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Labour price growth forecasts

Prepared for the Australian Energy Regulator

6 March 2026

Deloitte Access Economics

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[redacted]
Assistant Director, Network Expenditure
Australian Energy Regulator
By email: [redacted]

6 March 2026

Dear [redacted]

Report on labour price growth forecasts

Please find attached Deloitte Access Economics' report on labour price growth for the electricity, gas, water and waste services (utilities) industry through to 2030-31, covering Australia, Victoria, South Australia, the Northern Territory and the Australian Capital Territory.

This report follows Report 3, finalised in July 2025, which covered the same jurisdictions.

The analysis is based on the forecasts underpinning the December 2025 quarter Deloitte Access Economics Business Outlook, drawing on the September 2025 quarter Australian Bureau of Statistics National Accounts, December 2025 quarter Consumer Price Index, and December 2025 quarter Wage Price Index releases.

Yours sincerely

[redacted]

Stephen Smith
Partner
Deloitte Access Economics Pty Ltd

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The Australian economy

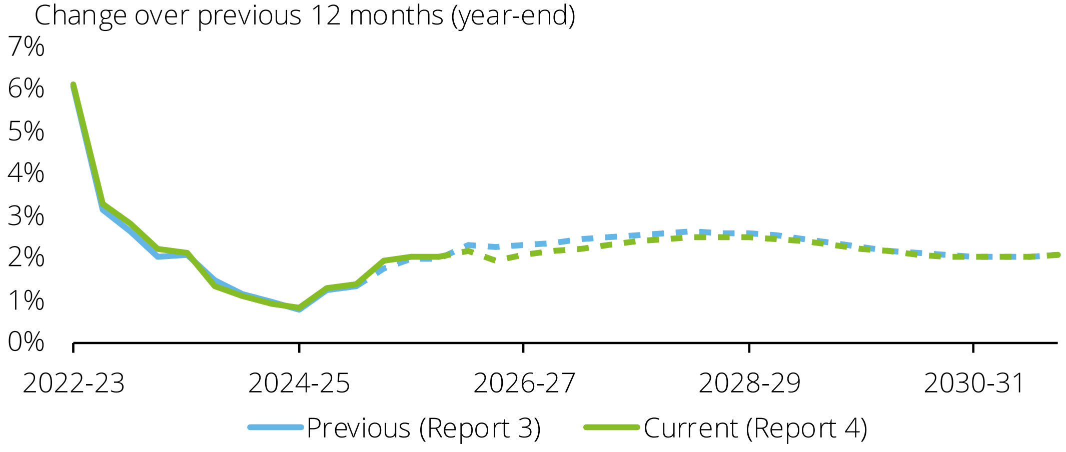
Australia's economic growth strengthened through 2025. Inflation declined and returned to the Reserve Bank of Australia's target band of 2-3%, interest rate cuts commenced, and household finances began to improve.

More recently, signs have emerged that the economy is encountering capacity constraints. Higher-than-expected inflation in the September and December quarters eroded earlier real wage gains, while underlying inflation remains above the target band. Although some of this reflects temporary factors, broader measures suggest more persistent price pressures. In response, the Reserve Bank increased the cash rate to 3.85% in February 2026, bringing the easing cycle to an end. Higher interest rates are likely to weigh on household spending, business conditions and economic growth relative to earlier expectations, although growth is still forecast to accelerate modestly over the next two financial years.

Looking ahead, household consumption is poised to be an important driver of growth despite the effect of higher interest rates on incomes. Business investment has also strengthened, particularly in digital infrastructure, with forward looking indicators such as the Australian Bureau of Statistics capital expenditure survey suggesting that firms across the economy have upgraded their investment plans. Despite this positive development, further investment will be needed to ease capacity constraints and support longer-term growth.

Over the longer term, economic growth will depend on population growth, labour force participation, investment and productivity. While productivity has improved, it remains below historical averages. Compared with Report 3, near-term economic growth forecasts have been revised slightly lower due to tighter monetary policy, but converge over the medium and longer term as inflation returns to target and policy settings normalise.

Chart i: Real GDP growth



Note: Dashed lines indicate forecasts. Australian Bureau of Statistics revisions to historical National Accounts data in the September quarter 2025 release have resulted in differences in the historical GDP series between Reports 3 and 4.
Source: Australian Bureau of Statistics, Deloitte Access Economics

Executive summary

The Australian labour market

Labour market conditions have stabilised following a period of decelerating employment growth through 2024 and early 2025. Around 184,000 jobs have been created since January 2025, with the unemployment rate declining to 4.1% in January 2026 from a recent peak of 4.4% in September 2025. However, the overall pace of employment growth is modest compared with historical standards. There has also been a shift in the composition of hiring, with private sector employment accounting for a larger share of recent job gains as public sector hiring has eased.

Forward-looking indicators suggest labour market conditions will remain broadly stable in the near term, with limited spare capacity, low layoff rates and still-elevated job vacancies. Employment growth is expected to be subdued in the near term before strengthening gradually over the medium and longer term as economic growth improves. Overall, labour market conditions are likely to remain relatively tight, supporting continued wage growth over the forecast period.

All industry wage growth

Nominal wage growth strengthened through 2025, supported by robust labour market conditions and stronger public sector wage outcomes. However, higher inflation has eroded purchasing power, with real wages declining over the past year. Nominal wages are forecast to grow at a faster pace in 2025-26 than anticipated in Report 3, reflecting the resilience of labour market conditions.

Over the medium and longer term, nominal wage growth has been revised down compared with Report 3. This reflects updated assumptions about the relationship between productivity and wages, informed by Reserve Bank of Australia analysis noting that the Wage Price Index captures only a portion of productivity growth over time, rather than a full pass-through. Consistent with this evidence, a smaller share of productivity gains is assumed to flow through to wage growth over the long run.

Chart ii: Employment growth, Australia

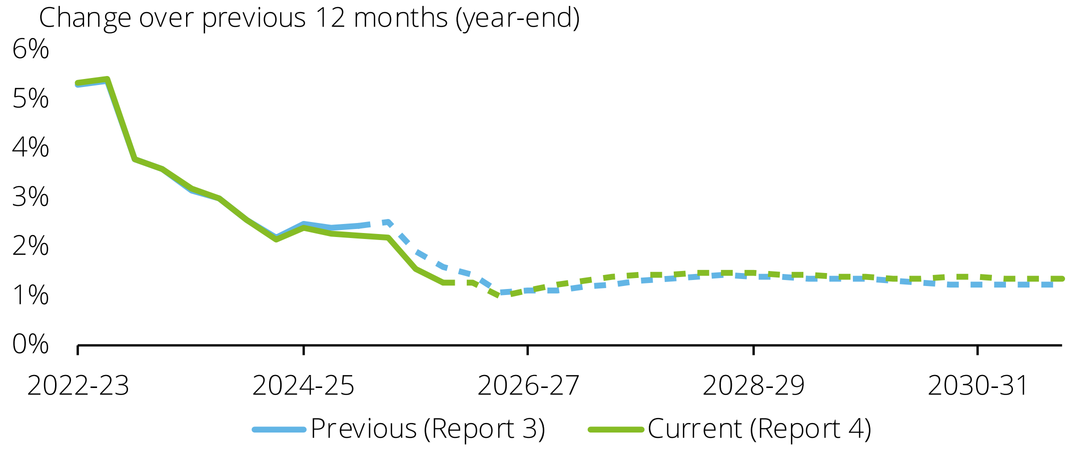
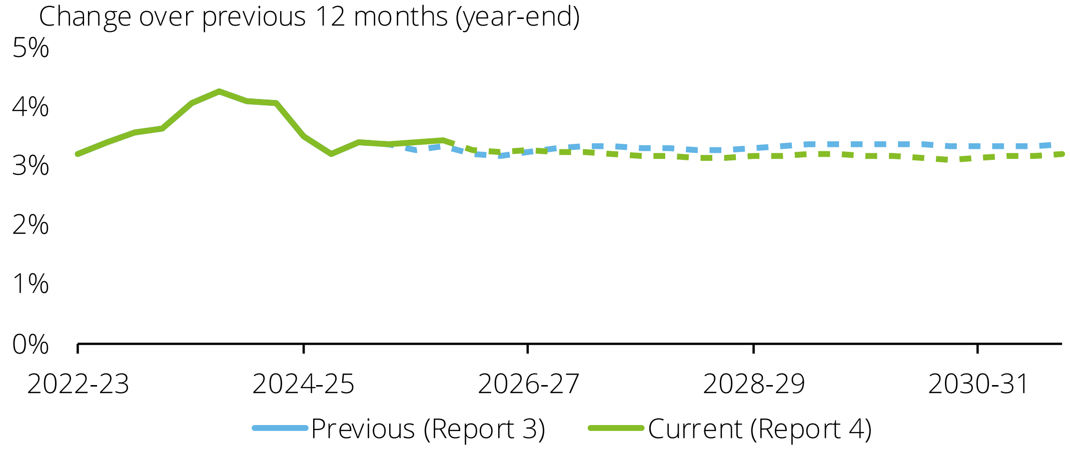


Chart iii: Nominal all industry WPI growth, Australia



Note: The aggregation of monthly employment data to quarterly frequency has been updated to better align with Australian Bureau of Statistics methodology, resulting in minor differences between Reports 3 and 4 in Chart ii.
Source: Australian Bureau of Statistics, Deloitte Access Economics

Executive summary

Australian utilities industry output and employment

Utilities industry output recorded strong growth in 2024–25, making it the second-fastest growing industry that year. Activity was supported by strong electricity demand, and this momentum has carried into 2025-26. Over the medium and longer term, output growth is likely to be underpinned by the expansion of energy-intensive digital infrastructure such as data centres, although gains will be partly offset by improved energy efficiency and greater uptake of distributed energy technologies.

Utilities employment is projected to grow more slowly than output, partly due to productivity improvements and the capital-intensive nature of the energy transition, although investment in renewable energy and digital infrastructure will continue to support labour demand.

Australian utilities industry wage growth

Nominal wage growth in the utilities industry was elevated in 2025 and stronger than anticipated in Report 3. However, higher inflation has weighed on real wage growth, resulting in a weaker near-term real wage outlook.

Nominal wage growth is expected to moderate in the near term as labour market conditions ease, before converging towards the all-industry average over time. Over the medium and longer term, nominal and real wage growth have been revised slightly lower compared with Report 3, as the assumption about the pass through of productivity growth to wage growth is mirrored across industries (including utilities) and states.

Chart iv: Utilities industry share of national output and employment

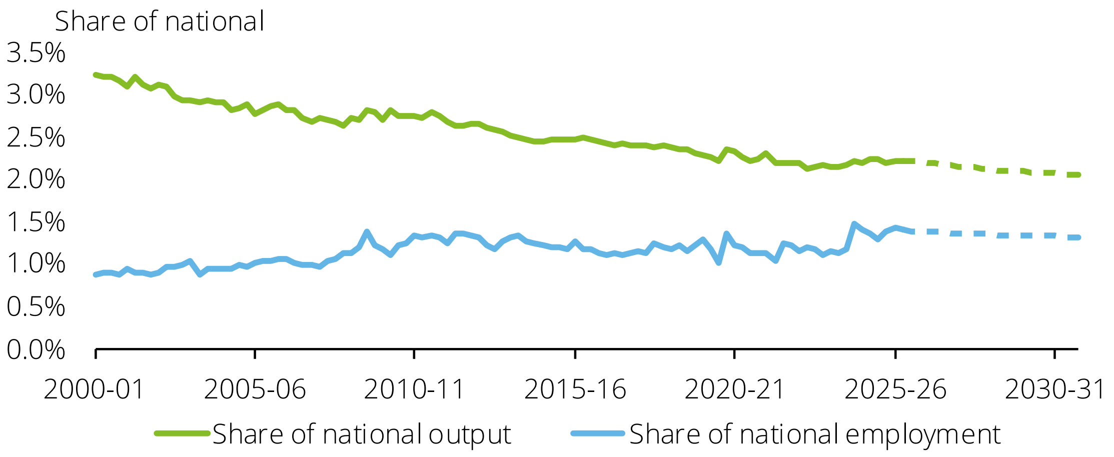
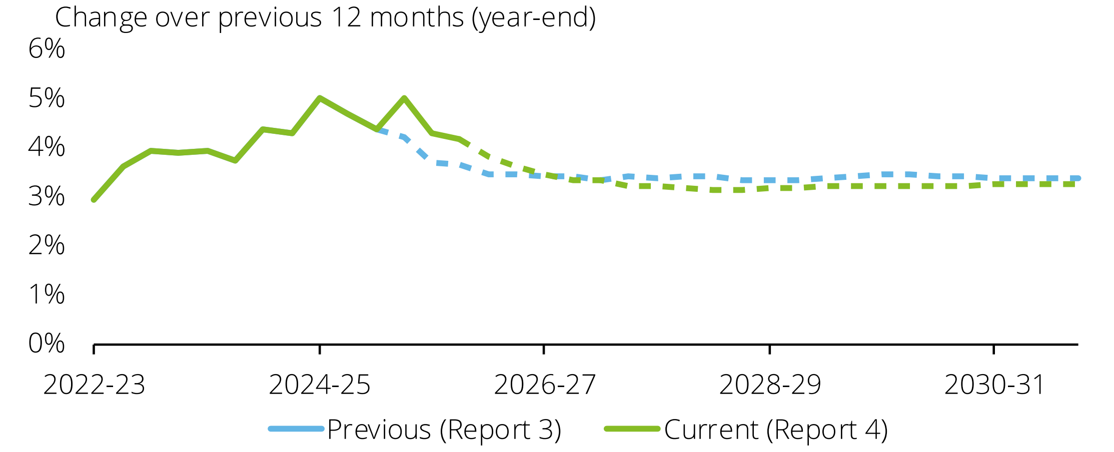


Chart v: Nominal utilities industry WPI growth, Australia



Source: Australian Bureau of Statistics, Deloitte Access Economics

Executive summary

Victoria

Utilities wage growth in Victoria slowed through 2025 and was weaker than anticipated in Report 3. This was driven by softer wage outcomes for workers on individual arrangements, while enterprise bargaining outcomes remained broadly in line with national trends.

Wage growth is forecast to recover in the near term, bolstered by strong investment in energy infrastructure and elevated construction activity, before moderating as labour market conditions stabilise. Over the medium and longer term, utilities wage growth is forecast to align with the all-industry average. Real wages declined over the past year but are expected to recover as inflation moderates.

South Australia

Estimated utilities wage growth in South Australia strengthened in 2025 and remained above the national average, supported by strong enterprise bargaining outcomes. Though, more recently, growth has eased alongside softer labour market conditions.

Wage growth is anticipated to remain slightly faster than forecast in Report 3 in the near term before moderating and aligning with national trends over time. Inflation is forecast to weigh on real wages in the near term, with a gradual recovery as price pressures ease.

Chart vi: Growth in nominal utilities WPI, Victoria

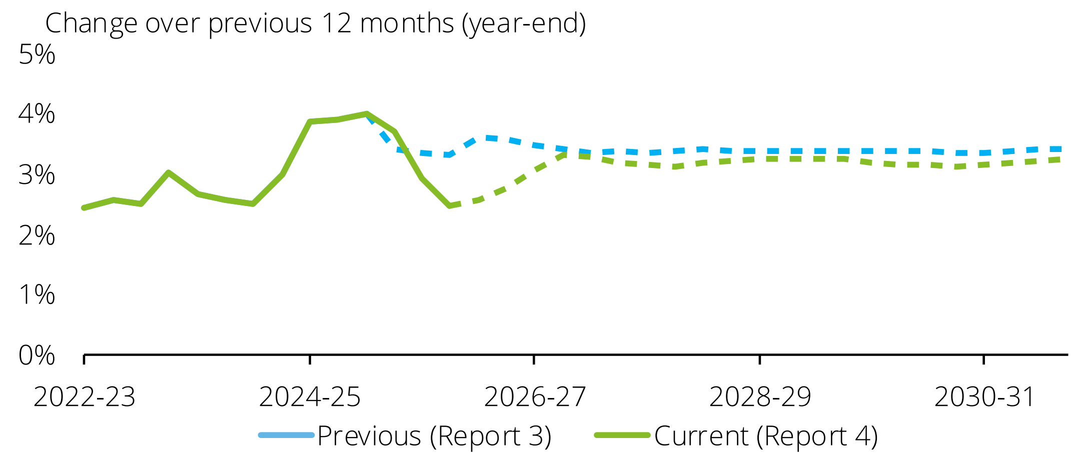
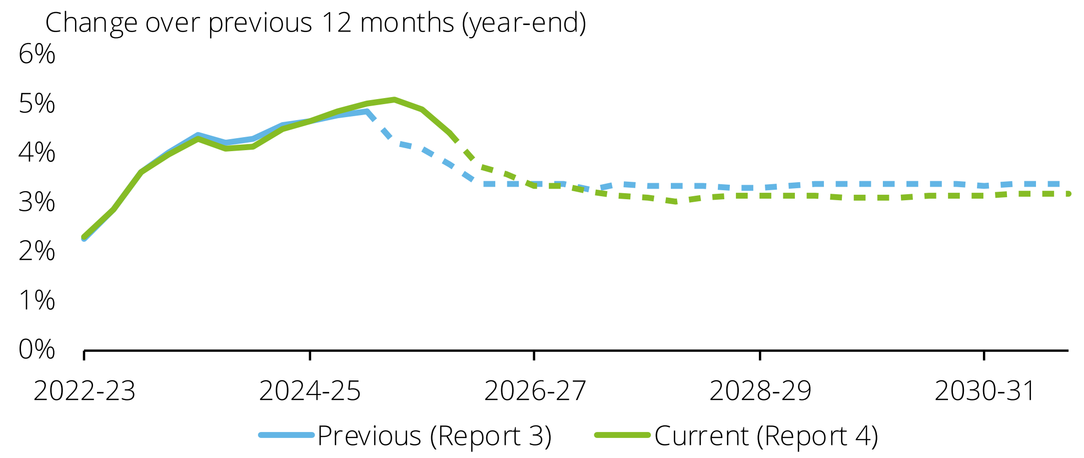


Chart vii: Growth in nominal utilities WPI, South Australia



Note: For jurisdictions where historical WPI is estimated (South Australia, the Northern Territory and the Australian Capital Territory), values have been updated to reflect revised employment data and, in some cases, newly available ABS WPI data for other industries, which has modestly affected historical utilities industry WPI.
Source: Australian Bureau of Statistics, Deloitte Access Economics

Executive summary

Northern Territory

Estimated utilities wage growth in the Northern Territory slowed in 2025, reflecting softer all-industry wage outcomes and the completion of construction at the Barossa gas project. Wage growth is expected to recover in the near term from this recent weakness as economic activity strengthens. However, the near-term profile remains slightly weaker than anticipated in Report 3. Over the medium and longer term, utilities wage growth is forecast to broadly align with national utilities industry trends.

Australian Capital Territory

Estimated utilities wage growth in the Australian Capital Territory strengthened modestly in recent quarters but is weaker than anticipated in Report 3, reflecting modest revisions to historical estimates. In the near term, wage growth is expected to stabilise as economic activity strengthens. Over the medium and longer term, growth is forecast to be marginally faster than the national average for a period, reflecting a degree of catch-up, before converging with national trends.

Chart viii: Growth in nominal utilities WPI, Northern Territory

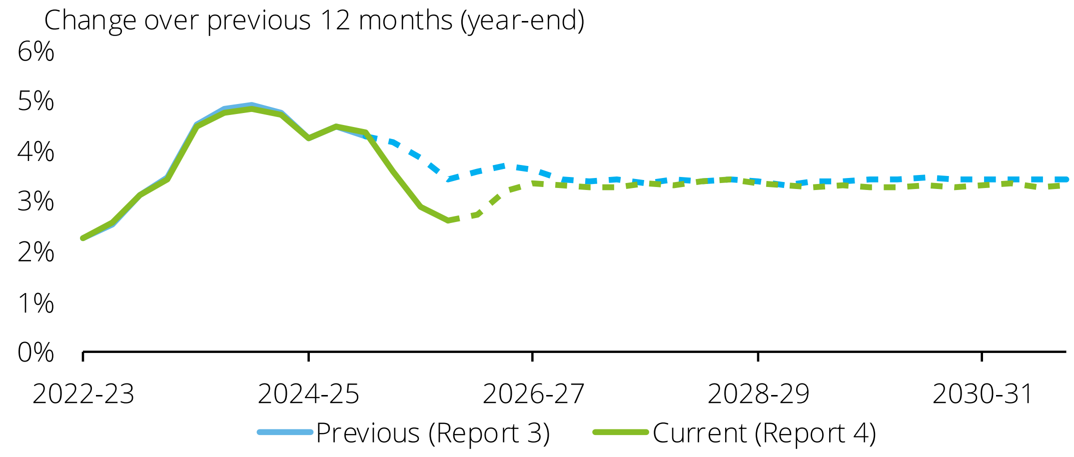
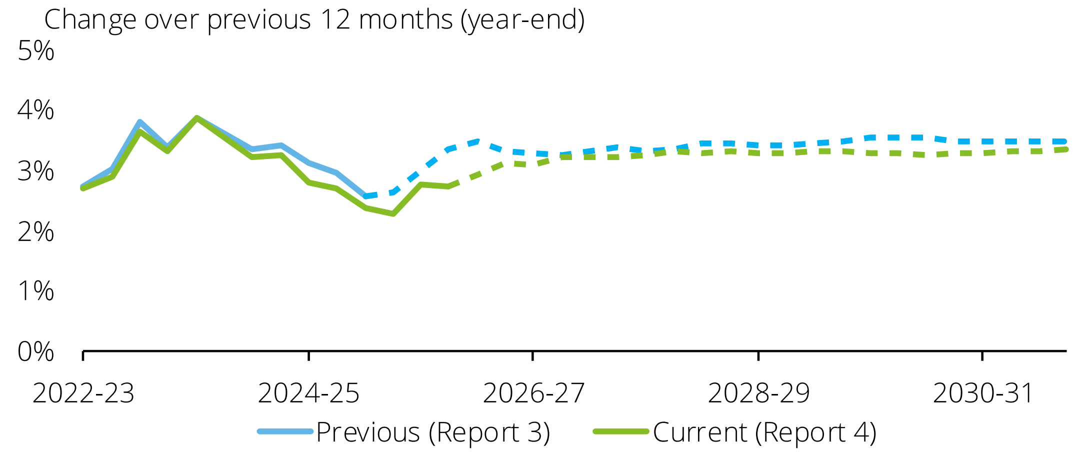


Chart ix: Growth in nominal utilities WPI, Australian Capital Territory



Source: Australian Bureau of Statistics, Deloitte Access Economics

Executive summary

Table i: Summary of wage forecasts, year-average % growth

	History 2024-25	Forecast 2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
All industry WPI – nominal							
Australia	3.4%	3.3%	3.2%	3.2%	3.2%	3.2%	3.2%
Victoria	3.3%	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%
South Australia	3.3%	3.3%	3.2%	3.2%	3.2%	3.1%	3.1%
Northern Territory	3.3%	2.6%	3.4%	3.2%	3.2%	3.2%	3.2%
Australian Capital Territory	3.7%	3.5%	3.3%	3.2%	3.1%	3.1%	3.1%
All industry WPI – real							
Australia	0.9%	-0.2%	0.2%	0.6%	0.8%	0.8%	0.9%
Victoria	0.8%	0.0%	0.3%	0.7%	0.8%	0.9%	0.9%
South Australia	0.8%	0.0%	0.1%	0.6%	0.6%	0.6%	0.6%
Northern Territory	1.4%	-0.6%	0.6%	0.7%	0.6%	0.6%	0.6%
Australian Capital Territory	1.5%	0.2%	0.3%	0.6%	0.7%	0.9%	0.9%
Utilities WPI – nominal							
Australia	4.8%	4.0%	3.3%	3.2%	3.2%	3.2%	3.3%
Victoria	3.9%	2.7%	3.2%	3.2%	3.3%	3.2%	3.2%
South Australia	4.9%	4.1%	3.2%	3.1%	3.1%	3.1%	3.2%
Northern Territory	4.2%	2.9%	3.3%	3.4%	3.3%	3.3%	3.3%
Australian Capital Territory	2.6%	2.9%	3.2%	3.3%	3.3%	3.3%	3.3%
Utilities WPI – real							
Australia	2.3%	0.4%	0.3%	0.6%	0.7%	0.9%	0.9%
Victoria	1.4%	-0.4%	0.3%	0.7%	0.8%	0.9%	0.9%
South Australia	2.4%	0.8%	0.2%	0.5%	0.5%	0.6%	0.6%
Northern Territory	2.4%	-0.3%	0.5%	0.9%	0.7%	0.7%	0.7%
Australian Capital Territory	0.4%	-0.4%	0.2%	0.7%	0.8%	1.1%	1.1%

Source: Australian Bureau of Statistics, Deloitte Access Economics

Table ii: Summary of key macroeconomic indicators, year-average % growth (unless noted)

	History 2024-25	Forecast 2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
All industry real output							
Australia	1.4%	2.0%	2.2%	2.5%	2.4%	2.1%	2.0%
Victoria	1.1%	1.2%	1.7%	2.4%	2.5%	2.2%	2.2%
South Australia	1.0%	1.6%	0.5%	1.3%	1.8%	1.6%	1.5%
Northern Territory	1.0%	-1.6%	10.6%	4.2%	2.3%	1.9%	1.9%
Australian Capital Territory	3.5%	2.0%	2.2%	2.7%	2.3%	1.8%	1.7%
Total employment							
Australia	2.3%	1.3%	1.2%	1.4%	1.4%	1.4%	1.4%
Victoria	2.5%	1.6%	1.1%	1.4%	1.5%	1.4%	1.5%
South Australia	1.4%	2.6%	0.8%	1.2%	1.3%	1.3%	1.3%
Northern Territory	1.4%	0.7%	1.3%	1.1%	0.8%	0.8%	0.9%
Australian Capital Territory	1.9%	0.5%	1.1%	1.1%	1.3%	1.2%	1.2%
Unemployment rate (average rate)							
Australia	4.1%	4.4%	4.5%	4.6%	4.6%	4.6%	4.6%
Victoria	4.5%	4.6%	4.7%	4.7%	4.7%	4.7%	4.8%
South Australia	4.0%	4.5%	4.6%	4.6%	4.5%	4.5%	4.4%
Northern Territory	4.1%	4.3%	4.4%	4.6%	4.7%	4.8%	4.8%
Australian Capital Territory	3.5%	4.5%	4.6%	4.6%	4.7%	4.7%	4.7%
Consumer Price Index inflation							
Australia	2.4%	3.6%	3.0%	2.5%	2.4%	2.3%	2.3%
Victoria	2.4%	3.1%	2.9%	2.4%	2.4%	2.3%	2.3%
South Australia	2.4%	3.3%	3.1%	2.6%	2.6%	2.5%	2.5%
Northern Territory	1.8%	3.2%	2.8%	2.5%	2.6%	2.6%	2.6%
Australian Capital Territory	2.1%	3.4%	3.0%	2.5%	2.4%	2.2%	2.2%
All industry labour productivity							
Australia	-0.9%	0.8%	0.9%	1.0%	1.0%	0.8%	0.7%
Victoria	-1.4%	-0.5%	0.7%	1.0%	1.0%	0.8%	0.7%
South Australia	-0.4%	-1.0%	-0.2%	0.1%	0.5%	0.3%	0.3%
Northern Territory	-0.4%	-2.3%	9.2%	3.1%	1.4%	1.1%	0.9%
Australian Capital Territory	1.6%	1.5%	1.1%	1.6%	1.0%	0.6%	0.5%

Source: Australian Bureau of Statistics, Deloitte Access Economics

Introduction

Introduction

Background and purpose of engagement

The Australian Energy Regulator (AER) regulates electricity networks and gas pipelines in all Australian jurisdictions except Western Australia. In undertaking this role, the AER assesses regulatory proposals under the National Electricity Rules (NER) and National Gas Rules (NGR) and makes revenue determinations for electricity network service providers and access arrangement decisions for gas networks.

As part of these assessments, the AER considers forecast operating and capital expenditure, for which expected labour price growth is a key input.

The AER has engaged Deloitte Access Economics to prepare forecasts of wage price growth for the utilities industry (electricity, gas, water and waste services) through to 2030-31 for Australia, Victoria, South Australia, the Northern Territory and the Australian Capital Territory.

Data used in the report

The Australian Bureau of Statistics (ABS) publishes the Wage Price Index (WPI) at the national and state and territory level, but industry-level WPI by jurisdiction is not released due to sample size and confidentiality constraints. While recent ABS releases include historical utilities WPI for New South Wales, Victoria and Queensland, utilities WPI for the remaining jurisdictions has been estimated for the purposes of this report.

This report draws on forecasts underpinning the December 2025 quarter Business Outlook, informed by the September 2025 quarter ABS National Accounts, December 2025 quarter ABS Consumer Price Index (CPI), and December 2025 quarter ABS WPI release.

Definitions

In this Report the short term refers to the forecast period ranging from 1 to 2 years (2025-26 and 2026-27), the medium term refers to the period from 3 to 4 years (2027-28 and 2028-29), and the long term refers to the period beyond 4 years (2029-30 and 2030-31).

Structure of the report

This report is structured as follows:

- Chapter 1 – Australia: Outlook for national utilities wage growth, including the Australian economic and labour market context, and trends in utilities industry output, employment and wages.
- Chapters 2 to 5 – Victoria, South Australia, the Northern Territory and the Australian Capital Territory: Jurisdiction-specific analysis of economic and labour market conditions and utilities industry wage growth.

Appendices covering the modelling methodology, data sources, and the treatment of superannuation guarantee changes are provided in Report 1, available on the AER's website.

1. Australia

The Australian economy (1/2)

For most of 2025, Australian economic conditions evolved broadly as anticipated. Inflation trended lower and re-entered the Reserve Bank of Australia's (RBA) target band of 2-3%, a cycle of interest rate cuts commenced, international migration eased from record highs, and household finances began to gradually improve. Economic growth also strengthened over the year, as activity recovered from the subdued conditions that characterised 2024.

More recently, however, there have been signs that the economy is encountering capacity constraints, contributing to more persistent inflationary pressures. Higher-than-expected inflation outcomes in the September and December quarters eroded much of the real wage gains recorded earlier in 2025. Underlying inflation also accelerated in the final quarter of the year. Trimmed mean inflation – the RBA's preferred measure of underlying price growth – was 3.3% over the year to December, marking the fourth consecutive quarter in which underlying inflation exceeded the target band.

While elevated inflation outcomes point to ongoing domestic price pressures, uncertainty remains around the extent to which these pressures will prove persistent. Some components of recent inflation reflect temporary policy-related factors, including the expiry of government energy rebates. However, broader measures of underlying inflation indicate that price pressures may be longer lasting, reinforcing the case for a more restrictive monetary policy stance.

In response to these developments, the RBA increased the cash rate from 3.60% to 3.85% in February 2026, bringing the easing cycle to an end. Higher interest rates are likely to place downward pressure on household spending, business conditions and overall economic growth relative to previous expectations, although growth is still forecast to accelerate modestly over the next two financial years.

Chart 1.1: Components of GDP growth, average annual growth 2024-25 to 2030-31

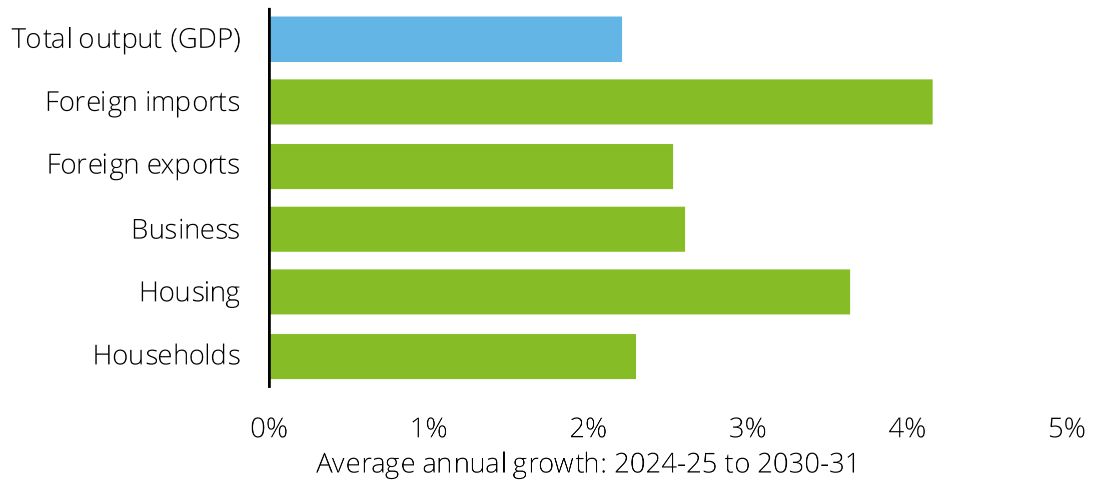
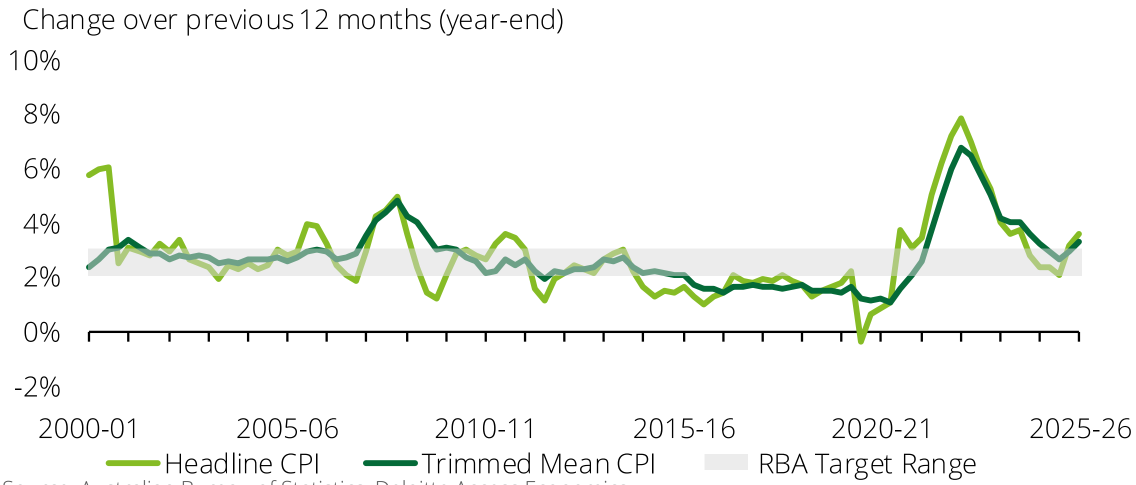


Chart 1.2: Historical CPI inflation, Australia



Source: Australian Bureau of Statistics, Deloitte Access Economics

The Australian economy (2/2)

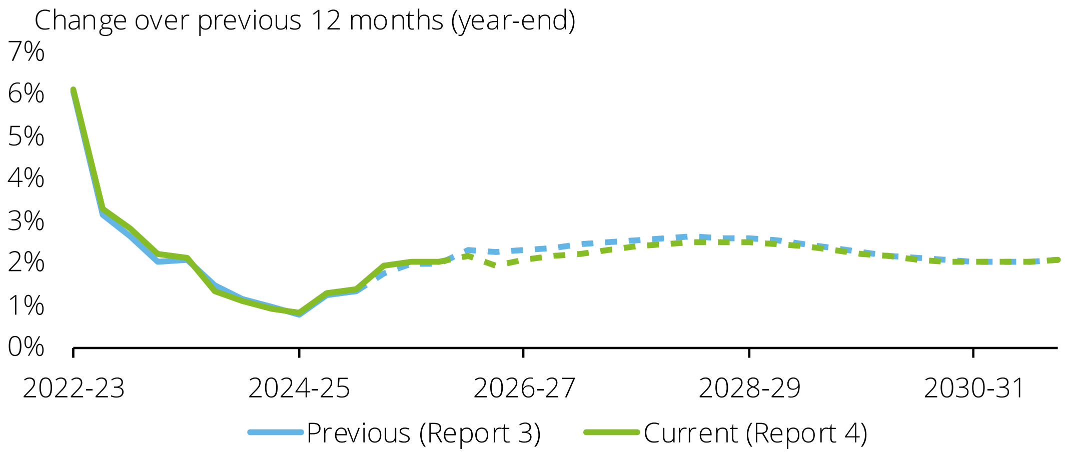
Looking ahead, household spending is poised to be a key driver of growth in the economy. However, higher interest rates will constrain household budgets, particularly given around one-third of households hold a mortgage and a further one-third rent, with higher borrowing costs typically flowing through to rents over time. This will place some downward pressure on the pace of household spending growth relative to earlier expectations.

Business investment grew at its fastest pace in more than four years in the September quarter of 2025, driven in part by increased spending on data centres and digital infrastructure. This momentum may persist in the near term, with the ABS capital expenditure survey indicating that firms have upgraded their investment plans. This comes at a time when elevated capacity utilisation and strong forward orders point to a need for further investment to alleviate potential supply constraints.

Over the longer term, economic growth will depend on both the pace of investment and productivity growth. While labour productivity has improved over the past year, growth remains below the pre-pandemic annual average. Continued investment in digital and physical infrastructure will add to productivity over time, although the extent to which emerging technologies such as artificial intelligence will deliver sustained productivity gains remains uncertain.

Compared with Report 3, Deloitte Access Economics' output growth forecasts have been revised slightly lower in the near term, reflecting the more restrictive monetary policy environment. Over the medium and longer term, growth rates converge with those presented in Report 3, as inflation returns to the midpoint of the RBA's target band and monetary policy settings normalise. The underlying drivers of long-term growth – including population growth, labour force participation and productivity – are largely unchanged.

Chart 1.3: Real GDP growth



Note: Dashed lines indicate forecasts. Australian Bureau of Statistics revisions to historical National Accounts data in the September quarter 2025 release have resulted in differences in the historical GDP series between Reports 3 and 4.
Source: Australian Bureau of Statistics, Deloitte Access Economics

The Australian labour market

Labour market conditions have stabilised following a period of decelerating employment growth through 2024 and early 2025. A total of 184,000 jobs were created since January 2025, with around half of this growth occurring in December 2025 and January 2026 alone. The unemployment rate was 4.1% in January 2026, down from a recent peak of 4.4% in September 2025. While this points to some improvement in labour market conditions, employment growth is modest compared with the post-pandemic recovery.

Recent data also indicate a shift in the composition of hiring. In the September quarter of 2025 – the latest period for which detailed data are available – market sector employment, which captures private sector hiring, accounted for around 61% of total employment gains. By contrast, non-market sector employment, primarily public sector hiring, grew more slowly, indicating that the earlier period of public sector-led employment growth has eased.

Looking ahead, labour market conditions are expected to remain broadly stable in the near term. Broader measures of spare capacity, such as the underutilisation rate, have been relatively unchanged since early 2025, suggesting limited additional slack. This partly reflects a decline in underemployment driven by some workers preferring fewer hours. Other indicators are also consistent with tight labour market conditions. Layoffs have stabilised at a low level, while voluntary job separations have increased, suggesting continued competition between employers for workers. Adding to this, the number of job vacancies and advertisements have declined but remain elevated compared to historical averages. Taken together, these indicators point to a stable near term labour market outlook.

Consistent with these indicators, employment growth is forecast to be largely unchanged in the near term before gradually strengthening over the medium term, supported by improving economic growth. Overall, labour market conditions are likely to be relatively tight, supporting ongoing wage growth.

Chart 1.4: Employment growth, Australia

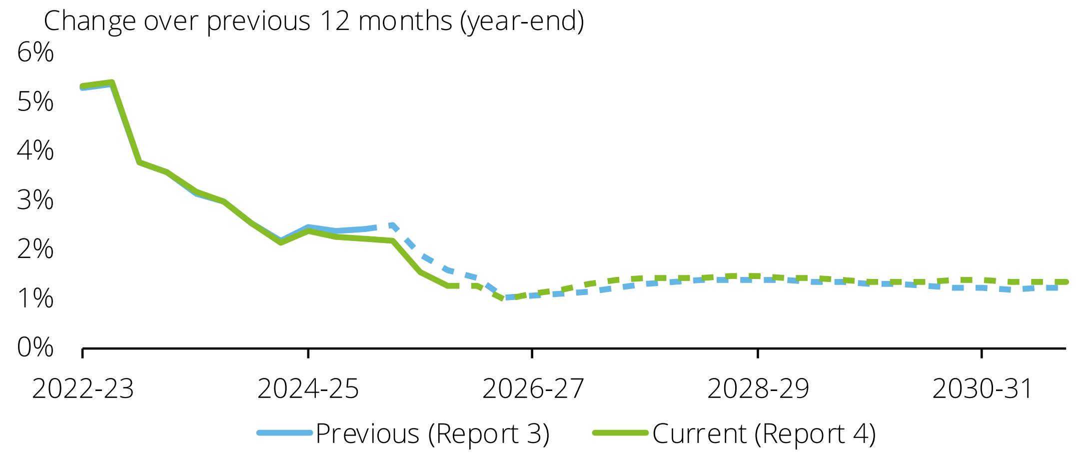
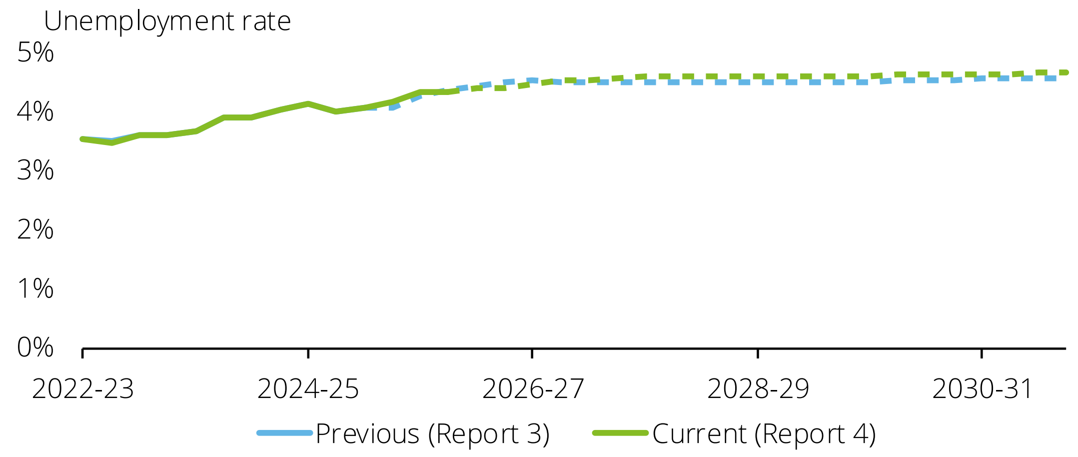


Chart 1.5: Unemployment rate, Australia



Note: The aggregation of monthly employment data to quarterly frequency has been updated to better align with Australian Bureau of Statistics methodology, resulting in minor differences between Reports 3 and 4.
Source: Australian Bureau of Statistics, Deloitte Access Economics

Australian all industry wages

Nominal wage growth strengthened through 2025, as relatively tight labour market conditions added to workers' bargaining power. However, higher inflation has eroded purchasing power, with real wages declining over the past year for the first time since the September quarter of 2023.

Public sector wage growth accelerated in the December quarter of 2025, reflecting new enterprise agreements, including some backdated increases. Private sector wage growth also strengthened, consistent with solid economic activity and continued labour market tightness, although the increase was more modest.

In the near term, wage growth is poised to remain broadly stable. While quarterly outcomes may be influenced by the timing of enterprise agreements and administered wage decisions, underlying momentum is likely to be supported by ongoing capacity pressures in the labour market. Although employment growth has moderated, labour market conditions are relatively tight, with limited spare capacity. Compared with Report 3, this results in a slightly stronger near-term outlook for wage growth.

Over the medium and longer term, wage growth is forecast to moderate gradually as labour market conditions move closer to balance between supply and demand. Deloitte Access Economics has revised down the medium- and long-term outlook for wage growth relative to Report 3. This reflects updated assumptions about the relationship between productivity and wages, informed by RBA analysis, which indicates that the WPI typically captures only a portion of productivity growth over time rather than a full pass-through.

Real wages are anticipated to accelerate gradually over time as inflation moderates and productivity growth supports sustainable increases in earnings, with annual real wage growth forecast to turn positive again from late 2026.

Chart 1.6: Nominal all industry WPI growth, Australia

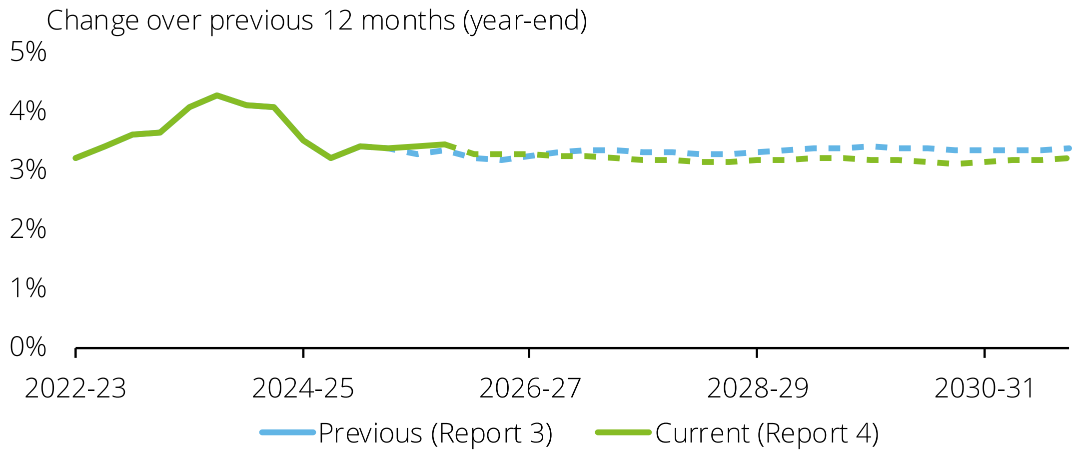
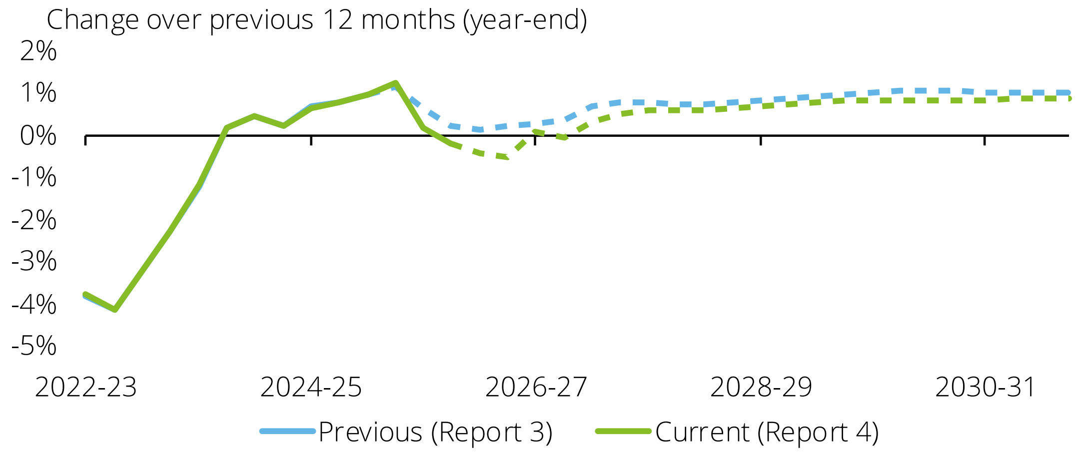


Chart 1.7: Real all industry WPI growth, Australia



Source: Australian Bureau of Statistics, Deloitte Access Economics

Australian utilities industry output and employment

Utilities industry output

Output in the utilities industry increased by 3.7% in 2024-25, making it the second-fastest growing industry in that year. This was due to abnormal weather conditions across much of the country, which added to electricity demand. The strong growth in 2024-25 has also carried through to the first quarter of 2025-26.

Looking ahead, structural shifts in the economy are poised to support further growth in utilities demand. In particular, the expansion of energy-intensive digital infrastructure, including data centres, will add to electricity consumption over time. The Australian Energy Market Operator projects that electricity consumption by data centres will triple by the end of the decade, equivalent to around 6% of grid-supplied electricity in 2029-30.

At the same time, energy demand from the rest of the economy is expected be tempered by improvements in energy efficiency, the continued uptake of rooftop solar systems and greater use of household battery storage and other consumer energy technologies.

Overall, growth in the output in the utilities industry is forecast to accelerate in the medium to long term, albeit at a slower pace than the broader Australian economy.

Utilities industry employment

The utilities industry's share of national output and employment is forecast to decline in the coming years, continuing a long-term trend for output. Productivity in the industry is expected to improve, although it is projected to lag the broader economy, resulting in employment growing more quickly than output. Employment growth will be supported by expanding activity in renewable energy as Australia progresses towards net zero emissions, while rising electricity demand from data centres is also expected to help offset job losses in more emissions-intensive segments of the industry.

Chart 1.8: Utilities industry output, Australia

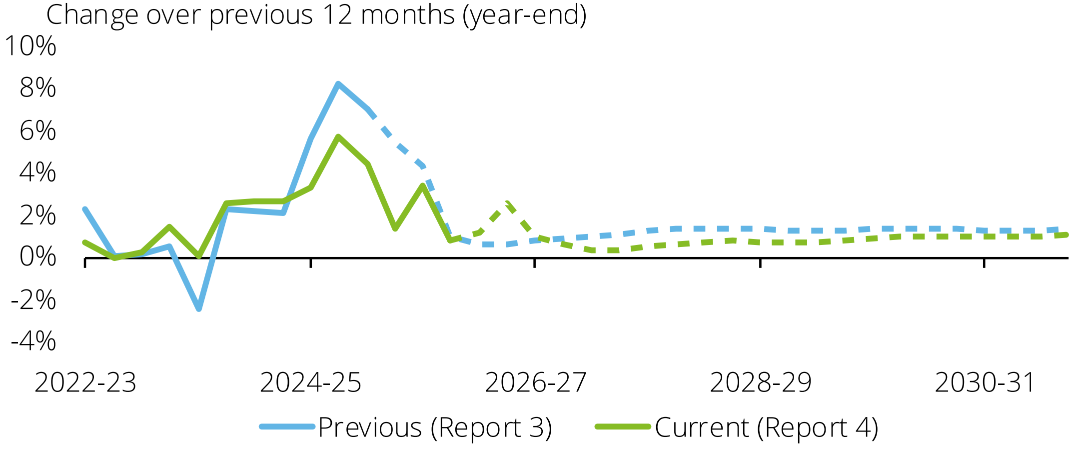
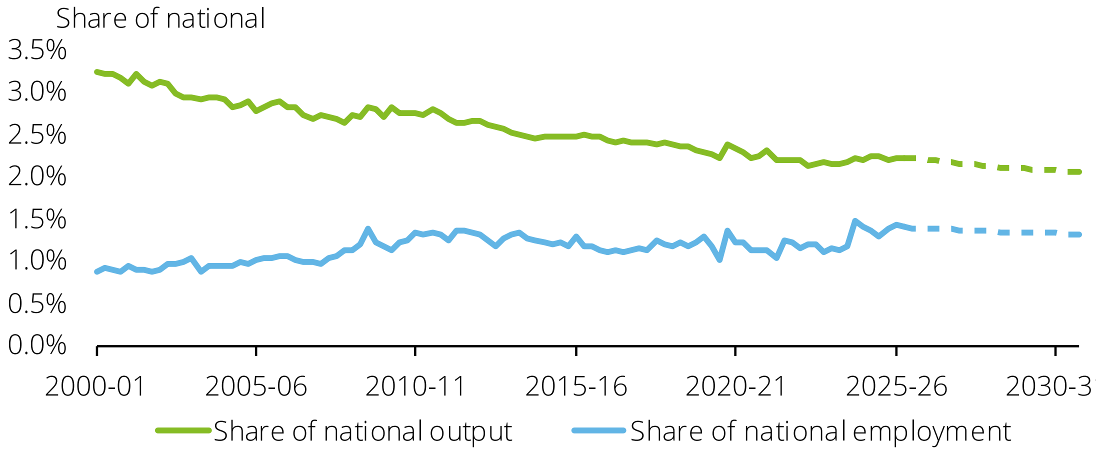


Chart 1.9: Utilities industry share of national output and employment



Note: National Accounts data for September quarter 2025 incorporated household solar electricity generation and updated Energy Account data, resulting in revisions to historical utilities output and differences between Reports 3 and 4. Further details are available on the Australian Bureau of Statistics website.
Source: Australian Bureau of Statistics, Deloitte Access Economics

Australian utilities industry wages (1/2)

Utilities industry WPI

Nominal wage growth in the utilities industry has eased from its recent peak but remains elevated, increasing by 4.2% over the year to the December quarter of 2025, down from 5.0% in the year to June 2025. While enterprise bargaining outcomes were strong through the second half of 2025, the moderation in overall wage growth suggests some easing in broader wage pressures.

In the near term, nominal wage growth in the utilities industry is likely to moderate gradually as labour market conditions soften and capacity pressures ease. Wage growth is then forecast to converge towards the all-industry average over time.

Compared with Report 3, nominal wage growth in 2025 was stronger than previously anticipated. However, higher inflation has weighed on real wage growth, resulting in a weaker near-term outlook than previously forecast.

Over the medium and longer term, nominal and real wage growth in the utilities industry have been revised slightly lower relative to Report 3. This is due to updated assumptions that a smaller share of productivity gains will flow through to wages, resulting in a modestly weaker long-run wage growth profile.

Chart 1.10: Nominal utilities industry WPI growth, Australia

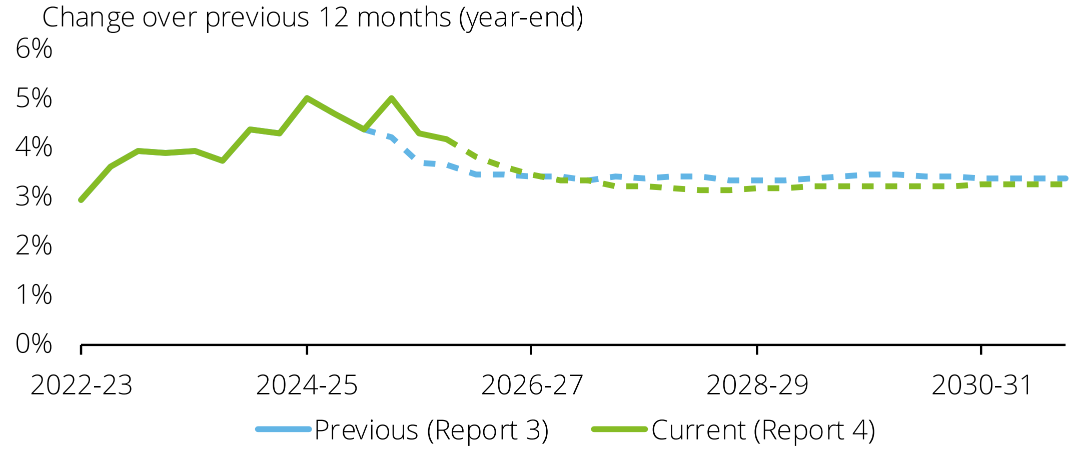
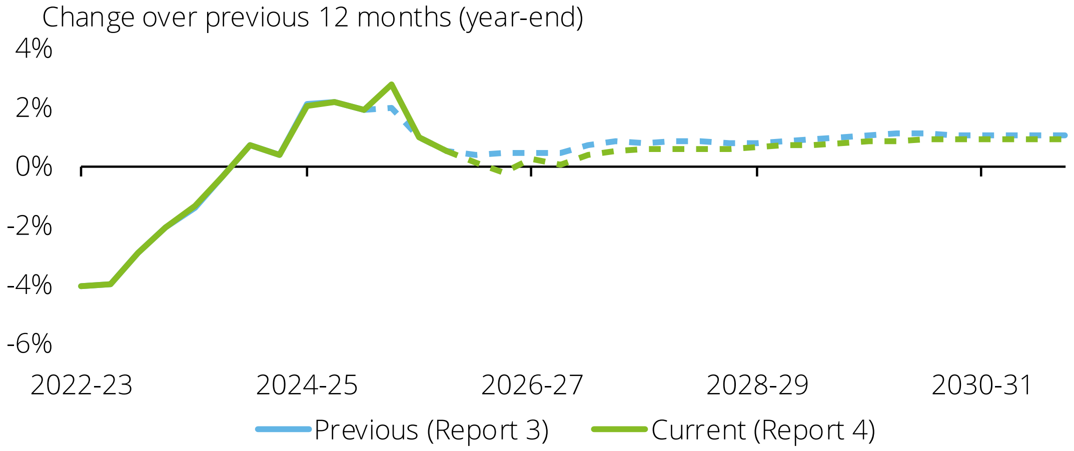


Chart 1.11: Real utilities industry WPI growth, Australia



Source: Australian Bureau of Statistics, Deloitte Access Economics

Australian utilities industry wages (2/2)

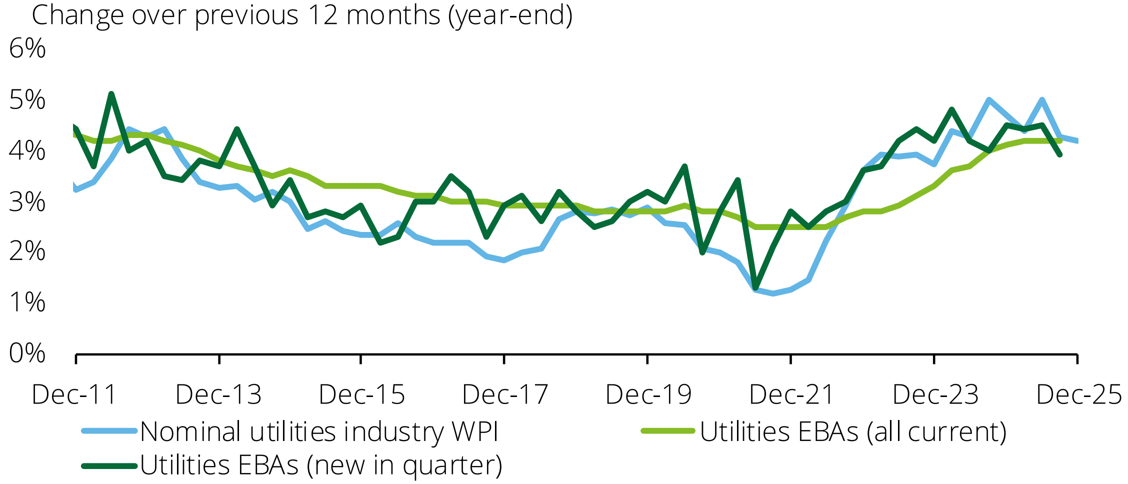
Other wage growth measures

Data on EBA wage growth is available from the Department of Employment and Workplace Relations for a subset (approximately 50%) of workers covered by these agreements. This dataset includes only federally registered EBAs that are currently active. It excludes agreements where wage increases cannot be quantified (e.g. where wages are linked to future Fair Work Commission decisions or CPI outcomes), and does not capture lapsed agreements that remain in force until renegotiated or rescinded.

The utilities industry has the third-highest share of employees on EBAs of any industry, indicating that these agreements play an important role in shaping wage outcomes in the industry. As at the September quarter of 2025, the latest available data, the average annualised wage increase (AAWI) for current EBAs was 4.2%. This is the highest growth rate since late 2011 and above the economy-wide average. However, outcomes for newly approved EBAs have moderated, with the AAWI declining to 3.9% in the December quarter of 2025 from a peak of 4.8% in early 2024.

While EBA trends inform the assessment of wage pressures, they are not used directly in developing the WPI forecasts. This reflects several limitations, including incomplete coverage of all EBA-covered workers, the inclusion of non-wage elements such as superannuation, and the shorter duration of EBAs relative to the forecast horizon. Changes in workforce composition can also affect the AAWI but are not captured in the WPI.

Chart 1.12: Measures of utilities industry wage growth, Australia



Note: The Department of Employment and Workplace Relations has only released EBA data up to the September quarter of 2025, and so data for the December quarter of 2025 is not displayed.
Source: Department of Employment and Workplace Relations, Australian Bureau of Statistics, Deloitte Access Economics

2. Victoria

The Victorian economy

Victoria's economic growth has been muted in recent years, reflecting subdued household consumption, earlier declines in dwelling investment, and a reliance on public sector demand to support activity. Looking ahead, the composition of growth is expected to shift as private sector activity becomes a more important driver. The Victorian Government's fiscal position has weakened, with rising net debt limiting the scope for public spending to support growth in the coming years.

Household consumption has rebounded from weak conditions in 2024, expanding for five consecutive quarters to September 2025. However, the recovery has been uneven. Growth has been concentrated in non-discretionary categories such as rent, food and utilities, while discretionary spending remains subdued, highlighting ongoing pressure on household budgets.

Investment is expected to provide further support. Housing initiatives have contributed to a strong pipeline of residential construction, while major transport projects, health facilities, digital infrastructure and renewable energy investment are sustaining elevated levels of non-residential construction. However, labour shortages may constrain the pace of delivery.

Overall, economic growth in Victoria is forecast to strengthen over the next several years, with growth in the medium and long term underpinned by the relatively fast pace of growth in the state's population.

Chart 2.1: Components of real GSP growth, Victoria, average annual growth 2024-25 to 2030-31

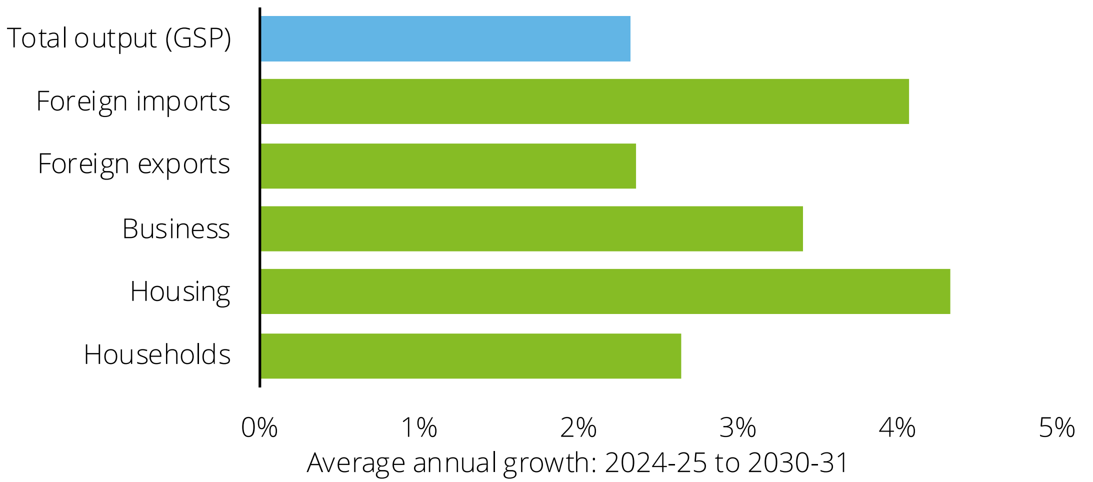
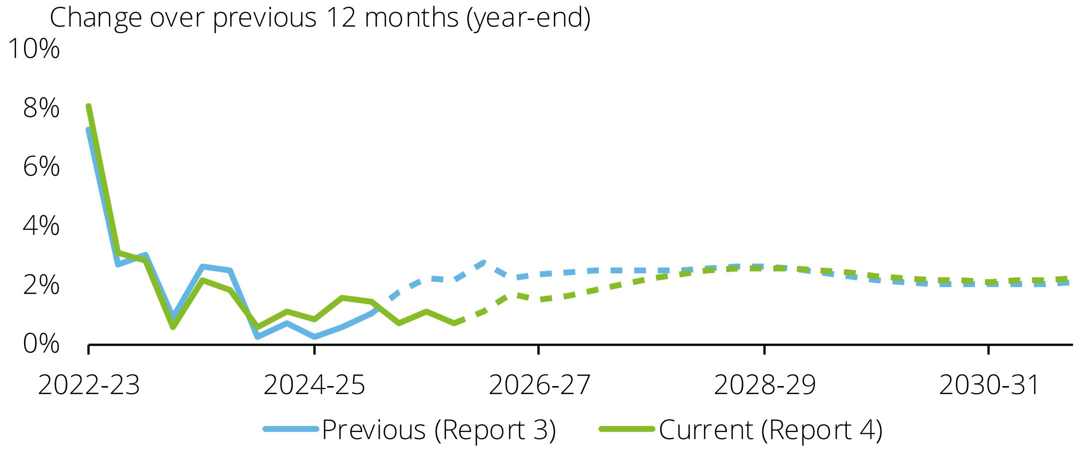


Chart 2.2: Growth in real economic output, Victoria



Note: Australian Bureau of Statistics revisions to historical National Accounts data in the September quarter 2025 release have resulted in differences in the historical GDP series between Reports 3 and 4.
Source: Australian Bureau of Statistics, Deloitte Access Economics

The Victorian labour market

Despite subdued economic growth in 2025, employment in Victoria grew relatively strongly, rising by 1.6% over the year compared with 1.1% nationally. However, measures of underutilisation are elevated, with both the unemployment and underemployment rates above the national average in January 2026.

With the public sector representing a significant share of recent job gains and its contribution to growth expected to moderate, overall labour demand is likely to soften, even as private sector activity strengthens. At the same time, labour supply is continuing to expand, supported by high participation and population growth that is above the national average. These trends are likely to result in a gradual easing in labour market conditions in the near term.

Over the longer term, labour demand is forecast to strengthen as private sector activity becomes the primary driver of economic growth. The continued expansion in industries such as health, education and construction is set to support employment growth and move labour market conditions closer to balance between supply and demand.

Chart 2.3: Employment growth, Victoria

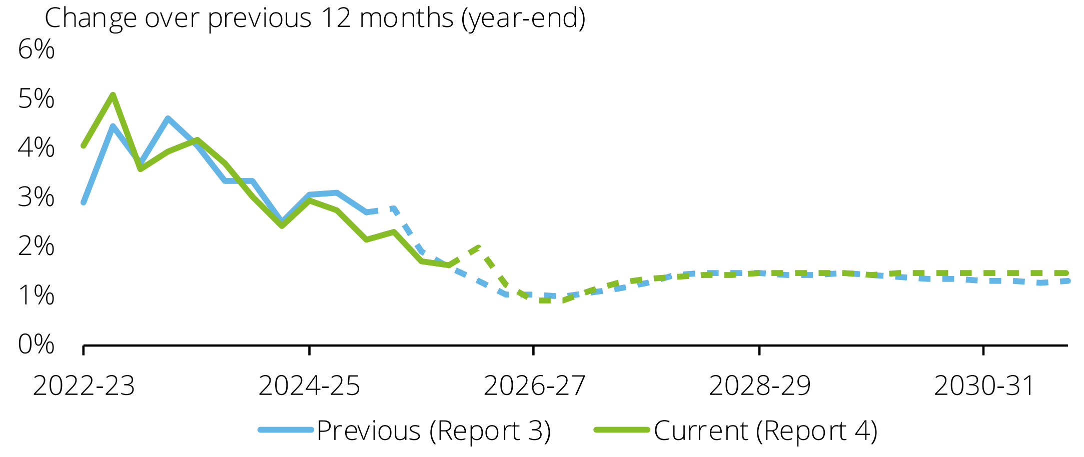
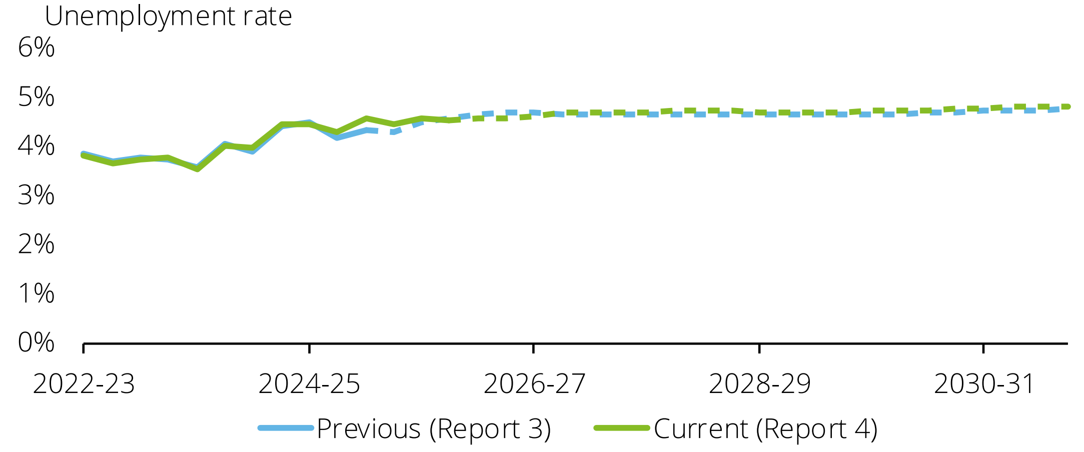


Chart 2.4: Unemployment rate, Victoria



Note: The aggregation of monthly employment data to quarterly frequency has been updated to better align with Australian Bureau of Statistics methodology, resulting in minor differences between Reports 3 and 4.
Source: Australian Bureau of Statistics, Deloitte Access Economics

Victorian all industry wages

Nominal wage growth in Victoria has moderated since mid-2025. Private sector wage growth has remained relatively stable over this period, with the deceleration in wage gains largely attributed to public sector enterprise agreements.

In the near term, wage growth in Victoria is expected to ease further through the remainder of 2025-26, reflecting softer labour market conditions and a moderation in public sector wage outcomes. From 2026-27, wage growth is poised to strengthen gradually, supported by continued expansion in private sector activity, particularly across residential, non-residential and infrastructure construction. Consistent with the national outlook, the medium- and long-term forecast has been revised down slightly compared with Report 3, reflecting updated assumptions about the extent to which productivity growth flows through to wages.

Real wage growth slowed through 2025 as inflation increased, although real wages still rose over the year. Real wages are anticipated to decline through the remainder of the financial year, before recovering from 2026-27 as inflation moderates.

Over the medium to long term, real wages in Victoria are forecast to grow marginally faster than nationally. This primarily reflects slightly stronger nominal wage growth in Victoria over this period.

Chart 2.5: Nominal all industry WPI growth, Victoria

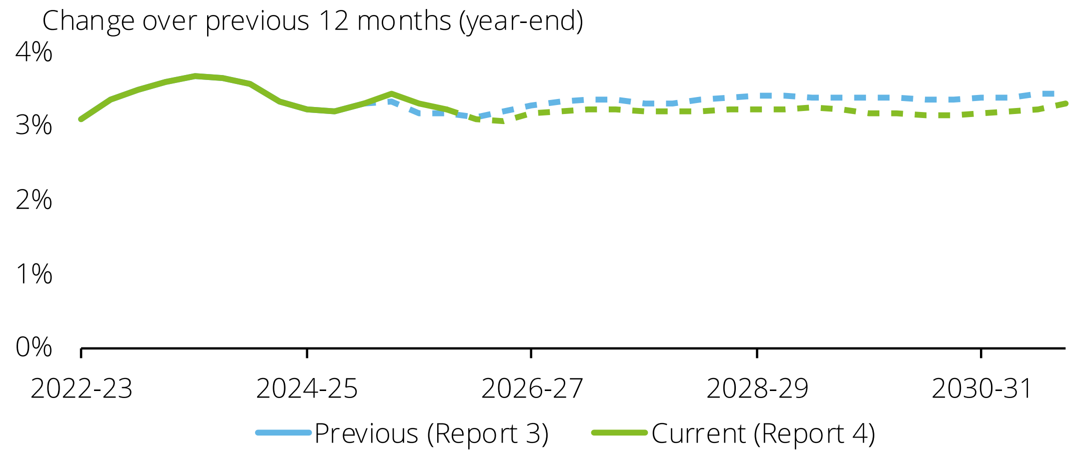
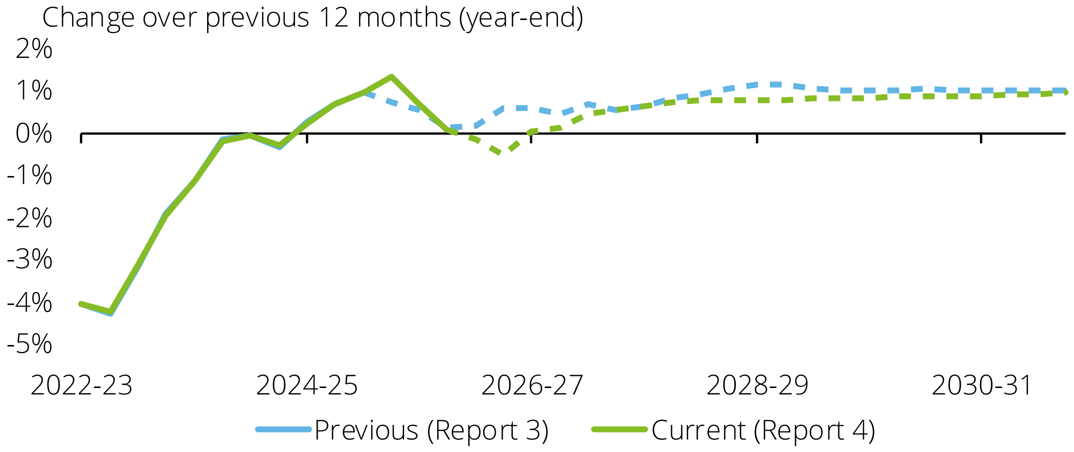


Chart 2.6: Real all industry WPI growth, Victoria



Source: Australian Bureau of Statistics, Deloitte Access Economics

Victorian utilities industry wages (1/2)

Victoria utilities industry WPI

Nominal wage growth in Victoria's utilities industry slowed over 2025. Annual growth eased from 4.0% in the year to the March quarter to 2.5% in the year to the December quarter and was weaker than anticipated in Report 3. This was driven by softer wage outcomes for workers on individual arrangements, while EBA outcomes in Victoria's utilities industry were broadly in line with those across Australia.

In the near term, wage growth is expected to accelerate, supported by strong investment in energy infrastructure and elevated construction activity, which will increase demand for skilled workers. The pace of wage growth is then projected to moderate as labour market conditions loosen.

Over the medium and longer term, utilities wage growth in Victoria is forecast to align closely with the all-industry average.

Real utilities wages declined over the past year as inflation outpaced nominal wage growth. Real wage growth is expected to recover from 2026-27 onwards as inflation moderates.

Chart 2.7: Nominal utilities industry WPI growth, Victoria

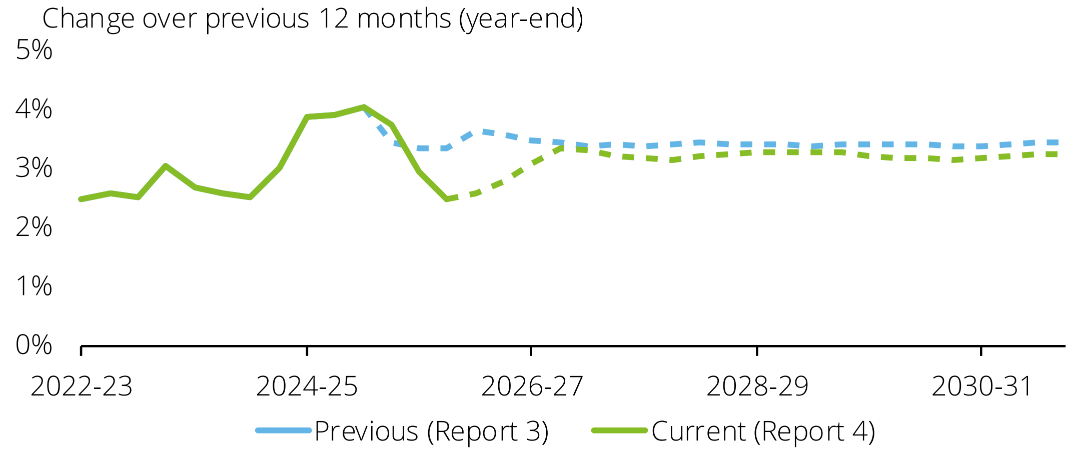
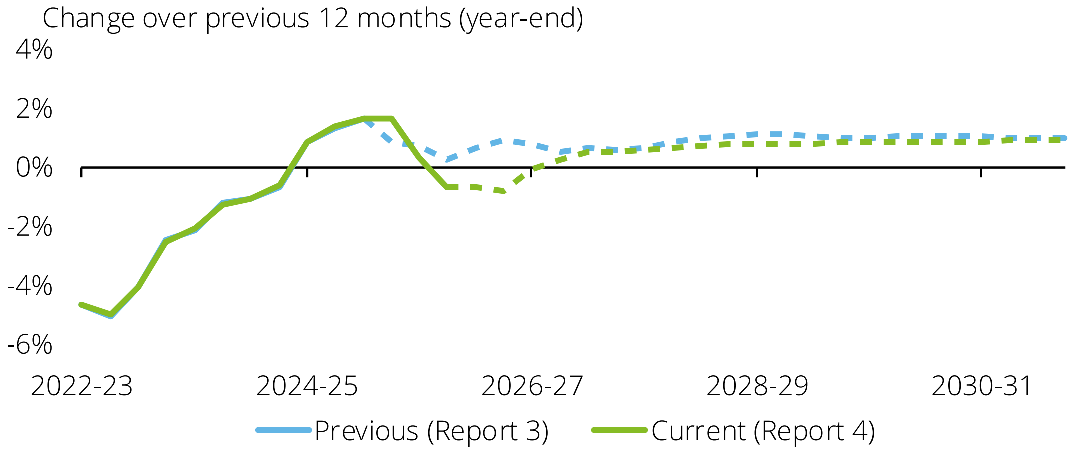


Chart 2.8: Real utilities industry WPI growth, Victoria



Source: Australian Bureau of Statistics, Deloitte Access Economics

Victorian utilities industry wages (2/2)

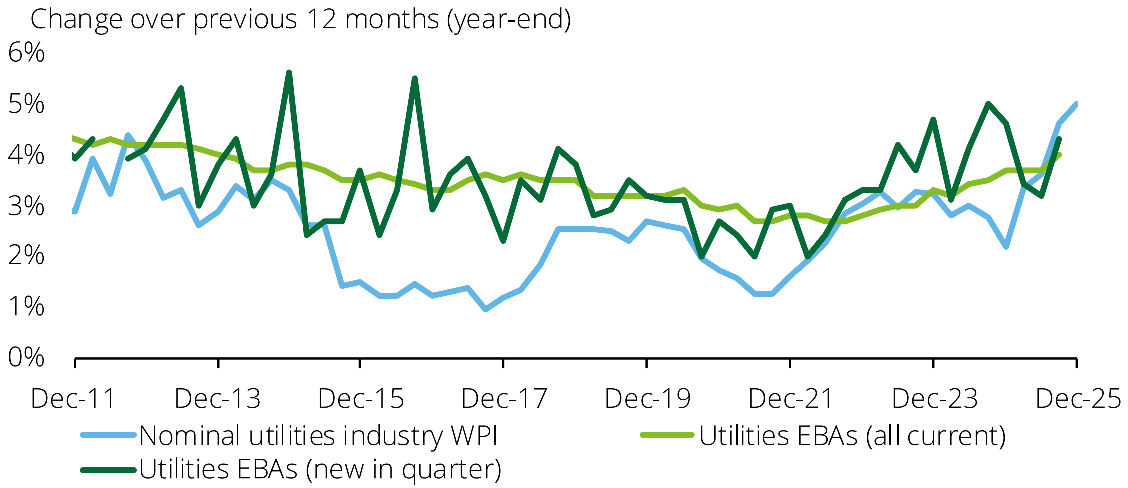
Other wage growth measures

EBA coverage in Victoria's utilities industry is higher than the state's all-industry average, meaning EBA outcomes play an important role in shaping wage growth.

As at the September quarter of 2025, Victoria had 92 active utilities agreements covering around 10,500 employees, the highest of any jurisdiction. The AAWI under current agreements was 4.0%, slightly below the national utilities average. This is consistent with the softer utilities wage outcomes observed in Victoria over 2025.

Ten new utilities agreements were approved in the September quarter, covering around 1,700 employees, with an AAWI of 4.3%. While this exceeds the increase under existing agreements, it remains below the average for new agreements across all industries in Victoria. This suggests some support for wage growth from new agreements, although to a lesser extent than across the broader Victorian economy.

Chart 2.9: Measures of utilities industry wage growth, Victoria



Note: The Department of Employment and Workplace Relations has only released EBA data up to the September quarter of 2025, and so data for the December quarter of 2025 is not displayed.
Source: Department of Employment and Workplace Relations, Australian Bureau of Statistics, Deloitte Access Economics

3. South Australia

The South Australian economy

Economic growth in South Australia has strengthened over the past year, driven by a recovery in household consumption and an improvement in private sector investment. Household spending has picked up, although growth remains below the national average, reflecting ongoing cost-of-living pressures and slower population growth. Business investment has also rebounded, including increased spending on machinery and equipment, while dwelling investment remains elevated following several years of strong gains.

Public investment continues to add to the economy, with major infrastructure projects such as the Torrens to Darlington tunnel and the new Women's and Children's Hospital supporting activity. However, rising public sector debt may constrain the capacity for further growth in government expenditure. As a result, the expansion in private sector activity will be important in sustaining economic growth over the longer term.

Economic growth is forecast to moderate in 2026-27. This reflects an expected easing in dwelling investment following an extended period of strength, a smaller contribution from net exports, and slower growth in household consumption. Economic growth is set to strengthen again from 2027-28, as these cyclical factors unwind and private sector activity stabilises.

Over the medium and longer term, economic growth in South Australia is forecast to remain below the national average, primarily reflecting slower forecast population growth in the state.

Chart 3.1: Components of real GSP growth, South Australia, average annual growth 2024-25 to 2030-31

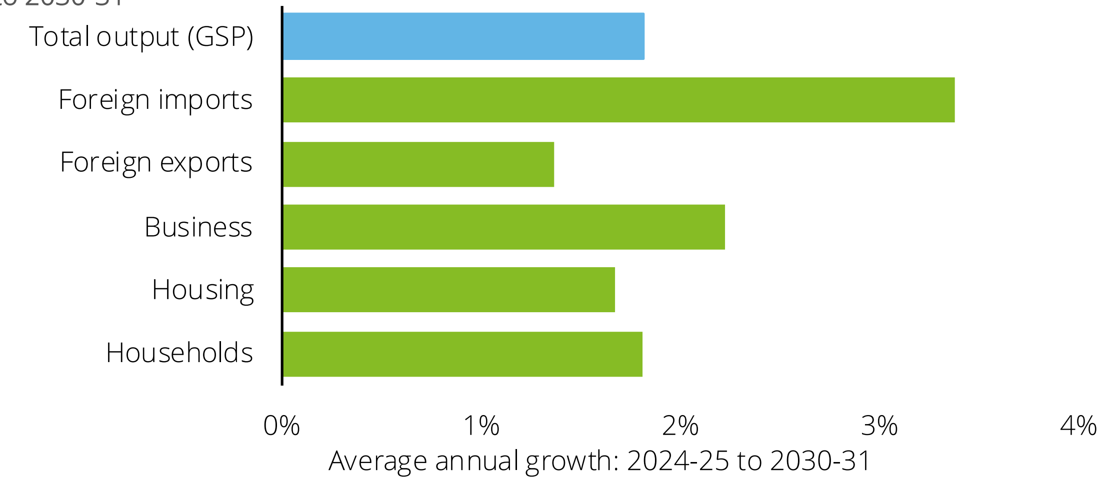
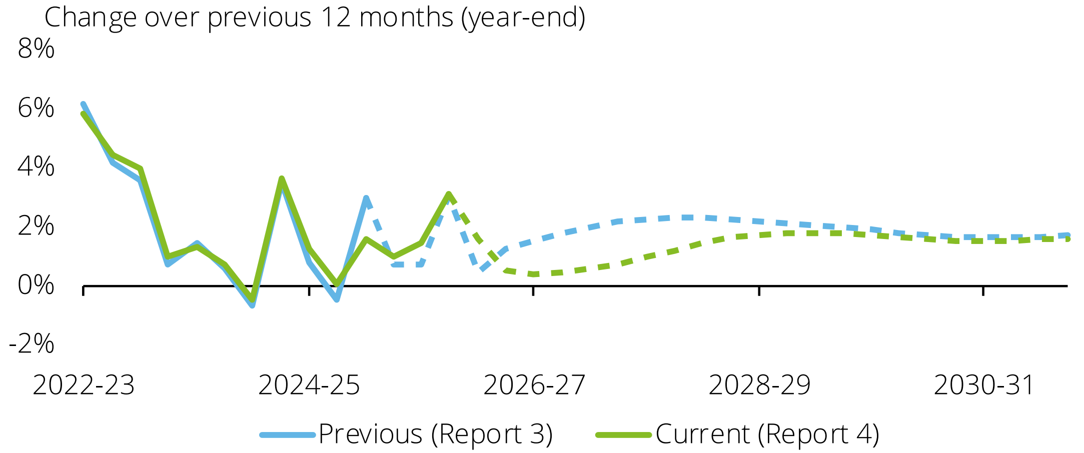


Chart 3.2: Growth in real economic output, South Australia



Note: Australian Bureau of Statistics revisions to historical National Accounts data in the September quarter 2025 release have resulted in differences in the historical GDP series between Reports 3 and 4.
Source: Australian Bureau of Statistics, Deloitte Access Economics

The South Australian labour market

Labour market outcomes in South Australia have been strong over the past year. Employment growth has outpaced the national average, driven by elevated infrastructure investment, a resilient housing market, and continued expansion in service-based industries. The unemployment rate remains below the national average, although broader measures of underutilisation suggest some spare capacity remains. This indicates that while labour demand has been robust, it has not fully absorbed available labour supply.

Looking ahead, labour demand is expected to remain firm in the near term, reflecting the ongoing delivery of major infrastructure projects and continued activity in residential construction and services. However, employment growth is forecast to moderate over the medium to longer term, as South Australia's older population profile, slower population growth and lower participation rates constrain labour force expansion.

As a result, labour market conditions are expected to remain relatively tight in the near term before easing gradually. Slower labour supply growth compared with the national average is also expected to limit the pace of this adjustment.

Chart 3.3: Employment growth, South Australia

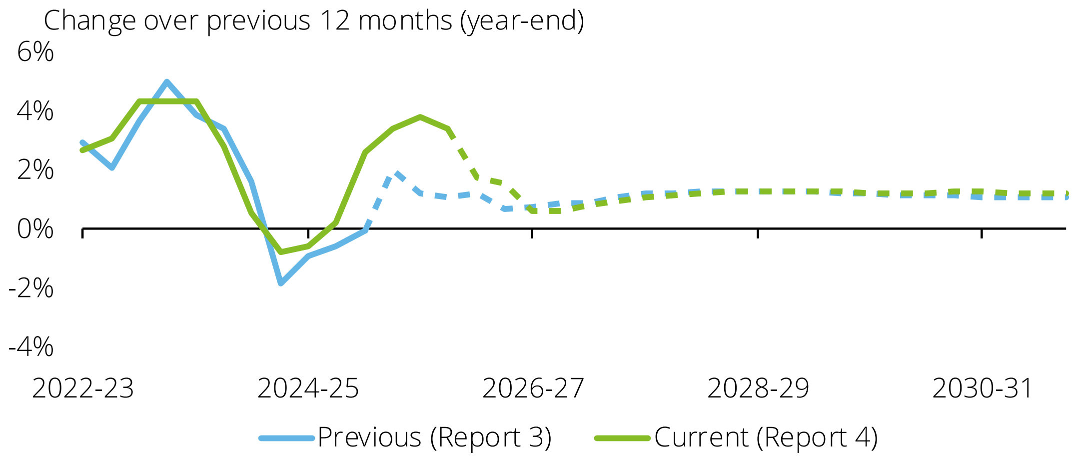
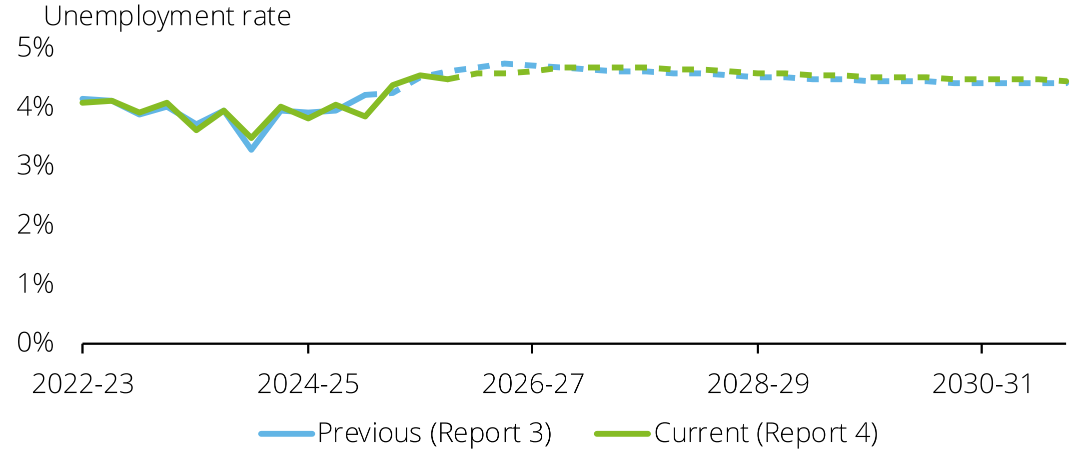


Chart 3.4: Unemployment rate, South Australia



Note: The aggregation of monthly employment data to quarterly frequency has been updated to better align with Australian Bureau of Statistics methodology, resulting in minor differences between Reports 3 and 4.
Source: Australian Bureau of Statistics, Deloitte Access Economics

South Australian all industry wages

Nominal wage growth in South Australia remained relatively stable through 2025, following a temporary increase earlier in the year associated with administered wage adjustments in the aged care sector. Over this period, wage growth was slightly stronger than the national average, driven primarily by private sector outcomes, while public sector wage growth was more subdued.

In the near term, nominal wage growth is likely to moderate alongside a gradual easing in the pace of employment growth. However, continued activity across infrastructure, construction and service sectors will place upward pressure on wage growth in the state. Over the medium and longer term, wage growth in South Australia is forecast to broadly track the national profile.

Real wages increased through 2025 but are set to decline in the near term as inflation outpaces nominal wage growth. From 2027 onwards, real wages are expected to recover gradually as inflation moderates.

Over the longer term, real wage growth in South Australia is forecast to remain slightly below the national average. This reflects weaker productivity growth, consistent with the state's industry structure and lower levels of capital investment per worker. As with the national outlook, revisions to the assumed relationship between productivity and wages have resulted in a slightly lower long-run wage growth profile compared with Report 3.

Chart 3.5: Nominal all industry WPI growth, South Australia

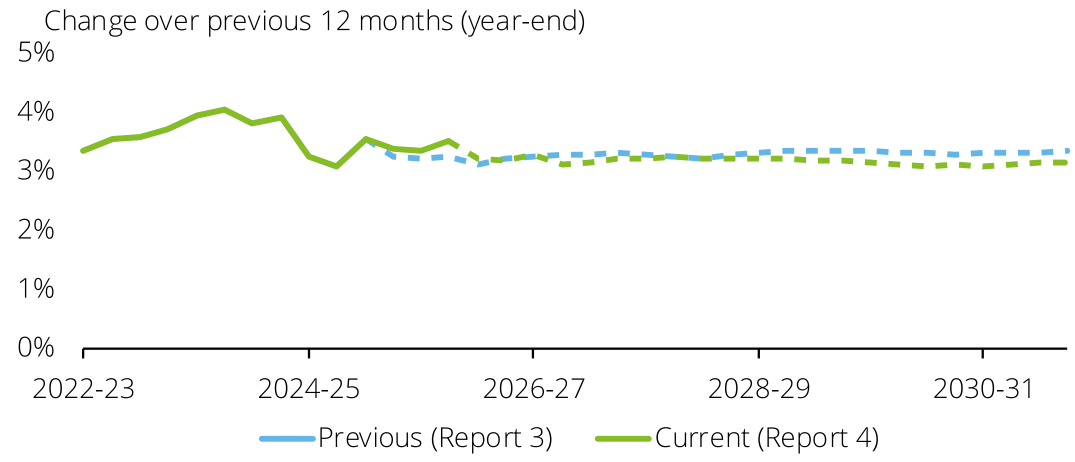
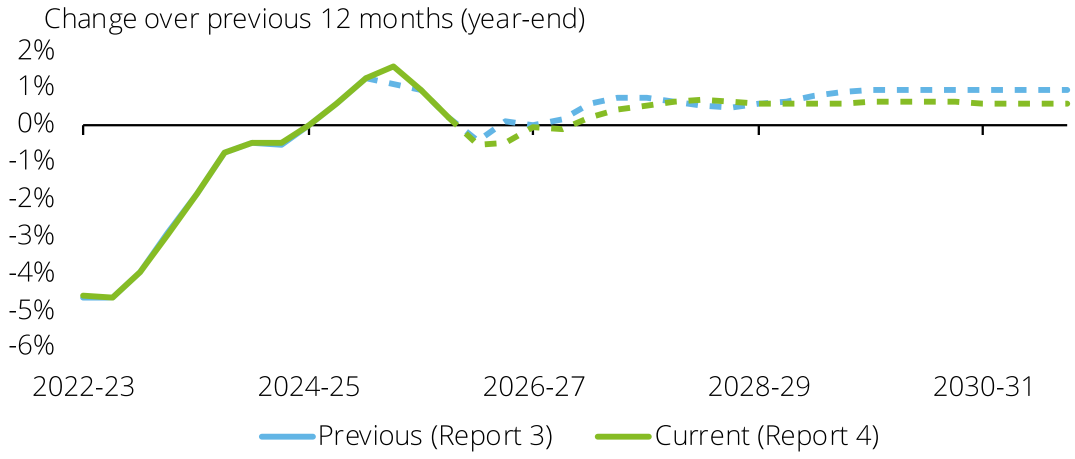


Chart 3.6: Real all industry WPI growth, South Australia



Source: Australian Bureau of Statistics, Deloitte Access Economics

South Australian utilities industry wages (1/2)

South Australian utilities industry WPI

Estimated nominal wage growth in South Australia's utilities industry lifted through 2025 and remained above the national average. This was supported by EBA outcomes, with the AAWI for current utilities EBAs in South Australia the highest of any jurisdiction in the September quarter of 2025.

More recently, estimated wage growth has eased, consistent with a moderation in wage pressures across the all-industry average in the state. In the near term, utilities wage growth in South Australia is anticipated to remain slightly higher than forecast in Report 3, as wage gains slow from current levels. Growth is then expected to moderate and broadly align with national trends over the medium and longer term.

Real utilities wages may decline in the near term as inflation temporarily outpaces nominal wage growth. As inflation moderates, real wage growth is forecast to recover, although the pace of growth over the medium and longer term is expected to be slightly weaker than anticipated in Report 3.

Chart 3.7: Nominal utilities industry WPI growth, South Australia

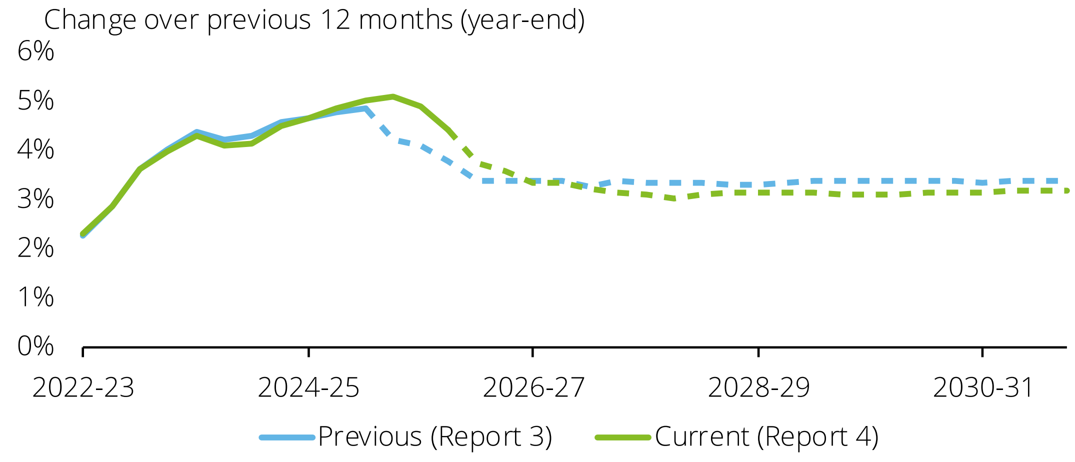
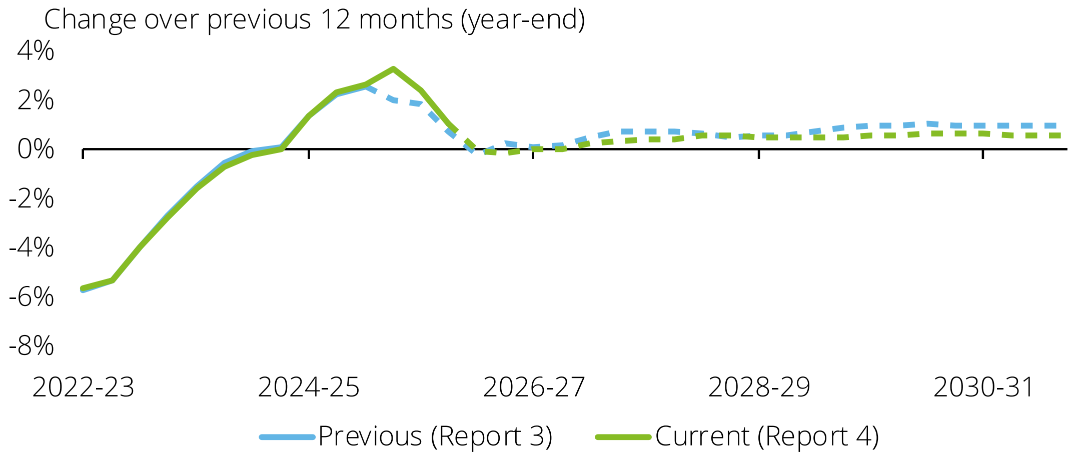


Chart 3.8: Real utilities industry WPI growth, South Australia



Source: Australian Bureau of Statistics, Deloitte Access Economics

South Australian utilities industry wages (2/2)

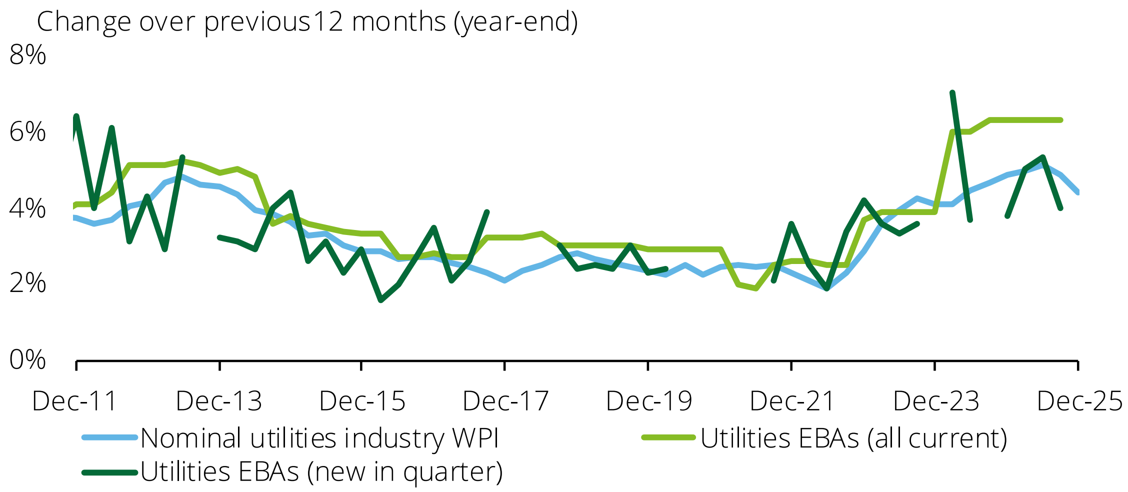
Other wage growth measures

EBA coverage in South Australia's utilities industry is high, meaning enterprise agreement outcomes play an important role in shaping wage growth.

As at the September quarter of 2025, there were 26 active utilities agreements covering around 3,500 employees. The AAWI under current agreements was 6.3%, the highest of any jurisdiction and above all other industries within South Australia. This has supported the relatively strong utilities wage outcomes observed through much of 2025.

Two new utilities agreements were approved in the September quarter, with an AAWI of 4.0%. This is lower than the increase under existing agreements and indicates that EBAs may provide less support to utilities wage growth in the period ahead.

Chart 3.9: Measures of utilities industry wage growth, South Australia



Note: Line breaks indicate no data published for the respective quarter. The Department of Employment and Workplace Relations has only released EBA data up to the September quarter of 2025, and so data for the December quarter of 2025 is not displayed.
Source: Department of Employment and Workplace Relations, Australian Bureau of Statistics, Deloitte Access Economics.

4. Northern Territory

The Northern Territory economy

The Northern Territory economy is undergoing a significant transition following the completion of construction at the Barossa gas project. This has contributed to a sharp decline in private business investment, resulting in weaker domestic demand and a contraction in economic activity in 2025-26.

Household consumption has also moderated following a period of stronger growth, while dwelling investment is expected to increase modestly, supported by government initiatives aimed at addressing the shortage of housing.

Public sector activity has played an important stabilising role during this transition, underpinned by ongoing investment in essential services. However, the capacity for further expansion in public demand is likely to be constrained by stretched government finances.

Economic growth is expected to strengthen in the near term as production at the Barossa gas project ramps up. This will support a shift from construction-led to export-led growth. As a result, economic growth in the Northern Territory is projected to outpace the national average over the medium and longer term.

Chart 4.1: Components of real GSP growth, Northern Territory, average annual growth 2024-25 to 2030-31

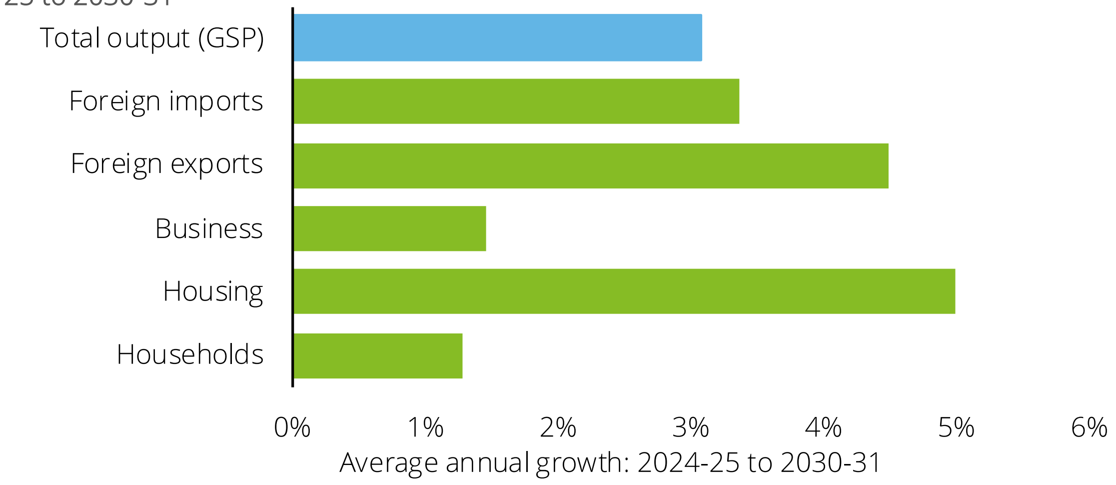
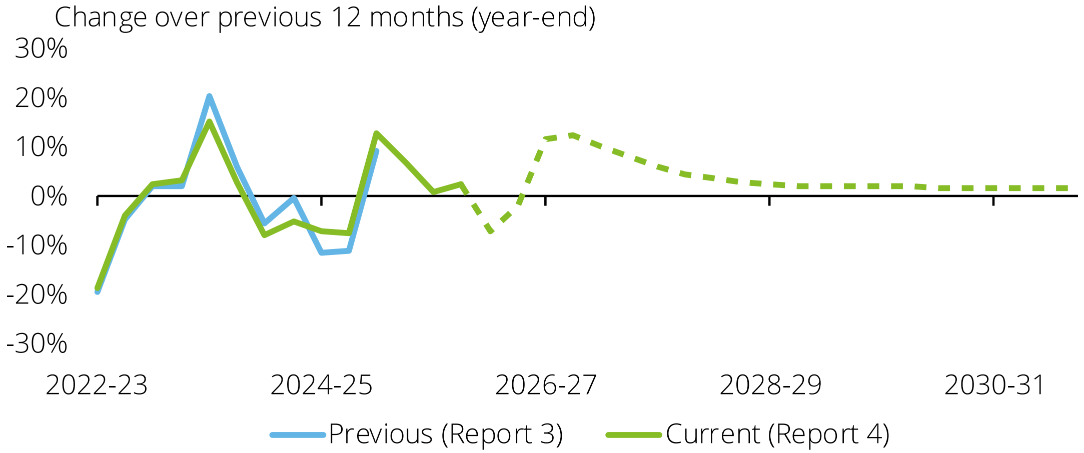


Chart 4.2: Growth in real economic output, Northern Territory



Note: Australian Bureau of Statistics revisions to historical National Accounts data in the September quarter 2025 release have resulted in differences in the historical GDP series between Reports 3 and 4.
Source: Australian Bureau of Statistics, Deloitte Access Economics

The Northern Territory labour market

Labour market conditions in the Northern Territory have softened over the past year. The unemployment rate increased to 4.5% in January 2026, above the national average, while employment growth has slowed.

Despite this, other indicators suggest the labour market remains relatively tight. The Northern Territory has the highest participation rate in the country and a substantially lower underemployment rate than the national average. This indicates that while employment growth has slowed, most workers seeking additional hours are able to find them. This is partly due to the Territory's industry structure, which is concentrated in mining, gas and public sector activities that typically have lower rates of underemployment.

Employment growth is expected to remain weak in 2025-26, before rebounding modestly in 2026-27 as activity normalises following the end of construction at the Barossa gas project. Over the medium and longer term, employment growth is forecast to remain below the national average, as slower population growth weighs on the expansion of the labour force. Consistent with this, the unemployment rate is anticipated to remain slightly above the national average.

Chart 4.3: Employment growth, Northern Territory

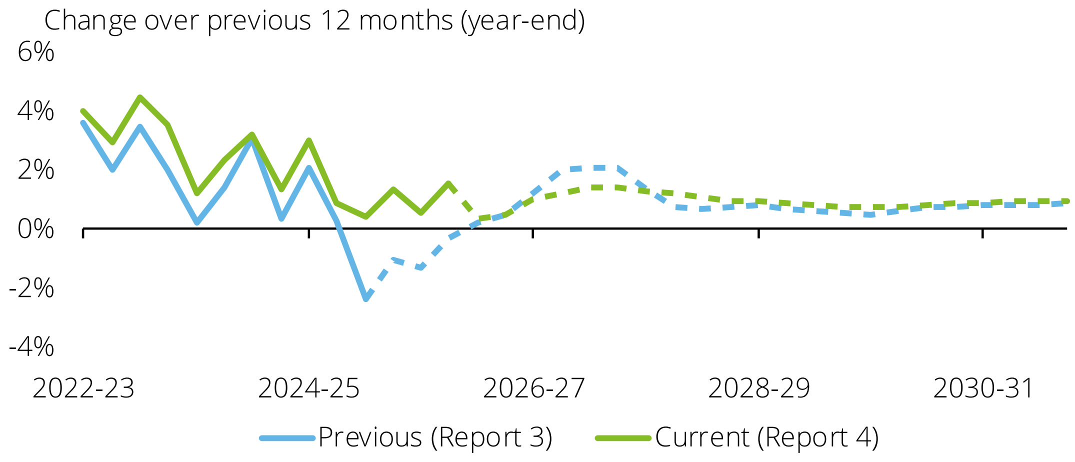
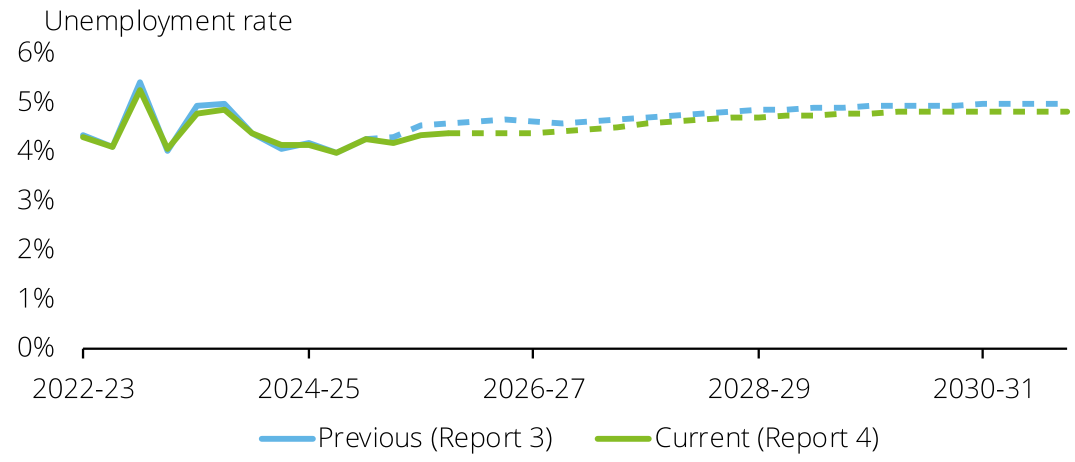


Chart 4.4: Unemployment rate, Northern Territory



Note: The aggregation of monthly employment data to quarterly frequency has been updated to better align with Australian Bureau of Statistics methodology, resulting in minor differences between Reports 3 and 4.
Source: Australian Bureau of Statistics, Deloitte Access Economics

Northern Territory all industry wages

Nominal wage growth in the Northern Territory slowed through 2025 and was weaker than previously anticipated, with annual growth the lowest of any jurisdiction in the December quarter of 2025. This was partly the result of subdued public sector wage outcomes, with the finalisation of a new enterprise agreement covering around 14,000 public servants delayed. An agreement was approved in early 2026 and with wage increases backdated, public sector wage growth is poised to strengthen. Private sector wage growth also slowed as construction activity on the Barossa gas project was completed, reducing demand for workers.

In the near term, a recovery in wage growth is forecast in 2026-27, supported by the implementation of delayed public sector wage increases and the stabilisation in economic activity. Over the medium and longer term, wage growth in the Northern Territory is expected to remain slightly below the national average as slower forecast population growth constrains the expansion in the labour force.

Real wages are likely to decline in 2025-26 before recovering from 2026-27 as inflation moderates. As the inflation outlook beyond this period is largely unchanged, the downward revision to nominal wage growth results in slightly weaker real wage growth over the medium and longer term compared with Report 3.

Chart 4.5: Nominal all industry WPI growth, Northern Territory

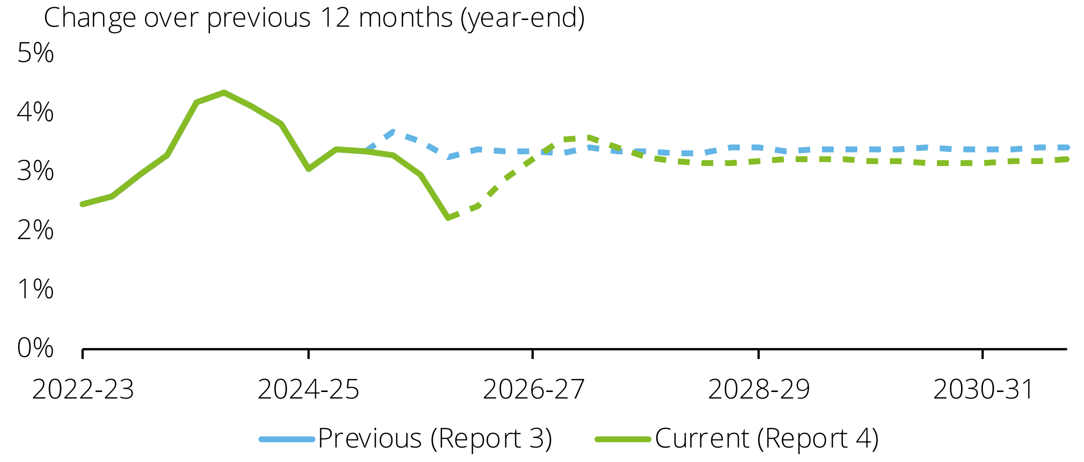
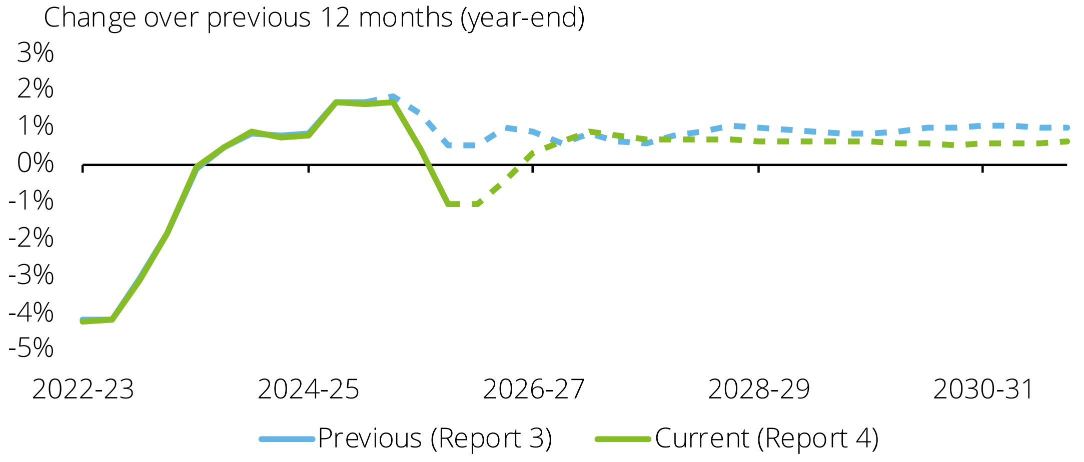


Chart 4.6: Real all industry WPI growth, Northern Territory



Source: Australian Bureau of Statistics, Deloitte Access Economics

Northern Territory utilities industry wages (1/2)

Northern Territory utilities industry WPI

Estimated nominal wage growth in the Northern Territory's utilities industry slowed through 2025. This has been partly driven by softer wage growth across the broader economy, as labour demand eased following the completion of employment-intensive construction associated with the Barossa gas project.

In the near term, utilities wage growth is likely to recover, reflecting a partial rebound from recent subdued outcomes and improving economic activity. As labour market conditions stabilise, wage growth is expected to strengthen modestly.

Over the medium and longer term, utilities wage growth in the Northern Territory is forecast to align broadly with national utilities wage growth.

Real utilities wages are anticipated to decline in the near term as inflation outpaces nominal wage growth, before recovering as inflation moderates.

Chart 4.7: Nominal utilities industry WPI growth, Northern Territory

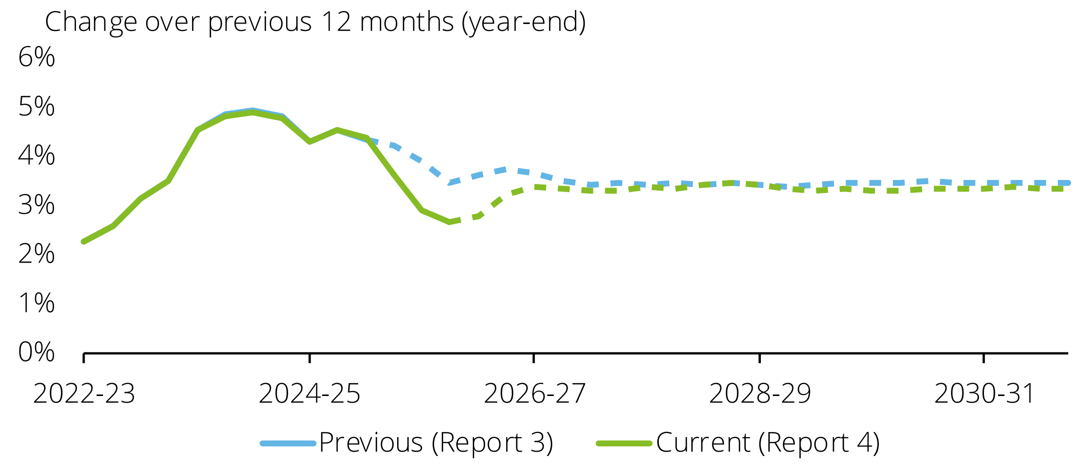
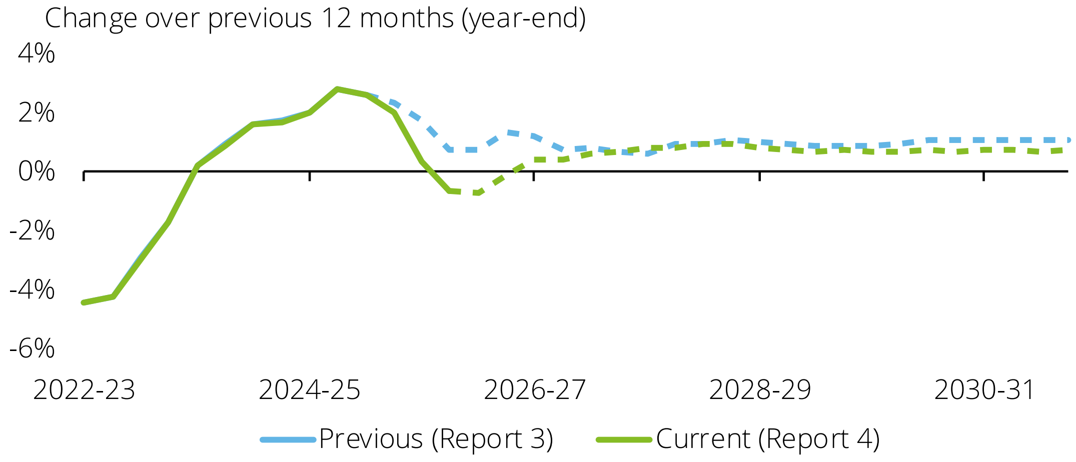


Chart 4.8: Real utilities industry WPI growth, Northern Territory



Source: Australian Bureau of Statistics, Deloitte Access Economics

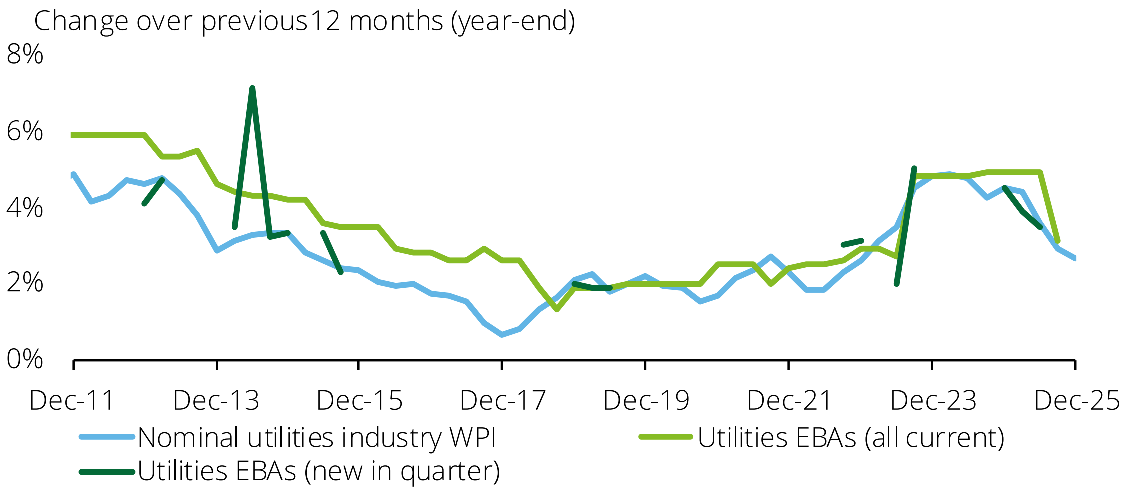
Northern Territory utilities industry wages (2/2)

Other wage growth measures

There are currently six active EBAs in the Northern Territory utilities industry, covering around 800 employees. The average annual wage increase across these agreements is 3.1%, below both the national utilities industry average and the Territory's all-industry average, consistent with relatively subdued wage outcomes.

A proposed new enterprise agreement for Jacana Energy included a wage increase of 13.65% over its four-year term but was rejected by employees in early 2026. Jacana Energy's enterprise agreement remains under negotiation following the recent ballot. Given the protracted bargaining process, any eventual agreement may include backdated wage increases, which would contribute to a period of stronger measured EBA wage growth once implemented.

Chart 4.9: Measures of utilities industry wage growth, Northern Territory



Note: Line breaks indicate no data published for the respective quarter. The Department of Employment and Workplace Relations has only released EBA data up to the September quarter of 2025, and so data for the December quarter of 2025 is not displayed.
Source: Department of Employment and Workplace Relations, Australian Bureau of Statistics, Deloitte Access Economics.

5. Australian Capital Territory

The Australian Capital Territory economy

Growth in the Australian Capital Territory (ACT) economy has been supported by strong household consumption and elevated public sector activity. Household spending has increased steadily over the past year, particularly in discretionary categories, underpinned by relatively high household incomes and stable labour market conditions.

Public sector demand plays a central role in the ACT economy. Public investment is set to remain elevated over the near term as construction continues on the expansion of the light rail network. However, growth in public consumption is likely to moderate as efforts by the Federal Government to restrain expenditure may weigh on public sector hiring.

Private investment has weakened in recent years, reflecting declines in both dwelling and non-dwelling construction. Non-dwelling construction activity is expected to recover over the forecast period, driven by infrastructure-related engineering work, while dwelling investment is anticipated to remain subdued in the near term following a period of weak commencements. A gradual recovery in housing construction is forecast over the medium term as supply responds to underlying demand.

Overall, economic growth in the ACT is projected to remain broadly in line with the national average over the medium term amid growth in household consumption and continued infrastructure investment. However, the outlook remains sensitive to changes in public sector spending.

Chart 5.1: Components of real GSP growth, Australian Capital Territory, average annual growth 2024-25 to 2030-31

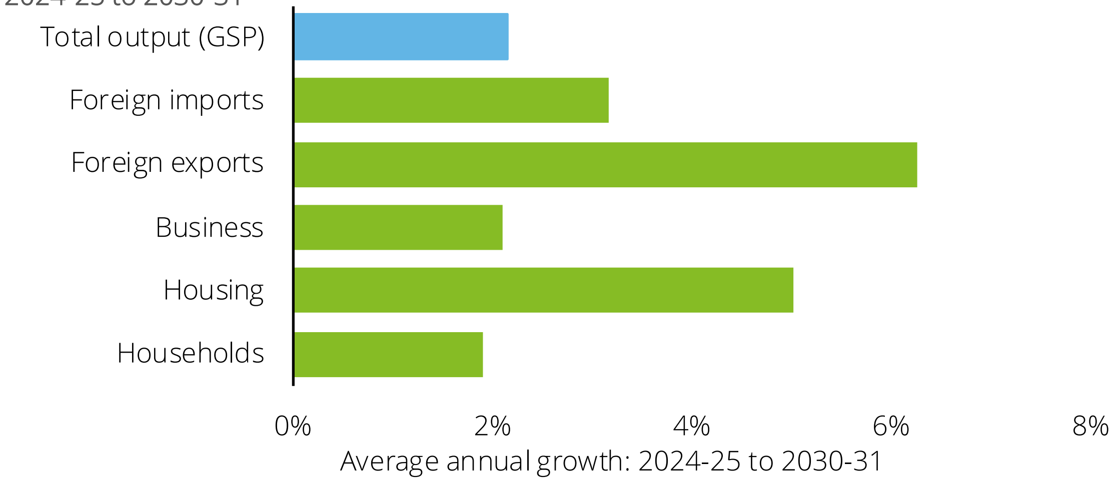
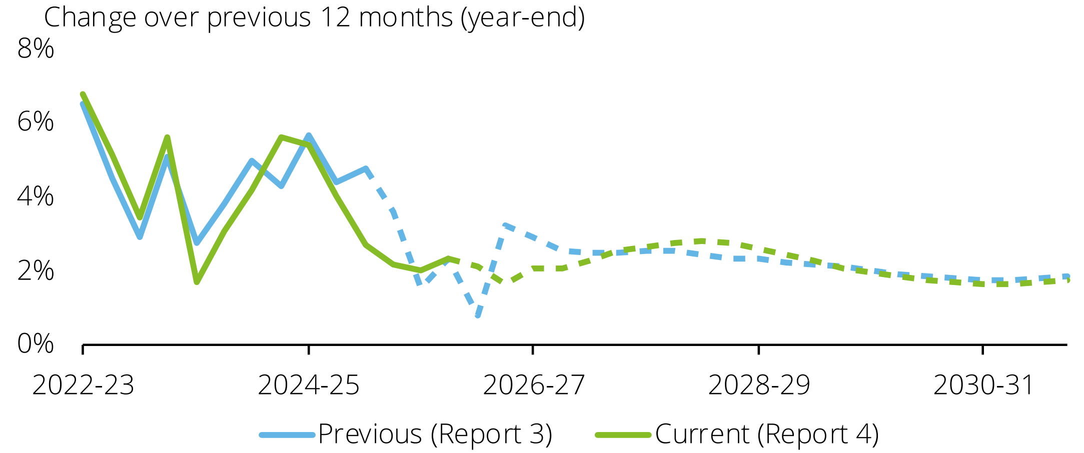


Chart 5.2: Growth in real economic output, Australian Capital Territory



Note: Australian Bureau of Statistics revisions to historical National Accounts data in the September quarter 2025 release have resulted in differences in the historical GDP series between Reports 3 and 4.
Source: Australian Bureau of Statistics, Deloitte Access Economics

The Australian Capital Territory labour market

The ACT labour market remains relatively tight, although conditions have softened modestly over the past year. The unemployment rate was in line with the national average in January 2026. However, broader indicators point to less spare capacity than nationally, with the ACT recording a lower underemployment rate and higher employment-to-population ratio. This is partly due to the significant role of stable public sector employment in the ACT, with around 35% of Australian Public Service employees based in Canberra.

The public sector has historically been a key driver of employment growth in the Territory. However, fiscal pressures and a focus on moderating growth in public sector expenditure are expected to constrain future increases in public service headcount.

Employment growth in the ACT is projected to be slower than the national average over the forecast period. This reflects both more moderate growth in public sector employment and slightly slower population growth relative to Australia as a whole.

Chart 5.3: Employment growth, Australian Capital Territory

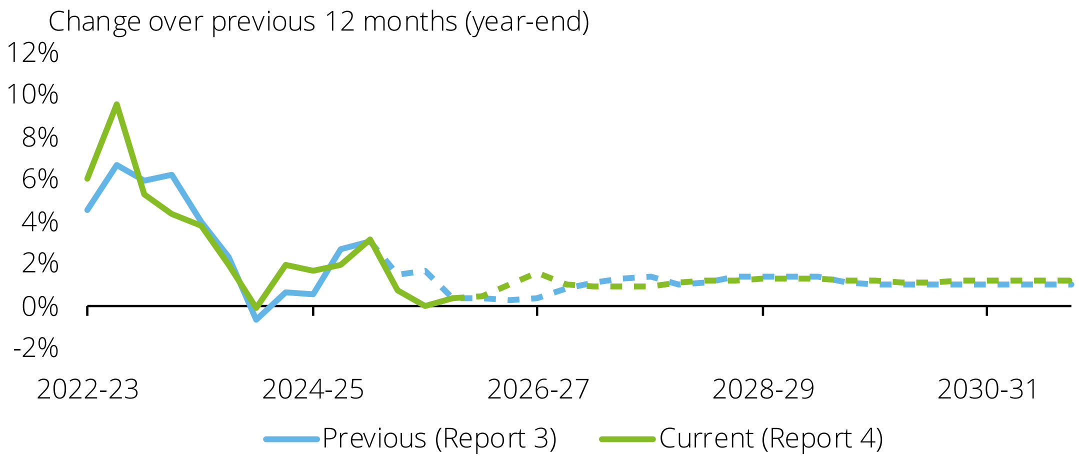
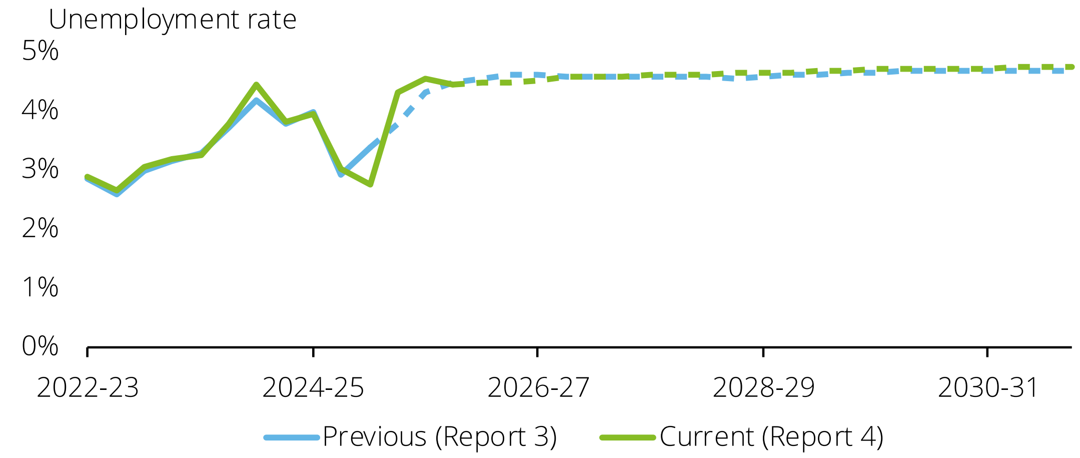


Chart 5.4: Unemployment rate, Australian Capital Territory



Note: The aggregation of monthly employment data to quarterly frequency has been updated to better align with Australian Bureau of Statistics methodology, resulting in minor differences between Reports 3 and 4.
Source: Australian Bureau of Statistics, Deloitte Access Economics

Australian Capital Territory all industry wages

Nominal wage growth in the ACT strengthened through 2025 and was slightly stronger than anticipated in Report 3. Robust public sector wage outcomes offset more moderate growth in private sector wages, with overall wage growth remaining above the national average.

In the near term, nominal wage growth is forecast to ease as the temporary strength in public sector wage outcomes dissipates and employment growth moderates. Beyond the near term, nominal wage growth is forecast to strengthen modestly as economic conditions stabilise. However, growth is anticipated to remain slightly below the pace projected in Report 3 over the medium and longer term.

Real wages are forecast to decline in 2025-26 as inflation temporarily outpaces nominal wage growth, before recovering from 2026-27 as inflation moderates. Over the medium and longer term, real wage growth is set to remain modest, broadly reflecting the revised outlook for nominal wage growth.

Chart 5.5: Nominal all industry WPI growth, Australian Capital Territory

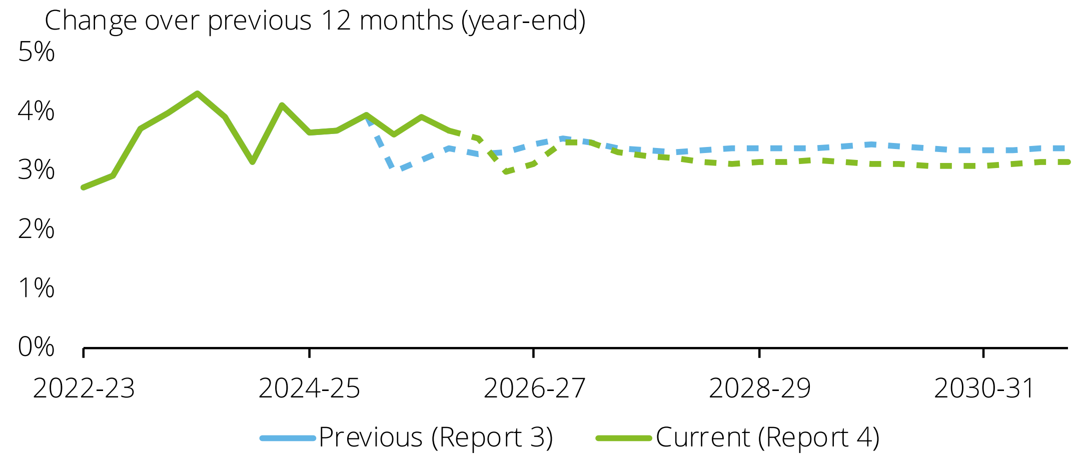
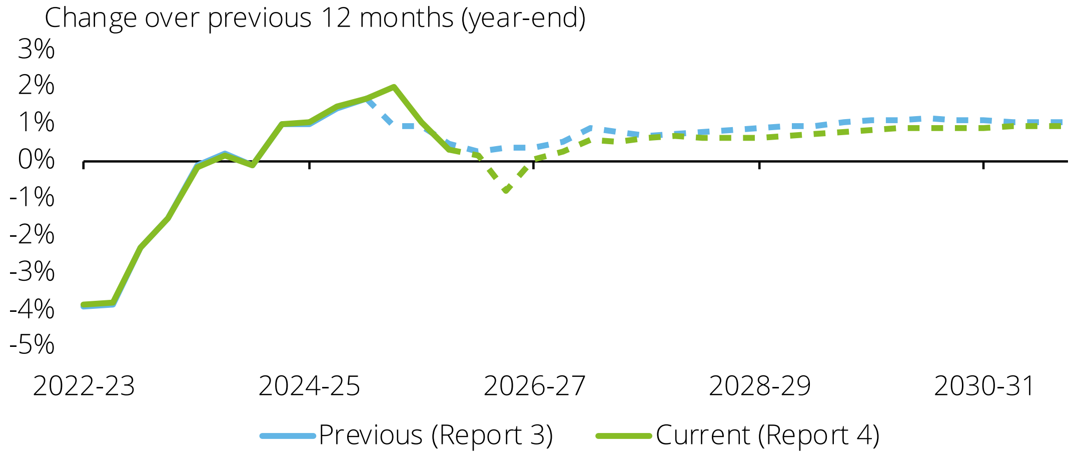


Chart 5.6: Real all industry WPI growth, Australian Capital Territory



Source: Australian Bureau of Statistics, Deloitte Access Economics

Australian Capital Territory utilities industry wages (1/2)

Australian Capital Territory utilities industry WPI

Estimated nominal wage growth in the ACT's utilities industry strengthened modestly in recent quarters, following a period of slowing growth through 2024 and early 2025. Despite this recent improvement, wage growth is below earlier peaks and weaker than anticipated in Report 3. Historical estimates from 2022 onwards have also been revised slightly following the release of previously unpublished ABS data for other ACT industries. This has placed modest downward pressure on Deloitte Access Economics' estimates of utilities industry wage growth over this period.

In the near term, wage growth is expected to remain supported by elevated construction activity and broader strength in the labour market. As labour market pressures ease, the pace of wage growth is forecast to level off.

Over the medium and longer term, utilities wage growth in the ACT is forecast to grow marginally faster than the national utilities average, largely reflecting a period of catch-up following earlier weaker outcomes. Growth rates are forecast to converge towards the national profile by the end of the forecast period.

Real utilities wages are likely to decline in the near term. As inflation moderates, real wage growth is forecast to recover and grow slightly faster than the national average over the medium term, reflecting the slower forecast pace of inflation in the ACT.

Chart 5.7: Nominal utilities industry WPI growth, Australian Capital Territory

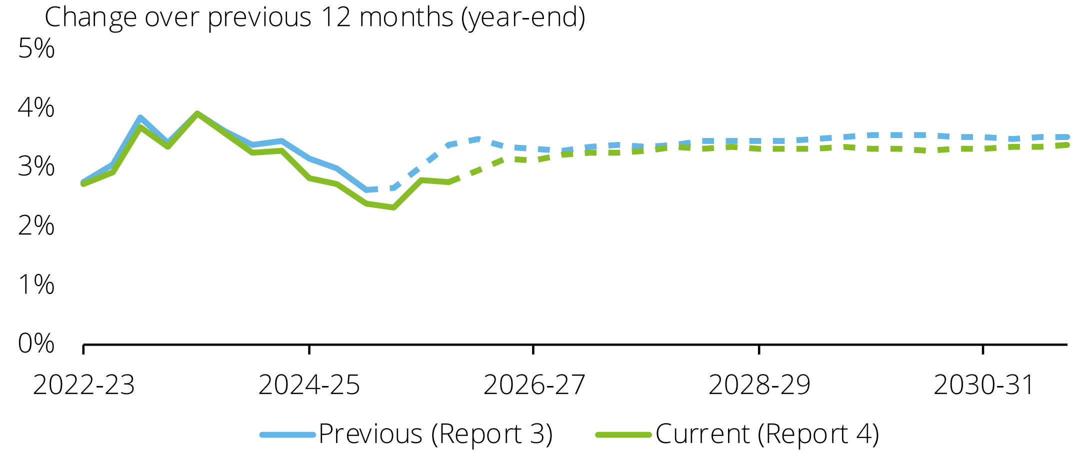
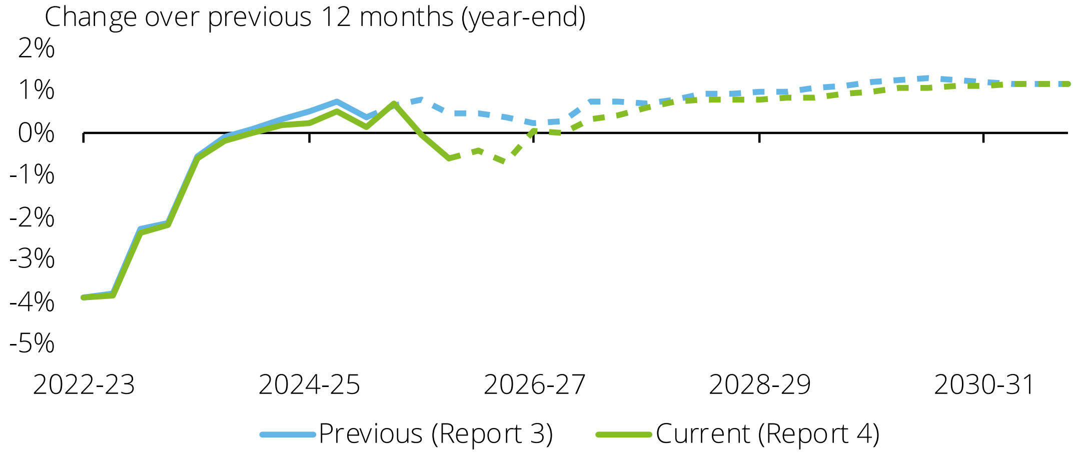


Chart 5.8: Real utilities industry WPI growth, Australian Capital Territory



Source: Australian Bureau of Statistics, Deloitte Access Economics

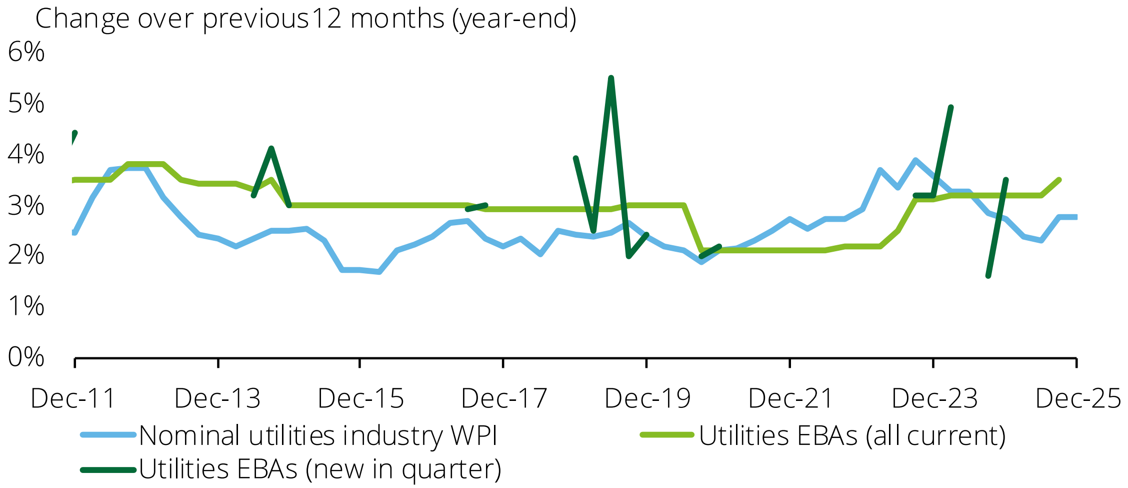
Australian Capital Territory utilities industry wages (2/2)

Other wage growth measures

As at September quarter 2025, there were eight active utilities EBAs in the ACT, covering approximately 1,300 employees. The AAWI under these agreements was 3.5%, slightly below both the national utilities industry average and the ACT all-industry average, indicating that enterprise agreement outcomes have provided modest support to wage growth.

Three new utilities EBAs were lodged in the September quarter of 2025, with an AAWI of 3.7%, a slight acceleration in the pace of gains.

Chart 5.9: Measures of utilities industry wage growth, Australian Capital Territory



Note: Line breaks indicate no data published for the respective quarter. The Department of Employment and Workplace Relations has only released EBA data up to the September quarter of 2025, and so data for the December quarter of 2025 is not displayed.
Source: Department of Employment and Workplace Relations, Australian Bureau of Statistics, Deloitte Access Economics.

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