



QUESTIONS & ISSUES FOR PAY CLIMATE 2026

ECONOMY AND PAY TRENDS

1. What is the growth outlook for 2026 – 2027?
2. What are the expected inflation levels for 2026 – 2028 and the impact on 2026 pay adjustments?
3. What is the legacy of 2025 and how will it cast its shadow on events in 2026?
4. What is the pattern of growth rates of wages and salaries over the last decade, and how will this affect events in 2026?
5. What are the median level earnings in the following sectors?
 - local and central government
 - financial services
 - transport and communication
 - wholesale, retail and services
 - utilities including water and electricity
 - manufacturing
 - mining
 - agriculture
 - construction
 - services
 - trade
 - transport
6. Understanding the Wage Round, and why it is important for you

MEASURES AND CALCULATIONS

7. What is the pay see saw and how do I use this conceptual tool?
8. How do I calculate and use a reliable productivity measure for my company?
9. What method can I use to budget for realistic and economic increases in wages and salaries in 2026?

FORECASTS FOR 2026

10. What is our forecast for average settlements in wage negotiations for 2026?
11. What is our forecast for average level of salary increases for non-union staff in 2026?
12. The pay league and your place in it



USING AND UNDERSTANDING PAY DATA

13. The difference between *nominal* and *real* earnings
14. How wage settlements vary year by year
15. The value of pay indices
16. What practical steps should I take to forecast sustainable increases to budget for wages and salaries with supporting arguments for my company?

OTHER RELEVANT ISSUES

17. What will the impact be of amendments to the LRA be?
18. What will the importance of your retention strategies be in 2026/2027?
19. Will the trend of falling union membership continue, and can I de-recognize a union?