



FairWork
Commission

DETERMINATION

Fair Work Act 2009

s.157—variation of modern award

Expense-related allowances 2025

(AM2025/7)

HYDROCARBONS INDUSTRY (UPSTREAM) AWARD 2020

[MA000062]

Oil and gas industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT MILLHOUSE

SYDNEY, 19 JUNE 2025

Expense-related allowances.

A. Pursuant to s 157 of the *Fair Work Act 2009* (Cth), the above award is varied as follows:

1. By deleting the amount “\$20.63” appearing in clause 20.3(a) and inserting “\$21.17”.
2. By deleting the table appearing in clause C.2.1 and inserting the following:

Allowance	Clause	\$	Payable
Meal allowance—overtime	20.3(a)	21.17	per occasion
Tool allowance	20.3(c)	17.86	per week

B. This determination comes into operation on 1 July 2025. In accordance with s 165(3) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee’s first full pay period that starts on or after 1 July 2025.



PRESIDENT

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