



Quarterly report

Report to the Minister Jan-Mar 2025

3rd quarter 2024-25

The President of the Fair Work Commission is required under s.654 of the [Fair Work Act 2009](#) to provide certain information to the Minister for Employment and Workplace Relations.

This quarterly report is provided to the Minister in accordance with requirements detailed in Schedule 5.2 of the [Fair Work Regulations 2009](#) and posted to the Commission's website.

It covers the period 1 January 2025 to 31 March 2025.

Applications lodged and results recorded relate to the reporting period. Results are not confined to applications lodged in this period.

Item	Information required	Number
1	Awards	
1.1(a)	Determinations varying modern awards made under s.157	2
1.1(b)	Modern awards made under s.157	0
1.1(c)	Determinations revoking modern awards made under s.157	0
1.2(a)	Applications made under s.158 to vary or revoke a modern award under s.157	2
1.2(b)	Applications made under s.158 to make a modern award under s.157	0
1.3	Determinations made under s.161 to vary modern awards	0
1A	Modern awards	
1A.1	Determinations varying modern awards made under item 5 of Schedule 5, FW (TPCA) Act	0
1A.2	Determinations varying modern awards made under item 7 of Schedule 5, FW (TPCA) Act	0

Item	Information required	Number
1A.3	Applications for take-home pay orders made under item 9 of Schedule 5, FW (TPCA) Act	0
1A.4	Take-home pay orders made under item 9 of Schedule 5, FW (TPCA) Act	0
1B	Modern enterprise awards	
1B.1	Applications for modern enterprise awards made under item 4 of Schedule 6, FW (TPCA) Act	0
1B.2	Modern enterprise awards made under item 4 of Schedule 6, FW (TPCA) Act	0
1B.3	Applications for FWC to terminate enterprise instruments made under item 5 of Schedule 6, FW (TPCA) Act	0
1B.4	Terminations of enterprise instruments made under item 5 of Schedule 6, FW (TPCA) Act	0
1B.5	Variations of instruments made under item 9 of Schedule 6, FW (TPCA) Act	0
1B.6	Terminations of instruments made under item 9 of Schedule 6, FW (TPCA) Act ¹	0
1B.7	Applications for take-home pay orders made under item 12 of Schedule 6, FW (TPCA) Act	0
1B.8	Take-home pay orders made under item 12 of Schedule 6, FW (TPCA) Act	0
2	Enterprise agreements	
2.1	Applications for the approval of enterprise agreements made under s.185	733
Additional Data*	<i>Applications for approval of a single-enterprise agreement*</i>	666
Additional Data*	<i>Applications for approval of a multi-enterprise agreement*</i>	10
Additional Data*	<i>Applications for approval of a greenfields enterprise agreement*²</i>	57
2.2	Applications for variations of an enterprise agreement made under s.210	10

¹ If no application to modernise or terminate an enterprise instrument was received by the end of 31 December 2013, the instrument terminated after that date pursuant to Item 9(4) of the FW (TPCA) Act. The number provided for this item is the known number of enterprise instruments for which there was no application to modernise or terminate by 31 December 2013.

² This figure does not include applications under s.182(4).

Item	Information required	Number
2.2A	Applications for variations of an enterprise agreement made under s.216CA	0
2.2B	Applications for variations of an enterprise agreement made under s.216EA	0
2.3	Applications for variations of an enterprise agreement made under s.217	1
2.3A	Applications for reconsideration of an enterprise agreement made under s.227A	1
2.4	Enterprise agreements approved under s.186	1029
Additional Data*	<i>Agreements approved under s.186 without undertakings and amendments*</i>	541
Additional Data*	<i>Agreements approved under s.186 with undertakings (s.190)*</i>	470
Additional Data*	<i>Agreements approved under s.186 with amendments (s.191A only)*</i>	8
Additional Data*	<i>Agreements approved under s.186 with undertakings and amendments (s.190 & s.191A)*</i>	10
2.4A	Enterprise agreements approved under s.186 with amendments specified under s.191A	18
2.5	Enterprise agreements approved under s.189	0
2.5A	Single enterprise agreements approved under s.186 in respect of which an employer gave a notice under s. 173(1) ³	955
Additional Data*	<i>Single-enterprise agreements approved*</i>	955
Additional Data*	<i>Multi-enterprise agreements approved*</i>	8
Additional Data*	<i>Greenfields enterprise agreements approved*⁴</i>	66
Additional Data*	<i>Applications to approve an enterprise agreement dismissed*</i>	4
2.6	Variations of enterprise agreements approved under s.211	10

³ This figure includes results with undertakings and/or amendments specified under s.190 and/or s.191A.

⁴ This figure includes applications made under s.182(4)).

Item	Information required	Number
Additional Data*	<i>Variations approved under s.211 without undertakings and amendments*</i>	5
Additional Data*	<i>Variations approved under s.211 with undertakings (s.212)*</i>	5
Additional Data*	<i>Variations approved under s.211 with amendments (s.213A)*</i>	0
Additional Data*	<i>Variations approved under s.211 with undertakings and amendments (s.212 & s.213A)*</i>	0
2.7	Variations of enterprise agreements approved under s.217	0
2.8	Variations of enterprise agreements made under s.218A	23
Additional Data*	<i>Application for approval of a termination of an enterprise agreement s.222</i>	8
Additional Data*	<i>Application for termination of an enterprise agreement after its nominal expiry date s.225</i>	7
2.9	Enterprise agreements terminated under s.226	6
2.10	Guarantees given under s.226A for enterprise agreements terminated under s.226 ⁵	2
2.11	Enterprise agreements amended, or in respect of which undertakings were accepted under s.227B	0
3	Bargaining orders	
3.1	Applications for bargaining orders made under s.229	11
3.2	Applications for intractable bargaining declarations made under s.234	0
3.3	Applications for majority support determinations made under s.236	15
3.4	Applications for scope orders made under s.238	1
3.5	Applications for FWC to deal with disputes made under s.240	36

5 The number of guarantees given under s. 226A is for s. 225 of the Fair Work Act, and Schedule 3 Item 16 and Schedule 3A Item 23 of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 matters with the result agreement terminated.

Item	Information required	Number
3.6	Bargaining orders made under s.230	0
3.7	Intractable bargaining declarations made under s.235	0
3.8	Majority support determinations made under s.237	3
3.9	Scope orders made under s.238	1
Additional Data*	<i>Disputes made under s.240 that have been finalised*⁶</i>	40
3.10	Decisions to deal with a dispute made under s.240 ⁷	0
4	Supported bargaining	
4.1AA	Applications for variations of a supported bargaining agreement made under s.216AA	182
4.1AB	Applications for variations of a supported bargaining agreement made under s.216B	0
4.1	Applications for supported bargaining authorisations made under s.242	1
4.1A	Applications for variations of a supported bargaining authorisation made under s.244	0
4.2	Supported bargaining authorisations made under s.243	0
4.3	Supported bargaining authorisations varied under s.244	0
5	Single interest employer authorisations	
5.1	Applications for single interest employer authorisations made under s.248	3
5.1A	Applications for variations of single interest employer agreements made under s.216DA	2
5.1B	Applications for variations of single interest employer agreements made under s.216DB	0

⁶ This is a figure has been added to count all matters resulted in the reporting period.

⁷ This figure has been updated to reflect the distinction between matters resolved by decision and matters finalised generally. The figure is now based on matters finalised by a substantive decision. The additional data is all s.240 applications finalised in the reference period.

Item	Information required	Number
5.2	Applications for variations of single interest employer authorisations to remove the employer's name from the authorisation made under s.251 ⁸	1
5.2A	Applications for variations of single interest employer authorisations to add an employer's name to the authorisation made under s.251 ⁹	0
5.3	Applications for variations of single interest employer authorisations to extend the period for which the authorisation is in operation made under s.252	1
5.4	Single interest employer authorisations made under s.249	2
5.5	Single interest employer authorisations varied to remove the employer's name from the authorisation made under s.251	0
5.5A	Single interest employer authorisations varied to add an employer's name to the authorisation made under s.251	0
5.6	Single interest employer authorisations varied to extend the period for which the authorisation is in operation under s.252	1
6	Workplace determinations	
6.5	Industrial action related workplace determinations made under s.266	0
6.6	Intractable bargaining workplace determinations made under s.269	0
7	Equal remuneration orders	
Additional Data*	<i>Applications lodged for equal remuneration orders made under s.302*</i>	2
7.1	The number of equal remuneration orders made under s.302	0
8	Transfer of business	
8.1	Applications for orders relating to instruments covering a new employer and transferring employees made under s.318	16
8.2	Applications for orders relating to instruments covering a new employer and non-transferring employees made under s.319	3
8.3	Applications for variations of a transferable instrument made under s.320	0

8 This application type does not currently distinguished between applications to remove or add an employer at lodgment therefore orders varied may include both application to remove and to add an employer.

9 This application type does not currently distinguished between applications to remove or add an employer at lodgment therefore orders varied may include both application to remove and to add an employer.

Item	Information required	Number
8.4	Orders made under s.318 relating to instruments covering a new employer and transferring employees	14
8.5	Orders made under s.319 relating to instruments covering a new employer and non-transferring employees	5
8.6	Variations of transferable instruments made under s.320	0
9	General protections—compliance	
9.1	Applications for FWC to deal with disputes made under s.365	1387
Additional Data*	<i>Disputes made under s.365 that have been finalised*</i> ¹⁰	1466
9.2	Applications for FWC to deal with disputes made under s.372	375
Additional Data*	Disputes made under s.372 that have been finalised*	381
9.3	Certificates issued under s.369 ¹¹	474
10	Unfair dismissal	
10.1	Applications for orders granting a remedy made under s.394	3885
Additional Data*	<i>Disputes made under s.394 that have been finalised*</i> ¹²	3972
10.2	Applications for an order granting a remedy under s.394:	
10.2(a)	Applications in relation to which the dismissal was found to be unfair	40
10.2(a)(i)	Reinstatement orders made under s.391	3
10.2(a)(ii)	Orders made under s.392 for the payment of compensation to a person	33

¹⁰ The counting rules in relation to results for s.365 general protections matters are not comparable to previous reports. The counting rules have been updated in order to increase the accuracy of outcomes.

¹¹ From 1 January 2014 certificates are issued under section 368. This figure includes certificates under with section 368 or section 369.

¹² This figure has been included to show total matters finalised.

Item	Information required	Number
10.2(b)	Applications that related to a small business employer ¹³	578
10.2(c)	Applications dismissed because dismissal was found to be fair ¹⁴	30
Additional Data*	<i>Application dismissed under ss. 399A and 587</i> ¹⁵	155
10.2(ca)	The number of applications dismissed in a quarter under section 399A of the Act	7
10.2(d)	Claims dismissed because the dismissal was consistent with the Small Business Fair Dismissal Code	1
10.2(e)	Claims dismissed because the dismissal was a case of genuine redundancy	8
10.2(f)	Cases dismissed for want of jurisdiction ¹⁶	116
10.2(g)	Cases settled without a decision being made ¹⁷	3627
10.2(h)	The time from the date of the application to the date of judgment ¹⁸	113.02
10.2(i) & (j)	Number of cases settled by the conduct of 1 or more conferences / the number of cases settled by hearing ¹⁹	186
10.3	Applications under s.394 for FWC to deal with disputes for which the tribunal had allowed an extension of time	6
10.4	Orders for costs against a lawyer or a paid agent made under s.401	1
10.5	The number of costs orders made against a party to a matter in a quarter under s400A of the Act	0

11 Protected action ballots and industrial action

¹³ Data reported in the period is collected at lodgment based on information provided by the applicant in the first instance, or from the respondent when the matter concludes at later stages and the number of employees can be verified.

¹⁴ Formerly inclusive of applications dismissed without a full consideration of the merits.

¹⁵ Previously reported within items 10.2(c) and 10.2(f)

¹⁶ Includes matters dismissed for the following reasons: Application up to and including 7 days late; Application more than 7 days late; Applicant not an employee (s.382(a)); Applicant not dismissed (s.385(a)); Application has no reasonable prospects of success (s.587(1)(c)); Application is frivolous or vexatious (s.587(1)(b)); Dismissal was a case of genuine redundancy (s.385(d)); Dismissal was consistent with the Small Business Fair Dismissal Code (s.385(c)); Earnings more than high income threshold and no modern award or enterprise agreement (s.382(b)); Employer not a national system employer (s.382(a)); Minimum employment period not completed (s.382(a)); Multiple applications (s.725 s.733).

¹⁷ All matters finalised except by substantive decision or for want of jurisdiction.

¹⁸ Judgment means all matters finalised by substantive decision or for want of jurisdiction, inclusive of applications finalised by dismissal under s.399A and s.587. The calculation is based on the average number of days from the date of application to the date of judgment.

¹⁹ All matters finalised by substantive decision or for want of jurisdiction.

Item	Information required	Number
Additional Data*	<i>Applications for protected ballot orders made under s.437*</i>	125
Additional Data*	<i>Orders made under s.437 for a protected ballot order*</i>	121
11.1	Applications to vary protected ballot orders made under s.447	0
11.2	Applications to revoke protected ballot orders made under s.448	0
11.3	Applications to extend periods in which industrial action is authorised made under s.459	76
11.4	Applications for orders varying the proportion by which an employee's payments are reduced made under s.472	0
11.5	Orders made under s.447 to vary a protected ballot order	0
11.7	Extensions made under s.459 to extend a period in which industrial action is authorised	72
11.8	Orders made under s.472 varying the proportion by which an employee's payments are reduced	0
12	Right of entry	
12.1	Applications for orders relating to access to non-member records made under s.483AA	0
12.2	Applications for orders relating to a dispute about the operation of Part 3-4 made under s.505	3
12.3	Orders relating to access to non-member records made under s.483AA	0
12.4	Orders relating to a dispute about the operation of Part 3-4 made under s.505 ²⁰	0
12.5	Actions restricting the rights exercisable under Part 3-4 by an organisation, or officials of an organisation taken under s.508	0
12.6	Entry permits revoked under s.510	0
12.7	Entry permits suspended under s.510	0

²⁰ Count of orders issued when the application is granted. Orders issued when dismissing an application are not included in the data

Item	Information required	Number
12.8	Applications for entry permits made under s.512 ²¹	157
Additional Data*	<i>Entry permit issued for renewal of existing permit holder under s.512²²</i>	99
12.9	Applications for exemption certificates made under s.519	0
12.10	Applications for affected member certificates made under s.520	0
12.11	Entry permits issued under s.512 ²³	156
12.12	Exemption certificates issued under s.519	0
12.13	Affected member certificates issued under s.520	0
13	Miscellaneous—disputes	
13.1	Applications for FWC to deal with disputes in relation to a refusal by an employer for flexible working arrangements made under s.739	16
13.2	Applications for FWC to deal with disputes made under s.773	30
13.3	Certificates issued under s.777 ²⁴	2
13A	Registered organisations	
13A.1(a)	Applications for registration made under s.18A, FW (RO) Act	0
13A.1(b)	Applications for registration made under s.18B, FW (RO) Act	0
13A.1(c)	Applications for registration made under s.18C, FW (RO) Act	0
13A.2	Applications for orders made under s.133, FW (RO) Act	0
13A.3	Orders made under s.133, FW (RO) Act	0

²¹ This figure now includes the number of renewals issued under s.512.

²² This figure has been included to capture the number of renewals issued under s.512.

²³ This figure now includes the number of renewals issued under s.512.

²⁴ From 1 January 2014, certificates are issued under s.778. This figure includes certificates under either s.777 or s.778.

Item	Information required	Number
13A.4	Applications for representation orders made under s.137A, FW (RO) Act	0
13A.5	Representation orders made under s.137A, FW (RO) Act	0
13A.6(a)	Applications for recognition made under clause 1 of Schedule 2, FW (RO) Act	0
13A.6(b)	Applications for orders cancelling recognition made under clause 3 of Schedule 2, FW (RO) Act	0
13A.7	Applications for recognition granted under clause 1 of Schedule 2, FW (RO) Act	0
13A.8	Orders cancelling recognition made under clause 3 of Schedule 2, FW (RO) Act	0
13B	Transitional instruments	
13B.1	Applications for conditional terminations made under item 18 of Schedule 3, FW (TPCA) Act ²⁵	NA
13B.2	Conditional terminations made under item 18 of Schedule 3, FW (TPCA) Act ²⁶	NA

Notes

* Additional information included for completeness by the Fair Work Commission.

Unless otherwise stated sections referred to above reference the *Fair Work Act 2009*.

FW (TPCA) Act refers to the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009*.

FW (RO) Act refers to the *Fair Work (Registered Organisations) Act 2009*.

Disclaimer

This report should be read in conjunction with the Fair Work Commission information note for Quarterly reports.

In compiling this quarterly report all efforts have been made to ensure statistical accuracy, however, minor revisions in figures may occur from time to time. The Fair Work Commission annual report, which is tabled in the Australian Parliament each year, is the official statistical record of tribunal activities for the financial year.

Further information

If you have an inquiry about this report please contact the Government Relations team, Legal Performance & Engagement Branch by email at gov.relations@fwc.gov.au.

²⁵ There is no requirement to apply for a termination under this part. The termination is an outcome of an agreement approved under s.185.

²⁶ There is no requirement to order a termination under this part. The termination is an outcome of an agreement approved under s.185.