



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

BLACK COAL MINING INDUSTRY AWARD 2020 [MA000001]

Coal industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT MILLHOUSE
DEPUTY PRESIDENT O’NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2025

Annual Wage Review 2024–25.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

1. By deleting the year “2024” in clause 17.4(b) and inserting “2025”.
2. By deleting the table appearing in clause A.4 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate (based on 35 hour week)
	\$	\$
Mineworker – Induction Level 1	1040.70	29.73
Mineworker – Induction Level 2	1060.70	30.31
Mineworker – Training	1060.70	30.31
Mineworker	1133.90	32.40
Mineworker – Advanced	1188.60	33.96
Mineworker – Specialised	1310.80	37.45

3. By deleting the table appearing in clause A.6.7 and inserting the following:

Apprentices other than adult apprentices	% of the Mineworker - Induction Level 2 weekly rate	\$ per week
1st year of experience	45	477.32
2nd year of experience	60	636.42
3rd year of experience	75	795.53
4th year of experience	90	954.63
Adult apprentices	% of the Mineworker - Induction Level 2 weekly rate	\$ per week
1st year of apprenticeship	80	848.56
2nd year of apprenticeship	90	954.63
3rd year of apprenticeship	95	1007.67

4. By deleting the table appearing in clause A.6.8(b)(i) and inserting the following:

Stage	Has not completed year 12		Has completed year 12	
	% of Mineworker – Induction Level 2	\$ per week	% of Mineworker – Induction Level 2	\$ per week
1	50%	530.35	From 1 January 2014: 50%	530.35
			From first pay period commencing on or after 1 January 2015: 55%	583.39
2	60%	636.42	65%	689.46
3	75%	795.53	75%	795.53
4	90%	954.63	90%	954.63

5. By deleting the table appearing in clause A.6.8(b)(ii) and inserting the following:

Stage	Rate of pay	\$ per week
1	80% of Mineworker - Induction Level 2	848.56
2	Mineworker – Induction Level 1	1040.70
3	Mineworker – Induction Level 1	1040.70

6. By deleting the table appearing in clause A.7 and inserting the following:

Age	% of the Mineworker - Induction Level 2 weekly rate	\$ per week
Under 16 years	40	424.28
16 years	55	583.39
17 years	75	795.53

7. By deleting the table appearing in clause A.8.2(a) and inserting the following:

Allowance	Application	% of Mineworker – Induction Level 2 Weekly Rate / reimbursement	\$	Payable
Washery allowance	Where an employee is employed in or about a washery This allowance is in substitution of all other disability allowances except water money	0.63	6.68	per day or shift
Washery allowance— minimum payment	Where an employee is employed in or about a washery This allowance is in substitution of all other disability allowances except water money	0.32	3.39	minimum payment per day or shift
Water money	Where, through no fault of the employee, and in the course of duties, an employee's clothing becomes wet The employee is to notify the supervisor of the intention to claim water money and the reasons for making it as soon as is possible An employee regularly receiving water money must not have the payment discontinued without notice	0.49	5.20	per shift

Allowance	Application	% of Mineworker – Induction Level 2 Weekly Rate / reimbursement	\$	Payable
Shaft work (Electrical / Mechanical)	An employee is engaged on shaft work	0.59	6.26	per shift
Shaft work (Electrical / Mechanical)—minimum payment	Minimum payment of 4 hours at this rate for employees required to carry out work in connection with the release of blockages in sewerage lines and connections thereto (including pumps) A minimum payment of one hour for work on pumps after removal from a pumping station or treatment works for cleaning or stripping	0.3	3.18	minimum payment per day or shift
Dirty work	Where an employee has to handle machinery, equipment, appliances or gear of any description which is covered with oil or grease	0.23	2.44	per shift
Confined spaces allowance (Electrical/ Mechanical)	Employees working in a space, the dimensions of which necessitate working in a stooped or otherwise cramped position or without proper ventilation, or where confinement within a limited space is unusually discomforting	0.08	0.85	per hour
Height money (Electrical/ Mechanical)	Where an employee is engaged on work at a height of 7.5 metres or more above the nearest horizontal plane	0.23	2.44	per shift

Allowance	Application	% of Mineworker – Induction Level 2 Weekly Rate / reimbursement	\$	Payable
First Aid Officer allowance (does not apply to employees employed under the open cut or underground work models)	Where an employee is appointed as a first aid officer	0.76	8.06	per day or shift or attendance at or paid absence from work
First Aid Attendant allowance (does not apply to employees employed under the open cut or underground work models)	Where an employee is appointed as a first aid attendant	0.45	4.77	per day or shift
Boom Welding allowance (does not apply to employees employed under the open cut work model)	Where an employee carries out pressure or x-ray standard welding on booms	0.095	1.01	per hour
Underground allowance (Electrical/Mechanical)	An adult employee who works underground on any shift	0.23	2.44	per day or shift
Additional shift allowance—Open cut employees—per afternoon shift	Where an employee is engaged on afternoon shift and/or night shift at open cut workings and who is in receipt of the 15% shift allowance	0.43	4.56	per afternoon shift (additional to the shiftwork rates)
Additional shift allowance—Open cut employees—per night shift	Where an employee is engaged on afternoon shift and/or night shift at open cut workings and who is in receipt of the 15% shift allowance	0.85	9.02	per night shift (additional to the shiftwork rates)

8. By deleting the table appearing in clause B.2.1 and inserting the following:

	Minimum weekly rate (full-time employee)	Minimum hourly rate (based on 35- hour week)
	\$	\$
GROUP A	1115.60	31.87
(Adult coal mining industry employees, without prior experience in the coal mining industry, engaged in one of the following classifications)		
Tracer		
Surveyor's Assistant		
Clerks		
Laboratory Assistant		
Technical Assistant		
Stores Clerk		
Coal and/or Dust Sampler		
GROUP B	1147.40	32.78
(Adult coal mining industry employee engaged in one of the following classifications)		
Tracer		
Surveyor's Assistant		
Clerk		
Laboratory Assistant		
Technical Assistant		
Stores Clerk		
Trainee		
Coal and/or Dust Sampler		
Screen and Surface Overseer		
Traffic Controller		

	Minimum weekly rate (full-time employee)	Minimum hourly rate (based on 35- hour week)
	\$	\$
GROUP C	1176.80	33.62
Computer Operator		
Senior Clerk		
Senior Stores Clerk		
Laboratory Technician		
Assistant Surveyor		
Assistant Safety Officer		
GROUP D	1194.80	34.14
Surveyor		
Draftsperson		
Shotfirer		
GROUP E	1218.90	34.83
Leading Draftsperson		
Assistant Training Officer		
Assistant Electrical and/or Mechanical Engineer		
GROUP F	1230.70	35.16
Senior Computer Operator		
Assistant Purchasing and Stores Control Officer		
Administrative Officer		
GROUP G	1295.60	37.02
Chemist		
Analyst and/or Programmer		
Environmental Scientist		
Paymaster		
Purchasing Officer		

	Minimum weekly rate (full-time employee)	Minimum hourly rate (based on 35- hour week)
	\$	\$
Stores Control Officer		
Personnel Officer		
Safety Officer		
Assistant to the Chief Clerk		
GROUP H	1310.80	37.45
Deputy		
Training Officer		
Mines Rescue Training Officer Level 1		
Mines Rescue Technical Officer Level 1		
Occupational Hygienist/Statutory Dust Sampler		
GROUP I	1331.20	38.03
Foreperson		
Senior Analyst and/or Programmer		
Coal Preparation Plant Foreperson (Tasmania)		
Commercial Officer		
Assistant Accountant		
Chief Clerk		
Purchasing and Store Control Officer		
Mine Surveyor		
Planning Officer		
Occupational Health Nurse		
Mines Rescue Training Officer Level 2		
Mines Rescue Technical Officer Level 2		

	Minimum weekly rate (full-time employee)	Minimum hourly rate (based on 35- hour week)
	\$	\$
GROUP J	1349.20	38.55
Engineer		
Assistant to the Chief Electrical and/or Mechanical Engineer		
Open Cut Overseer		
Chief Surveyor		
Metallurgist		
Senior Chemist		
Geologist		
Assistant Undermanager		
Senior Foreperson		
Accountant		
Washing Plant Superintendent and/or Supervisor		
EDP Supervisor		
Mines Rescue Training Officer Level 3		
Mines Rescue Technical Officer Level 3		
GROUP K	1379.70	39.42
Senior Geologist		
Chief Geologist		
Chief Chemist		
Senior Metallurgist		
Senior Engineer		
Senior Open Cut Overseer		
Coal Preparation Plant Supervisor		
Undermanager		

	Minimum weekly rate (full-time employee)	Minimum hourly rate (based on 35-hour week)
	\$	\$
Mines Rescue Training Coordinator		
Mines Rescue Senior Technical Officer		
GROUP L	1413.40	40.38
Production Supervisor		
Chief Electrical and/or Mechanical Engineer		
Mines Rescue Assistant Superintendent		
GROUP M	1469.20	41.98
Electrical and/or Mechanical Engineer (in charge)		
Undermanager (in charge)		
Mines Rescue Superintendent		

9. By deleting the table appearing in clause B.2.2 and inserting the following:

Age	% of the Group A weekly rate	\$ per week
Under 17 years	65	725.14
17 years	70	780.92
18 years	80	892.48
19 years	90	1004.04
20 years	95	1059.82

10. By deleting the table appearing in clause B.2.3(a) and inserting the following:

Classification	% of the Group J – Engineer’s weekly rate	\$ per week
Graduate Engineer – Level 1	80	1079.36
Graduate Engineer – Level 2	86	1160.31
Graduate Engineer – Level 3	94	1268.25

11. By deleting the table appearing in clause B.2.3(b) and inserting the following:

Classification	% of the Group I – Commercial Officer’s weekly rate	\$ per week
Commercial Graduate – Level 1	80	1064.96
Commercial Graduate – Level 2	86	1144.83
Commercial Graduate – Level 3	94	1251.33

12. By deleting the table appearing in clause B.3.1(a) and inserting the following:

Allowance	Application	% of Mineworker – Induction Level 2 Weekly Rate / reimbursement	\$	Payable
First Aid Officer allowance	Where an employee is appointed as the first aid officer	0.76	8.06	per day or shift or attendance at, or paid absence from, work
First Aid Attendant allowance	Where an employee is appointed as a first aid attendant	0.45	4.77	per day or shift

13. By deleting the table appearing in clause C.1.1 and inserting the following:

	Ordinary hours	Saturday		Sunday	Public holiday
		First 4 hours	After 4 hours		
	% of minimum hourly rate				
	100%	150%	200%	200%	300%
	\$	\$	\$	\$	\$
Mineworker – Induction Level 1	29.73	44.60	59.46	59.46	89.19
Mineworker – Induction Level 2	30.31	45.47	60.62	60.62	90.93
Mineworker – Training	30.31	45.47	60.62	60.62	90.93

	Ordinary hours	Saturday		Sunday	Public holiday
		First 4 hours	After 4 hours		
	% of minimum hourly rate				
	100%	150%	200%	200%	300%
	\$	\$	\$	\$	\$
Mineworker	32.40	48.60	64.80	64.80	97.20
Mineworker – Advanced	33.96	50.94	67.92	67.92	101.88
Mineworker – Specialised	37.45	56.18	74.90	74.90	112.35

14. By deleting the table appearing in clause C.1.2 and inserting the following:

	Day Shift	Afternoon shift	Rotating night shift ¹	Permanent night shift ¹
	% of minimum hourly rate			
	100%	115%	115%	125%
	\$	\$	\$	\$
Mineworker – Induction Level 1	29.73	34.19	34.19	37.16
Mineworker – Induction Level 2	30.31	34.86	34.86	37.89
Mineworker – Training	30.31	34.86	34.86	37.89
Mineworker	32.40	37.26	37.26	40.50
Mineworker – Advanced	33.96	39.05	39.05	42.45
Mineworker – Specialised	37.45	43.07	43.07	46.81

15. By deleting the table appearing in clause C.1.3 and inserting the following:

	Afternoon and rotating night shift ¹			Permanent night shift ¹		
	Saturday		Sunday	Saturday		Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
	% of minimum hourly rate					
	172.5%	230%	230%	187.5%	250%	250%
	\$	\$	\$	\$	\$	\$
Mineworker – Induction Level 1	51.28	68.38	68.38	55.74	74.33	74.33

	Afternoon and rotating night shift ¹			Permanent night shift ¹		
	Saturday		Sunday	Saturday		Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
	% of minimum hourly rate					
	172.5%	230%	230%	187.5%	250%	250%
	\$	\$	\$	\$	\$	\$
Mineworker – Induction Level 2	52.28	69.71	69.71	56.83	75.78	75.78
Mineworker – Training	52.28	69.71	69.71	56.83	75.78	75.78
Mineworker	55.89	74.52	74.52	60.75	81.00	81.00
Mineworker – Advanced	58.58	78.11	78.11	63.68	84.90	84.90
Mineworker – Specialised	64.60	86.14	86.14	70.22	93.63	93.63

16. By deleting the table appearing in clause C.1.4 and inserting the following:

	Afternoon and rotating night shift¹	Permanent night shift¹
	% of minimum hourly rate	
	330%	350%
	\$	\$
Mineworker – Induction Level 1	98.11	104.06
Mineworker – Induction Level 2	100.02	106.09
Mineworker – Training	100.02	106.09
Mineworker	106.92	113.40
Mineworker – Advanced	112.07	118.86
Mineworker – Specialised	123.59	131.08

17. By deleting the table appearing in clause C.1.5 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	300%
	\$	\$	\$	\$
Mineworker – Induction Level 1	44.60	59.46	59.46	89.19
Mineworker – Induction Level 2	45.47	60.62	60.62	90.93
Mineworker – Training	45.47	60.62	60.62	90.93
Mineworker	48.60	64.80	64.80	97.20
Mineworker – Advanced	50.94	67.92	67.92	101.88
Mineworker – Specialised	56.18	74.90	74.90	112.35

18. By deleting the table appearing in clause C.1.6 and inserting the following:

	Afternoon and rotating night shift¹	Permanent night shift¹
	% of minimum hourly rate	
	215%	225%
	\$	\$
Mineworker – Induction Level 1	63.92	66.89
Mineworker – Induction Level 2	65.17	68.20
Mineworker – Training	65.17	68.20
Mineworker	69.66	72.90
Mineworker – Advanced	73.01	76.41
Mineworker – Specialised	80.52	84.26

19. By deleting the table appearing in clause C.1.7 and inserting the following:

	Afternoon and rotating night shift¹			Permanent night shift¹		
	Saturday		Sunday	Saturday		Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
	% of minimum hourly rate					
	222.5%	230%	230%	237.5%	250%	250%
	\$	\$	\$	\$	\$	\$
Mineworker – Induction Level 1	66.15	68.38	68.38	70.61	74.33	74.33
Mineworker – Induction Level 2	67.44	69.71	69.71	71.99	75.78	75.78
Mineworker – Training	67.44	69.71	69.71	71.99	75.78	75.78
Mineworker	72.09	74.52	74.52	76.95	81.00	81.00
Mineworker – Advanced	75.56	78.11	78.11	80.66	84.90	84.90
Mineworker – Specialised	83.33	86.14	86.14	88.94	93.63	93.63

20. By deleting the table appearing in clause C.1.8 and inserting the following:

	Day shift	Afternoon and rotating night shift¹	Permanent night shift¹
	% of minimum hourly rate		
	300%	330%	350%
	\$	\$	\$
Mineworker – Induction Level 1	89.19	98.11	104.06
Mineworker – Induction Level 2	90.93	100.02	106.09
Mineworker – Training	90.93	100.02	106.09
Mineworker	97.20	106.92	113.40
Mineworker – Advanced	101.88	112.07	118.86
Mineworker – Specialised	112.35	123.59	131.08

21. By deleting the table appearing in clause C.1.9 and inserting the following:

	% of minimum hourly rate
	200%
	\$
Mineworker – Induction Level 1	59.46
Mineworker – Induction Level 2	60.62
Mineworker – Training	60.62
Mineworker	64.80
Mineworker – Advanced	67.92
Mineworker – Specialised	74.90

22. By deleting the table appearing in clause C.1.10 and inserting the following:

	Overtime on a public holiday	All other overtime
	% of minimum hourly rate	
	300%	200%
	\$	\$
Mineworker – Induction Level 1	89.19	59.46
Mineworker – Induction Level 2	90.93	60.62
Mineworker – Training	90.93	60.62
Mineworker	97.20	64.80
Mineworker – Advanced	101.88	67.92
Mineworker – Specialised	112.35	74.90

23. By deleting the table appearing in clause D.1.1 and inserting the following:

	Ordinary hours	Saturday		Sunday	Public holiday
		First 4 hours	After 4 hours		
	% of minimum hourly rate				
	100%	150%	200%	200%	300%
Classification	\$	\$	\$	\$	\$
Group A	31.87	47.81	63.74	63.74	95.61
Group B	32.78	49.17	65.56	65.56	98.34

	Ordinary hours	Saturday		Sunday	Public holiday
		First 4 hours	After 4 hours		
	% of minimum hourly rate				
	100%	150%	200%	200%	300%
Classification	\$	\$	\$	\$	\$
Group C	33.62	50.43	67.24	67.24	100.86
Group D	34.14	51.21	68.28	68.28	102.42
Group E	34.83	52.25	69.66	69.66	104.49
Group F	35.16	52.74	70.32	70.32	105.48
Group G	37.02	55.53	74.04	74.04	111.06
Group H	37.45	56.18	74.90	74.90	112.35
Group I	38.03	57.05	76.06	76.06	114.09
Group J	38.55	57.83	77.10	77.10	115.65
Group K	39.42	59.13	78.84	78.84	118.26
Group L	40.38	60.57	80.76	80.76	121.14
Group M	41.98	62.97	83.96	83.96	125.94
Graduate Engineer – Level 1	30.84	46.26	61.68	61.68	92.52
Graduate Engineer – Level 2	33.15	49.73	66.30	66.30	99.45
Graduate Engineer – Level 3	36.24	54.36	72.48	72.48	108.72
Commercial Graduate – Level 1	30.43	45.65	60.86	60.86	91.29
Commercial Graduate – Level 2	32.71	49.07	65.42	65.42	98.13
Commercial Graduate – Level 3	35.75	53.63	71.50	71.50	107.25

24. By deleting the table appearing in clause D.1.2 and inserting the following:

	Day Shift	Afternoon shift	Rotating night shift ¹	Permanent night shift ¹
	% of minimum hourly rate			
	100%	115%	115%	125%
Classification	\$	\$	\$	\$
Group A	31.87	36.65	36.65	39.84

	Day Shift	Afternoon shift	Rotating night shift ¹	Permanent night shift ¹
	% of minimum hourly rate			
	100%	115%	115%	125%
Classification	\$	\$	\$	\$
Group B	32.78	37.70	37.70	40.98
Group C	33.62	38.66	38.66	42.03
Group D	34.14	39.26	39.26	42.68
Group E	34.83	40.05	40.05	43.54
Group F	35.16	40.43	40.43	43.95
Group G	37.02	42.57	42.57	46.28
Group H	37.45	43.07	43.07	46.81
Group I	38.03	43.73	43.73	47.54
Group J	38.55	44.33	44.33	48.19
Group K	39.42	45.33	45.33	49.28
Group L	40.38	46.44	46.44	50.48
Group M	41.98	48.28	48.28	52.48
Graduate Engineer – Level 1	30.84	35.47	35.47	38.55
Graduate Engineer – Level 2	33.15	38.12	38.12	41.44
Graduate Engineer – Level 3	36.24	41.68	41.68	45.30
Commercial Graduate – Level 1	30.43	34.99	34.99	38.04
Commercial Graduate – Level 2	32.71	37.62	37.62	40.89
Commercial Graduate – Level 3	35.75	41.11	41.11	44.69

25. By deleting the table appearing in clause D.1.3 and inserting the following:

	Afternoon and rotating night shift ¹			Permanent night shift ¹		
	Saturday		Sunday	Saturday		Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
	% of minimum hourly rate					
	172.5%	230%	230%	187.5%	250%	250%
Classification	\$	\$	\$	\$	\$	\$
Group A	54.98	73.30	73.30	59.76	79.68	79.68
Group B	56.55	75.39	75.39	61.46	81.95	81.95

	Afternoon and rotating night shift¹		Permanent night shift¹			
	Saturday		Sunday	Saturday		Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
	% of minimum hourly rate					
	172.5%	230%	230%	187.5%	250%	250%
Classification	\$	\$	\$	\$	\$	\$
Group C	57.99	77.33	77.33	63.04	84.05	84.05
Group D	58.89	78.52	78.52	64.01	85.35	85.35
Group E	60.08	80.11	80.11	65.31	87.08	87.08
Group F	60.65	80.87	80.87	65.93	87.90	87.90
Group G	63.86	85.15	85.15	69.41	92.55	92.55
Group H	64.60	86.14	86.14	70.22	93.63	93.63
Group I	65.60	87.47	87.47	71.31	95.08	95.08
Group J	66.50	88.67	88.67	72.28	96.38	96.38
Group K	68.00	90.67	90.67	73.91	98.55	98.55
Group L	69.66	92.87	92.87	75.71	100.95	100.95
Group M	72.42	96.55	96.55	78.71	104.95	104.95
Graduate Engineer – Level 1	53.20	70.93	70.93	57.83	77.10	77.10
Graduate Engineer – Level 2	57.18	76.25	76.25	62.16	82.88	82.88
Graduate Engineer – Level 3	62.51	83.35	83.35	67.95	90.60	90.60
Commercial Graduate – Level 1	52.49	69.99	69.99	57.06	76.08	76.08
Commercial Graduate – Level 2	56.42	75.23	75.23	61.33	81.78	81.78
Commercial Graduate – Level 3	61.67	82.23	82.23	67.03	89.38	89.38

26. By deleting the table appearing in clause D.1.4 and inserting the following:

	Afternoon and rotating night shift¹	Permanent night shift¹
	% of minimum hourly rate	
	330%	350%
Classification	\$	\$
Group A	105.17	111.55

	Afternoon and rotating night shift¹	Permanent night shift¹
	% of minimum hourly rate	
	330%	350%
Classification	\$	\$
Group B	108.17	114.73
Group C	110.95	117.67
Group D	112.66	119.49
Group E	114.94	121.91
Group F	116.03	123.06
Group G	122.17	129.57
Group H	123.59	131.08
Group I	125.50	133.11
Group J	127.22	134.93
Group K	130.09	137.97
Group L	133.25	141.33
Group M	138.53	146.93
Graduate Engineer – Level 1	101.77	107.94
Graduate Engineer – Level 2	109.40	116.03
Graduate Engineer – Level 3	119.59	126.84
Commercial Graduate – Level 1	100.42	106.51
Commercial Graduate – Level 2	107.94	114.49
Commercial Graduate – Level 3	117.98	125.13

27. By deleting the table appearing in clause D.1.5 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	300%
Classification	\$	\$	\$	\$
Group A	47.81	63.74	63.74	95.61
Group B	49.17	65.56	65.56	98.34
Group C	50.43	67.24	67.24	100.86
Group D	51.21	68.28	68.28	102.42

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	300%
Classification	\$	\$	\$	\$
Group E	52.25	69.66	69.66	104.49
Group F	52.74	70.32	70.32	105.48
Group G	55.53	74.04	74.04	111.06
Group H	56.18	74.90	74.90	112.35
Group I	57.05	76.06	76.06	114.09
Group J	57.83	77.10	77.10	115.65
Group K	59.13	78.84	78.84	118.26
Group L	60.57	80.76	80.76	121.14
Group M	62.97	83.96	83.96	125.94
Graduate Engineer – Level 1	46.26	61.68	61.68	92.52
Graduate Engineer – Level 2	49.73	66.30	66.30	99.45
Graduate Engineer – Level 3	54.36	72.48	72.48	108.72
Commercial Graduate – Level 1	45.65	60.86	60.86	91.29
Commercial Graduate – Level 2	49.07	65.42	65.42	98.13
Commercial Graduate – Level 3	53.63	71.50	71.50	107.25

28. By deleting the table appearing in clause D.1.6 and inserting the following:

	Afternoon and rotating night shift ¹	Permanent night shift ¹
	% of minimum hourly rate	
	215%	225%
Classification	\$	\$
Group A	68.52	71.71
Group B	70.48	73.76
Group C	72.28	75.65

	Afternoon and rotating night shift¹	Permanent night shift¹
	% of minimum hourly rate	
	215%	225%
Classification	\$	\$
Group D	73.40	76.82
Group E	74.88	78.37
Group F	75.59	79.11
Group G	79.59	83.30
Group H	80.52	84.26
Group I	81.76	85.57
Group J	82.88	86.74
Group K	84.75	88.70
Group L	86.82	90.86
Group M	90.26	94.46
Graduate Engineer – Level 1	66.31	69.39
Graduate Engineer – Level 2	71.27	74.59
Graduate Engineer – Level 3	77.92	81.54
Commercial Graduate – Level 1	65.42	68.47
Commercial Graduate – Level 2	70.33	73.60
Commercial Graduate – Level 3	76.86	80.44

29. By deleting the table appearing in clause D.1.7 and inserting the following:

	Afternoon and rotating night shift ¹			Permanent night shift ¹		
	Saturday		Sunday	Saturday		Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
	% of minimum hourly rate					
	222.5%	230%	230%	237.5%	250%	250%
Classification	\$	\$	\$	\$	\$	\$
Group A	70.91	73.30	73.30	75.69	79.68	79.68
Group B	72.94	75.39	75.39	77.85	81.95	81.95
Group C	74.80	77.33	77.33	79.85	84.05	84.05
Group D	75.96	78.52	78.52	81.08	85.35	85.35

	Afternoon and rotating night shift ¹			Permanent night shift ¹		
	Saturday		Sunday	Saturday		Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
	% of minimum hourly rate					
	222.5%	230%	230%	237.5%	250%	250%
Classification	\$	\$	\$	\$	\$	\$
Group E	77.50	80.11	80.11	82.72	87.08	87.08
Group F	78.23	80.87	80.87	83.51	87.90	87.90
Group G	82.37	85.15	85.15	87.92	92.55	92.55
Group H	83.33	86.14	86.14	88.94	93.63	93.63
Group I	84.62	87.47	87.47	90.32	95.08	95.08
Group J	85.77	88.67	88.67	91.56	96.38	96.38
Group K	87.71	90.67	90.67	93.62	98.55	98.55
Group L	89.85	92.87	92.87	95.90	100.95	100.95
Group M	93.41	96.55	96.55	99.70	104.95	104.95
Graduate Engineer – Level 1	68.62	70.93	70.93	73.25	77.10	77.10
Graduate Engineer – Level 2	73.76	76.25	76.25	78.73	82.88	82.88
Graduate Engineer – Level 3	80.63	83.35	83.35	86.07	90.60	90.60
Commercial Graduate – Level 1	67.71	69.99	69.99	72.27	76.08	76.08
Commercial Graduate – Level 2	72.78	75.23	75.23	77.69	81.78	81.78
Commercial Graduate – Level 3	79.54	82.23	82.23	84.91	89.38	89.38

30. By deleting the table appearing in clause D.1.8 and inserting the following:

	Day shift	Afternoon and rotating night shift ¹	Permanent night shift ¹
	% of minimum hourly rate		
	300%	330%	350%
Classification	\$	\$	\$
Group A	95.61	105.17	111.55

	Day shift	Afternoon and rotating night shift¹	Permanent night shift¹
	% of minimum hourly rate		
	300%	330%	350%
Classification	\$	\$	\$
Group B	98.34	108.17	114.73
Group C	100.86	110.95	117.67
Group D	102.42	112.66	119.49
Group E	104.49	114.94	121.91
Group F	105.48	116.03	123.06
Group G	111.06	122.17	129.57
Group H	112.35	123.59	131.08
Group I	114.09	125.50	133.11
Group J	115.65	127.22	134.93
Group K	118.26	130.09	137.97
Group L	121.14	133.25	141.33
Group M	125.94	138.53	146.93
Graduate Engineer – Level 1	92.52	101.77	107.94
Graduate Engineer – Level 2	99.45	109.40	116.03
Graduate Engineer – Level 3	108.72	119.59	126.84
Commercial Graduate – Level 1	91.29	100.42	106.51
Commercial Graduate – Level 2	98.13	107.94	114.49
Commercial Graduate – Level 3	107.25	117.98	125.13

31. By deleting the table appearing in clause D.1.9 and inserting the following:

	% of minimum hourly rate
	200%
Classification	\$
Group A	63.74
Group B	65.56
Group C	67.24
Group D	68.28
Group E	69.66

	% of minimum hourly rate
	200%
Classification	\$
Group F	70.32
Group G	74.04
Group H	74.90
Group I	76.06
Group J	77.10
Group K	78.84
Group L	80.76
Group M	83.96
Graduate Engineer – Level 1	61.68
Graduate Engineer – Level 2	66.30
Graduate Engineer – Level 3	72.48
Commercial Graduate – Level 1	60.86
Commercial Graduate – Level 2	65.42
Commercial Graduate – Level 3	71.50

32. By deleting the table appearing in clause D.1.10 and inserting the following:

	Overtime on a public holiday	All other overtime
	% of minimum hourly rate	
	300%	200%
Classification	\$	\$
Group A	95.61	63.74
Group B	98.34	65.56
Group C	100.86	67.24
Group D	102.42	68.28
Group E	104.49	69.66
Group F	105.48	70.32
Group G	111.06	74.04
Group H	112.35	74.90
Group I	114.09	76.06
Group J	115.65	77.10

	Overtime on a public holiday	All other overtime
	% of minimum hourly rate	
	300%	200%
Classification	\$	\$
Group K	118.26	78.84
Group L	121.14	80.76
Group M	125.94	83.96
Graduate Engineer – Level 1	92.52	61.68
Graduate Engineer – Level 2	99.45	66.30
Graduate Engineer – Level 3	108.72	72.48
Commercial Graduate – Level 1	91.29	60.86
Commercial Graduate – Level 2	98.13	65.42
Commercial Graduate – Level 3	107.25	71.50

33. By deleting the table appearing in clause D.2.1 and inserting the following:

	Ordinary hours	Saturday		Sunday	Public holiday
		First 4 hours	After 4 hours		
	% of casual minimum hourly rate				
	100%	150%	200%	200%	300%
Classification	\$	\$	\$	\$	\$
Group A	39.84	59.76	79.68	79.68	119.52
Group B	40.98	61.47	81.96	81.96	122.94
Group C	42.03	63.05	84.06	84.06	126.09
Group D	42.68	64.02	85.36	85.36	128.04
Group E	43.54	65.31	87.08	87.08	130.62
Group F	43.95	65.93	87.90	87.90	131.85
Group G	46.28	69.42	92.56	92.56	138.84
Group H	46.81	70.22	93.62	93.62	140.43
Group I	47.54	71.31	95.08	95.08	142.62
Group J	48.19	72.29	96.38	96.38	144.57
Group K	49.28	73.92	98.56	98.56	147.84
Group L	50.48	75.72	100.96	100.96	151.44

	Ordinary hours	Saturday		Sunday	Public holiday
		First 4 hours	After 4 hours		
	% of casual minimum hourly rate				
	100%	150%	200%	200%	300%
Classification	\$	\$	\$	\$	\$
Group M	52.48	78.72	104.96	104.96	157.44
Graduate Engineer – Level 1	38.55	57.83	77.10	77.10	115.65
Graduate Engineer – Level 2	41.44	62.16	82.88	82.88	124.32
Graduate Engineer – Level 3	45.30	67.95	90.60	90.60	135.90
Commercial Graduate – Level 1	38.04	57.06	76.08	76.08	114.12
Commercial Graduate – Level 2	40.89	61.34	81.78	81.78	122.67
Commercial Graduate – Level 3	44.69	67.04	89.38	89.38	134.07

34. By deleting the table appearing in clause D.2.2 and inserting the following:

	Day shift	Afternoon shift	Rotating night shift¹	Permanent night shift¹
	% of casual minimum hourly rate			
	100%	115%	115%	125%
Classification	\$	\$	\$	\$
Group A	39.84	45.82	45.82	49.80
Group B	40.98	47.13	47.13	51.23
Group C	42.03	48.33	48.33	52.54
Group D	42.68	49.08	49.08	53.35
Group E	43.54	50.07	50.07	54.43
Group F	43.95	50.54	50.54	54.94
Group G	46.28	53.22	53.22	57.85
Group H	46.81	53.83	53.83	58.51
Group I	47.54	54.67	54.67	59.43
Group J	48.19	55.42	55.42	60.24
Group K	49.28	56.67	56.67	61.60
Group L	50.48	58.05	58.05	63.10
Group M	52.48	60.35	60.35	65.60
Graduate Engineer – Level 1	38.55	44.33	44.33	48.19
Graduate Engineer – Level 2	41.44	47.66	47.66	51.80
Graduate Engineer – Level 3	45.30	52.10	52.10	56.63
Commercial Graduate – Level 1	38.04	43.75	43.75	47.55
Commercial Graduate – Level 2	40.89	47.02	47.02	51.11
Commercial Graduate – Level 3	44.69	51.39	51.39	55.86

35. By deleting the table appearing in clause D.2.3 and inserting the following:

	Afternoon and rotating night shift ¹			Permanent night shift ¹		
	Saturday		Sunday	Saturday		Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
	% of casual minimum hourly rate					
	172.5%	230%	230%	187.5%	250%	250%
Classification	\$	\$	\$	\$	\$	\$
Group A	68.72	91.63	91.63	74.70	99.60	99.60
Group B	70.69	94.25	94.25	76.84	102.45	102.45
Group C	72.50	96.67	96.67	78.81	105.08	105.08
Group D	73.62	98.16	98.16	80.03	106.70	106.70
Group E	75.11	100.14	100.14	81.64	108.85	108.85
Group F	75.81	101.09	101.09	82.41	109.88	109.88
Group G	79.83	106.44	106.44	86.78	115.70	115.70
Group H	80.75	107.66	107.66	87.77	117.03	117.03
Group I	82.01	109.34	109.34	89.14	118.85	118.85
Group J	83.13	110.84	110.84	90.36	120.48	120.48
Group K	85.01	113.34	113.34	92.40	123.20	123.20
Group L	87.08	116.10	116.10	94.65	126.20	126.20
Group M	90.53	120.70	120.70	98.40	131.20	131.20
Graduate Engineer – Level 1	66.50	88.67	88.67	72.28	96.38	96.38
Graduate Engineer – Level 2	71.48	95.31	95.31	77.70	103.60	103.60
Graduate Engineer – Level 3	78.14	104.19	104.19	84.94	113.25	113.25
Commercial Graduate – Level 1	65.62	87.49	87.49	71.33	95.10	95.10
Commercial Graduate – Level 2	70.54	94.05	94.05	76.67	102.23	102.23
Commercial Graduate – Level 3	77.09	102.79	102.79	83.79	111.73	111.73

36. By deleting the table appearing in clause D.2.4 and inserting the following:

	Afternoon and rotating night shift¹	Permanent night shift¹
	% of casual minimum hourly rate	
	330%	350%
Classification	\$	\$
Group A	131.47	139.44
Group B	135.23	143.43
Group C	138.70	147.11
Group D	140.84	149.38
Group E	143.68	152.39
Group F	145.04	153.83
Group G	152.72	161.98
Group H	154.47	163.84
Group I	156.88	166.39
Group J	159.03	168.67
Group K	162.62	172.48
Group L	166.58	176.68
Group M	173.18	183.68
Graduate Engineer – Level 1	127.22	134.93
Graduate Engineer – Level 2	136.75	145.04
Graduate Engineer – Level 3	149.49	158.55
Commercial Graduate – Level 1	125.53	133.14
Commercial Graduate – Level 2	134.94	143.12
Commercial Graduate – Level 3	147.48	156.42

37. By deleting the table appearing in clause D.2.5 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of casual minimum hourly rate			
	150%	200%	200%	300%
Classification	\$	\$	\$	\$
Group A	59.76	79.68	79.68	119.52
Group B	61.47	81.96	81.96	122.94
Group C	63.05	84.06	84.06	126.09
Group D	64.02	85.36	85.36	128.04
Group E	65.31	87.08	87.08	130.62
Group F	65.93	87.90	87.90	131.85
Group G	69.42	92.56	92.56	138.84
Group H	70.22	93.62	93.62	140.43
Group I	71.31	95.08	95.08	142.62
Group J	72.29	96.38	96.38	144.57
Group K	73.92	98.56	98.56	147.84
Group L	75.72	100.96	100.96	151.44
Group M	78.72	104.96	104.96	157.44
Graduate Engineer – Level 1	57.83	77.10	77.10	115.65
Graduate Engineer – Level 2	62.16	82.88	82.88	124.32
Graduate Engineer – Level 3	67.95	90.60	90.60	135.90
Commercial Graduate – Level 1	57.06	76.08	76.08	114.12
Commercial Graduate – Level 2	61.34	81.78	81.78	122.67
Commercial Graduate – Level 3	67.04	89.38	89.38	134.07

38. By deleting the table appearing in clause D.2.6 and inserting the following:

	Afternoon and rotating night shift¹	Permanent night shift¹
	% of casual minimum hourly rate	
	215%	225%
Classification	\$	\$
Group A	85.66	89.64
Group B	88.11	92.21
Group C	90.36	94.57
Group D	91.76	96.03
Group E	93.61	97.97
Group F	94.49	98.89
Group G	99.50	104.13
Group H	100.64	105.32
Group I	102.21	106.97
Group J	103.61	108.43
Group K	105.95	110.88
Group L	108.53	113.58
Group M	112.83	118.08
Graduate Engineer – Level 1	82.88	86.74
Graduate Engineer – Level 2	89.10	93.24
Graduate Engineer – Level 3	97.40	101.93
Commercial Graduate – Level 1	81.79	85.59
Commercial Graduate – Level 2	87.91	92.00
Commercial Graduate – Level 3	96.08	100.55

39. By deleting the table appearing in clause D.2.7 and inserting the following:

	Afternoon and rotating night shift ¹			Permanent night shift ¹		
	Saturday		Sunday	Saturday		Sunday
	First 4 hours	After 4 hours		First 4 hours	After 4 hours	
	% of casual minimum hourly rate					
	222.5%	230%	230%	237.5%	250%	250%
Classification	\$	\$	\$	\$	\$	\$
Group A	88.64	91.63	91.63	94.62	99.60	99.60
Group B	91.18	94.25	94.25	97.33	102.45	102.45
Group C	93.52	96.67	96.67	99.82	105.08	105.08
Group D	94.96	98.16	98.16	101.37	106.70	106.70
Group E	96.88	100.14	100.14	103.41	108.85	108.85
Group F	97.79	101.09	101.09	104.38	109.88	109.88
Group G	102.97	106.44	106.44	109.92	115.70	115.70
Group H	104.15	107.66	107.66	111.17	117.03	117.03
Group I	105.78	109.34	109.34	112.91	118.85	118.85
Group J	107.22	110.84	110.84	114.45	120.48	120.48
Group K	109.65	113.34	113.34	117.04	123.20	123.20
Group L	112.32	116.10	116.10	119.89	126.20	126.20
Group M	116.77	120.70	120.70	124.64	131.20	131.20
Graduate Engineer – Level 1	85.77	88.67	88.67	91.56	96.38	96.38
Graduate Engineer – Level 2	92.20	95.31	95.31	98.42	103.60	103.60
Graduate Engineer – Level 3	100.79	104.19	104.19	107.59	113.25	113.25
Commercial Graduate – Level 1	84.64	87.49	87.49	90.35	95.10	95.10
Commercial Graduate – Level 2	90.98	94.05	94.05	97.11	102.23	102.23
Commercial Graduate – Level 3	99.44	102.79	102.79	106.14	111.73	111.73

40. By deleting the table appearing in clause D.2.8 and inserting the following:

	Day shift	Afternoon and rotating night shift¹	Permanent night shift¹
	% of casual minimum hourly rate		
	300%	330%	350%
Classification	\$	\$	\$
Group A	119.52	131.47	139.44
Group B	122.94	135.23	143.43
Group C	126.09	138.70	147.11
Group D	128.04	140.84	149.38
Group E	130.62	143.68	152.39
Group F	131.85	145.04	153.83
Group G	138.84	152.72	161.98
Group H	140.43	154.47	163.84
Group I	142.62	156.88	166.39
Group J	144.57	159.03	168.67
Group K	147.84	162.62	172.48
Group L	151.44	166.58	176.68
Group M	157.44	173.18	183.68
Graduate Engineer – Level 1	115.65	127.22	134.93
Graduate Engineer – Level 2	124.32	136.75	145.04
Graduate Engineer – Level 3	135.90	149.49	158.55
Commercial Graduate – Level 1	114.12	125.53	133.14
Commercial Graduate – Level 2	122.67	134.94	143.12
Commercial Graduate – Level 3	134.07	147.48	156.42

41. By deleting the table appearing in clause D.2.9 and inserting the following:

	% of casual minimum hourly rate
	200%
Classification	\$
Group A	79.68
Group B	81.96
Group C	84.06

	% of casual minimum hourly rate
	200%
Classification	\$
Group D	85.36
Group E	87.08
Group F	87.90
Group G	92.56
Group H	93.62
Group I	95.08
Group J	96.38
Group K	98.56
Group L	100.96
Group M	104.96
Graduate Engineer – Level 1	77.10
Graduate Engineer – Level 2	82.88
Graduate Engineer – Level 3	90.60
Commercial Graduate – Level 1	76.08
Commercial Graduate – Level 2	81.78
Commercial Graduate – Level 3	89.38

42. By deleting the table appearing in clause D.2.10 and inserting the following:

	Overtime on a public holiday	All other overtime
	% of casual minimum hourly rate	
	300%	200%
Classification	\$	\$
Group A	119.52	79.68
Group B	122.94	81.96
Group C	126.09	84.06
Group D	128.04	85.36
Group E	130.62	87.08
Group F	131.85	87.90
Group G	138.84	92.56
Group H	140.43	93.62

	Overtime on a public holiday	All other overtime
	% of casual minimum hourly rate	
	300%	200%
Classification	\$	\$
Group I	142.62	95.08
Group J	144.57	96.38
Group K	147.84	98.56
Group L	151.44	100.96
Group M	157.44	104.96
Graduate Engineer – Level 1	115.65	77.10
Graduate Engineer – Level 2	124.32	82.88
Graduate Engineer – Level 3	135.90	90.60
Commercial Graduate – Level 1	114.12	76.08
Commercial Graduate – Level 2	122.67	81.78
Commercial Graduate – Level 3	134.07	89.38

43. By deleting the amount “\$105.14” appearing in clause I.2.1 and inserting “\$108.83”.
44. By deleting the amount “\$191.74” appearing in clause I.2.2 and inserting “\$198.46”.
45. By deleting the amount “\$123.69” appearing in clause I.2.3 and inserting “\$128.03”.
46. By deleting the amount “\$247.39” appearing in clause I.2.4 and inserting “\$256.05”.

B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) 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