



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

GENERAL RETAIL INDUSTRY AWARD 2020 [MA000004]

Retail 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] FWCFCB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 17.1 and inserting the following:

Column 1 Employee classification	Column 2 Minimum weekly rate (full-time employee)	Column 3 Minimum hourly rate
	\$	\$
Retail Employee Level 1	1008.90	26.55
Retail Employee Level 2	1032.00	27.16
Retail Employee Level 3	1048.00	27.58
Retail Employee Level 4	1068.40	28.12
Retail Employee Level 5	1112.30	29.27
Retail Employee Level 6	1128.50	29.70

Column 1	Column 2	Column 3
Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Retail Employee Level 7	1185.10	31.19
Retail Employee Level 8	1233.20	32.45

2. By deleting the year “2024” in clause 17.7(b) and inserting “2025”.
3. By deleting the amount “\$0.35” appearing in clause 19.9(b) and inserting “\$0.37”.
4. By deleting the amount “\$0.54” appearing in clause 19.9(c) and inserting “\$0.56”.
5. By deleting the amount “\$13.42” appearing in clause 19.10(b) and inserting “\$13.89”.
6. By deleting the amount “\$32.00” appearing in clause 19.12 and inserting “\$33.12”.
7. By deleting the amount “\$1.16” appearing in clause 19.13 and inserting “\$1.20”.
8. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of minimum hourly rate				
	100%	125%	125%	150%	225%
	\$	\$	\$	\$	\$
Retail Employee Level 1	26.55	33.19	33.19	39.83	59.74
Retail Employee Level 2	27.16	33.95	33.95	40.74	61.11
Retail Employee Level 3	27.58	34.48	34.48	41.37	62.06
Retail Employee Level 4	28.12	35.15	35.15	42.18	63.27
Retail Employee Level 5	29.27	36.59	36.59	43.91	65.86
Retail Employee Level 6	29.70	37.13	37.13	44.55	66.83
Retail Employee Level 7	31.19	38.99	38.99	46.79	70.18
Retail Employee Level 8	32.45	40.56	40.56	48.68	73.01

9. By deleting the table appearing in clause B.1.2 and inserting the following:

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE ¹ BPE ²		All hours within shift
	% of minimum hourly rate					
	130%	112.5%	130%	150%	175%	225%
	\$	\$	\$	\$	\$	\$
Retail Employee Level 1	34.52	29.87	34.52	39.83	46.46	59.74
Retail Employee Level 2	35.31	30.56	35.31	40.74	47.53	61.11
Retail Employee Level 3	35.85	31.03	35.85	41.37	48.27	62.06
Retail Employee Level 4	36.56	31.64	36.56	42.18	49.21	63.27
Retail Employee Level 5	38.05	32.93	38.05	43.91	51.22	65.86
Retail Employee Level 6	38.61	33.41	38.61	44.55	51.98	66.83
Retail Employee Level 7	40.55	35.09	40.55	46.79	54.58	70.18
Retail Employee Level 8	42.19	36.51	42.19	48.68	56.79	73.01

10. By deleting the table appearing in clause B.1.3 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Retail Employee Level 1	39.83	53.10	53.10	66.38
Retail Employee Level 2	40.74	54.32	54.32	67.90
Retail Employee Level 3	41.37	55.16	55.16	68.95
Retail Employee Level 4	42.18	56.24	56.24	70.30
Retail Employee Level 5	43.91	58.54	58.54	73.18
Retail Employee Level 6	44.55	59.40	59.40	74.25

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Retail Employee Level 7	46.79	62.38	62.38	77.98
Retail Employee Level 8	48.68	64.90	64.90	81.13

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

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of minimum hourly rate				
	125%	150%	150%	175%	250%
	\$	\$	\$	\$	\$
Retail Employee Level 1	33.19	39.83	39.83	46.46	66.38
Retail Employee Level 2	33.95	40.74	40.74	47.53	67.90
Retail Employee Level 3	34.48	41.37	41.37	48.27	68.95
Retail Employee Level 4	35.15	42.18	42.18	49.21	70.30
Retail Employee Level 5	36.59	43.91	43.91	51.22	73.18
Retail Employee Level 6	37.13	44.55	44.55	51.98	74.25
Retail Employee Level 7	38.99	46.79	46.79	54.58	77.98
Retail Employee Level 8	40.56	48.68	48.68	56.79	81.13

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

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE ¹ BPE ²		All hours within shift
	% of minimum hourly rate					
	155%	137.5%	155%	175%	200%	250%
	\$	\$	\$	\$	\$	\$
Retail Employee Level 1	41.15	36.51	41.15	46.46	53.10	66.38
Retail Employee Level 2	42.10	37.35	42.10	47.53	54.32	67.90
Retail Employee Level 3	42.75	37.92	42.75	48.27	55.16	68.95
Retail Employee Level 4	43.59	38.67	43.59	49.21	56.24	70.30
Retail Employee Level 5	45.37	40.25	45.37	51.22	58.54	73.18
Retail Employee Level 6	46.04	40.84	46.04	51.98	59.40	74.25
Retail Employee Level 7	48.34	42.89	48.34	54.58	62.38	77.98
Retail Employee Level 8	50.30	44.62	50.30	56.79	64.90	81.13

13. By deleting the table appearing in clause B.3.1 and inserting the following:

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of junior hourly rate				
	100%	125%	125%	150%	225%
	\$	\$	\$	\$	\$
Retail Employee Level 1					
Under 16 years of age	11.95	14.94	14.94	17.93	26.89
16 years of age	13.28	16.60	16.60	19.92	29.88
17 years of age	15.93	19.91	19.91	23.90	35.84
18 years of age	18.59	23.24	23.24	27.89	41.83
19 years of age	21.24	26.55	26.55	31.86	47.79

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of junior hourly rate				
	100%	125%	125%	150%	225%
	\$	\$	\$	\$	\$
20 years of age and employed by the employer for 6 months or less	23.90	29.88	29.88	35.85	53.78
20 years of age and employed by the employer for more than 6 months	26.55	33.19	33.19	39.83	59.74
Retail Employee Level 2					
Under 16 years of age	12.22	15.28	15.28	18.33	27.50
16 years of age	13.58	16.98	16.98	20.37	30.56
17 years of age	16.29	20.36	20.36	24.44	36.65
18 years of age	19.01	23.76	23.76	28.52	42.77
19 years of age	21.73	27.16	27.16	32.60	48.89
20 years of age and employed by the employer for 6 months or less	24.44	30.55	30.55	36.66	54.99
20 years of age and employed by the employer for more than 6 months	27.16	33.95	33.95	40.74	61.11
Retail Employee Level 3					
Under 16 years of age	12.41	15.51	15.51	18.62	27.92
16 years of age	13.79	17.24	17.24	20.69	31.03
17 years of age	16.55	20.69	20.69	24.83	37.24
18 years of age	19.31	24.14	24.14	28.97	43.45
19 years of age	22.06	27.58	27.58	33.09	49.64
20 years of age and employed by the employer for 6 months or less	24.82	31.03	31.03	37.23	55.85
20 years of age and employed by the employer for more than 6 months	27.58	34.48	34.48	41.37	62.06

14. By deleting the table appearing in clause B.3.2 and inserting the following:

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE ¹ BPE ²		All hours within shift
	% of junior hourly rate					
	130%	112.5%	130%	150%	175%	225%
	\$	\$	\$	\$	\$	\$
Retail Employee Level 1						
Under 16 years of age	15.54	13.44	15.54	17.93	20.91	26.89
16 years of age	17.26	14.94	17.26	19.92	23.24	29.88
17 years of age	20.71	17.92	20.71	23.90	27.88	35.84
18 years of age	24.17	20.91	24.17	27.89	32.53	41.83
19 years of age	27.61	23.90	27.61	31.86	37.17	47.79
20 years of age and employed by the employer for 6 months or less	31.07	26.89	31.07	35.85	41.83	53.78
20 years of age and employed by the employer for more than 6 months	34.52	29.87	34.52	39.83	46.46	59.74
Retail Employee Level 2						
Under 16 years of age	15.89	13.75	15.89	18.33	21.39	27.50
16 years of age	17.65	15.28	17.65	20.37	23.77	30.56
17 years of age	21.18	18.33	21.18	24.44	28.51	36.65
18 years of age	24.71	21.39	24.71	28.52	33.27	42.77
19 years of age	28.25	24.45	28.25	32.60	38.03	48.89
20 years of age and employed by the employer for 6 months or less	31.77	27.50	31.77	36.66	42.77	54.99
20 years of age and employed by the employer for more than 6 months	35.31	30.56	35.31	40.74	47.53	61.11

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE ¹ BPE ²		All hours within shift
	% of junior hourly rate					
	130%	112.5%	130%	150%	175%	225%
	\$	\$	\$	\$	\$	\$
Retail Employee Level 3						
Under 16 years of age	16.13	13.96	16.13	18.62	21.72	27.92
16 years of age	17.93	15.51	17.93	20.69	24.13	31.03
17 years of age	21.52	18.62	21.52	24.83	28.96	37.24
18 years of age	25.10	21.72	25.10	28.97	33.79	43.45
19 years of age	28.68	24.82	28.68	33.09	38.61	49.64
20 years of age and employed by the employer for 6 months or less	32.27	27.92	32.27	37.23	43.44	55.85
20 years of age and employed by the employer for more than 6 months	35.85	31.03	35.85	41.37	48.27	62.06

15. By deleting the table appearing in clause B.3.3 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of junior hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Retail Employee Level 1				
Under 16 years of age	17.93	23.90	23.90	29.88
16 years of age	19.92	26.56	26.56	33.20
17 years of age	23.90	31.86	31.86	39.83
18 years of age	27.89	37.18	37.18	46.48
19 years of age	31.86	42.48	42.48	53.10

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of junior hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
20 years of age and employed by the employer for 6 months or less	35.85	47.80	47.80	59.75
20 years of age and employed by the employer for more than 6 months	39.83	53.10	53.10	66.38
Retail Employee Level 2				
Under 16 years of age	18.33	24.44	24.44	30.55
16 years of age	20.37	27.16	27.16	33.95
17 years of age	24.44	32.58	32.58	40.73
18 years of age	28.52	38.02	38.02	47.53
19 years of age	32.60	43.46	43.46	54.33
20 years of age and employed by the employer for 6 months or less	36.66	48.88	48.88	61.10
20 years of age and employed by the employer for more than 6 months	40.74	54.32	54.32	67.90
Retail Employee Level 3				
Under 16 years of age	18.62	24.82	24.82	31.03
16 years of age	20.69	27.58	27.58	34.48
17 years of age	24.83	33.10	33.10	41.38
18 years of age	28.97	38.62	38.62	48.28
19 years of age	33.09	44.12	44.12	55.15
20 years of age and employed by the employer for 6 months or less	37.23	49.64	49.64	62.05
20 years of age and employed by the employer for more than 6 months	41.37	55.16	55.16	68.95

16. By deleting the table appearing in clause B.3.4 and inserting the following:

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of junior hourly rate				
	125%	150%	150%	175%	250%
	\$	\$	\$	\$	\$
Retail Employee Level 1					
Under 16 years of age	14.94	17.93	17.93	20.91	29.88
16 years of age	16.60	19.92	19.92	23.24	33.20
17 years of age	19.91	23.90	23.90	27.88	39.83
18 years of age	23.24	27.89	27.89	32.53	46.48
19 years of age	26.55	31.86	31.86	37.17	53.10
20 years of age and employed by the employer for 6 months or less	29.88	35.85	35.85	41.83	59.75
20 years of age and employed by the employer for more than 6 months	33.19	39.83	39.83	46.46	66.38
Retail Employee Level 2					
Under 16 years of age	15.28	18.33	18.33	21.39	30.55
16 years of age	16.98	20.37	20.37	23.77	33.95
17 years of age	20.36	24.44	24.44	28.51	40.73
18 years of age	23.76	28.52	28.52	33.27	47.53
19 years of age	27.16	32.60	32.60	38.03	54.33
20 years of age and employed by the employer for 6 months or less	30.55	36.66	36.66	42.77	61.10
20 years of age and employed by the employer for more than 6 months	33.95	40.74	40.74	47.53	67.90
Retail Employee Level 3					
Under 16 years of age	15.51	18.62	18.62	21.72	31.03
16 years of age	17.24	20.69	20.69	24.13	34.48
17 years of age	20.69	24.83	24.83	28.96	41.38
18 years of age	24.14	28.97	28.97	33.79	48.28
19 years of age	27.58	33.09	33.09	38.61	55.15

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of junior hourly rate				
	125%	150%	150%	175%	250%
	\$	\$	\$	\$	\$
20 years of age and employed by the employer for 6 months or less	31.03	37.23	37.23	43.44	62.05
20 years of age and employed by the employer for more than 6 months	34.48	41.37	41.37	48.27	68.95

17. By deleting the table appearing in clause B.3.5 and inserting the following:

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE ¹ BPE ²		All hours within shift
	% of junior hourly rate					
	155%	137.5%	155%	175%	200%	250%
	\$	\$	\$	\$	\$	\$
Retail Employee Level 1						
Under 16 years of age	18.52	16.43	18.52	20.91	23.90	29.88
16 years of age	20.58	18.26	20.58	23.24	26.56	33.20
17 years of age	24.69	21.90	24.69	27.88	31.86	39.83
18 years of age	28.81	25.56	28.81	32.53	37.18	46.48
19 years of age	32.92	29.21	32.92	37.17	42.48	53.10
20 years of age and employed by the employer for 6 months or less	37.05	32.86	37.05	41.83	47.80	59.75
20 years of age and employed by the employer for more than 6 months	41.15	36.51	41.15	46.46	53.10	66.38

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE ¹ BPE ²		All hours within shift
	% of junior hourly rate					
	155%	137.5%	155%	175%	200%	250%
	\$	\$	\$	\$	\$	\$
Retail Employee Level 2						
Under 16 years of age	18.94	16.80	18.94	21.39	24.44	30.55
16 years of age	21.05	18.67	21.05	23.77	27.16	33.95
17 years of age	25.25	22.40	25.25	28.51	32.58	40.73
18 years of age	29.47	26.14	29.47	33.27	38.02	47.53
19 years of age	33.68	29.88	33.68	38.03	43.46	54.33
20 years of age and employed by the employer for 6 months or less	37.88	33.61	37.88	42.77	48.88	61.10
20 years of age and employed by the employer for more than 6 months	42.10	37.35	42.10	47.53	54.32	67.90
Retail Employee Level 3						
Under 16 years of age	19.24	17.06	19.24	21.72	24.82	31.03
16 years of age	21.37	18.96	21.37	24.13	27.58	34.48
17 years of age	25.65	22.76	25.65	28.96	33.10	41.38
18 years of age	29.93	26.55	29.93	33.79	38.62	48.28
19 years of age	34.19	30.33	34.19	38.61	44.12	55.15
20 years of age and employed by the employer for 6 months or less	38.47	34.13	38.47	43.44	49.64	62.05
20 years of age and employed by the employer for more than 6 months	42.75	37.92	42.75	48.27	55.16	68.95

18. By deleting the table appearing in clause B.4.3 and inserting the following:

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of junior apprentice hourly rate				
	100%	125%	125%	150%	225%
	\$	\$	\$	\$	\$
1st year	14.06	17.58	17.58	21.09	31.64
2nd year	16.87	21.09	21.09	25.31	37.96
3rd year	22.49	28.11	28.11	33.74	50.60
4th year (4 year apprenticeship only)	25.30	31.63	31.63	37.95	56.93

19. By deleting the table appearing in clause B.4.4 and inserting the following:

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE ¹ BPE ²		All hours within shift
	% of junior apprentice hourly rate					
	130%	112.5%	130%	150%	175%	225%
	\$	\$	\$	\$	\$	\$
1st year	18.28	15.82	18.28	21.09	24.61	31.64
2nd year	21.93	18.98	21.93	25.31	29.52	37.96
3rd year	29.24	25.30	29.24	33.74	39.36	50.60
4th year (4 year apprenticeship only)	32.89	28.46	32.89	37.95	44.28	56.93

20. By deleting the table appearing in clause B.4.5 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of junior apprentice hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
1st year	21.09	28.12	28.12	35.15
2nd year	25.31	33.74	33.74	42.18
3rd year	33.74	44.98	44.98	56.23
4th year (4 year apprenticeship only)	37.95	50.60	50.60	63.25

21. By deleting the table appearing in clause B.4.6 and inserting the following:

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of junior apprentice hourly rate				
	100%	125%	125%	150%	225%
	\$	\$	\$	\$	\$
Has not completed year 12					
1st year	14.06	17.58	17.58	21.09	31.64
2nd year	16.87	21.09	21.09	25.31	37.96
3rd year	22.49	28.11	28.11	33.74	50.60
4th year (4 year apprenticeship only)	25.30	31.63	31.63	37.95	56.93
Completed year 12					
1st year	15.46	19.33	19.33	23.19	34.79
2nd year	18.28	22.85	22.85	27.42	41.13
3rd year	22.49	28.11	28.11	33.74	50.60
4th year (4 year apprenticeship only)	25.30	31.63	31.63	37.95	56.93

22. By deleting the table appearing in clause B.4.7 and inserting the following:

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE ¹ BPE ²		All hours within shift
	% of junior apprentice hourly rate					
	130%	112.5%	130%	150%	175%	225%
	\$	\$	\$	\$	\$	\$
Has not completed year 12						
1st year	18.28	15.82	18.28	21.09	24.61	31.64
2nd year	21.93	18.98	21.93	25.31	29.52	37.96
3rd year	29.24	25.30	29.24	33.74	39.36	50.60
4th year (4 year apprenticeship only)	32.89	28.46	32.89	37.95	44.28	56.93
Completed year 12						
1st year	20.10	17.39	20.10	23.19	27.06	34.79
2nd year	23.76	20.57	23.76	27.42	31.99	41.13
3rd year	29.24	25.30	29.24	33.74	39.36	50.60
4th year (4 year apprenticeship only)	32.89	28.46	32.89	37.95	44.28	56.93

23. By deleting the table appearing in clause B.4.8 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of junior apprentice hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Has not completed year 12				
1st year	21.09	28.12	28.12	35.15
2nd year	25.31	33.74	33.74	42.18
3rd year	33.74	44.98	44.98	56.23

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of junior apprentice hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
4th year (4 year apprenticeship only)	37.95	50.60	50.60	63.25
Completed year 12				
1st year	23.19	30.92	30.92	38.65
2nd year	27.42	36.56	36.56	45.70
3rd year	33.74	44.98	44.98	56.23
4th year (4 year apprenticeship only)	37.95	50.60	50.60	63.25

24. By deleting the table appearing in clause B.5.2 and inserting the following:

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of adult apprentice hourly rate				
	100%	125%	125%	150%	225%
	\$	\$	\$	\$	\$
1st year	22.49	28.11	28.11	33.74	50.60
2nd year	26.55	33.19	33.19	39.83	59.74
3rd year	26.55	33.19	33.19	39.83	59.74
4th year (4 year apprenticeship only)	26.55	33.19	33.19	39.83	59.74

25. By deleting the table appearing in clause B.5.3 and inserting the following:

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE ¹ BPE ²		All hours within shift
	% of adult apprentice hourly rate					
	130%	112.5%	130%	150%	175%	225%
	\$	\$	\$	\$	\$	\$
1st year	29.24	25.30	29.24	33.74	39.36	50.60
2nd year	34.52	29.87	34.52	39.83	46.46	59.74
3rd year	34.52	29.87	34.52	39.83	46.46	59.74
4th year (4 year apprenticeship only)	34.52	29.87	34.52	39.83	46.46	59.74

26. By deleting the table appearing in clause B.5.4 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of adult apprentice hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
1st year	33.74	44.98	44.98	56.23
2nd year	39.83	53.10	53.10	66.38
3rd year	39.83	53.10	53.10	66.38
4th year (4 year apprenticeship only)	39.83	53.10	53.10	66.38

27. By deleting the amount “\$1032.30” appearing in clause C.1.1 and inserting “\$1068.40”.

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

Allowance	Clause	% of standard weekly rate	\$	Payable
First aid allowance	19.10(b)	1.3	13.89	per week
Liquor licence allowance	19.12	3.1	33.12	per week

29. By deleting the amount “\$27.17” appearing in clause C.1.2 and inserting “\$28.12”.

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

Allowance	Clause	% of standard hourly rate	\$	Payable
Cold work disability allowance—cold chambers; stocking and refilling refrigerated storages	19.9(b)	1.3	0.37	per hour
Cold work disability allowance—cold chambers; below 0°C—additional to clause 19.9(b)	19.9(c)	2.0	0.56	per hour
Broken Hill	19.13	4.28	1.20	per hour

- 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