



## Method for adjusting rates in modern awards— Annual Wage Review 2024–25

This document outlines the method used by the Fair Work Commission to adjust wage rates in modern awards following the increase applied as a result of the Annual Wage Review (AWR) 2024–25 decision [\[\[2025\] FWCFB 3500\]](#).

The Expert Panel decided to increase modern award minimum wages by **3.5%** from **1 July 2025**.

### National Minimum Wage

The minimum weekly rate for an adult is **\$948.00** and the minimum hourly rate for an adult is **\$24.95**.

### Calculating increases

The method for calculating rates is:

The **weekly rates** are rounded to the nearest \$0.10.

Any rounding rules in an award override the more general rules explained here.

#### Weekly rates

To calculate the 2025 weekly rate for an adult employee, the 3.5% increase is applied to the 2024 weekly rate and that rate is then rounded to the nearest \$0.10.

NOTE:            If the amount is \$0.01 - \$0.04, the amount is rounded down to the last \$0.10.  
                      If the amount is \$0.05 - \$0.09, the amount is rounded up to the next \$0.10.

#### Hourly rates

Where an award contains only hourly rates the AWR percentage increase of 3.5% is applied to the hourly rate and that rate is then rounded to the nearest \$0.01.

#### Weekly and Hourly rates

Where an award contains **both** weekly and hourly rates the increase is applied to the weekly rate and that rate is then rounded to the nearest \$0.10.

The rounded rate is then divided by the number of ordinary hours of work per week in the award to determine the adjusted hourly rate, rather than separately applying the AWR increase to the hourly rate.

The hourly rates are then rounded to the nearest \$0.01.



**Examples:** Manufacturing and Associated Industries and Occupations Award 2020 [[MA000010](#)]  
(clause 20.1)

**Weekly rates:**

Classification	2024 rate	2025 rate after 3.5% increase - unrounded	2025 weekly rate rounded to the nearest \$0.10
C14 / V1	891.50	922.7025	922.70
C13 / V2	915.90	947.9565	948.00
C12 / V3	949.20	982.4220	982.40
C11 / V4	980.40	1014.7140	1014.70
C10 / V5	1032.30	1068.4305	1068.40
C9 / V6	1064.70	1101.9645	1102.00

**Hourly rates:**

Classification	1/38 of 2025 <u>rounded</u> weekly rate		2025 hourly rate rounded to the nearest \$0.01
C14 / V1	922.70	24.28157	24.28
C13 / V2	948.00	24.94736	24.95
C12 / V3	982.40	25.85263	25.85
C11 / V4	1014.70	26.70263	26.70
C10 / V5	1068.40	28.11578	28.12
C9 / V6	1102.00	29.00000	29.00

**Annual rates**

Where an award contains only annual rates the AWR percentage increase is applied to the annual rate and that rate is then rounded to the nearest \$1.00.

**Annual, weekly and hourly rates**

Where an award expresses wages as annual, weekly and hourly rates, the AWR increase is **usually** applied to the weekly rate then converted to an annual rate or hourly rate, as follows:

- If there is a method in the award to convert an annual to a weekly and/or hourly rate (or vice versa), this method will be used to calculate the new annual rate.

- If the award does not contain a method, the method that had previously been used in applying Safety Net increases to rates in an award-based transitional instrument from which these rates were derived is used.
  - If the award does not contain a method and it is not apparent what method had previously been used, the method in the [Workplace Relations Regulations 2006](#), of multiplying the weekly rates by 313/6, is used.
  - There are some awards, such as the *Business Equipment Award 2020* and *Architects Award 2020*, where the AWR increase is applied to the annual rate as the base rate and not the weekly rate (see example below).

**Example:** Business Equipment Award 2020 [[MA000021](#)]<sup>1</sup> (clause 14.2(a)(i))

Classification	2024 rate	2025 rate after 3.5% increase - unrounded	2025 annual rate rounded to the nearest \$1
<b>Technical employee</b>			
Level 1	47,627	49293.945	49,294
Level 2	49,337	51063.795	51,064
<b>Technician</b>			
Level 3	50,954	52737.390	52,737
Level 4	53,680	55558.800	55,559
Level 5	57,005	59000.175	59,000
Level 6	60,166	62271.810	62,272

## Casual rates

Where an award contains a rate for casuals, the casual loading is applied to the rounded minimum hourly rate.

NOTE: If there is an allowance payable for all purposes and it applies to all employees, then that all-purpose allowance will be adjusted by the applicable percentage of the standard rate as defined in the award. The allowance amount is then added to the rounded minimum hourly rate to create the rounded ordinary hourly rate. The casual loading will be added to that rate.

<sup>1</sup> While the *Business Equipment Award 2020* presents minimum annual, weekly and hourly rates, the AWR increase has been applied directly to the annual rate since the operation of the 2010 instrument. It is used here as an example.



## Junior, trainee and apprentice rates

Where an award contains rates for juniors, trainees or apprentices the AWR increase is first applied to the adult rate.

The percentage of the adult rate, according to the employee's age or year of apprenticeship, is then applied either to the adult minimum weekly<sup>2</sup> rate or the adult minimum hourly rate, depending on the award.

That calculated junior, trainee or apprentice rate is then rounded to the nearest \$0.01.

## Penalty rates, including overtime and shift rates

Where an award contains penalty, overtime or shift rates the relevant percentage is applied to the rounded minimum hourly rate, the rounded ordinary hourly rate, the rounded casual minimum hourly rate or the rounded casual ordinary hourly rate.

NOTE: If there is an allowance payable for all purposes and it applies to all employees, then that all-purpose allowance will be adjusted by the percentage of the standard rate and added to the rounded minimum hourly rate to create the rounded ordinary hourly rate.

Most awards contain a Summary of Hourly Rates of Pay which sets out hourly rates with the various penalty rates applied.

## National Training Wage schedule

The National Training Wage (NTW) is adjusted by the AWR percentage increase.

Weekly rates are rounded to the nearest \$0.10 and hourly rates are rounded to the nearest \$0.01.

## Piece rates

Where an award contains piece rates the AWR percentage increase is applied to the existing piece rate.

The new piece rates are then rounded to the same number of decimal places as they are currently in the award.

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<sup>2</sup> The junior, trainee and apprentice minimum hourly rate is then derived from this calculated weekly rate after it has been rounded.

## More complex awards

Rates in some awards are based on pre-existing formulae which have been maintained in the modern awards.

In some awards there is an underlying 'basic' rate which has been adjusted in accordance with the Annual Wage Review (AWR) decision. The other rates are then adjusted relative to that adjusted rate (i.e. the AWR adjustment is not made on each rate).

Where rates are the sum of other rates, the underlying base rates are calculated first by applying the AWR increase. Then the adjusted rates will be added together as in the following example:

**Example:** Pastoral Award 2020 [\[MA000035\]](#) (clause A.1.1)

### A.1 Rates for Shearers—if not found employee

#### A.1.1 Rates for flock sheep (wethers, ewes and lambs)

The minimum rate for Shearers shearing 100 flock sheep (if not found employee) is arrived at by the following formula:

Shearer's formula	\$
<i>Minimum rate</i>	1009.29
Plus 20% piecework allowance—min rate x 20%	201.86
Plus 25% casual loading—min rate x 25%	252.32
<i>Subtotal</i>	1463.47
Plus shearing industry allowance <sup>1</sup>	276.45
Plus rations <sup>1</sup>	76.63
Plus allowance for combs/cutters <sup>1</sup>	121.75
Plus payment for handpiece <sup>1</sup>	27.52
<i>Weekly total for casual piecework Shearer with own handpiece (500 sheep)</i>	1965.82
Rate per 100 conversion—total divided by 5	393.16

Only this minimum rate is adjusted according to AWR percentage increase.

<sup>1</sup> The industry allowance, rations, combs/cutters and handpiece components are expense-related allowances adjusted in accordance with clause C.2.