



Workplace Racial Equality Agency	
Party:	Australian Greens
<p>Summary of proposal:</p> <p>The proposal would establish a Workplace Racial Equality Agency (WREA), a Commonwealth government statutory agency responsible for promoting and improving racial equity in Australian workplaces. The WREA's functions would include:</p> <ul style="list-style-type: none"><li>• developing, collecting and publishing information on racial equity indicators</li><li>• assisting employers to take action to promote and improve racial equity and representation</li><li>• fostering workplace consultation between employers and employees on issues concerning racism in employment and in the workplace</li><li>• monitoring compliance with laws and rules</li><li>• developing industry-specific anti-racism training.</li></ul> <p>The proposal would be ongoing and start from 1 July 2026.</p>	
<p>Additional information (based on further advice received):</p> <p>The WREA would be a similar size as the existing Workplace Gender Equality Agency (WGEA).</p>	

## Costing overview

The proposal would be expected to decrease the fiscal and underlying cash balances by around \$33.5 million over the 2025-26 Budget forward estimates period (see Table 1). This impact reflects an increase in departmental expenses.

The proposal would be expected to have an impact beyond the 2025-26 Budget forward estimates period. A breakdown of the financial implications (including separate public debt interest (PDI) tables) over the period to 2035-36 is provided at Attachment A.

The Parliamentary Budget Office (PBO) has not made any assessment as to whether the funding requirement estimated to establish and operate the WREA would be sufficient to meet the policy objectives of the agency.

**Table 1: Workplace Racial Equality Agency – Financial implications (\$m)<sup>(a)(b)</sup>**

	2025-26	2026-27	2027-28	2028-29	Total to 2028-29
Fiscal balance	-	-12.4	-10.5	-10.6	-33.5
Underlying cash balance	-	-12.4	-10.5	-10.6	-33.5

(a) A positive number represents an increase in the relevant budget balance; a negative number represents a decrease.

(b) PDI impacts are not included in the totals.

- Indicates nil.

## Key assumptions and methodology

The proposal would establish a new agency with an average staffing level and staff profile similar to the WGEA. This is assumed to be a total of 52 staff, with staff costs calculated using the PBO's departmental calculator, indexed to Wage Cost Index 3, less an efficiency dividend. Provision was made for supplier costs and initial set up costs. We assume that no funds allocated to a given year are left unspent.

Financial implications were rounded consistent with the PBO's rounding rules.<sup>1</sup>

## Data sources

Commonwealth of Australia (2025) *Pre-election Economic and Fiscal Outlook 2025*, Commonwealth of Australia.

WGEA provided data on its operating expenses and average staffing levels.

Workplace Gender Equality Agency (2024) [Workplace Gender Equality Agency Annual Report 2023-24](#), accessed 23 May 2025.

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<sup>1</sup> <https://www.pbo.gov.au/for-parliamentarians/how-we-analyse/pbo-rounding-rules>

## Attachment A – Workplace Racial Equality Agency – Financial implications

**Table A1: Workplace Racial Equality Agency – Fiscal and underlying cash balances (\$m)<sup>(a)</sup>**

	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	Total to 2028-29	Total to 2035-36
<b>Expenses</b>													
<b>Total – departmental</b>	-	-12.4	-10.5	-10.6	-10.7	-10.8	-10.9	-11.1	-11.2	-11.3	-11.5	-33.5	-111.0
<b>Total (excluding PDI)</b>	-	-12.4	-10.5	-10.6	-10.7	-10.8	-10.9	-11.1	-11.2	-11.3	-11.5	-33.5	-111.0

(a) A positive number for the fiscal balance indicates an increase in revenue or a decrease in expenses or net capital investment in accrual terms. A negative number for the fiscal balance indicates a decrease in revenue or an increase in expenses or net capital investment in accrual terms. A positive number for the underlying cash balance indicates an increase in receipts or a decrease in payments or net capital investment in cash terms. A negative number for the underlying cash balance indicates a decrease in receipts or an increase in payments or net capital investment in cash terms.

- Indicates nil.

**Table A2: Workplace Racial Equality Agency – Memorandum item: Public Debt Interest (PDI) impacts – Fiscal and underlying cash balances (\$m)<sup>(a)(b)</sup>**

	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	2035-36	Total to 2028-29	Total to 2035-36
<b>Fiscal balance</b>	-	-0.3	-0.8	-1.3	-1.8	-2.4	-3.0	-3.6	-4.3	-5.0	-5.7	-2.4	-28.2
<b>Underlying cash balance</b>	-	-0.2	-0.7	-1.2	-1.7	-2.2	-2.8	-3.5	-4.1	-4.8	-5.5	-2.1	-26.7

(a) As this table is presented as a memorandum item, these figures are not reflected in the totals above. This is consistent with the approach taken in the budget where the budget impact of most measures is presented excluding the impact on PDI. If the reader would like a complete picture of the total aggregate, then these figures would need to be added to the figures above. For further information on government borrowing and financing please refer to the PBO's online budget glossary<sup>2</sup>.

(b) A positive number for the fiscal balance indicates an increase in revenue or a decrease in expenses or net capital investment in accrual terms. A negative number for the fiscal balance indicates a decrease in revenue or an increase in expenses or net capital investment in accrual terms. A positive number for the underlying cash balance indicates an increase in receipts or a decrease in payments or net capital investment in cash terms. A negative number for the underlying cash balance indicates a decrease in receipts or an increase in payments or net capital investment in cash terms.

- Indicates nil.

<sup>2</sup> [Online budget glossary – Parliamentary Budget Office \(pbo.gov.au\)](https://pbo.gov.au/online-budget-glossary)