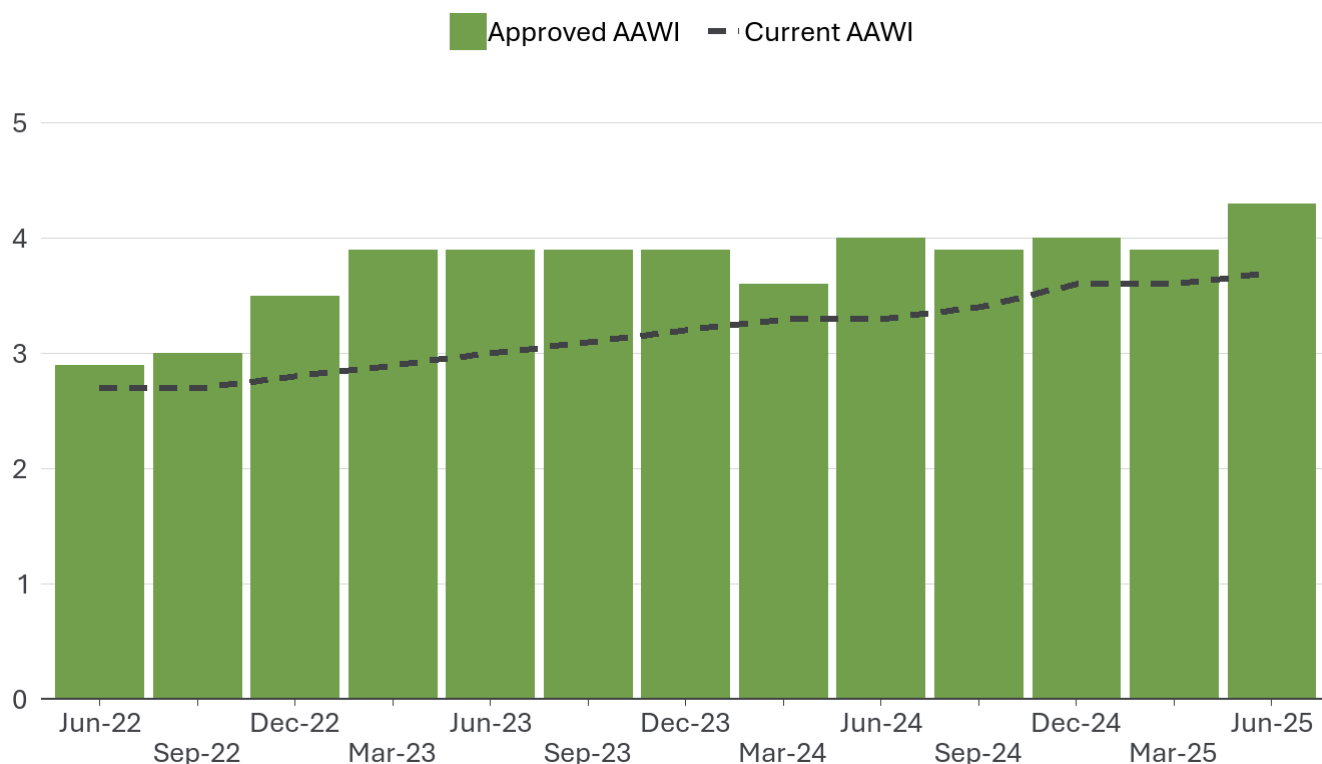
There were 11,302 agreements current as at 30 June 2025, of which 8,838 contained quantifiable wage increases.

The AAWI for agreements current (not expired or terminated) as at 30 June 2025 was 3.8%, compared with 3.8% as at 31 March 2025 and 3.4% as at 30 June 2024.

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

Chart 3 – The private sector AAWI for approved agreements in June was the highest since 2009

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



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

	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Approved AAWI	2.9	3.0	3.5	3.9	3.9	3.9	3.9	3.6	4.0	3.9	4.0	3.9	4.3
Current AAWI	2.7	2.7	2.8	2.9	3.0	3.1	3.2	3.3	3.3	3.4	3.6	3.6	3.7

The AAWI for private sector agreements approved in the June quarter 2025 was 4.3%, compared with 3.9% in the March quarter 2025 and 4.0% in the June quarter 2024.

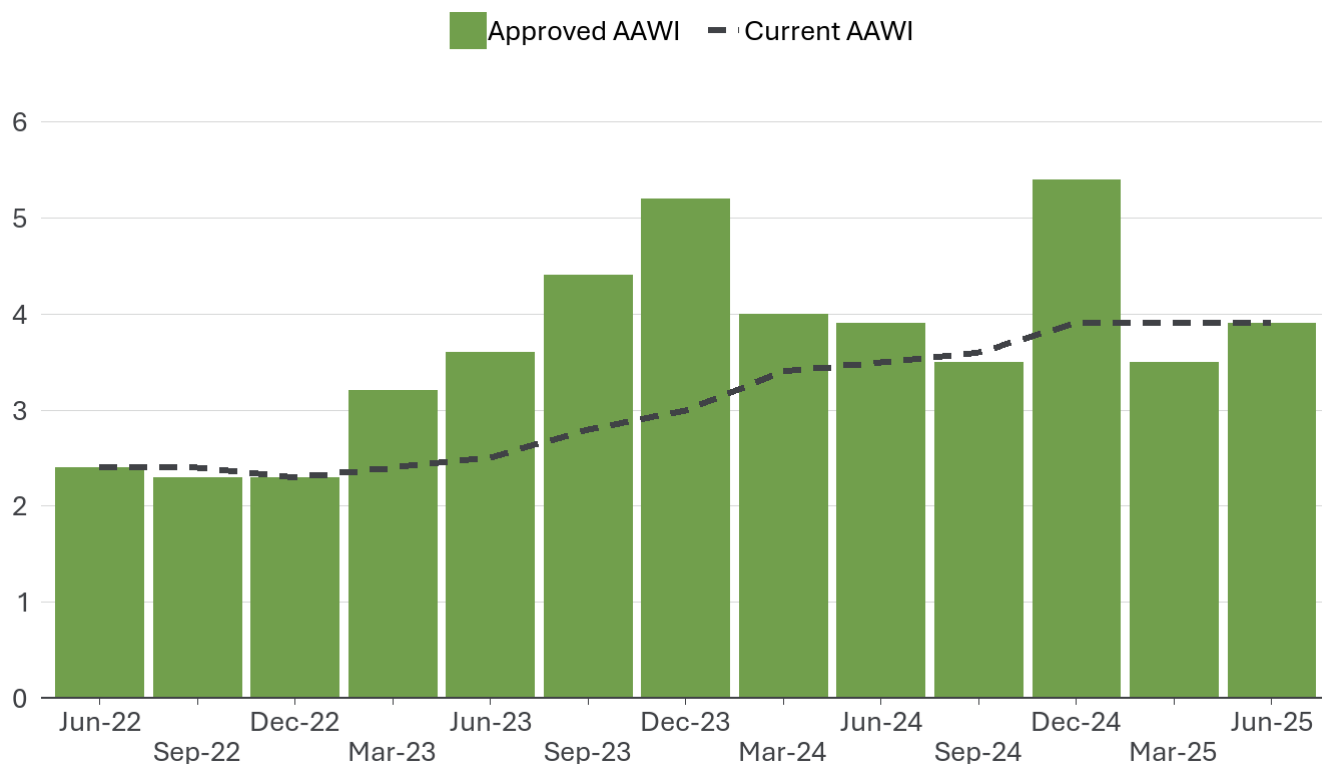
Large quantifiable private sector agreements approved in the June quarter 2025 include:

- *Independent Schools (Teachers) Cooperative Multi-Enterprise Agreement 2025* (20,803 employees), with an AAWI of 4.3%;
- *Ramsay Health Care New South Wales Nurses and Midwives Enterprise Agreement 2023-2026* (4,917 employees), with an AAWI of 9.9%; and
- *Anglicare Aged Care Enterprise Agreement 2025* (3,648 employees), with an AAWI of 2.7%.

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

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

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



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

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

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

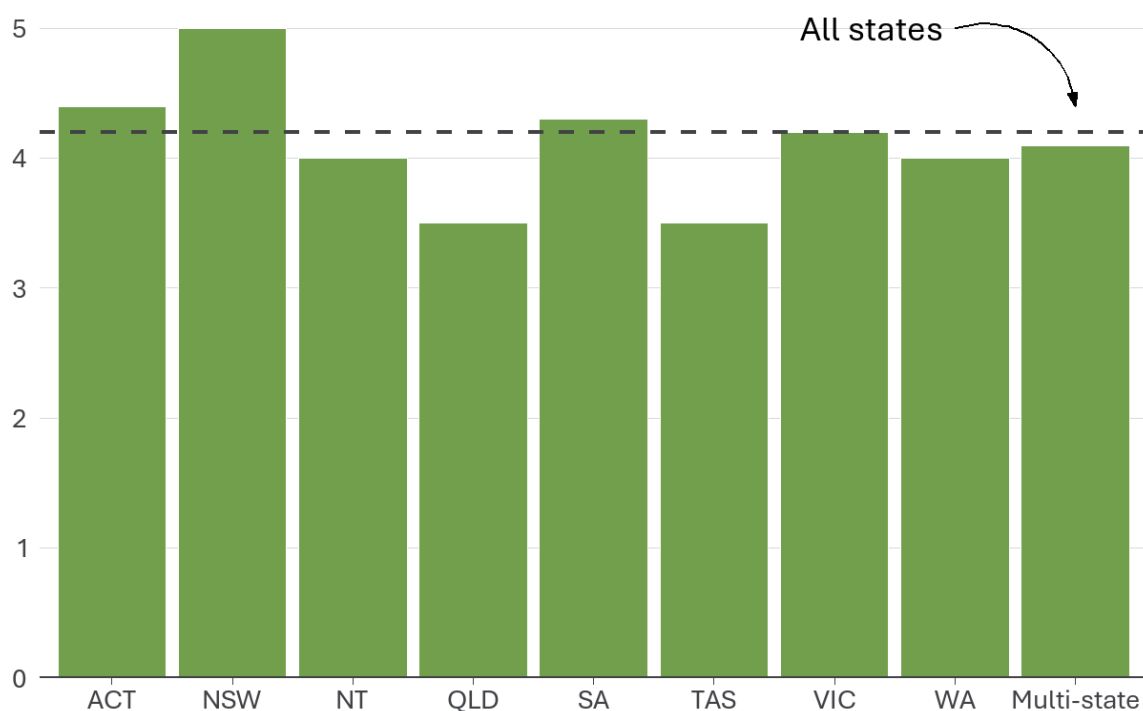
Large quantifiable public sector agreements approved in the June quarter 2025 include:

- *Victoria Police (Police Officers, Protective Services Offices, Police Reservists and Police Recruits) Enterprise Agreement 2025* (17,843 employees), with an AAWI of 4.1%;
- *Victorian TAFE Teaching Staff Agreement 2024* (4,960 employees), with an AAWI of 3.5%; and
- *Essential Energy Enterprise Agreement 2024* (3,353 employees), with an AAWI of 5.0%.

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

Chart 5 – New South Wales recorded the highest AAWI in June with 5.0%

Quarterly AAWI for State and Territory approved agreements (%)



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

	All states	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi-state
AAWI	4.2	4.4	5.0	4.0	3.5	4.3	3.5	4.2	4.0	4.1

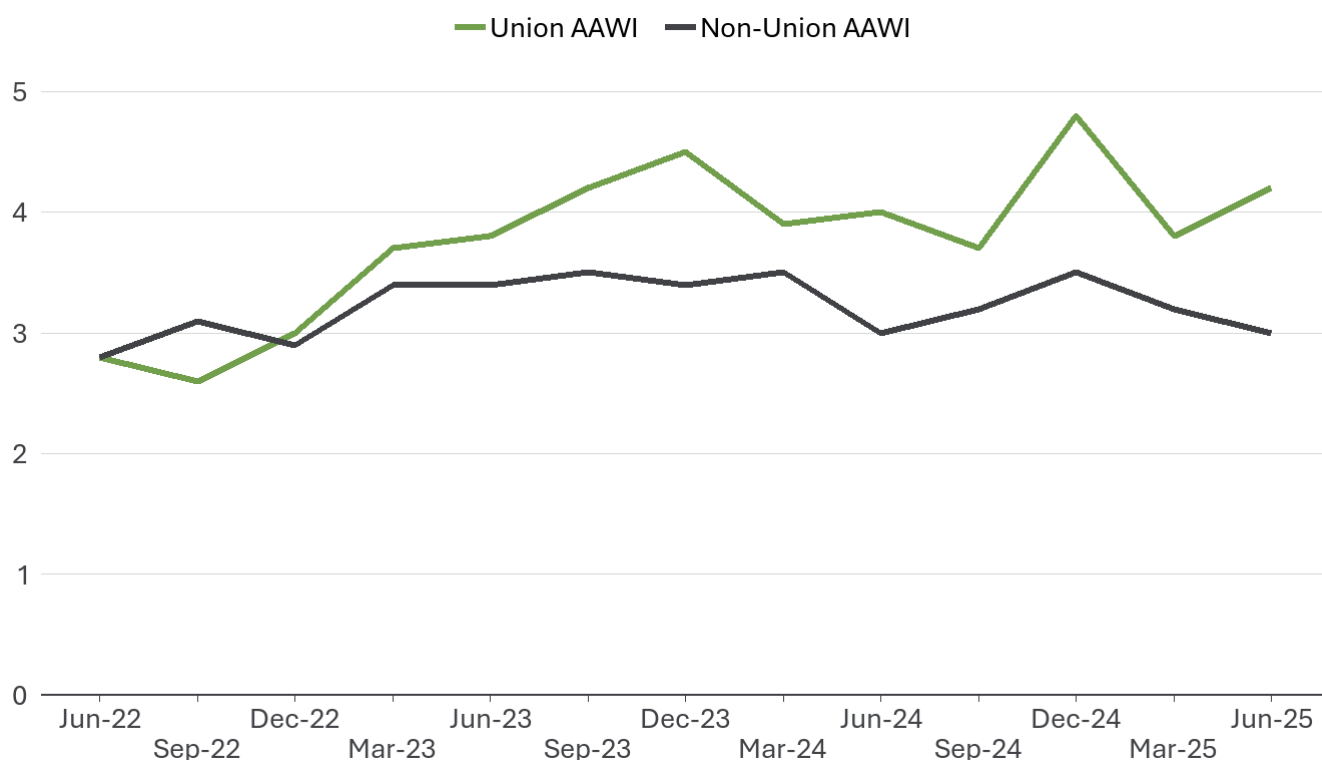
AAWI results for agreements approved in the June quarter 2025 were highest for agreements in New South Wales, at 5.0%.

Agreements approved in the June quarter 2025 in Queensland and Tasmania had the lowest AAWI of 3.5%.

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

Chart 6 – The difference in wage outcomes between agreements that covered a union and agreements that did not cover a union increased in June

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



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

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

Agreements approved in the June quarter 2025 that formally covered unions had a combined AAWI of 4.2%, compared with 3.8% in the March quarter 2025 and 4.0% in the June quarter 2024.

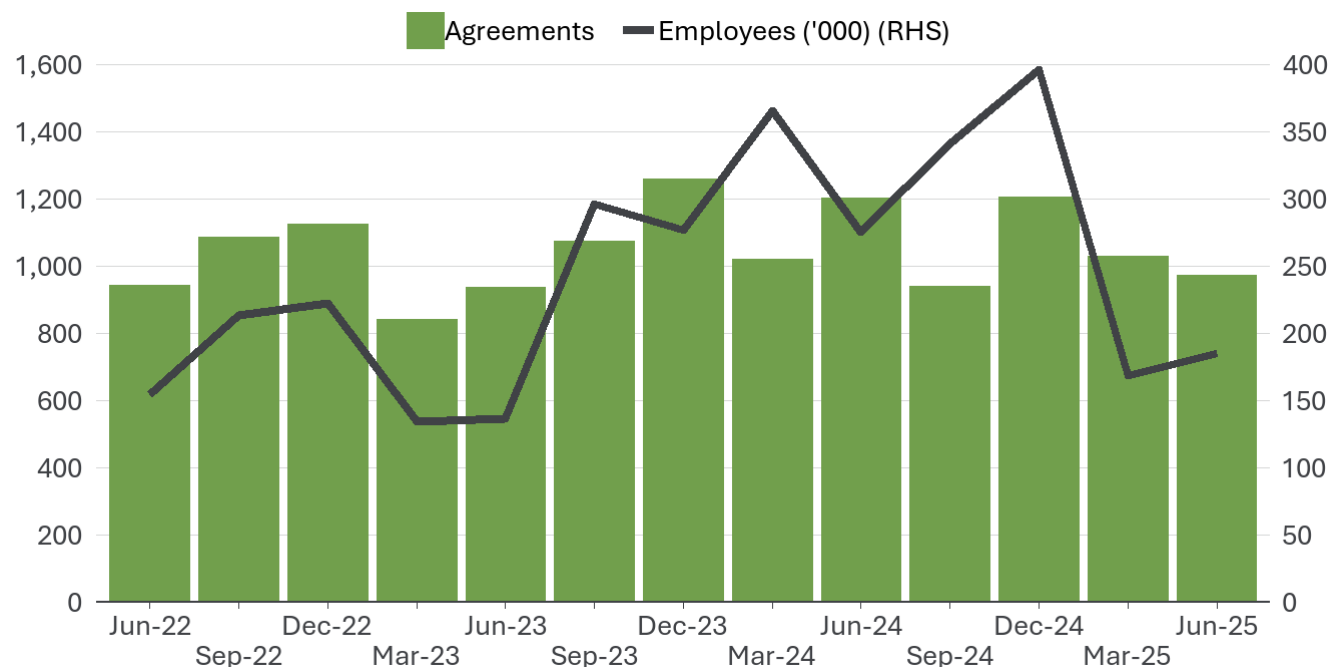
Agreements approved in the June quarter 2025 with no unions formally covered had a combined AAWI of 3.0%, compared with 3.2% in the March quarter 2025 and 3.0% in the June quarter 2024.

⁴ See Note 4 for more details.

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

Chart 7 – Employees covered by approved agreements rose to 184,900 in June

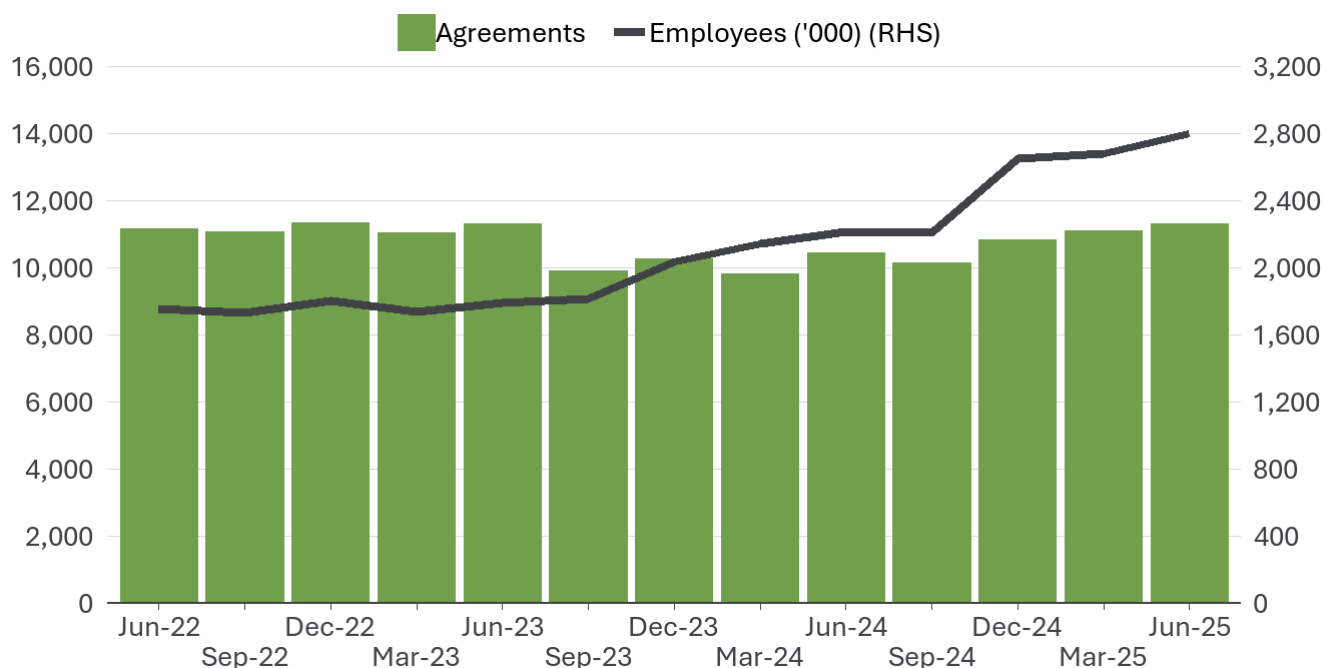
Number of approved agreements and employees covered



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

There were 973 agreements (covering 184,900 employees) approved in the June quarter 2025, compared with 1,029 agreements (covering 168,500 employees) in the March quarter 2025 and 1,204 agreements (covering 275,500 employees) in the June quarter 2024.

Chart 8 – The number of employees covered by agreements reached 2.80 million in June



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

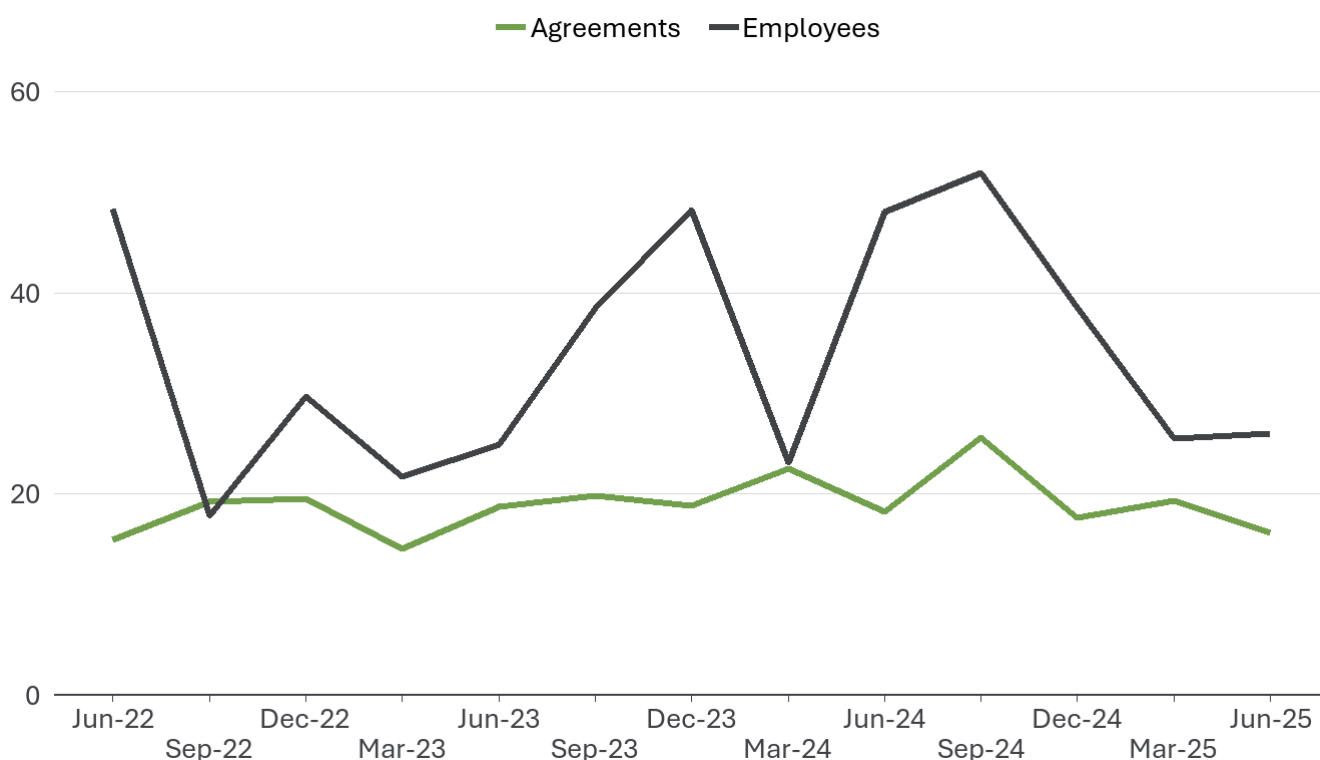
There were 11,302 current (not expired or terminated) agreements as at 30 June 2025, compared with 11,104 agreements current as at 31 March 2025 and 10,430 agreements current at 30 June 2024.

As at 30 June 2025, employees covered by an agreement was 2.80 million, compared with 2.68 million employees covered as at 31 March 2025 and 2.21 million employees as at 30 June 2024. The number of employees covered by an agreement as at 30 June 2025 is the highest on record.

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

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

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



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

	Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Agreements	15.5	19.2	19.5	14.5	18.8	19.8	18.8	22.5	18.2	25.6	17.6	19.3	16.1
Employees	48.3	17.9	29.7	21.7	24.9	38.4	48.2	23.1	48.1	52.0	38.6	25.5	26.0

16.1% of agreements approved in the June quarter 2025, covering 26.0% of employees, did not contain quantifiable wage increases and are not included as part of the AAWI calculations. A non-quantifiable agreement is one that does not have consistent wage increases for all employees covered, or one in which wage adjustments are linked to other sources, such as the Fair Work Commission's Annual Wage Review, Consumer Price Index (CPI) or Wage Price Index (WPI) movements.

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

- *Independent Schools NSW (Professional and Operational Staff) Cooperative Multi-Enterprise Agreement 2025* (19,871 employees):
 - Inconsistent increase
- *Epworth HealthCare Nurses and Midwives Enterprise Agreement 2024* (3,979 employees):
 - Inconsistent increase

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 June quarter 2025, the calculated AAWI of 4.2% is based on 816 agreements, covering 136,900 employees (that is, 83.9% of the 973 agreements approved in the quarter, covering 74.0% of the total 184,900 employees) with quantifiable wage increases (see Table 12b in the Trends report).
 - 157 agreements (16.1% of the total 973 agreements) covering 48,000 employees (26.0% of the total 184,900 employees) have wage increases that could not be quantified. For example, an agreement would be non-quantifiable if different increases were given to different classifications, or increases were based on individual performance or business unit performance. Refer to Table 12a in the Trends report for related data.
3. An agreement is identified as being 'union' where the decision approving the agreement notes in accordance with s.201(2) of the *Fair Work Act 2009* that the agreement covers the union(s). A union must have given notice under s.183(1) that it wants the agreement to cover them. This data is an acceptable proxy for measuring bargaining involvement of unions.
4. Context for wages growth in federally registered enterprise agreements:
 - 34.0% of all employees in Australia (as measured by the ABS *Employee Earnings and Hours* survey) had their pay set by an enterprise agreement as at May 2023.

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

Source: ABS, *Employee Earnings and Hours* (May 2014, May 2016, May 2018, May 2021 and May 2023), unpublished data, including revised data for the 2016 Award and all Collective Agreement categories released at the time of the 2018 data – all employees.

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

Notes:

1. This table is not intended to be analysed as a time series. Figures are extracted from published and unpublished ABS, *Employee Earnings and Hours*. Disaggregation of revised 2016 data is not available.
2. This table includes managerial-level employees. This accounts for all differences between this table and tables published in previous Trends reports. The ABS classifies employees in the individual arrangement category if they have their pay set by an individual common law contract or arrangement, whether or not written, including where employees receive over-award payments.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Public sector	Agreements	37	42	56	35	26	44	42	116	78	43	56	49	38
	AAWI (%)	2.4	2.3	2.3	3.2	3.6	4.4	5.2	4.0	3.9	3.5	5.4	3.5	3.9
	Duration (yrs.)	2.6	3.2	2.8	1.8	1.9	2.5	2.5	2.7	2.5	2.8	3.1	2.8	3.0
	Employees ('000)	21.9	103.2	70.6	33.5	33.7	83.8	65.6	201.9	61.8	113.1	138.9	40.1	41.9
Private sector	Agreements	906	1,046	1,070	806	912	1,030	1,217	906	1,126	898	1,150	980	935
	AAWI (%)	2.9	3.0	3.5	3.9	3.9	3.9	3.9	3.6	4.0	3.9	4.0	3.9	4.3
	Duration (yrs.)	2.7	2.7	2.4	2.4	2.6	2.7	2.5	2.6	3.1	3.2	2.6	2.7	2.6
	Employees ('000)	132.9	110.5	151.5	100.9	102.5	212.1	211.3	164.1	213.6	228.4	257.9	128.3	143.0
All sectors	Agreements	943	1,088	1,126	841	938	1,074	1,259	1,022	1,204	941	1,206	1,029	973
	AAWI (%)	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8	3.8	4.2
	Duration (yrs.)	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7
	Employees ('000)	154.8	213.7	222.1	134.4	136.2	296.0	276.9	366.0	275.5	341.5	396.8	168.5	184.9

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

Notes:

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

How to read: 38 public sector agreements were approved in the June quarter 2025, covering 41,900 employees. The AAWI for these agreements was 3.9% and the average duration was 3.0 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Public sector	Agreements	466	406	424	435	445	408	430	475	555	509	537	548	570
	AAWI (%)	2.4	2.4	2.3	2.4	2.5	2.8	3.0	3.4	3.5	3.6	3.9	3.9	3.9
	Duration (yrs.)	2.7	2.9	2.9	2.9	2.8	2.8	2.8	2.7	2.8	2.8	2.9	2.9	2.9
	Employees ('000)	468.8	482.8	509.4	524.8	550.1	600.1	636.7	694.5	731.0	801.8	894.9	898.6	927.1
Private sector	Agreements	10,688	10,656	10,902	10,608	10,861	9,491	9,846	9,329	9,875	9,622	10,285	10,556	10,732
	AAWI (%)	2.7	2.7	2.8	2.9	3.0	3.1	3.2	3.3	3.3	3.4	3.6	3.6	3.7
	Duration (yrs.)	3.1	3.2	3.2	3.0	3.0	3.0	2.9	2.9	2.9	2.9	3.0	3.0	3.0
	Employees ('000)	1,285.6	1,250.3	1,291.2	1,214.2	1,241.0	1,215.1	1,398.0	1,447.5	1,483.7	1,407.4	1,752.4	1,779.9	1,874.2
All sectors	Agreements	11,154	11,062	11,326	11,043	11,306	9,899	10,276	9,804	10,430	10,131	10,822	11,104	11,302
	AAWI (%)	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7	3.8	3.8
	Duration (yrs.)	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0
	Employees ('000)	1,754.4	1,733.1	1,800.5	1,739.0	1,791.0	1,815.2	2,034.7	2,142.0	2,214.7	2,209.2	2,647.3	2,678.4	2,801.3

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: 570 public sector agreements were current as at 30 June 2025, covering 927,100 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 (June quarter 2022 to June quarter 2025)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Single enterprise non-Greenfields	Agreements	832	1,016	1,061	781	868	1,004	1,194	955	1,093	870	1,116	958	914
	AAWI (%)	2.8	2.6	3.0	3.7	3.8	4.3	4.4	3.9	4.0	3.6	4.0	3.8	4.2
	Duration (yrs.)	2.7	3.0	2.5	2.3	2.4	2.7	2.5	2.7	3.0	3.1	2.8	2.8	2.7
	Employees ('000)	150.6	208.5	216.5	131.4	133.3	257.2	275.1	319.0	269.3	339.0	280.5	158.9	134.6
Single enterprise Greenfields	Agreements	104	65	61	59	67	65	64	51	107	71	84	64	51
	AAWI (%)	3.6	3.6	3.1	2.6	3.1	3.5	3.9	3.9	4.0	3.6	2.6	2.6	3.3
	Duration (yrs.)	1.6	2.0	2.3	2.4	2.1	2.3	2.7	2.5	2.4	2.5	2.0	1.8	1.8
	Employees ('000)	3.2	1.5	3.0	2.4	2.5	2.1	1.8	1.6	2.4	2.4	4.3	3.5	2.3
Multi-enterprise non-Greenfields	Agreements	7	7	3	1	3	5	1	16	4	0	6	6	8
	AAWI (%)	2.5	3.4	3.4	*	2.0	3.4	3.8	2.5	6.6	*	6.7	3.8	4.1
	Duration (yrs.)	2.7	1.5	2.5	4.0	2.9	2.3	3.0	2.6	2.3	0.0	2.9	1.9	2.8
	Employees ('000)	0.9	3.7	2.6	0.7	0.4	36.6	0.0	45.4	3.8	0.0	111.9	6.1	48.0
Multi-enterprise Greenfields	Agreements	0	0	1	0	0	0	0	0	0	0	0	1	0
	AAWI (%)	*	*	3.0	*	*	*	*	*	*	*	*	5.8	*
	Duration (yrs.)	0.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	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	943	1,088	1,126	841	938	1,074	1,259	1,022	1,204	941	1,206	1,029	973
	AAWI (%)	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8	3.8	4.2
	Duration (yrs.)	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7
	Employees ('000)	154.8	213.7	222.1	134.4	136.2	296.0	276.9	366.0	275.5	341.5	396.8	168.5	184.9

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

Notes:

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

How to read: 914 single enterprise non-Greenfields agreements were approved in the June quarter 2025, covering 134,600 employees. The AAWI for these agreements was 4.2% and the average duration was 2.7 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Single enterprise non-Greenfields	Agreements	10,182	10,074	10,518	10,325	10,540	9,212	9,559	9,271	9,824	9,522	10,162	10,435	10,639
	AAWI (%)	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.5	3.6	3.6	3.7	3.7
	Duration (yrs.)	2.9	3.0	3.0	2.9	2.9	2.9	2.8	2.8	2.8	2.9	3.0	3.0	3.0
	Employees ('000)	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	2,067.9	2,396.6	2,446.1	2,527.4
Single enterprise Greenfields	Agreements	828	845	663	576	625	548	578	393	479	509	583	599	600
	AAWI (%)	3.3	3.4	2.9	2.8	2.9	2.9	3.1	2.9	3.0	3.1	3.1	3.0	3.1
	Duration (yrs.)	2.7	2.7	2.8	2.8	2.8	2.9	2.9	3.1	3.1	3.0	2.8	2.7	2.7
	Employees ('000)	30.5	27.6	26.2	24.6	25.1	22.9	23.3	19.1	20.5	20.5	23.3	25.7	26.2
Multi-enterprise non-Greenfields	Agreements	51	50	51	48	47	45	46	54	62	56	56	52	58
	AAWI (%)	3.1	3.2	2.8	2.8	2.8	3.1	3.1	3.0	3.0	3.0	4.8	5.2	5.1
	Duration (yrs.)	3.0	2.9	2.8	2.8	2.8	2.6	2.6	2.6	2.6	2.6	2.8	2.8	2.8
	Employees ('000)	50.5	50.8	46.2	41.8	41.7	76.1	76.3	113.0	120.4	116.8	226.5	206.0	247.5
Multi-enterprise Greenfields	Agreements	0	0	1	1	1	1	1	1	1	1	1	2	2
	AAWI (%)	*	*	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.9	3.9
	Duration (yrs.)	0.0	0.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	3.2	3.2
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Employee collective	Agreements	54	54	54	54	54	54	53	50	36	17	4	2	1
	AAWI (%)	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	17.2	17.3	17.8	17.6	16.9	16.9	16.5
	Employees ('000)	4.2	4.2	4.2	4.2	4.2	4.2	4.1	3.9	2.8	0.5	0.1	0.0	0.0
Employer Greenfields	Agreements	2	2	2	2	2	2	2	2	1	1	0	0	0
	AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	*	*
	Duration (yrs.)	15.5	15.5	15.5	15.5	15.5	15.5	15.5	15.5	18.4	18.4	0.0	0.0	0.0
	Employees ('000)	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.1	0.1	0.0	0.0	0.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Union collective	Agreements	37	37	37	37	37	37	37	33	27	25	16	14	2
	AAWI (%)	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.4	0.4	0.5
	Duration (yrs.)	17.3	17.3	17.3	17.3	17.3	17.3	17.3	17.6	17.5	17.7	19.0	19.1	20.8
	Employees ('000)	4.6	4.6	4.6	4.6	4.6	4.6	4.6	4.0	3.7	3.4	0.7	0.6	0.2
All types	Agreements	11,154	11,062	11,326	11,043	11,306	9,899	10,276	9,804	10,430	10,131	10,822	11,104	11,302
	AAWI (%)	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7	3.8	3.8
	Duration (yrs.)	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0
	Employees ('000)	1,754.4	1,733.1	1,800.5	1,739.0	1,791.0	1,815.2	2,034.7	2,142.0	2,214.7	2,209.2	2,647.3	2,678.4	2,801.3

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: 10,639 single enterprise non-Greenfields agreements were current as at 30 June 2025, covering 2,527,400 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 (June quarter 2022 to June quarter 2025)

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Agriculture, Forestry and Fishing	Agreements	3	14	9	6	14	11	16	9	11	11	9	12	9
	AAWI (%)	2.0	3.5	3.8	3.6	3.7	3.3	3.3	2.8	3.6	2.7	4.4	4.1	3.5
	Duration (yrs.)	3.9	2.9	2.5	2.2	1.8	3.6	3.6	2.7	3.8	3.1	2.6	2.6	2.9
	Employees ('000)	0.1	1.8	0.7	0.1	0.5	0.9	1.8	0.9	1.1	0.7	1.8	1.2	0.9
Mining	Agreements	41	36	36	28	46	39	44	38	35	17	42	33	30
	AAWI (%)	2.6	3.2	3.2	3.5	3.4	3.5	3.9	3.5	3.8	2.6	3.7	4.2	3.6
	Duration (yrs.)	3.5	3.5	3.3	3.3	3.4	3.4	3.3	3.6	3.7	3.7	3.2	3.4	3.5
	Employees ('000)	4.9	4.9	3.9	8.0	4.5	4.3	5.2	6.7	3.7	1.9	4.0	3.4	6.6
Manufacturing	Agreements	169	229	203	187	156	204	224	150	128	149	203	157	141
	AAWI (%)	3.0	3.4	3.7	3.7	4.1	4.1	4.1	3.8	4.0	4.1	4.2	3.8	3.8
	Duration (yrs.)	2.6	2.9	2.6	2.8	2.7	2.9	2.8	2.6	2.8	2.8	2.6	2.9	2.7
	Employees ('000)	13.8	18.9	17.6	18.2	11.4	14.0	15.6	13.9	9.8	9.9	17.1	14.9	12.5
Non-Metal Manufacturing	Agreements	115	145	140	151	108	136	145	106	83	98	137	114	97
	AAWI (%)	2.8	3.3	3.7	3.6	4.2	4.1	4.1	3.8	3.9	3.8	4.3	3.7	3.6
	Duration (yrs.)	2.7	3.0	2.7	2.8	2.7	2.9	2.8	2.7	2.7	3.0	2.6	2.9	2.8
	Employees ('000)	8.8	12.1	12.8	15.4	6.6	9.9	11.8	11.2	6.4	6.1	12.4	12.6	9.0
Metal Manufacturing	Agreements	54	84	63	36	48	68	79	44	45	51	66	43	44
	AAWI (%)	3.2	3.5	3.8	4.1	4.1	4.0	4.0	3.8	4.4	4.4	4.1	4.0	4.1
	Duration (yrs.)	2.4	2.8	2.6	2.9	2.6	2.7	2.6	2.4	3.1	2.6	2.6	2.8	2.6
	Employees ('000)	5.1	6.8	4.8	2.8	4.9	4.1	3.8	2.7	3.5	3.8	4.7	2.3	3.6
Electricity, Gas, Water and Waste Services	Agreements	28	32	41	35	22	36	36	36	33	26	50	28	31
	AAWI (%)	2.8	3.0	3.6	3.8	4.2	4.4	4.2	4.8	4.2	4.0	4.5	4.4	4.5
	Duration (yrs.)	2.2	2.2	1.7	2.2	1.6	2.7	2.5	2.6	2.7	3.5	2.3	2.5	2.5
	Employees ('000)	3.5	3.7	6.8	3.4	3.4	6.9	4.6	9.0	4.7	12.9	5.1	8.7	7.1
Construction	Agreements	400	370	360	257	338	379	511	320	571	399	467	378	452
	AAWI (%)	3.7	3.6	3.7	3.7	4.1	4.6	5.1	4.5	4.6	4.9	5.8	5.5	5.7
	Duration (yrs.)	2.4	2.5	2.5	2.5	2.6	2.9	3.0	2.7	3.1	2.8	2.7	2.7	2.5
	Employees ('000)	7.8	7.9	7.4	6.8	8.1	9.8	13.2	7.1	16.1	9.9	16.9	12.1	10.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Wholesale Trade	Agreements	11	15	23	13	20	18	22	33	13	17	16	17	10
	AAWI (%)	2.7	3.3	3.5	3.9	3.6	4.1	3.8	3.8	3.9	3.8	3.7	4.1	3.4
	Duration (yrs.)	2.6	2.6	2.8	2.6	2.9	3.5	3.5	2.9	3.5	2.5	2.8	2.4	3.0
	Employees ('000)	0.4	1.9	1.4	0.9	1.1	2.5	6.0	1.6	0.6	1.5	1.9	1.3	0.7
Retail Trade	Agreements	4	9	21	8	8	14	19	7	11	14	10	16	6
	AAWI (%)	3.0	4.4	3.6	3.9	3.3	2.4	2.9	3.8	3.3	3.2	3.6	4.6	4.4
	Duration (yrs.)	2.7	2.8	3.2	3.8	3.5	2.9	3.2	3.4	3.5	3.5	3.6	3.2	3.9
	Employees ('000)	0.5	3.2	7.3	9.6	1.1	50.3	11.3	16.4	114.8	136.9	30.9	3.7	2.1
Accommodation and Food Services	Agreements	6	12	5	5	9	9	11	20	9	7	7	8	4
	AAWI (%)	2.1	3.2	2.8	4.9	3.6	3.5	2.4	3.4	3.9	2.9	1.2	3.3	4.2
	Duration (yrs.)	2.6	3.7	3.4	0.7	2.9	2.8	3.9	3.7	2.6	3.7	3.6	3.6	3.1
	Employees ('000)	0.4	3.4	0.9	3.6	2.7	1.7	1.6	1.8	4.2	0.5	0.8	1.3	1.6
Transport, Postal and Warehousing	Agreements	94	154	145	118	129	129	120	109	85	94	116	120	83
	AAWI (%)	3.0	2.7	3.4	3.2	3.4	4.1	3.9	4.5	4.5	3.8	4.0	4.0	4.4
	Duration (yrs.)	2.6	3.0	2.8	1.8	2.9	3.0	2.6	2.6	3.1	2.8	2.8	2.5	2.7
	Employees ('000)	12.2	15.7	14.9	22.0	17.2	12.0	16.5	27.2	7.1	10.7	45.1	11.0	7.8
Information Media and Telecommunications	Agreements	7	11	5	3	3	11	4	0	0	9	10	9	6
	AAWI (%)	2.3	2.6	3.7	2.0	3.6	4.1	4.6	*	*	3.3	2.4	2.8	2.2
	Duration (yrs.)	2.4	2.3	1.8	2.4	2.8	2.9	2.0	0.0	0.0	2.9	1.5	1.9	2.5
	Employees ('000)	5.7	19.2	0.7	1.4	3.1	2.1	0.3	0.0	0.0	24.3	2.5	3.4	2.7
Financial and Insurance Services	Agreements	5	8	10	2	4	6	13	5	5	4	13	7	4
	AAWI (%)	3.2	3.2	3.3	5.3	3.4	4.2	4.1	3.6	3.8	3.0	3.4	3.7	3.6
	Duration (yrs.)	2.3	2.5	2.0	2.6	2.9	2.9	3.0	2.9	2.5	2.9	3.0	3.0	2.9
	Employees ('000)	2.3	4.5	32.9	0.3	3.4	32.9	57.6	4.0	6.4	0.5	51.2	12.0	3.0
Rental, Hiring and Real Estate Services	Agreements	4	4	3	2	3	5	8	7	7	4	4	2	2
	AAWI (%)	3.3	3.4	3.0	3.7	4.6	3.9	1.9	2.5	2.7	3.9	3.9	3.5	3.1
	Duration (yrs.)	3.4	3.7	3.1	2.9	1.5	2.8	3.8	3.8	3.6	2.9	3.1	3.3	3.4
	Employees ('000)	0.2	0.2	0.1	0.0	0.0	0.3	0.3	0.2	0.0	0.1	0.8	0.0	0.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Professional, Scientific and Technical Services	Agreements	6	8	11	10	8	8	11	10	13	12	18	10	11
	AAWI (%)	1.8	2.5	3.0	3.9	3.3	4.7	3.4	4.2	3.5	2.8	3.7	3.1	4.2
	Duration (yrs.)	2.7	2.2	2.5	3.2	3.1	2.4	3.5	2.6	2.2	3.3	2.7	2.6	3.3
	Employees ('000)	0.8	1.4	0.9	0.9	0.3	0.9	0.8	7.5	4.2	1.0	1.9	3.0	1.4
Administrative and Support Services	Agreements	14	22	14	4	10	23	21	18	12	10	27	19	15
	AAWI (%)	3.9	3.1	3.2	4.2	2.8	3.8	5.0	4.9	3.7	4.1	6.4	6.3	2.9
	Duration (yrs.)	2.7	2.1	2.2	2.7	3.3	3.1	3.5	2.7	3.4	3.4	2.5	3.2	3.3
	Employees ('000)	1.0	1.2	0.7	0.5	1.1	2.4	2.4	0.9	0.9	1.6	3.2	2.5	2.3
Public Administration and Safety	Agreements	25	33	39	21	22	29	28	95	67	15	34	28	19
	AAWI (%)	2.2	2.5	3.4	3.1	3.4	3.5	3.4	3.8	3.8	3.2	3.6	3.2	4.0
	Duration (yrs.)	2.7	2.4	2.3	1.9	2.6	2.4	2.7	2.9	2.7	3.4	2.8	2.7	3.1
	Employees ('000)	7.3	12.0	8.5	14.5	9.1	26.9	9.2	154.3	42.0	68.6	24.7	12.4	24.7
Education and Training	Agreements	33	39	70	44	37	42	60	58	45	45	52	63	38
	AAWI (%)	2.6	2.3	3.4	4.2	3.7	4.4	5.4	4.1	4.2	4.3	4.1	3.5	4.1
	Duration (yrs.)	2.3	3.4	1.9	2.4	1.8	2.4	1.8	2.3	2.2	1.4	2.4	2.5	2.8
	Employees ('000)	4.2	93.3	28.2	19.7	29.2	77.5	92.2	74.7	27.3	34.1	21.1	30.8	54.2
Health Care and Social Assistance	Agreements	66	59	89	65	87	79	84	60	120	76	93	86	77
	AAWI (%)	2.7	2.6	2.4	3.4	4.2	4.1	3.4	3.2	3.9	3.0	5.6	3.3	4.5
	Duration (yrs.)	2.8	2.1	2.8	2.0	2.4	2.2	2.5	2.2	2.0	2.4	2.7	2.7	2.2
	Employees ('000)	86.1	14.2	82.6	15.1	36.4	46.4	34.0	30.1	24.7	18.9	161.5	40.9	41.9
Arts and Recreation Services	Agreements	14	10	12	15	10	9	14	33	17	10	12	13	18
	AAWI (%)	2.1	3.0	3.1	4.7	4.4	4.4	3.4	4.0	4.3	3.5	3.3	3.5	3.2
	Duration (yrs.)	2.6	1.6	2.3	0.7	1.6	2.7	2.7	1.6	2.4	3.5	2.5	2.4	2.7
	Employees ('000)	3.0	2.7	3.4	6.8	1.9	1.5	2.7	8.6	5.6	2.9	2.7	4.0	3.5
Other Services	Agreements	13	23	30	18	12	23	13	14	22	22	23	23	17
	AAWI (%)	2.8	2.9	3.5	3.7	3.2	3.4	4.1	3.8	3.8	4.2	3.2	4.3	3.2
	Duration (yrs.)	3.1	3.1	2.7	1.8	3.1	3.0	2.5	2.9	3.0	2.9	3.2	2.7	3.0
	Employees ('000)	0.7	3.6	3.2	2.5	2.0	2.5	1.4	1.0	2.2	4.5	3.5	1.9	1.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
All industries	Agreements	943	1,088	1,126	841	938	1,074	1,259	1,022	1,204	941	1,206	1,029	973
	AAWI (%)	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8	3.8	4.2
	Duration (yrs.)	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7
	Employees ('000)	154.8	213.7	222.1	134.4	136.2	296.0	276.9	366.0	275.5	341.5	396.8	168.5	184.9

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

Notes:

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

How to read: 9 Agriculture, Forestry and Fishing agreements were approved in the June quarter 2025, covering 900 employees. The AAWI for these agreements was 3.5% and the average duration was 2.9 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Agriculture, Forestry and Fishing	Agreements	142	133	139	112	112	110	119	121	124	115	115	123	122
	AAWI (%)	2.4	2.5	2.6	2.7	2.7	2.9	3.0	3.0	3.0	3.2	3.6	3.7	3.7
	Duration (yrs.)	3.7	3.7	3.6	3.6	3.5	3.5	3.5	3.5	3.2	3.3	3.2	3.2	3.2
	Employees ('000)	12.3	10.7	11.4	10.7	10.4	8.4	10.1	10.3	10.8	8.9	10.2	11.3	11.5
Mining	Agreements	369	377	398	387	393	401	425	426	444	426	451	463	460
	AAWI (%)	2.3	2.3	2.4	2.6	2.7	2.8	3.0	3.0	3.1	3.2	3.3	3.4	3.4
	Duration (yrs.)	3.6	3.6	3.6	3.6	3.5	3.5	3.5	3.5	3.5	3.6	3.6	3.6	3.5
	Employees ('000)	49.3	53.4	54.7	57.9	55.5	56.0	58.9	61.8	63.6	62.0	62.2	61.7	63.3
Manufacturing	Agreements	1,799	1,797	1,864	1,913	1,929	1,856	1,958	1,985	2,004	1,880	1,939	1,968	1,961
	AAWI (%)	2.5	2.6	2.8	2.9	3.0	3.2	3.3	3.4	3.5	3.6	3.7	3.7	3.7
	Duration (yrs.)	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	2.9	3.0	3.0	3.0	3.0
	Employees ('000)	133.3	134.6	140.0	148.9	148.0	148.4	154.7	158.1	160.4	150.5	152.7	157.8	162.1
Non-Metal Manufacturing	Agreements	1,205	1,186	1,235	1,289	1,292	1,263	1,326	1,342	1,354	1,276	1,312	1,329	1,326
	AAWI (%)	2.5	2.5	2.7	2.8	2.9	3.1	3.3	3.4	3.5	3.5	3.7	3.7	3.7
	Duration (yrs.)	2.9	3.0	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
	Employees ('000)	94.6	92.8	97.8	105.7	103.5	104.0	109.0	111.9	112.7	106.5	109.4	114.2	118.6
Metal Manufacturing	Agreements	594	611	629	624	637	593	632	643	650	604	627	639	635
	AAWI (%)	2.6	2.7	2.9	3.0	3.1	3.2	3.4	3.4	3.5	3.7	3.8	3.8	3.8
	Duration (yrs.)	2.8	2.8	2.8	2.8	2.8	2.9	2.8	2.8	2.8	2.9	2.9	3.0	2.9
	Employees ('000)	38.7	41.8	42.2	43.2	44.5	44.3	45.7	46.2	47.7	44.0	43.3	43.6	43.5
Electricity, Gas, Water and Waste Services	Agreements	355	327	349	357	355	341	362	368	380	338	367	370	391
	AAWI (%)	2.5	2.7	2.8	2.8	2.9	3.1	3.3	3.6	3.7	4.0	4.1	4.2	4.2
	Duration (yrs.)	2.6	2.7	2.6	2.6	2.6	2.6	2.6	2.5	2.6	2.9	2.9	2.8	2.8
	Employees ('000)	54.1	49.7	54.9	56.0	58.9	53.2	55.4	49.7	52.1	49.7	53.4	59.3	66.2

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Construction	Agreements	4,661	4,792	4,690	4,405	4,509	3,307	3,322	2,765	3,131	3,317	3,679	3,835	3,927
	AAWI (%)	3.7	3.7	3.6	3.6	3.6	3.5	3.8	3.8	4.0	4.1	4.5	4.6	4.9
	Duration (yrs.)	2.9	2.9	2.9	2.9	2.9	3.1	3.2	3.3	3.3	3.3	3.2	3.1	3.1
	Employees ('000)	115.8	115.9	114.8	107.9	109.5	87.2	89.9	80.5	91.8	95.1	109.1	114.8	117.0
Wholesale Trade	Agreements	198	175	182	171	175	173	183	201	203	189	197	202	197
	AAWI (%)	2.6	2.7	2.9	3.0	3.0	3.2	3.3	3.4	3.4	3.6	3.6	3.7	3.7
	Duration (yrs.)	3.1	3.1	3.0	3.0	3.0	2.9	3.1	3.1	3.2	3.2	3.2	3.2	3.2
	Employees ('000)	16.8	15.9	15.5	15.1	15.1	13.1	18.6	19.5	18.5	18.0	19.7	19.6	19.7
Retail Trade	Agreements	134	124	135	131	133	131	146	142	142	126	129	140	143
	AAWI (%)	2.8	2.6	2.7	2.8	2.8	2.8	3.0	3.0	3.2	3.2	3.2	3.3	3.3
	Duration (yrs.)	3.9	3.9	3.9	4.1	4.1	4.1	3.6	3.5	3.4	3.2	3.4	3.4	3.4
	Employees ('000)	227.4	227.1	225.1	94.2	88.8	85.5	118.4	108.6	138.4	139.6	364.5	388.5	388.4
Accommodation and Food Services	Agreements	111	111	104	106	107	106	110	122	120	114	106	108	110
	AAWI (%)	2.7	2.9	2.9	3.6	3.6	3.6	3.0	3.1	3.1	3.5	3.5	3.5	3.5
	Duration (yrs.)	3.9	4.0	4.0	3.8	3.8	3.8	4.0	4.0	3.9	3.6	3.4	3.4	3.3
	Employees ('000)	54.6	56.6	56.8	60.3	61.0	61.3	59.3	60.3	23.2	23.2	21.6	21.4	22.4
Transport, Postal and Warehousing	Agreements	1,027	1,017	1,119	1,153	1,199	1,170	1,239	1,268	1,288	1,200	1,250	1,278	1,292
	AAWI (%)	2.7	2.7	2.8	2.9	2.9	3.0	3.1	3.2	3.3	3.4	3.7	3.7	3.8
	Duration (yrs.)	2.9	2.9	2.9	2.8	2.8	2.9	2.9	2.8	2.9	3.0	3.0	3.0	3.0
	Employees ('000)	159.4	162.8	166.1	175.7	184.8	165.8	176.9	194.6	185.5	178.0	183.3	188.3	189.8
Information Media and Telecommunications	Agreements	48	47	51	51	52	57	61	58	56	51	57	59	64
	AAWI (%)	2.2	2.4	2.4	2.5	2.6	2.8	2.9	2.9	2.9	2.9	3.0	2.8	2.9
	Duration (yrs.)	2.5	2.4	2.4	2.4	2.4	2.5	2.5	2.5	2.5	2.5	2.8	2.7	2.7
	Employees ('000)	15.2	32.5	33.2	33.6	35.1	37.4	37.8	37.0	36.8	36.1	39.3	38.4	41.4
Financial and Insurance Services	Agreements	74	70	72	71	70	67	74	76	79	65	70	72	73
	AAWI (%)	2.7	2.7	2.8	2.8	2.8	3.1	3.2	3.4	3.4	3.4	3.6	3.7	3.6
	Duration (yrs.)	2.1	3.0	3.1	2.6	2.6	2.6	2.8	2.8	2.8	2.8	2.8	3.0	3.0
	Employees ('000)	72.2	38.2	36.7	68.8	67.9	72.2	127.7	146.1	149.2	145.9	183.6	173.1	175.7

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Rental, Hiring and Real Estate Services	Agreements	58	56	56	56	58	54	60	58	62	61	63	63	58
	AAWI (%)	2.3	2.1	2.1	2.1	2.1	2.2	2.2	2.2	2.2	2.2	2.7	2.6	2.7
	Duration (yrs.)	3.4	3.5	3.5	3.5	3.4	3.4	3.5	3.5	3.5	3.7	3.6	3.6	3.6
	Employees ('000)	3.9	3.9	3.9	3.8	3.8	3.7	3.9	4.0	4.0	3.2	4.0	3.9	3.8
Professional, Scientific and Technical Services	Agreements	117	107	112	109	114	115	117	112	117	110	122	129	131
	AAWI (%)	2.3	2.3	2.3	2.3	2.4	2.4	2.7	2.9	3.5	3.7	3.9	3.8	3.8
	Duration (yrs.)	3.2	3.1	3.1	3.1	3.1	3.1	3.2	3.2	2.9	2.8	2.8	2.7	2.7
	Employees ('000)	17.7	18.0	18.3	17.9	18.3	18.2	13.3	12.6	22.7	21.7	20.4	22.7	23.3
Administrative and Support Services	Agreements	220	223	221	197	192	172	177	156	155	145	169	176	177
	AAWI (%)	3.0	2.9	3.0	3.0	3.0	3.3	3.5	3.5	3.5	3.7	4.4	4.6	4.5
	Duration (yrs.)	3.6	3.6	3.6	3.6	3.6	3.6	3.6	3.7	3.3	3.3	3.1	3.2	3.2
	Employees ('000)	21.1	21.1	19.6	18.2	18.8	15.9	17.4	15.9	14.0	13.2	16.2	17.1	18.7
Public Administration and Safety	Agreements	398	357	364	366	369	342	346	392	460	404	413	424	425
	AAWI (%)	2.2	2.2	2.2	2.2	2.3	2.5	2.6	3.3	3.4	3.4	3.5	3.5	3.5
	Duration (yrs.)	2.9	2.9	3.1	3.1	3.0	3.0	2.9	2.8	2.8	2.9	2.9	2.9	2.9
	Employees ('000)	230.2	210.1	181.5	185.4	186.1	205.2	193.2	236.6	326.7	370.1	382.9	391.2	412.9
Education and Training	Agreements	428	425	475	457	483	484	519	485	514	522	557	504	529
	AAWI (%)	2.6	2.5	2.5	2.6	2.8	3.2	3.5	3.7	3.7	3.8	3.8	3.9	3.8
	Duration (yrs.)	2.7	3.1	3.0	2.9	2.8	2.8	2.6	2.5	2.5	2.5	2.6	2.7	2.7
	Employees ('000)	168.3	209.1	227.1	239.9	267.1	301.8	391.0	442.8	472.7	487.8	465.9	432.3	476.1
Health Care and Social Assistance	Agreements	694	617	663	669	723	689	731	736	797	730	783	829	869
	AAWI (%)	2.5	2.5	2.4	2.5	2.6	2.8	2.8	2.9	3.0	3.0	3.9	3.9	3.9
	Duration (yrs.)	2.8	2.8	2.8	2.7	2.7	2.8	2.7	2.7	2.8	2.9	2.8	2.8	2.8
	Employees ('000)	353.6	328.7	394.5	392.7	407.4	432.4	457.5	448.9	388.5	348.8	497.4	514.2	544.0
Arts and Recreation Services	Agreements	116	108	116	111	119	111	117	122	136	124	131	127	136
	AAWI (%)	2.7	2.7	2.8	3.3	3.3	2.9	3.0	3.3	3.2	3.4	3.5	3.5	3.5
	Duration (yrs.)	2.9	2.9	2.9	2.5	2.4	2.8	2.8	2.6	2.5	2.7	2.7	2.6	2.6
	Employees ('000)	33.4	26.8	25.9	30.2	31.9	25.9	27.3	31.3	31.3	33.8	34.9	35.7	38.2

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Other Services	Agreements	205	199	216	221	214	213	210	211	218	214	224	234	237
	AAWI (%)	2.4	2.5	2.7	2.8	2.8	2.9	3.0	3.1	3.1	3.5	3.5	3.6	3.6
	Duration (yrs.)	3.5	3.5	3.4	3.2	3.2	3.2	3.2	3.2	3.1	3.0	3.1	3.1	3.0
	Employees ('000)	16.0	18.0	20.6	21.9	22.6	23.7	23.2	23.6	24.4	23.7	25.9	27.1	26.9
All industries	Agreements	11,154	11,062	11,326	11,043	11,306	9,899	10,276	9,804	10,430	10,131	10,822	11,104	11,302
	AAWI (%)	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7	3.8	3.8
	Duration (yrs.)	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0
	Employees ('000)	1,754.4	1,733.1	1,800.5	1,739.0	1,791.0	1,815.2	2,034.7	2,142.0	2,214.7	2,209.2	2,647.3	2,678.4	2,801.3

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: 122 Agriculture, Forestry and Fishing agreements were current as at 30 June 2025, covering 11,500 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 (June quarter 2022 to June quarter 2025)

FOR ALL CURRENT AGREEMENTS		Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28
Agriculture, Forestry and Fishing	Agreements	16	11	5	1	12	6	5	9	8	9	15	8	8
	AAWI (%)	3.6	3.2	4.2	1.5	3.1	3.3	3.4	3.9	4.4	3.9	3.3	3.0	2.4
	Employees ('000)	1.9	0.6	0.2	0.0	0.9	0.2	0.2	0.4	3.1	0.8	0.8	0.6	1.0
Mining	Agreements	41	35	39	22	49	33	26	24	39	33	45	20	19
	AAWI (%)	2.8	2.6	3.2	3.5	3.4	3.1	3.6	3.1	3.5	3.4	3.7	3.2	3.7
	Employees ('000)	5.7	3.7	4.9	5.0	7.6	3.8	2.3	3.9	3.7	4.5	4.2	4.6	2.8
Manufacturing	Agreements	233	172	127	126	253	171	138	110	204	147	99	58	34
	AAWI (%)	3.5	3.6	3.4	3.8	4.0	3.8	4.2	3.6	3.8	3.9	3.5	3.7	3.2
	Employees ('000)	17.2	17.2	8.9	9.2	18.9	15.1	11.6	11.0	14.4	10.7	7.6	6.1	2.1
Non-Metal Manufacturing	Agreements	163	111	88	90	163	121	98	79	135	94	69	40	16
	AAWI (%)	3.5	3.7	3.3	3.8	4.0	3.7	4.2	3.6	3.9	3.7	3.4	3.6	3.0
	Employees ('000)	11.0	11.9	6.2	7.2	13.1	11.8	9.4	9.3	8.8	6.7	6.2	4.8	0.9
Metal Manufacturing	Agreements	70	61	39	36	90	50	40	31	69	53	30	18	18
	AAWI (%)	3.5	3.3	3.6	3.7	4.0	3.9	4.1	3.9	3.8	4.3	3.8	3.9	3.5
	Employees ('000)	6.3	5.2	2.7	2.0	5.8	3.3	2.2	1.7	5.6	4.0	1.3	1.3	1.2
Electricity, Gas, Water and Waste Services	Agreements	44	39	28	26	39	30	25	22	34	22	18	20	9
	AAWI (%)	3.8	3.7	5.8	4.1	4.2	4.6	3.5	4.5	4.1	4.3	3.6	3.8	3.3
	Employees ('000)	3.7	3.5	4.0	5.0	7.2	3.4	1.5	2.1	5.1	9.4	0.8	12.6	0.9
Construction	Agreements	236	162	280	152	201	252	311	105	166	891	341	165	143
	AAWI (%)	3.4	3.2	4.3	3.9	3.9	5.1	4.6	3.3	3.6	6.4	4.5	4.0	3.2
	Employees ('000)	8.4	4.3	7.8	3.7	6.1	7.3	6.6	4.1	6.0	29.9	9.1	4.4	5.4
Wholesale Trade	Agreements	19	15	16	11	17	13	12	15	30	17	20	7	3
	AAWI (%)	4.0	3.8	3.5	3.6	4.0	4.1	3.3	4.1	3.6	4.1	2.7	3.5	3.3
	Employees ('000)	1.1	1.4	0.7	0.4	1.9	1.0	0.4	0.8	3.3	6.0	1.1	0.2	0.8
Retail Trade	Agreements	11	7	10	9	11	11	6	5	20	9	13	5	11
	AAWI (%)	4.0	3.3	2.4	2.9	4.1	4.4	3.4	4.8	3.3	2.8	2.7	3.8	3.6
	Employees ('000)	5.2	1.8	1.6	4.0	9.3	46.5	1.6	9.2	17.5	3.4	21.1	2.4	227.3

FOR ALL CURRENT AGREEMENTS		Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28
Accommodation and Food Services	Agreements	4	9	5	8	7	12	2	4	5	7	12	14	8
	AAWI (%)	2.8	3.5	4.4	3.1	3.3	3.8	2.4	5.1	3.2	3.3	2.1	3.1	2.6
	Employees ('000)	1.5	0.9	1.6	1.0	2.2	6.5	0.4	0.3	0.7	0.7	1.4	1.8	0.8
Transport, Postal and Warehousing	Agreements	160	75	123	68	167	98	79	67	134	100	53	52	29
	AAWI (%)	3.2	3.4	3.4	4.0	3.7	3.7	3.7	3.9	3.9	3.7	3.9	5.2	3.6
	Employees ('000)	14.0	6.0	14.3	15.1	34.5	9.6	10.0	6.5	23.2	8.4	32.7	6.6	2.1
Information Media and Telecommunications	Agreements	8	10	9	6	7	1	1	1	6	10	0	0	1
	AAWI (%)	3.1	3.1	1.9	3.1	2.6	*	2.2	*	3.6	3.4	*	*	4.3
	Employees ('000)	2.1	1.9	2.7	3.4	3.1	0.1	0.0	0.1	1.0	23.9	0.0	0.0	1.1
Financial and Insurance Services	Agreements	8	3	6	1	11	5	4	3	9	4	7	5	3
	AAWI (%)	3.2	2.5	3.4	*	4.4	4.2	4.0	3.4	4.0	3.4	2.5	3.6	3.5
	Employees ('000)	2.6	0.6	2.1	0.2	42.2	6.9	29.9	3.7	4.9	18.9	39.3	20.5	0.3
Rental, Hiring and Real Estate Services	Agreements	7	5	5	3	4	6	2	4	4	3	7	6	3
	AAWI (%)	2.3	4.5	3.1	1.7	3.6	3.5	1.9	3.0	3.5	3.5	4.0	3.4	2.7
	Employees ('000)	0.1	0.2	0.1	1.5	0.3	0.2	0.0	0.0	0.1	0.0	0.9	0.2	0.0
Professional, Scientific and Technical Services	Agreements	14	8	8	7	17	4	5	10	12	6	12	6	8
	AAWI (%)	3.4	3.9	3.7	4.2	3.2	3.5	4.2	3.3	3.6	3.2	3.2	3.3	2.5
	Employees ('000)	1.4	1.0	1.3	0.2	3.7	0.9	6.6	1.2	1.6	2.6	0.7	0.2	0.4
Administrative and Support Services	Agreements	15	13	19	5	20	9	10	3	6	29	11	7	10
	AAWI (%)	3.6	2.9	3.7	5.2	5.4	5.6	4.0	4.4	2.5	6.3	4.0	4.2	3.7
	Employees ('000)	0.7	0.8	1.0	0.5	2.0	0.7	0.9	0.2	1.1	2.9	1.9	0.4	2.0
Public Administration and Safety	Agreements	81	19	30	25	29	14	20	112	33	18	13	7	18
	AAWI (%)	2.5	2.1	3.2	3.6	3.3	4.4	3.7	3.8	3.4	3.5	3.8	3.6	3.0
	Employees ('000)	31.5	18.5	10.5	30.4	7.9	5.5	6.8	178.9	16.5	6.9	12.8	0.8	62.6
Education and Training	Agreements	51	16	105	35	46	18	83	18	27	11	49	22	8
	AAWI (%)	5.3	4.8	2.7	5.0	4.6	5.0	4.0	2.5	4.4	4.1	3.5	3.2	3.2
	Employees ('000)	36.8	19.2	139.2	23.2	110.9	27.7	24.8	12.5	8.9	3.6	6.4	12.6	1.5
Health Care and Social Assistance	Agreements	107	110	54	46	128	45	45	27	93	49	36	23	28
	AAWI (%)	3.3	4.0	2.8	2.2	3.1	3.1	3.5	3.4	3.4	3.4	3.1	3.4	6.3
	Employees ('000)	95.5	25.2	37.3	35.7	65.6	25.9	65.3	3.2	37.9	10.9	10.3	6.3	83.7

FOR ALL CURRENT AGREEMENTS		Jun-25	Sep-25	Dec-25	Mar-26	Jun-26	Sep-26	Dec-26	Mar-27	Jun-27	Sep-27	Dec-27	Mar-28	Jun-28
Arts and Recreation Services	Agreements	20	9	14	8	14	3	4	8	13	3	21	1	2
	AAWI (%)	3.9	2.2	2.3	3.2	3.4	3.2	3.6	3.7	4.2	3.6	3.2	2.8	3.0
	Employees ('000)	9.7	3.6	3.1	1.2	3.3	0.1	1.0	1.5	5.8	1.6	1.1	0.2	0.8
Other Services	Agreements	34	24	25	16	17	13	9	12	28	15	11	6	12
	AAWI (%)	3.3	3.0	4.0	3.5	3.2	3.1	4.3	3.9	3.6	4.7	3.9	3.8	2.8
	Employees ('000)	3.3	2.7	1.2	1.9	2.5	1.8	0.9	0.9	3.3	3.9	1.1	0.8	2.1
All industries	Agreements	1,109	742	908	575	1,049	744	787	559	871	1,383	783	432	357
	AAWI (%)	3.7	3.8	2.9	3.5	3.9	4.1	3.9	3.7	3.7	4.7	3.7	3.7	4.7
	Employees ('000)	242.6	112.9	242.5	141.8	329.8	163.0	170.7	240.6	158.2	149.2	153.3	81.1	397.9

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

Notes:

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

How to read: 8 Agriculture, Forestry and Fishing agreements, covering 1,000 employees, have an expiry date in the June quarter 2028. The AAWI of these agreements is 2.4%.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
ACT	Agreements	15	11	15	12	12	14	11	30	16	17	10	12	6
	AAWI (%)	3.7	4.4	2.6	3.7	3.7	3.5	3.6	3.9	3.6	3.5	3.7	3.9	4.4
	Duration (yrs.)	1.8	1.8	1.9	2.2	2.7	2.5	2.5	2.5	2.1	1.8	2.2	2.8	2.3
	Employees ('000)	0.3	0.1	0.8	0.8	1.9	16.9	1.5	10.0	3.1	6.2	1.3	1.6	0.6
NSW	Agreements	173	219	206	155	172	192	199	146	195	176	252	162	165
	AAWI (%)	3.0	3.2	3.7	3.8	3.7	5.5	4.4	3.7	4.4	3.9	4.1	3.7	5.0
	Duration (yrs.)	2.6	3.0	2.3	2.6	2.0	2.5	2.7	2.1	2.1	1.9	2.4	2.9	2.1
	Employees ('000)	13.4	16.6	28.0	11.5	30.7	19.7	19.9	28.6	29.5	25.4	27.1	25.3	24.1
NT	Agreements	11	11	10	7	8	9	13	4	5	9	22	22	12
	AAWI (%)	2.7	2.6	2.5	3.1	3.1	3.5	3.8	3.0	4.1	3.3	3.9	3.4	4.0
	Duration (yrs.)	2.6	3.0	3.1	1.8	2.6	3.0	2.5	3.6	2.8	3.0	3.0	3.1	3.1
	Employees ('000)	1.3	1.0	1.0	4.7	0.8	6.7	1.0	0.1	0.2	1.0	4.9	1.3	2.7
QLD	Agreements	134	137	155	127	147	152	269	191	187	117	184	135	115
	AAWI (%)	2.9	3.3	3.5	4.0	4.3	4.3	4.2	4.7	4.3	3.9	4.2	3.7	3.5
	Duration (yrs.)	2.5	2.8	2.5	2.8	2.4	2.5	2.9	2.4	2.8	3.1	2.5	2.8	2.9
	Employees ('000)	9.7	9.4	20.0	17.0	22.7	33.3	25.1	53.5	14.4	9.2	32.1	20.3	13.4
SA	Agreements	63	51	70	45	44	57	61	46	48	32	53	52	53
	AAWI (%)	2.7	3.4	3.4	3.4	4.6	5.1	4.4	5.6	4.2	3.7	4.0	3.5	4.3
	Duration (yrs.)	2.2	2.8	1.8	2.7	2.8	2.3	2.1	2.8	2.7	2.5	2.5	2.6	2.2
	Employees ('000)	6.1	5.6	17.7	3.0	3.1	10.1	6.2	10.4	7.1	2.3	3.4	7.5	7.1
TAS	Agreements	24	30	32	26	32	27	25	25	27	26	40	35	25
	AAWI (%)	2.9	3.3	3.6	4.0	3.7	5.8	4.6	3.1	3.9	3.8	4.6	3.9	3.5
	Duration (yrs.)	3.0	2.8	2.3	2.4	1.8	2.1	2.6	2.1	2.8	2.3	1.8	2.0	2.6
	Employees ('000)	1.5	3.0	3.4	1.2	3.8	2.3	1.3	3.2	2.6	2.6	5.4	7.6	4.3
VIC	Agreements	335	378	399	268	285	325	322	256	338	308	361	366	411
	AAWI (%)	2.8	2.4	2.4	3.5	3.5	3.4	4.0	3.6	4.0	3.3	5.7	3.9	4.2
	Duration (yrs.)	2.8	3.2	2.8	2.0	2.3	2.3	2.6	2.4	2.4	3.2	3.1	2.7	2.8
	Employees ('000)	92.3	123.2	83.0	34.2	26.1	62.4	34.8	38.0	33.5	85.9	121.5	51.3	49.9

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
WA	Agreements	74	92	91	81	82	77	76	74	115	71	102	82	75
	AAWI (%)	2.3	2.8	3.3	4.0	3.8	4.9	3.8	3.0	4.1	3.7	3.3	3.9	4.0
	Duration (yrs.)	2.3	2.7	2.5	1.8	2.7	2.4	2.5	2.6	2.7	3.0	2.8	2.6	2.7
	Employees ('000)	7.8	15.1	6.4	13.0	10.5	9.4	12.1	17.2	10.3	5.5	9.1	13.6	10.7
Multi-state	Agreements	114	159	148	120	156	221	282	250	273	184	182	162	111
	AAWI (%)	2.8	2.9	3.7	3.7	3.7	4.3	4.8	3.9	3.7	4.2	3.8	3.5	4.1
	Duration (yrs.)	2.6	2.5	2.4	2.4	2.9	2.9	2.5	2.8	3.3	3.3	2.8	2.8	2.8
	Employees ('000)	22.3	39.6	62.0	49.0	36.5	135.2	174.9	205.1	174.8	203.3	192.0	39.8	72.1
Other	Agreements	0	0	0	0	0	0	1	0	0	1	0	1	0
	AAWI (%)	*	*	*	*	*	*	*	*	*	*	*	3.8	*
	Duration (yrs.)	0.0	0.0	0.0	0.0	0.0	0.0	3.6	0.0	0.0	4.0	0.0	2.9	0.0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.1	0.0
All states	Agreements	943	1,088	1,126	841	938	1,074	1,259	1,022	1,204	941	1,206	1,029	973
	AAWI (%)	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8	3.8	4.2
	Duration (yrs.)	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7
	Employees ('000)	154.8	213.7	222.1	134.4	136.2	296.0	276.9	366.0	275.5	341.5	396.8	168.5	184.9

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

Notes:

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

How to read: 6 agreements approved in the June quarter 2025 operate solely in the ACT, covering 600 employees. The AAWI for these agreements was 4.4% and the average duration was 2.3 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
ACT	Agreements	129	125	109	115	119	112	117	133	143	137	138	142	135
	AAWI (%)	2.7	2.8	2.7	2.9	3.2	3.5	3.5	3.6	3.6	3.6	3.6	3.6	3.6
	Duration (yrs.)	1.6	1.5	2.1	2.8	2.8	2.6	2.6	2.6	2.5	2.4	2.4	2.4	2.4
	Employees ('000)	39.1	37.8	12.5	7.6	9.7	25.1	26.4	31.3	36.6	41.9	42.9	43.4	43.5
NSW	Agreements	2,055	2,058	2,144	2,037	2,076	2,070	2,130	1,812	1,896	1,815	1,980	1,996	2,047
	AAWI (%)	2.6	2.8	3.0	3.0	3.1	3.5	3.6	3.6	3.8	3.9	3.9	4.0	4.0
	Duration (yrs.)	2.7	2.9	2.8	2.8	2.7	2.8	2.8	2.8	2.7	2.7	2.6	2.8	2.7
	Employees ('000)	191.7	162.9	183.6	179.4	197.6	190.9	204.1	196.8	219.0	215.1	235.5	219.8	232.2
NT	Agreements	116	109	113	112	114	114	118	117	117	107	117	128	136
	AAWI (%)	2.4	2.3	2.3	2.6	2.6	3.0	3.0	3.0	3.0	3.1	3.4	3.4	3.5
	Duration (yrs.)	3.2	3.2	3.2	2.7	2.7	2.8	2.8	2.8	2.7	2.8	3.0	3.1	3.1
	Employees ('000)	12.6	8.4	8.9	13.4	14.0	20.2	20.9	20.7	20.4	19.9	20.2	19.5	22.0
QLD	Agreements	1,634	1,620	1,430	1,415	1,463	1,399	1,576	1,556	1,663	1,631	1,736	1,745	1,793
	AAWI (%)	2.6	2.7	2.7	2.9	3.1	3.3	3.5	3.7	3.8	3.9	4.0	4.1	4.1
	Duration (yrs.)	3.1	3.1	3.1	3.0	3.0	3.0	2.9	2.8	2.8	2.9	2.7	2.7	2.7
	Employees ('000)	162.9	155.4	161.8	163.2	177.1	171.8	188.4	226.2	233.6	218.3	242.4	251.8	259.0
SA	Agreements	591	538	575	571	576	573	597	589	604	559	570	578	598
	AAWI (%)	2.6	2.5	2.7	2.8	2.9	3.4	3.5	3.9	4.0	4.1	4.2	4.2	4.2
	Duration (yrs.)	2.8	2.9	2.5	2.5	2.5	2.5	2.5	2.6	2.6	2.7	2.7	2.8	2.7
	Employees ('000)	45.3	44.2	58.8	58.5	58.2	60.9	64.4	66.6	72.0	58.7	57.7	58.4	64.7
TAS	Agreements	287	261	281	283	295	276	287	291	306	271	302	314	326
	AAWI (%)	2.9	2.9	3.0	3.0	3.1	3.4	3.5	3.4	3.4	3.4	3.7	3.8	3.8
	Duration (yrs.)	2.9	3.0	2.9	3.0	2.8	2.8	2.8	2.8	2.8	2.8	2.7	2.5	2.4
	Employees ('000)	25.1	23.1	25.9	23.7	26.6	25.7	26.2	27.2	27.9	24.4	29.0	34.0	37.0
VIC	Agreements	3,448	3,495	3,735	3,821	3,968	2,663	2,601	2,435	2,605	2,550	2,788	2,961	2,979
	AAWI (%)	2.6	2.6	2.5	2.5	2.6	2.5	2.6	2.7	2.8	2.9	3.5	3.5	3.6
	Duration (yrs.)	2.9	3.0	3.0	2.9	2.9	3.0	2.9	2.9	3.0	3.0	3.1	3.1	3.0
	Employees ('000)	518.2	582.7	644.6	660.3	674.0	668.5	666.4	626.6	575.1	605.7	700.6	718.8	748.3

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
WA	Agreements	919	892	942	936	935	901	917	901	953	941	991	993	1,016
	AAWI (%)	2.0	2.1	2.2	2.5	2.7	3.0	3.2	3.2	3.3	3.4	3.4	3.5	3.6
	Duration (yrs.)	2.8	2.9	3.0	2.8	2.8	2.8	2.9	2.9	2.9	3.0	3.1	3.0	3.0
	Employees ('000)	90.8	88.3	83.3	89.9	95.8	88.7	91.4	101.7	103.2	97.0	93.6	101.0	109.5
Multi-state	Agreements	1,969	1,958	1,991	1,747	1,756	1,788	1,929	1,967	2,140	2,117	2,197	2,243	2,268
	AAWI (%)	2.6	2.6	2.7	2.8	2.9	3.1	3.5	3.6	3.7	3.8	3.9	3.9	3.9
	Duration (yrs.)	3.2	3.4	3.4	3.1	3.1	3.1	2.9	2.9	2.9	2.8	3.0	3.0	3.0
	Employees ('000)	668.3	630.0	620.7	542.7	537.8	563.2	746.4	844.9	926.8	927.9	1,225.2	1,231.4	1,284.8
Other	Agreements	6	6	6	6	4	3	4	3	3	3	3	4	4
	AAWI (%)	2.2	2.2	2.2	2.2	2.0	1.9	1.9	1.8	1.8	1.5	1.5	3.5	3.5
	Duration (yrs.)	2.8	2.8	2.8	2.8	2.5	2.9	3.2	3.4	3.4	3.9	3.9	3.5	3.5
	Employees ('000)	0.4	0.4	0.4	0.4	0.2	0.1	0.2	0.1	0.1	0.2	0.2	0.3	0.3
All states	Agreements	11,154	11,062	11,326	11,043	11,306	9,899	10,276	9,804	10,430	10,131	10,822	11,104	11,302
	AAWI (%)	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7	3.8	3.8
	Duration (yrs.)	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0
	Employees ('000)	1,754.4	1,733.1	1,800.5	1,739.0	1,791.0	1,815.2	2,034.7	2,142.0	2,214.7	2,209.2	2,647.3	2,678.4	2,801.3

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: 135 agreements current as at 30 June 2025 operate solely in the ACT, covering 43,500 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 (June quarter 2022 to June quarter 2025)

Linked to minimum wage

Agreement Type		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Single enterprise non-Greenfields	Agreements	30	51	52	35	44	56	70	72	51	45	51	47	24
	Employees ('000)	4.6	6.6	9.9	12.1	10.4	14.5	13.6	24.1	100.9	136.2	37.3	7.8	5.5
Single enterprise Greenfields	Agreements	1	3	2	1	3	1	0	0	4	2	2	1	2
	Employees ('000)	0.1	0.2	0.2	0.1	0.3	0.1	0.0	0.0	0.3	0.1	0.2	0.1	0.2
Multi-enterprise non-Greenfields	Agreements	0	3	0	0	2	2	0	1	2	0	1	0	0
	Employees ('000)	0.0	1.0	0.0	0.0	0.2	3.0	0.0	0.2	3.4	0.0	33.3	0.0	0.0
Multi-enterprise Greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sub-total	Agreements	31	57	54	36	49	59	70	73	57	47	54	48	26
	Employees ('000)	4.7	7.8	10.1	12.2	10.8	17.6	13.6	24.3	104.6	136.3	70.7	7.8	5.7

Linked to CPI

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

Inconsistent increase

Agreement Type		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Single enterprise non-Greenfields	Agreements	38	55	67	31	53	53	40	47	69	106	53	69	62
	Employees ('000)	63.8	6.4	39.1	8.5	14.8	87.1	51.3	8.8	19.3	9.0	44.1	20.4	12.4
Single enterprise Greenfields	Agreements	7	4	8	1	0	0	1	3	3	7	5	5	7
	Employees ('000)	0.3	0.1	0.2	0.2	0.0	0.0	0.1	0.0	0.0	0.1	0.1	0.2	0.1
Multi-enterprise non-Greenfields	Agreements	0	0	0	0	0	0	0	4	1	0	2	1	2
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.8	0.1	0.0	5.2	0.1	21.5
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	45	59	75	32	53	53	41	54	73	113	60	75	71
	Employees ('000)	64.1	6.5	39.3	8.7	14.8	87.1	51.3	10.7	19.4	9.1	49.4	20.7	34.0

Performance linked

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

Other reason

Agreement Type		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Single enterprise non-Greenfields	Agreements	42	65	57	37	57	79	96	85	73	53	73	53	47
	Employees ('000)	4.2	5.0	14.3	5.5	6.0	7.2	30.4	17.9	7.8	8.7	25.6	7.8	5.9
Single enterprise Greenfields	Agreements	2	2	1	1	1	3	3	0	0	3	2	5	3
	Employees ('000)	0.1	0.0	0.1	0.0	0.1	0.2	0.1	0.0	0.0	0.1	0.1	0.4	0.4
Multi-enterprise non-Greenfields	Agreements	1	0	0	0	0	0	0	4	0	0	0	3	0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	31.1	0.0	0.0	0.0	4.8	0.0
Multi-enterprise Greenfields	Agreements	0	0	0	0	0	0	0	0	0	0	0	0	0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Sub-total	Agreements	45	67	58	38	58	82	99	89	73	56	75	61	50
	Employees ('000)	4.3	5.0	14.4	5.5	6.1	7.4	30.5	49.0	7.8	8.8	25.7	12.9	6.2

Totals

Agreement Type		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Total non-quantifiable	Agreements	146	209	220	122	176	213	237	230	219	241	212	199	157
	Employees ('000)	74.7	38.2	65.9	29.2	34.0	113.8	133.4	84.4	132.4	177.4	153.0	42.9	48.0

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: 24 single enterprise non-Greenfields agreements approved in the June quarter 2025 had non-quantifiable AAWIs because wage increases were linked to minimum wage movements. These agreements covered 5,500 employees.

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

Agreement Type		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Single enterprise non-Greenfields	Agreements	698	819	853	663	698	798	962	737	885	641	916	774	771
	Employees ('000)	76.5	171.6	151.1	103.2	99.9	146.8	141.8	267.8	140.8	162.0	166.3	121.5	108.7
Single enterprise Greenfields	Agreements	93	56	49	56	63	60	59	48	99	59	75	53	39
	Employees ('000)	2.6	1.2	2.5	2.1	2.2	1.8	1.6	1.6	2.0	2.1	4.0	2.8	1.7
Multi-enterprise non-Greenfields	Agreements	6	4	3	0	1	3	1	7	1	0	3	2	6
	Employees ('000)	0.9	2.7	2.6	0.0	0.2	33.7	0.0	12.3	0.2	0.0	73.4	1.3	26.6
Multi-enterprise Greenfields	Agreements	0	0	1	0	0	0	0	0	0	0	0	1	0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Total quantifiable	Agreements	797	879	906	719	762	861	1,022	792	985	700	994	830	816
	Employees ('000)	80.1	175.5	156.2	105.3	102.2	182.2	143.4	281.6	143.0	164.1	243.7	125.6	136.9

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: 771 single enterprise non-Greenfields agreements approved in the June quarter 2025 had quantifiable AAWIs. These agreements covered 108,700 employees.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Union covered	Agreements	742	870	910	673	713	806	1,001	794	1,005	754	1,024	856	839
	AAWI (%)	2.8	2.6	3.0	3.7	3.8	4.2	4.5	3.9	4.0	3.7	4.8	3.8	4.2
	Duration (yrs.)	2.7	3.0	2.5	2.2	2.3	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7
	Employees ('000)	146.9	205.7	214.6	126.2	122.0	281.5	263.1	357.6	266.7	332.7	389.8	160.2	177.5
No union covered	Agreements	201	218	216	168	225	268	258	228	199	187	182	173	134
	AAWI (%)	2.8	3.1	2.9	3.4	3.4	3.5	3.4	3.5	3.0	3.2	3.5	3.2	3.0
	Duration (yrs.)	3.0	3.3	3.1	3.4	3.7	3.5	3.6	3.6	3.6	3.4	3.4	3.4	3.4
	Employees ('000)	7.9	8.0	7.5	8.2	14.2	14.4	13.8	8.4	8.8	8.8	7.0	8.3	7.5
All	Agreements	943	1,088	1,126	841	938	1,074	1,259	1,022	1,204	941	1,206	1,029	973
	AAWI (%)	2.8	2.6	3.0	3.7	3.8	4.1	4.4	3.9	4.0	3.6	4.8	3.8	4.2
	Duration (yrs.)	2.7	3.0	2.5	2.3	2.4	2.6	2.5	2.6	3.0	3.1	2.8	2.7	2.7
	Employees ('000)	154.8	213.7	222.1	134.4	136.2	296.0	276.9	366.0	275.5	341.5	396.8	168.5	184.9

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

Notes:

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

How to read: 839 agreements approved in the June quarter 2025, covering 177,500 employees, formally covered a union. The AAWI for these agreements was 4.2% and the average duration was 2.7 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		Jun-22	Sep-22	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	Mar-24	Jun-24	Sep-24	Dec-24	Mar-25	Jun-25
Union covered	Agreements	8,133	8,087	8,318	8,121	8,461	7,121	7,447	6,935	7,539	7,299	7,985	8,267	8,521
	AAWI (%)	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.5	3.5	3.8	3.8	3.8
	Duration (yrs.)	2.9	3.0	3.0	2.9	2.9	2.9	2.8	2.8	2.8	2.8	2.9	2.9	2.9
	Employees ('000)	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	2,521.2	2,550.3	2,674.3
No union covered	Agreements	3,021	2,975	3,008	2,922	2,845	2,778	2,829	2,869	2,891	2,832	2,837	2,837	2,781
	AAWI (%)	2.4	2.4	2.5	2.6	2.6	2.8	2.9	3.0	3.0	3.0	3.1	3.1	3.1
	Duration (yrs.)	4.2	4.2	4.2	4.2	4.2	4.2	4.1	4.1	3.9	3.7	3.6	3.6	3.6
	Employees ('000)	108.7	106.8	109.1	106.9	106.1	116.4	123.9	126.3	126.2	124.7	126.0	128.1	127.0
All	Agreements	11,154	11,062	11,326	11,043	11,306	9,899	10,276	9,804	10,430	10,131	10,822	11,104	11,302
	AAWI (%)	2.6	2.6	2.6	2.7	2.8	3.0	3.1	3.3	3.4	3.5	3.7	3.8	3.8
	Duration (yrs.)	3.0	3.1	3.1	3.0	2.9	3.0	2.9	2.9	2.8	2.9	2.9	3.0	3.0
	Employees ('000)	1,754.4	1,733.1	1,800.5	1,739.0	1,791.0	1,815.2	2,034.7	2,142.0	2,214.7	2,209.2	2,647.3	2,678.4	2,801.3

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: 8,521 agreements current as at 30 June 2025, covering 2,674,300 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 June quarter 2025, covering 2,000 employees or more

Agreement ID	Title	Employees	AAWI (%)	Industry	States	Sector
AE528546	Independent Schools (Teachers) Cooperative Multi-Enterprise Agreement 2025	20,803	4.3	Education and Training	ACT, NSW, NT	Private
AE528547	Independent Schools NSW (Professional and Operational Staff) Cooperative Multi-Enterprise Agreement 2025	19,871	Inconsistent increase	Education and Training	ACT, NSW, NT	Private
AE528554	Victoria Police (Police Officers, Protective Services Offices, Police Reservists and Police Recruits) Enterprise Agreement 2025	17,843	4.1	Public Administration and Safety	Vic	Public
AE529497	Victorian TAFE Teaching Staff Agreement 2024	4,960	3.5	Education and Training	NSW, Qld, SA, external territories, Vic, WA	Public
AE529153	Ramsay Health Care New South Wales Nurses and Midwives Enterprise Agreement 2023-2026	4,917	9.9	Health Care and Social Assistance	NSW	Private
AE529372	Epworth HealthCare Nurses and Midwives Enterprise Agreement 2024	3,979	Inconsistent increase	Health Care and Social Assistance	Vic	Private
AE529033	Anglicare Aged Care Enterprise Agreement 2025	3,648	2.7	Health Care and Social Assistance	NSW	Private
AE528549	Essential Energy Enterprise Agreement 2024	3,353	5.0	Electricity, Gas, Water and Waste Services	ACT, NSW, Qld	Public
AE529311	Arcare Pty Ltd, Aged Care Services, Queensland-Enterprise Agreement 2024	2,952	2.9	Health Care and Social Assistance	Qld	Private
AE529165	Ramsay Health Care Western Australia Registered Nurses and Midwives Enterprise Agreement 2025	2,719	4.2	Health Care and Social Assistance	WA	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: Victorian TAFE Teaching Staff Agreement 2024 covers 4,960 employees. The AAWI for this agreement was 3.5%, it covers employees in the Education and Training industry, and operates in NSW, Qld, SA, Vic, WA, and external territories.

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

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Total
Agriculture, Forestry and Fishing	Agreements	0	1	0	2	1	1	1	0	3	9
	AAWI (%)	*	2.7	*	4.2	3.5	3.8	*	*	*	3.5
	Duration (yrs.)	0.0	3.0	0.0	2.9	2.8	3.2	2.5	0.0	2.5	2.9
	Employees ('000)	0.0	0.1	0.0	0.1	0.0	0.3	0.1	0.0	0.3	0.9
Mining	Agreements	0	15	2	6	0	0	1	1	5	30
	AAWI (%)	*	3.6	4.3	2.9	*	*	4.1	3.0	3.7	3.6
	Duration (yrs.)	0.0	3.1	3.0	3.8	0.0	0.0	2.0	4.0	4.0	3.5
	Employees ('000)	0.0	1.9	1.0	1.1	0.0	0.0	0.1	0.1	2.4	6.6
Manufacturing	Agreements	0	45	1	22	16	6	38	7	6	141
	AAWI (%)	*	3.8	*	3.9	3.8	3.2	4.0	3.3	3.6	3.8
	Duration (yrs.)	0.0	2.8	4.0	2.7	2.4	2.8	2.6	3.1	2.9	2.7
	Employees ('000)	0.0	4.1	0.2	2.4	1.7	0.5	2.6	0.2	1.0	12.5
Non-Metal Manufacturing	Agreements	0	29	1	14	13	6	23	6	5	97
	AAWI (%)	*	3.4	*	3.7	3.9	3.2	3.9	3.2	3.6	3.6
	Duration (yrs.)	0.0	3.1	4.0	2.8	2.3	2.8	2.6	3.2	2.8	2.8
	Employees ('000)	0.0	2.3	0.2	1.8	1.4	0.5	1.7	0.2	0.9	9.0
Metal Manufacturing	Agreements	0	16	0	8	3	0	15	1	1	44
	AAWI (%)	*	4.3	*	4.2	3.5	*	4.0	3.8	2.6	4.1
	Duration (yrs.)	0.0	2.6	0.0	2.6	2.9	0.0	2.5	2.6	4.0	2.6
	Employees ('000)	0.0	1.8	0.0	0.5	0.3	0.0	0.9	0.0	0.0	3.6
Electricity, Gas, Water and Waste Services	Agreements	0	8	1	7	3	0	7	4	1	31
	AAWI (%)	*	5.3	3.5	5.6	5.3	*	3.2	3.2	5.0	4.5
	Duration (yrs.)	0.0	2.4	2.1	3.0	2.2	0.0	2.7	3.1	2.2	2.5
	Employees ('000)	0.0	0.8	0.0	0.6	0.2	0.0	0.8	1.4	3.4	7.1
Construction	Agreements	1	41	0	42	7	2	289	30	40	452
	AAWI (%)	5.1	4.5	*	4.3	4.2	4.5	6.6	3.7	4.6	5.7
	Duration (yrs.)	3.0	2.8	0.0	2.8	2.0	3.0	2.2	3.0	3.3	2.5
	Employees ('000)	0.0	1.0	0.0	1.2	0.2	0.0	5.9	1.3	0.8	10.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Total
Wholesale Trade	Agreements	0	0	0	0	0	1	4	2	3	10
	AAWI (%)	*	*	*	*	*	3.4	3.3	3.4	4.0	3.4
	Duration (yrs.)	0.0	0.0	0.0	0.0	0.0	4.0	2.8	2.9	3.6	3.0
	Employees ('000)	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.5	0.1	0.7
Retail Trade	Agreements	0	1	0	1	0	0	1	0	3	6
	AAWI (%)	*	4.7	*	4.3	*	*	*	*	3.8	4.4
	Duration (yrs.)	0.0	3.0	0.0	2.4	0.0	0.0	4.0	0.0	3.9	3.9
	Employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.4	0.0	1.6	2.1
Accommodation and Food Services	Agreements	0	1	1	0	0	0	0	1	1	4
	AAWI (%)	*	5.5	*	*	*	*	*	*	3.0	4.2
	Duration (yrs.)	0.0	1.4	3.2	0.0	0.0	0.0	0.0	3.1	4.0	3.1
	Employees ('000)	0.0	0.1	0.2	0.0	0.0	0.0	0.0	1.2	0.1	1.6
Transport, Postal and Warehousing	Agreements	1	18	1	9	10	1	9	17	17	83
	AAWI (%)	3.0	4.5	6.9	4.4	4.8	6.9	4.8	5.3	3.8	4.4
	Duration (yrs.)	3.0	2.5	3.2	2.4	2.6	3.2	2.9	2.8	2.7	2.7
	Employees ('000)	0.0	0.9	0.0	1.1	0.4	0.2	0.5	0.8	3.9	7.8
Information Media and Telecommunications	Agreements	0	2	0	1	0	0	1	0	2	6
	AAWI (%)	*	1.9	*	1.7	*	*	3.0	*	3.5	2.2
	Duration (yrs.)	0.0	1.5	0.0	1.1	0.0	0.0	2.1	0.0	2.9	2.5
	Employees ('000)	0.0	0.4	0.0	0.3	0.0	0.0	0.1	0.0	1.8	2.7
Financial and Insurance Services	Agreements	0	1	0	0	0	0	2	0	1	4
	AAWI (%)	*	3.5	*	*	*	*	3.0	*	5.0	3.6
	Duration (yrs.)	0.0	1.8	0.0	0.0	0.0	0.0	3.6	0.0	1.1	2.9
	Employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	2.1	0.0	0.8	3.0
Rental, Hiring and Real Estate Services	Agreements	0	1	0	0	0	0	0	1	0	2
	AAWI (%)	*	3.7	*	*	*	*	*	2.6	*	3.1
	Duration (yrs.)	0.0	2.8	0.0	0.0	0.0	0.0	0.0	4.0	0.0	3.4
	Employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.1

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Total
Professional, Scientific and Technical Services	Agreements	0	1	0	1	0	1	3	2	3	11
	AAWI (%)	*	4.0	*	*	*	1.9	5.0	3.3	3.2	4.2
	Duration (yrs.)	0.0	2.4	0.0	4.0	0.0	2.1	3.4	3.5	3.2	3.3
	Employees ('000)	0.0	0.1	0.0	0.0	0.0	0.0	0.8	0.1	0.5	1.4
Administrative and Support Services	Agreements	0	1	0	1	1	0	6	2	4	15
	AAWI (%)	*	3.0	*	1.5	*	*	7.0	*	3.3	2.9
	Duration (yrs.)	0.0	3.0	0.0	2.6	2.4	0.0	1.8	3.3	3.7	3.3
	Employees ('000)	0.0	0.1	0.0	0.4	0.0	0.0	0.2	0.1	1.5	2.3
Public Administration and Safety	Agreements	0	1	2	1	0	1	10	1	3	19
	AAWI (%)	*	3.3	3.6	*	*	5.6	3.9	7.4	4.1	4.0
	Duration (yrs.)	0.0	3.0	2.7	4.0	0.0	1.4	3.1	1.2	2.9	3.1
	Employees ('000)	0.0	0.2	0.5	0.1	0.0	0.0	22.3	0.4	1.2	24.7
Education and Training	Agreements	2	7	1	11	3	2	5	2	5	38
	AAWI (%)	4.5	3.3	*	3.5	3.7	2.8	3.8	4.9	4.1	4.1
	Duration (yrs.)	2.3	2.6	2.5	2.5	2.5	3.3	3.2	2.6	2.8	2.8
	Employees ('000)	0.6	2.1	0.3	1.9	0.5	0.1	0.9	0.3	47.4	54.2
Health Care and Social Assistance	Agreements	2	11	2	6	10	9	25	4	8	77
	AAWI (%)	*	6.4	3.2	3.0	4.6	3.4	3.8	3.9	3.2	4.5
	Duration (yrs.)	2.0	1.4	3.9	3.2	2.1	2.4	2.4	2.3	2.7	2.2
	Employees ('000)	0.0	11.1	0.4	3.9	4.0	3.0	10.9	4.3	4.4	41.9
Arts and Recreation Services	Agreements	0	6	0	3	0	0	9	0	0	18
	AAWI (%)	*	3.4	*	3.2	*	*	3.2	*	*	3.2
	Duration (yrs.)	0.0	1.9	0.0	2.4	0.0	0.0	3.1	0.0	0.0	2.7
	Employees ('000)	0.0	0.9	0.0	0.5	0.0	0.0	2.1	0.0	0.0	3.5
Other Services	Agreements	0	4	1	2	2	1	0	1	6	17
	AAWI (%)	*	4.5	3.7	3.4	3.7	*	*	3.1	3.0	3.2
	Duration (yrs.)	0.0	3.3	2.0	3.5	3.0	3.9	0.0	4.0	2.8	3.0
	Employees ('000)	0.0	0.2	0.0	0.0	0.1	0.0	0.0	0.1	0.9	1.4

FOR AGREEMENTS APPROVED IN THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Total
All Industries	Agreements	6	165	12	115	53	25	411	75	111	973
	AAWI (%)	4.4	5.0	4.0	3.5	4.3	3.5	4.2	4.0	4.1	4.2
	Duration (yrs.)	2.3	2.1	3.1	2.9	2.2	2.6	2.8	2.7	2.8	2.7
	Employees ('000)	0.6	24.1	2.7	13.4	7.1	4.3	49.9	10.7	72.1	184.9

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

Notes:

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

How to read: Of the 9 Agriculture, Forestry and Fishing agreements approved in the June quarter 2025, 1 operates solely in New South Wales. This agreement covers 100 employees, with an AAWI of 2.7% and a duration of 3.0 years.

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

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Other	Total
Agriculture, Forestry and Fishing	Agreements	0	28	1	23	11	10	22	6	20	1	122
	AAWI (%)	*	3.7	2.5	3.9	3.1	3.8	3.8	4.1	3.3	*	3.7
	Duration (yrs.)	0.0	2.6	4.0	3.0	3.5	2.8	3.1	3.2	3.6	4.0	3.2
	Employees ('000)	0.0	2.4	0.0	2.2	0.9	1.0	1.0	0.6	3.4	0.1	11.5
Mining	Agreements	0	126	10	113	17	10	30	54	99	1	460
	AAWI (%)	*	3.3	4.2	3.4	3.8	4.3	3.6	3.5	3.3	3.8	3.4
	Duration (yrs.)	0.0	3.6	3.2	3.4	3.7	2.5	3.1	3.6	3.8	2.9	3.5
	Employees ('000)	0.0	16.1	1.5	17.2	3.6	1.1	1.9	8.4	13.3	0.1	63.3
Manufacturing	Agreements	5	474	7	286	149	62	695	136	147	0	1,961
	AAWI (%)	3.9	3.7	3.4	4.0	3.6	4.2	3.7	3.6	3.5	*	3.7
	Duration (yrs.)	1.9	3.0	3.7	3.1	2.9	2.5	2.9	3.3	3.1	0.0	3.0
	Employees ('000)	0.1	35.5	0.3	29.1	13.0	3.8	49.4	10.6	20.5	0.0	162.1
Non-Metal Manufacturing	Agreements	4	313	6	198	113	49	488	82	73	0	1,326
	AAWI (%)	3.9	3.6	3.4	4.1	3.6	4.3	3.7	3.4	3.3	*	3.7
	Duration (yrs.)	1.8	3.1	3.7	3.1	2.9	2.5	2.9	3.3	3.1	0.0	3.0
	Employees ('000)	0.1	25.7	0.3	22.7	10.3	2.9	38.2	6.3	12.1	0.0	118.6
Metal Manufacturing	Agreements	1	161	1	88	36	13	207	54	74	0	635
	AAWI (%)	*	3.9	2.8	4.0	3.9	3.6	3.7	3.8	3.7	*	3.8
	Duration (yrs.)	2.5	2.8	3.0	3.0	2.8	2.5	2.8	3.3	3.1	0.0	2.9
	Employees ('000)	0.0	9.8	0.0	6.4	2.6	0.9	11.2	4.3	8.4	0.0	43.5
Electricity, Gas, Water and Waste Services	Agreements	8	93	7	70	28	12	103	44	26	0	391
	AAWI (%)	3.2	4.1	4.9	4.3	6.3	4.7	3.7	4.2	4.1	*	4.2
	Duration (yrs.)	2.7	2.7	3.0	3.0	2.2	1.8	2.9	2.8	3.0	0.0	2.8
	Employees ('000)	1.2	11.5	0.9	8.3	3.8	2.2	10.0	7.3	21.0	0.0	66.2
Construction	Agreements	40	575	22	580	149	63	1,112	359	1,027	0	3,927
	AAWI (%)	5.2	5.1	4.1	4.7	3.9	4.0	5.6	3.6	4.6	*	4.9
	Duration (yrs.)	3.1	3.1	3.2	3.0	2.9	3.0	2.7	3.4	3.5	0.0	3.1
	Employees ('000)	0.6	17.9	0.6	14.6	4.2	2.2	32.6	10.9	33.4	0.0	117.0

FOR AGREEMENTS CURRENT AT THE END OF THE NOMINATED QUARTER		ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Multi- state	Other	Total
Wholesale Trade	Agreements	2	40	2	35	6	5	55	20	32	0	197
	AAWI (%)	4.2	4.2	3.6	3.6	3.7	3.5	3.8	3.8	3.3	*	3.7
	Duration (yrs.)	2.7	2.7	2.9	3.4	2.6	3.2	2.8	2.6	3.5	0.0	3.2
	Employees ('000)	0.1	2.5	0.1	2.0	0.2	0.3	4.1	1.6	9.0	0.0	19.7
Retail Trade	Agreements	1	20	0	26	7	2	26	11	50	0	143
	AAWI (%)	*	4.1	*	3.6	3.7	4.0	3.9	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	6.5	1.8	371.1	0.0	388.4
Accommodation and Food Services	Agreements	3	30	2	21	0	2	12	15	25	0	110
	AAWI (%)	4.0	3.1	*	3.5	*	2.7	1.7	3.9	3.4	*	3.5
	Duration (yrs.)	2.3	3.5	3.2	3.8	0.0	3.3	3.7	3.0	3.4	0.0	3.3
	Employees ('000)	0.3	4.5	0.3	3.1	0.0	0.1	0.8	7.3	6.0	0.0	22.4
Transport, Postal and Warehousing	Agreements	5	263	21	218	82	28	216	158	301	0	1,292
	AAWI (%)	3.7	3.9	2.7	4.4	3.8	4.6	3.8	3.9	3.7	*	3.8
	Duration (yrs.)	2.1	3.1	3.6	2.9	3.3	3.0	3.1	3.2	2.8	0.0	3.0
	Employees ('000)	1.3	27.5	1.4	22.4	5.2	2.3	22.7	12.5	94.3	0.0	189.8
Information Media and Telecommunications	Agreements	1	9	0	5	0	0	15	3	31	0	64
	AAWI (%)	6.8	2.7	*	1.9	*	*	2.2	2.1	3.3	*	2.9
	Duration (yrs.)	1.6	1.5	0.0	1.1	0.0	0.0	1.8	3.9	2.9	0.0	2.7
	Employees ('000)	0.0	2.1	0.0	1.6	0.0	0.0	1.8	0.2	35.7	0.0	41.4
Financial and Insurance Services	Agreements	0	5	0	3	0	3	9	3	50	0	73
	AAWI (%)	*	3.4	*	2.9	*	2.8	3.2	2.9	3.7	*	3.6
	Duration (yrs.)	0.0	2.4	0.0	3.0	0.0	2.2	3.5	2.9	3.0	0.0	3.0
	Employees ('000)	0.0	0.5	0.0	1.1	0.0	0.1	2.5	0.4	171.1	0.0	175.7
Rental, Hiring and Real Estate Services	Agreements	1	10	1	16	1	0	12	4	13	0	58
	AAWI (%)	2.7	3.3	3.3	3.3	3.5	*	2.9	3.1	2.6	*	2.7
	Duration (yrs.)	3.9	3.1	3.0	3.8	3.0	0.0	3.5	4.0	3.6	0.0	3.6
	Employees ('000)	0.0	0.2	0.0	0.3	0.0	0.0	0.4	0.1	2.7	0.0	3.8

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	2	30	16	53	0	131
	AAWI (%)	3.7	3.6	*	2.9	1.8	1.9	3.9	3.6	3.8	*	3.8
	Duration (yrs.)	3.0	3.0	0.0	3.8	3.0	2.2	2.9	3.0	2.7	0.0	2.7
	Employees ('000)	0.1	1.1	0.0	0.2	0.0	0.1	2.0	1.0	18.8	0.0	23.3
Administrative and Support Services	Agreements	1	24	2	20	6	2	52	18	52	0	177
	AAWI (%)	8.4	5.0	5.5	2.3	4.5	3.8	5.7	4.3	3.7	*	4.5
	Duration (yrs.)	1.6	3.1	3.7	2.7	1.6	3.1	2.4	3.2	3.7	0.0	3.2
	Employees ('000)	0.0	1.3	0.1	1.7	0.2	0.3	4.4	1.1	9.6	0.0	18.7
Public Administration and Safety	Agreements	32	18	25	20	7	29	126	32	134	2	425
	AAWI (%)	3.6	3.6	3.5	3.7	3.8	3.6	3.1	3.8	3.8	1.5	3.5
	Duration (yrs.)	2.4	2.8	2.8	3.2	2.7	2.7	3.2	2.8	2.9	3.7	2.9
	Employees ('000)	34.6	4.3	8.3	2.0	0.6	3.5	140.3	4.4	214.8	0.1	412.9
Education and Training	Agreements	11	86	5	176	43	25	96	37	50	0	529
	AAWI (%)	3.9	4.1	3.1	4.4	4.8	3.1	2.9	3.4	4.8	*	3.8
	Duration (yrs.)	2.5	2.7	2.3	2.4	2.2	2.1	3.0	2.8	2.5	0.0	2.7
	Employees ('000)	2.4	37.5	0.7	78.9	14.8	7.3	168.4	17.6	148.4	0.0	476.1
Health Care and Social Assistance	Agreements	17	158	26	126	71	56	252	69	94	0	869
	AAWI (%)	3.6	4.3	3.2	3.9	3.8	3.5	4.1	3.4	3.3	*	3.9
	Duration (yrs.)	2.8	1.9	3.2	2.4	2.6	2.4	3.2	2.6	2.5	0.0	2.8
	Employees ('000)	2.1	50.5	7.5	60.7	14.8	11.5	275.0	20.7	101.3	0.0	544.0
Arts and Recreation Services	Agreements	3	33	1	15	5	7	60	1	11	0	136
	AAWI (%)	3.8	3.9	*	3.5	3.8	3.6	3.3	2.7	2.6	*	3.5
	Duration (yrs.)	2.9	2.7	4.0	2.9	2.5	1.7	2.5	4.0	2.9	0.0	2.6
	Employees ('000)	0.6	9.4	0.2	5.6	1.4	0.9	17.8	0.0	2.3	0.0	38.2
Other Services	Agreements	4	37	4	32	13	8	56	30	53	0	237
	AAWI (%)	3.2	3.4	3.2	3.8	3.4	4.7	3.6	3.2	3.8	*	3.6
	Duration (yrs.)	2.8	3.0	3.6	3.0	3.0	2.5	2.9	3.2	3.1	0.0	3.0
	Employees ('000)	0.1	3.4	0.2	3.4	1.5	0.3	6.7	3.0	8.3	0.0	26.9

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	135	2,047	136	1,793	598	326	2,979	1,016	2,268	4	11,302
	AAWI (%)	3.6	4.0	3.5	4.1	4.2	3.8	3.6	3.6	3.9	3.5	3.8
	Duration (yrs.)	2.4	2.7	3.1	2.7	2.7	2.4	3.0	3.0	3.0	3.5	3.0
	Employees ('000)	43.5	232.2	22.0	259.0	64.7	37.0	748.3	109.5	1,284.8	0.3	2,801.3

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 122 Agriculture, Forestry and Fishing agreements current as at 30 June 2025, 28 operate solely in New South Wales. These 28 agreements cover 2,400 employees, with an AAWI of 3.7% and an average duration of 2.6 years.

Trends in Federal Enterprise Bargaining Report

The Workplace Agreements Database

Data presented in the *Trends in Federal Enterprise Bargaining* report (Trends) are drawn from the Workplace Agreements Database (WAD), which is maintained by the Office of the Chief Economist in the Department of Employment and Workplace Relations. The WAD contains information on all known federal enterprise agreements that have operated since the introduction of the Enterprise Bargaining Principle in October 1991 and that have been subsequently provided to the Department. The WAD covers general details (such as sector, ANZSIC, duration, employees covered), wage details (quantum and timing of increases) and a range of employment conditions.

Agreements included in the WAD

The following agreements are included in the WAD and thus in Trends:

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

Wider context for Trends data

About one third of all employees in the Australian labour market (as measured by the ABS 2023 [Employee Earnings and Hours](#) survey) are covered by federal enterprise agreements. The table below shows the growth in coverage by federally registered agreements.

Technical Notes Table - Instrument providing rates of pay for all employees, 2014-2023

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

Source: ABS, *Employee Earnings and Hours* (May 2014, May 2016, May 2018, May 2021 and May 2023), unpublished data, including revised data for the 2016 Award and all Collective Agreement categories released at the time of the 2018 data – all employees.

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

Notes:

1. This table is not intended to be analysed as a time series. Figures are extracted from published and unpublished ABS, *Employee Earnings and Hours*. Disaggregation of revised 2016 data is not available.
2. This table includes managerial-level employees. This accounts for all differences between this table and tables published in previous Trends reports. The ABS classifies employees in the individual arrangement category if they have their pay set by an individual common law contract or arrangement, whether or not written, including where employees receive over-award payments.

Presentation of Trends in Federal Enterprise Bargaining data

A typical row of data in Trends appears as follows:

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

Note: Not all agreements contain quantifiable wage increases and in most cases the AAWI is not derived from the total number of agreements shown in the first row or the total number of employees shown in the fourth

row. A more detailed explanation of why this is the case is provided below under **Average Annualised Wage Increases**.

Employee coverage

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

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

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

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

Duration of agreements

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

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

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

Average Annualised Wage Increases

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

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

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

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

r_i = % increases of the i^{th} time*

N = the number of increases over the life of the agreement

d = the effective duration of the agreement in years

*Flat dollar increases are converted to a percentage using average weekly ordinary time earnings (AWOTE) drawn from [ABS, Average Weekly Earnings, Australia](#) for the relevant ANZSIC industry division and quarter.

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

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

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

Australian and New Zealand Standard Industrial Classification (ANZSIC)

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

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

Union coverage

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

Data about unions covered by agreements made under the *Fair Work Act 2009* may not provide an accurate reflection of union involvement in bargaining for agreements. Under the *Fair Work Act*

2009 it is possible for a union to have been involved in bargaining for an agreement and then not be covered by the approved agreement. It is also possible for a union to be covered by an agreement because they were a bargaining representative, even if they did not take an active role in the negotiations.

Further, data about non-Greenfields agreements made under the *Fair Work Act 2009* that cover a union cannot be directly compared with data about union collective agreements or s.170LJ agreements made under the *Workplace Relations Act 1996*, which had to be made with a union. While a union may be a bargaining representative, there is no imperative under the *Fair Work Act 2009* for agreements (other than Greenfields agreements) to be made with a union.

Non-quantifiable wage increases

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

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

Types of enterprise agreement

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

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

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

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

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.