



FairWork
Commission

DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

MANUFACTURING AND ASSOCIATED INDUSTRIES AND OCCUPATIONS AWARD 2020

[MA000010]

Manufacturing and associated industries

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:

- By deleting the table appearing in clause 20.1(a) and inserting the following:

Classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
C14 / V1	922.70	24.28
C13 / V2	948.00	24.95
C12 / V3	982.40	25.85
C11 / V4	1014.70	26.70
C10 / V5	1068.40	28.12
C9 / V6	1102.00	29.00
C8 / V7	1135.50	29.88

Classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
C7	1165.70	30.68
V8	1168.90	30.76
C6 / V9	1224.90	32.23
C5 / V10	1250.10	32.90
C4 / V11	1283.50	33.78
C3 / V12	1350.80	35.55
C2(a) / V13	1384.40	36.43
C2(b) / V14	1445.10	38.03
Driver classifications		
D1	1027.80	27.05
D2	1040.20	27.37
D3	1052.60	27.70
D4	1067.30	28.09

2. By deleting the table appearing in clause 21.1 and inserting the following:

Relevant attribute of the person at the time of entering into a training agreement as an apprentice								
Stage of apprenticeship	Column 1		Column 2		Column 3		Column 4	
	Completed Year 10 or less		Completed Year 11		Completed Year 12		Adult (i.e. 21 years of age or over)	
	Minimum weekly rate	Minimum hourly rate	Minimum weekly rate	Minimum hourly rate	Minimum weekly rate	Minimum hourly rate	Minimum weekly rate	Minimum hourly rate
	\$	\$	\$	\$	\$	\$	\$	\$
Stage 1	448.73	11.81	517.99	13.63	540.50	14.22	810.40	21.33
Stage 2	587.62	15.46	587.62	15.46	629.00	16.55	922.70	24.28
Stage 3	801.30	21.09	801.30	21.09	801.30	21.09	948.00	24.95
Stage 4	940.19	24.74	940.19	24.74	982.40	25.85	982.40	25.85

3. By deleting the table appearing in clause 21.6 and inserting the following:

	Column 1			Column 2			Column 3		
Stage of apprenticeship	Has not completed Year 12			Has completed Year 12			Adult apprentice		
	% of C10/V5	Min weekly rate	Hourly rate	% of C10/V5 or classification	Min weekly rate	Hourly rate	% of C10/V5 or classification	Min weekly rate	Hourly rate
		\$	\$		\$	\$		\$	\$
1	50	534.20	14.06	55%	587.62	15.46	80%	854.72	22.49
2	60	641.04	16.87	65%	694.46	18.28	C14/V1	922.70	24.28
3	75	801.30	21.09	75%	801.30	21.09	C13/V2	948.00	24.95
4	88	940.19	24.74	C12/V3	982.40	25.85	C12/V3	982.40	25.85

4. By deleting the table appearing in clause 24.1(b)(i) and inserting the following:

School leaver	% of C10/V5 level	Completed Year 10 or less	% of C10/V5 level	Completed Year 11	% of C10/V5 level	Completed Year 12
		Minimum weekly rate		Minimum weekly rate		Minimum weekly rate
		\$		\$		\$
Plus 1 year	54.5	582.28	63.1	674.16	73.5	785.27
Plus 2 years	63.1	674.16	73.5	785.27	85.3	911.35
Plus 3 years	73.5	785.27	85.3	911.35	100	1068.40
Plus 4 years	85.3	911.35	100	1068.40		
Plus 5 years	100	1068.40				

5. By deleting the table appearing in clause 24.1(b)(ii) and inserting the following:

School leaver	% of C11/V4 level	Completed Year 10 or less	% of C11/V4 level	Completed Year 11	% of C11/V4 level	Completed Year 12
		Minimum weekly rate		Minimum weekly rate		Minimum weekly rate
		\$		\$		\$
Plus 1 year	57.9	587.51	64.8	657.53	74.5	755.95
Plus 2 years	64.8	657.53	74.5	755.95	87.2	884.82

School leaver	% of C11/V4 level	Completed Year 10 or less	% of C11/V4 level	Completed Year 11	% of C11/V4 level	Completed Year 12
		Minimum weekly rate		Minimum weekly rate		Minimum weekly rate
		\$		\$		\$
Plus 3 years	74.5	755.95	87.2	884.82	100	1014.70
Plus 4 years	87.2	884.82	100	1014.70		
Plus 5 years	100	1014.70				

6. By deleting the table appearing in clause 24.1(b)(iii) and inserting the following:

School leaver	% of C12/V3 level	Completed Year 10 or less	% of C12/V3 level	Completed Year 11	% of C12/V3 level	Completed Year 12
		Minimum weekly rate		Minimum weekly rate		Minimum weekly rate
		\$		\$		\$
Plus 1 year	60.3	592.39	63.5	623.82	71.7	704.38
Plus 2 years	63.5	623.82	71.7	704.38	80.2	787.88
Plus 3 years	71.7	704.38	80.2	787.88	100	982.40
Plus 4 years	80.2	787.88	100	982.40		
Plus 5 years	100	982.40				

7. By deleting the table appearing in clause 30.2(a)(i) and inserting the following:

In charge of	\$ per week
3–10 employees	46.76
11–20 employees	69.85
More than 20 employees	88.92

8. By deleting the table appearing in clause 30.2(b)(i) and inserting the following:

	\$ per week
Tradespersons	21.23
All other employees	17.18

9. By deleting the amount “\$53.39” appearing in clause 30.2(e)(i) and inserting “\$55.26”.

10. By deleting the amounts “\$10.90” and “\$14.32” appearing in clause 30.2(g)(i) and inserting “\$11.28” and “\$14.82” respectively.

11. By deleting the table appearing in clause 30.2(g)(ii) and inserting the following:

Duty	\$ per day
General duties	2.02
Acid production and related activities	3.23
Fertiliser production and despatch	3.46

12. By deleting the amount “\$20.54” appearing in clause 30.3(b) and inserting “\$21.26”.

13. By deleting the table appearing in clause 30.3(g)(i) and inserting the following:

Duty	\$ per week
Attending to refrigeration compressors	44.91
Attending to an electric generator or dynamo exceeding 10kW capacity	44.91
Being in charge of plant	44.91
Attending to a switchboard where the generating capacity is 350kW or over	14.00

14. By deleting the amount “\$40.21” appearing in clause 30.3(h) and inserting “\$41.62”.

15. By deleting the amount “\$2.31” appearing in clause 30.3(i)(i) and inserting “\$2.39”.

16. By deleting the amount “\$16.38” appearing in clause 30.3(i)(ii) and inserting “\$16.96”.

17. By deleting the amount “\$0.76” appearing in clause 30.4(c)(i) and inserting “\$0.79”.

18. By deleting the amounts “\$0.79” and “\$1.03” appearing in clause 30.4(d)(i) and inserting “\$0.82” and “\$1.07” respectively.

19. By deleting the amount “\$0.79” appearing in clause 30.4(e)(i) and inserting “\$0.82”.

20. By deleting the amount “\$1.03” appearing in clause 30.4(f) and inserting “\$1.07”.

21. By deleting the amount “\$0.79” appearing in clause 30.4(g)(i) and inserting “\$0.82”.

22. By deleting the amount “\$1.03” appearing in clause 30.4(g)(ii) and inserting “\$1.07”.

23. By deleting the amount “\$0.57” appearing in clause 30.4(h) and inserting “\$0.59”.

24. By deleting the amount “\$0.79” appearing in clause 30.4(i) and inserting “\$0.82”.

25. By deleting the amount “\$0.54” appearing in clause 30.4(j) and inserting “\$0.56”.

26. By deleting the amount "\$1.03" appearing in clause 30.4(k)(i) and inserting "\$1.07".
27. By deleting the amount "\$0.57" appearing in clause 30.4(l) and inserting "\$0.59".
28. By deleting the amount "\$0.57" appearing in clause 30.4(m)(i) and inserting "\$0.59".
29. By deleting the amount "\$2.01" appearing in clause 30.4(m)(ii) and inserting "\$2.08".
30. By deleting the amount "\$2.04" appearing in clause 30.4(o) and inserting "\$2.11".
31. By deleting the amount "\$0.57" appearing in clause 30.4(p) and inserting "\$0.59".
32. By deleting the amount "\$0.60" appearing in clause 30.4(q)(i) and inserting "\$0.62".
33. By deleting the amount "\$0.57" appearing in clause 30.4(r) and inserting "\$0.59".
34. By deleting the amount "\$0.57" appearing in clause 30.4(s) and inserting "\$0.59".
35. By deleting the amount "\$1.30" appearing in clause 30.4(t)(i) and inserting "\$1.35".
36. By deleting the amount "\$0.41" appearing in clause 30.4(u) and inserting "\$0.42".
37. By deleting the amount "\$0.57" appearing in clause 30.4(v) and inserting "\$0.59".
38. By deleting the amount "\$2.23" appearing in clause 30.4(w)(ii) and inserting "\$2.31".
39. By deleting the table appearing in clause 30.4(y) and inserting the following:

Nature of work	\$ per week
Rock phosphate, superphosphate and mixed manure sections receiving ex ship or railway truck	9.45
Handling rock phosphate to crushers and all other employees in the rock phosphate section	8.94
Mixing superphosphate	8.94
Excavating bins, and the manufacture or excavating of superphosphate until such time as it is dumped on the heap for curing	5.82
The handling of superphosphate from the heap until loading in wagons or trucks for despatch, including the manufacture and despatch of mixed fertilizers	3.54

40. By deleting the table appearing in clause 30.4(z) and inserting the following:

Function	\$ per day
Sorting, branding, bagging, dumping, sewing or trucking, fertilizing materials in farmers' own bags	0.70
Loading double-handling into railway or other trucks, fertilizing materials in farmers' own bags	1.29
Loading single-handling into railway or other trucks, fertilizing materials in farmers' own bags	1.74

41. By deleting the amount "\$2.39" appearing in clause 30.4(aa) and inserting "\$2.47".
42. By deleting the amount "\$0.90" appearing in clause 30.4(bb) and inserting "\$0.93".
43. By deleting the amount "\$3.42" appearing in clause 30.4(cc) and inserting "\$3.54".
44. By deleting the amount "\$18.86" appearing in clause 30.4(dd) and inserting "\$19.52".
45. By deleting the amount "\$10.22" appearing in clause 30.4(ff) and inserting "\$10.57".
46. By deleting the amount "\$10.22" appearing in clause 30.4(gg) and inserting "\$10.57".
47. By deleting the amount "\$42.12" appearing in clause 54.2 and inserting "\$43.60".
48. By deleting the amount "\$0.34" appearing in clause 54.3 and inserting "\$0.35".
49. By deleting the amount "\$1.00" appearing in clause 54.5 and inserting "\$1.04".
50. By deleting the amount "\$0.78" appearing in clause 54.6 and inserting "\$0.80".
51. By deleting the amount "\$1.57" appearing in clause 54.7 and inserting "\$1.63".
52. By deleting the amount "\$2.99" appearing in clause 54.8 and inserting "\$3.10".
53. By deleting the table appearing in clause C.2.2 and inserting the following:

Classification¹	Hourly rate % of minimum hourly rate²								
	100%	112.5%	115%	118%	125%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$	\$
C14 / V1	24.28	27.32	27.92	28.65	30.35	31.56	36.42	48.56	60.70
C13 / V2	24.95	28.07	28.69	29.44	31.19	32.44	37.43	49.90	62.38
C12 / V3	25.85	29.08	29.73	30.50	32.31	33.61	38.78	51.70	64.63

Classification ¹	Hourly rate % of minimum hourly rate ²								
	100%	112.5%	115%	118%	125%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$	\$
C11 / V4	26.70	30.04	30.71	31.51	33.38	34.71	40.05	53.40	66.75
C10 / V5	28.12	31.64	32.34	33.18	35.15	36.56	42.18	56.24	70.30
C9 / V6	29.00	32.63	33.35	34.22	36.25	37.70	43.50	58.00	72.50
C8 / V7	29.88	33.62	34.36	35.26	37.35	38.84	44.82	59.76	74.70
C7	30.68		35.28			39.88	46.02	61.36	76.70
V8	30.76	34.61		36.30	38.45	39.99	46.14	61.52	76.90
C6 / V9	32.23	36.26	37.06	38.03	40.29	41.90	48.35	64.46	80.58
C5 / V10	32.90	37.01	37.84	38.82	41.13	42.77	49.35	65.80	82.25
C4 / V11	33.78	38.00	38.85	39.86	42.23	43.91	50.67	67.56	84.45
C3 / V12	35.55	39.99	40.88	41.95	44.44	46.22	53.33	71.10	88.88
C2(a) / V13	36.43	40.98	41.89	42.99	45.54	47.36	54.65	72.86	91.08
C2(b) / V14	38.03	42.78	43.73	44.88	47.54	49.44	57.05	76.06	95.08
Driver classifications									
D1	27.05	30.43		31.92	33.81	35.17	40.58	54.10	67.63
D2	27.37	30.79		32.30	34.21	35.58	41.06	54.74	68.43
D3	27.70	31.16		32.69	34.63	36.01	41.55	55.40	69.25
D4	28.09	31.60		33.15	35.11	36.52	42.14	56.18	70.23

54. By deleting the table appearing in clause C.3.2(a) and inserting the following:

Classification ¹	Hourly Rate % of casual minimum hourly rate ² (based on 25% casual loading in accordance with clause 11.1(a))								
	100%	112.5%	115%	118%	125%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$	\$
C14 / V1	30.35	34.14	34.90	35.81	37.94	39.46	45.53	60.70	75.88
C13 / V2	31.19	35.09	35.87	36.80	38.99	40.55	46.79	62.38	77.98

Classification ¹	Hourly Rate % of casual minimum hourly rate² (based on 25% casual loading in accordance with clause 11.1(a))								
	100%	112.5%	115%	118%	125%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$	\$
C12 / V3	32.31	36.35	37.16	38.13	40.39	42.00	48.47	64.62	80.78
C11 / V4	33.38	37.55	38.39	39.39	41.73	43.39	50.07	66.76	83.45
C10 / V5	35.15	39.54	40.42	41.48	43.94	45.70	52.73	70.30	87.88
C9 / V6	36.25	40.78	41.69	42.78	45.31	47.13	54.38	72.50	90.63
C8 / V7	37.35	42.02	42.95	44.07	46.69	48.56	56.03	74.70	93.38
C7	38.35		44.10			49.86	57.53	76.70	95.88
V8	38.45	43.26		45.37	48.06	49.99	57.68	76.90	96.13
C6 / V9	40.29	45.33	46.33	47.54	50.36	52.38	60.44	80.58	100.73
C5 / V10	41.13	46.27	47.30	48.53	51.41	53.47	61.70	82.26	102.83
C4 / V11	42.23	47.51	48.56	49.83	52.79	54.90	63.35	84.46	105.58
C3 / V12	44.44	50.00	51.11	52.44	55.55	57.77	66.66	88.88	111.10
C2(a) / V13	45.54	51.23	52.37	53.74	56.93	59.20	68.31	91.08	113.85
C2(b) / V14	47.54	53.48	54.67	56.10	59.43	61.80	71.31	95.08	118.85
Driver classifications									
D1	33.81	38.04		39.90	42.26	43.95	50.72	67.62	84.53
D2	34.21	38.49		40.37	42.76	44.47	51.32	68.42	85.53
D3	34.63	38.96		40.86	43.29	45.02	51.95	69.26	86.58
D4	35.11	39.50		41.43	43.89	45.64	52.67	70.22	87.78

55. By deleting the table appearing in clause C.3.2(b) and inserting the following:

Classification	Hourly Rate							
	% of casual minimum hourly rate ¹							
	(based on 17.5% casual loading in accordance with clause 11.1(e))							
	100%	112.5%	118%	125%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
V1	28.53	32.10	33.67	35.66	37.09	42.80	57.06	71.33
V2	29.32	32.99	34.60	36.65	38.12	43.98	58.64	73.30
V3	30.37	34.17	35.84	37.96	39.48	45.56	60.74	75.93
V4	31.37	35.29	37.02	39.21	40.78	47.06	62.74	78.43
V5	33.04	37.17	38.99	41.30	42.95	49.56	66.08	82.60
V6	34.08	38.34	40.21	42.60	44.30	51.12	68.16	85.20
V7	35.11	39.50	41.43	43.89	45.64	52.67	70.22	87.78
V8	36.14	40.66	42.65	45.18	46.98	54.21	72.28	90.35
V9	37.87	42.60	44.69	47.34	49.23	56.81	75.74	94.68
V10	38.66	43.49	45.62	48.33	50.26	57.99	77.32	96.65
V11	39.69	44.65	46.83	49.61	51.60	59.54	79.38	99.23
V12	41.77	46.99	49.29	52.21	54.30	62.66	83.54	104.43
V13	42.81	48.16	50.52	53.51	55.65	64.22	85.62	107.03
V14	44.69	50.28	52.73	55.86	58.10	67.04	89.38	111.73

56. By deleting the amount “\$27.17” appearing in clause D.1.1 and inserting “\$28.12”.

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

Allowance	Clause	% of standard rate	\$	Payable
Leading hand allowance—In charge of 3–10 employees ¹	30.2(a)(i)	166.3	46.76	per week
Leading hand allowance—In charge of 11–20 employees ¹	30.2(a)(i)	248.4	69.85	per week
Leading hand allowance—In charge of more than 20 employees ¹	30.2(a)(i)	316.2	88.92	per week

Allowance	Clause	% of standard rate	\$	Payable
Ship repairing— Tradespersons ¹	30.2(b)(i)	75.5	21.23	per week
Ship repairing—All other employees ¹	30.2(b)(i)	61.1	17.18	per week
Technical computing equipment ¹	30.2(e)(i)	196.5	55.26	per week
Supervisor/Trainer/Coordinator—Technical allowance ¹	30.2(f)(i)			107% of the minimum rate applicable to the employee's technical classification
Artificial fertilisers and chemicals—Industry allowance—work in relation to fertilisers and related activities (other than acid) ¹	30.2(g)(i)	40.1	11.28	per week
Artificial fertilisers and chemicals—Industry allowance—otherwise ¹	30.2(g)(i)	52.7	14.82	per week
Artificial fertilisers and chemicals—General duties ¹	30.2(g)(ii)	7.2	2.02	per day
Artificial fertilisers and chemicals—Acid production and related activities ¹	30.2(g)(ii)	11.5	3.23	per day
Artificial fertilisers and chemicals—Fertiliser production and despatch ¹	30.2(g)(ii)	12.3	3.46	per day
First aid allowance	30.3(b)	75.6	21.26	per week
Engine driver and fireperson—Attending to refrigeration compressors	30.3(g)(i)	159.7	44.91	per week
Engine driver and fireperson—Attending to an electric generator or dynamo exceeding 10kW capacity	30.3(g)(i)	159.7	44.91	per week
Engine driver and fireperson—Being in charge of plant	30.3(g)(i)	159.7	44.91	per week

Allowance	Clause	% of standard rate	\$	Payable
Engine driver and fireperson—Attending to a switchboard where the generating capacity is 350kW or over	30.3(g)(i)	49.8	14.00	per week
Cleaner, greaser or oiler allowance	30.3(h)	148.0	41.62	per week
Manganese dioxide and other pigments allowance—First 2 hours	30.3(i)(i)	8.5	2.39	per hour
Manganese dioxide and other pigments allowance—More than 2 hours	30.3(i)(ii)	60.3	16.96	per day
Inspector's allowance (paid in excess of rate payable to employee whose work is inspected) ²	54.2	155.04	43.60	per week
Carpenter's allowance ²	54.3	1.25	0.35	per hour

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

Allowance	Clause	% of standard rate	\$	Payable
Cold places allowance	30.4(c)(i)	2.8	0.79	per hour
Hot places allowance—Between 46 and 54 degrees Celsius	30.4(d)(i)	2.9	0.82	per hour
Hot places allowance—In excess of 54 degrees Celsius	30.4(d)(i)	3.8	1.07	per hour
Wet places allowance	30.4(e)(i)	2.9	0.82	per hour
Confined spaces allowance	30.4(f)	3.8	1.07	per hour
Dirty work—other than ship repair work	30.4(g)(i)	2.9	0.82	per hour
Dirty work—ship repair work	30.4(g)(ii)	3.8	1.07	per hour
Height money	30.4(h)	2.1	0.59	per hour
Meat digesters and oil tanks allowance	30.4(i)	2.9	0.82	per hour
Sanitary works allowance	30.4(j)	2.0	0.56	per hour

Allowance	Clause	% of standard rate	\$	Payable
Insulation materials allowance	30.4(k)(i)	3.8	1.07	per hour
Slaughtering yards allowance	30.4(l)	2.1	0.59	per hour
Boiler repairs—smoke boxes, fire-boxes, furnaces etc.	30.4(m)(i)	2.1	0.59	per hour
Boiler repairs—repairs on oil fired boilers etc.	30.4(m)(ii)	7.4	2.08	per hour
Underground mine work - % of appropriate classification	30.4(n)	-	12%	for the time spent working underground
Explosive powered tools	30.4(o)	7.5	2.11	per day
Ships in dock	30.4(p)	2.1	0.59	per hour
Foundry allowance	30.4(q)(i)	2.2	0.62	per hour
Boiling down works	30.4(r)	2.1	0.59	per hour
Lead works	30.4(s)	2.1	0.59	per hour
Handlers of carbon black	30.4(t)(i)	4.8	1.35	per hour
Installing or repairing belting underground in mines	30.4(u)	1.5	0.42	per hour
Processing free coal dust	30.4(v)	2.1	0.59	per hour
Boiler cleaning—engine driver	30.4(w)(ii)	8.2	2.31	per hour
Foreign rock—Rock phosphate, superphosphate and mixed manure sections receiving ex ship or railway truck	30.4(y)	33.6	9.45	per week
Foreign rock—Handling rock phosphate to crushers and all other employees in the rock phosphate section	30.4(y)	31.8	8.94	per week
Foreign rock—Mixing superphosphate	30.4(y)	31.8	8.94	per week
Foreign rock—Excavating bins, and the manufacture or excavating of superphosphate until dumped on the heap for curing	30.4(y)	20.7	5.82	per week

Allowance	Clause	% of standard rate	\$	Payable
Foreign rock—The handling of superphosphate from the heap until loading in wagons or trucks for despatch, etc	30.4(y)	12.6	3.54	per week
Farmers' own bags—Sorting, branding, bagging, etc	30.4(z)	2.5	0.70	per day
Farmers' own bags—Loading double-handling into railway or other trucks, etc	30.4(z)	4.6	1.29	per day
Farmers' own bags—Loading single-handling into railway or other trucks, etc	30.4(z)	6.2	1.74	per day
Soda ash	30.4(aa)	8.8	2.47	per hour
Raw materials	30.4(bb)	3.3	0.93	per hour
Skimming and floater setting—flat glass tank	30.4(cc)	12.6	3.54	per half hour
Glass furnace regenerators	30.4(dd)	69.4	19.52	per day
Float glass furnace repair - % of the minimum rate applicable to the employee	30.4(ee)	-	100%	for the time so engaged
Jack bolt tensioner	30.4(ff)	37.6	10.57	per shift or part thereof
Loading and unloading away from employer's premises	30.4(gg)	37.6	10.57	per shift or part thereof
Glass or slag wool ¹	54.5	3.69	1.04	per hour
Handling garbage ¹	54.6	2.86	0.80	per hour
Boiler house employees ¹	54.7	5.78	1.63	per hour
Fork-lift or cranes allowance ¹	54.8	11.02	3.10	per day

59. By deleting clause G.4 and inserting the following:

G.4 Minimum Wages

G.4.1 Minimum wages for full-time traineeships

(a) Wage level A

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated

to wage level A by clause G.6.1 is the weekly rate specified in column 2 of **Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in column 1.

Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	412.70	454.40	540.50
Plus 1 year out of school	454.40	540.50	629.00
Plus 2 years out of school	540.50	629.00	732.00
Plus 3 years out of school	629.00	732.00	838.00
Plus 4 years out of school	732.00	838.00	
Plus 5 or more years out of school	838.00		

NOTE: See clause G.4.3 for other minimum wage provisions that affect clause G.4.1(a).

(b) Wage Level B

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause G.6.2 is the weekly rate specified in Column 2 of **Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	412.70	454.40	526.70
Plus 1 year out of school	454.40	526.70	605.90
Plus 2 years out of school	526.70	605.90	710.60
Plus 3 years out of school	605.90	710.60	810.40
Plus 4 years out of school	710.60	810.40	
Plus 5 or more years out of school	810.40		

NOTE: See clause G.4.3 for other minimum wage provisions that affect clause G.4.1(b).

(c) AQF Certificate Level IV traineeships

- (i) The minimum rate for a full-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum rate for the relevant full-time AQF Certificate Level III traineeship increased by 3.8%.
- (ii) The minimum rate for a full-time adult trainee undertaking an AQF Certificate Level IV traineeship is the weekly rate specified in column 2 or 3 of **Table 3—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)** according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in column 1:

Table 3—Minimum weekly rate for full-time adult trainees (AQF Certificate Level I–III traineeship)

Column 1 Wage level	Column 2 First year of traineeship	Column 3 Second and subsequent years of traineeship
	per week	per week
	\$	\$
A	869.80	902.80

Column 1	Column 2	Column 3
Wage level	First year of traineeship	Second and subsequent years of traineeship
	per week	per week
	\$	\$
B	841.20	873.20

NOTE: See clause G.4.3 for other minimum wage provisions that affect clause G.4.1(c).

G.4.2 Minimum hourly rates for part-time traineeships

(a) Wage level A

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause G.6.1 is the hourly rate specified in column 2 of **Table 4—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in column 1.

Table 4—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1	Column 2		
Experience level of trainee	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.57	14.95	17.77
Plus 1 year out of school	14.95	17.77	20.69
Plus 2 years out of school	17.77	20.69	24.07
Plus 3 years out of school	20.69	24.07	27.57
Plus 4 years out of school	24.07	27.57	
Plus 5 or more years out of school	27.57		

NOTE: See clause G.4.2(e) for calculating the actual minimum wage. See also clause G.4.3 for other minimum wage provisions that affect clause G.4.2(a).

(b) Wage Level B

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause G.6.2 is the hourly rate specified in Column 2 of **Table 5—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 5—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1	Column 2		
Experience level of trainee	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.57	14.95	17.34
Plus 1 year out of school	14.95	17.34	19.93
Plus 2 years out of school	17.34	19.93	23.38
Plus 3 years out of school	19.93	23.38	26.66
Plus 4 years out of school	23.38	26.66	
Plus 5 or more years out of school	26.66		

NOTE: See clause G.4.2(e) for calculating the actual minimum wage. See also clause G.4.3 for other minimum wage provisions that affect clause G.4.2(b).

(c) School-based traineeships

The minimum hourly rate for a part-time trainee who works ordinary hours and is undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage levels A or B by clause G.6 is the hourly rate in column 1 or 2 of **Table 6—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)** according to the year of schooling of the trainee.

Table 6—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)

Column 1	Column 2
Year 11 or lower	Year 12
per hour	per hour
\$	\$
13.57	14.95

NOTE: See clause G.4.2(e) for calculating the actual minimum wage. See also clause G.4.3 for other minimum wage provisions that affect clause G.4.2(c).

(d) AQF Certificate Level IV traineeships

- (i) The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by 3.8%.
- (ii) The minimum hourly rate for a part-time adult trainee undertaking a part-time AQF Certificate Level IV traineeship is the hourly rate in column 2 or 3 of Table 7—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship), according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in column 1:

Table 7—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)

Column 1	Column 2	Column 3
Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
A	28.62	29.69
B	27.68	28.72

NOTE: See clause G.4.2(e) for calculating the actual minimum wage. See also clause G.4.3 for other minimum wage provisions that affect clause G.4.2(d).

(e) Calculating the actual minimum wage

- (i) If fewer than 38 (or an average of 38) ordinary hours of work per week is considered full-time at the workplace by the employer, the appropriate minimum hourly rate for a part-time trainee is obtained by multiplying the relevant minimum hourly rate in clauses G.4.2(a) to (d) by 38 and then

dividing the figure obtained by the full-time ordinary hours of work per week.

- (ii) If the approved training for a part-time traineeship is provided wholly off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum hourly rate in clauses G.4.2(a) to (d) applies to each ordinary hour worked by the trainee.
- (iii) If the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum hourly rate in clauses G.4.2(a) to (d) minus 20% applies to each ordinary hour worked by the trainee.

G.4.3 Other minimum wage provisions

- (a) Clause G.4.3 applies despite anything to the contrary in clause G.4.2 or G.4.4.
- (b) An employee who was employed by an employer immediately before becoming a trainee with that employer must not suffer a reduction in their minimum rate of pay because of becoming a trainee.
- (c) For the purpose of determining whether a trainee has suffered a reduction as mentioned in clause G.4.3(b) casual loadings are to be disregarded.
- (d) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, if a higher minimum wage is provided for the new AQF certificate level.

G.4.4 Default wage rate

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by clause G.6 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to wage level B.

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