



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

MINING INDUSTRY AWARD 2020 [MA000011]

Mining 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:

- By deleting the table appearing in clause 15.1(a) and inserting the following:

Level	Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$
Entry Level	Introductory	954.90	25.13
Level 1	Basic	999.80	26.31
Level 2	Intermediate	1036.90	27.29
Level 3	Competent	1068.40	28.12
Level 4	Advanced	1139.80	29.99
Level 5	Advanced specialist	1214.10	31.95
Level 6	Dual trade	1273.60	33.52

Level	Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$
Level 7	Dual trade instrumentation	1325.20	34.87

2. By deleting the year “2024” in clause 15.4(b)(ii) and inserting “2025”.
3. By deleting the amount “\$38.20” appearing in clause 18.2(b)(i) and inserting “\$39.53”.
4. By deleting the amount “\$46.97” appearing in clause 18.2(c) and inserting “\$48.61”.
5. By deleting the amounts “\$34.99” and “\$19.30” appearing in clause 18.2(d)(i) and inserting “\$36.22” and “\$19.98” respectively.
6. By deleting the amount “\$11.05” appearing in clause 18.2(d)(iii) and inserting “\$11.43”.
7. By deleting the amount “\$20.65” appearing in clause 18.2(e) and inserting “\$21.37”.
8. By deleting the table appearing in clause 18.2(f) and inserting the following:

In charge of	\$ per week
3–10 employees	47.01
11–20 employees	59.83
More than 20 employees	80.45

9. By deleting the amount “\$1.90” appearing in clause 18.2(h) and inserting “\$1.97”.
10. By deleting the table appearing in clause B.1.3 and inserting the following:

	Day	Afternoon & night	Permanent night	Saturday before 12 noon		Saturday - after 12 noon & Sunday	Public holiday
				First 3 hours	After 3 hours		
	% of ordinary hourly rate ¹						
	100%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Entry level	26.17	30.10	34.02	39.26	52.34	52.34	65.43
Level 1	27.35	31.45	35.56	41.03	54.70	54.70	68.38
Level 2	28.33	32.58	36.83	42.50	56.66	56.66	70.83

	Day	Afternoon & night	Permanent night	Saturday before 12 noon		Saturday - after 12 noon & Sunday	Public holiday
				First 3 hours	After 3 hours		
	% of ordinary hourly rate ¹						
	100%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 3	29.16	33.53	37.91	43.74	58.32	58.32	72.90
Level 4	31.03	35.68	40.34	46.55	62.06	62.06	77.58
Level 5	32.99	37.94	42.89	49.49	65.98	65.98	82.48
Level 6	34.56	39.74	44.93	51.84	69.12	69.12	86.40
Level 7	35.91	41.30	46.68	53.87	71.82	71.82	89.78

11. By deleting the table appearing in clause B.1.4 and inserting the following:

	Monday to Saturday noon		Saturday after 12 noon & Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of ordinary hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Entry level	39.26	52.34	52.34	65.43
Level 1	41.03	54.70	54.70	68.38
Level 2	42.50	56.66	56.66	70.83
Level 3	43.74	58.32	58.32	72.90
Level 4	46.55	62.06	62.06	77.58
Level 5	49.49	65.98	65.98	82.48
Level 6	51.84	69.12	69.12	86.40
Level 7	53.87	71.82	71.82	89.78

12. By deleting the table appearing in clause B.1.5 and inserting the following:

	Monday to Sunday
	% of ordinary hourly rate ¹
	200%
	\$
Entry level	52.34

	Monday to Sunday
	% of ordinary hourly rate¹
	200%
	\$
Level 1	54.70
Level 2	56.66
Level 3	58.32
Level 4	62.06
Level 5	65.98
Level 6	69.12
Level 7	71.82

13. By deleting the table appearing in clause B.2.3 and inserting the following:

	Day	Afternoon & night	Permane nt night	Saturday before 12 noon		Saturday - after 12 noon & Sunday	Public holiday
				First 3 hours	After 3 hours		
	% of casual ordinary hourly rate¹						
	100%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Entry level	32.71	37.62	42.52	49.07	65.42	65.42	81.78
Level 1	34.19	39.32	44.45	51.29	68.38	68.38	85.48
Level 2	35.41	40.72	46.03	53.12	70.82	70.82	88.53
Level 3	36.45	41.92	47.39	54.68	72.90	72.90	91.13
Level 4	38.79	44.61	50.43	58.19	77.58	77.58	96.98
Level 5	41.24	47.43	53.61	61.86	82.48	82.48	103.10
Level 6	43.20	49.68	56.16	64.80	86.40	86.40	108.00
Level 7	44.89	51.62	58.36	67.34	89.78	89.78	112.23

14. By deleting the table appearing in clause B.2.4 and inserting the following:

	Monday to Saturday noon		Saturday after 12 noon & Sunday	Public holiday
	First 3 hours	After 3 hours		
% of casual ordinary hourly rate ¹				
	150%	200%	200%	250%
	\$	\$	\$	\$
Entry level	49.07	65.42	65.42	81.78
Level 1	51.29	68.38	68.38	85.48
Level 2	53.12	70.82	70.82	88.53
Level 3	54.68	72.90	72.90	91.13
Level 4	58.19	77.58	77.58	96.98
Level 5	61.86	82.48	82.48	103.10
Level 6	64.80	86.40	86.40	108.00
Level 7	67.34	89.78	89.78	112.23

15. By deleting the table appearing in clause B.2.5 and inserting the following:

	Monday to Sunday
	% of casual ordinary hourly rate ¹
	200%
	\$
Entry level	65.42
Level 1	68.38
Level 2	70.82
Level 3	72.90
Level 4	77.58
Level 5	82.48
Level 6	86.40
Level 7	89.78

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

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

Allowance	Clause	% of standard rate	\$	Payable
Industry allowance ¹	18.2(b)(i)	3.7	39.53	per week
Licence allowance— electricians ¹	18.2(c)	4.55	48.61	per week
Drilling, prospecting and exploration allowance—meals not provided	18.2(d)(i)	3.39	36.22	per day
Drilling, prospecting and exploration allowance—meals provided	18.2(d)(i)	1.87	19.98	per day
Drilling, prospecting and exploration allowance—cooks and cooks' assistants—broken shifts ¹	18.2(d)(iii)	1.07	11.43	per week
First aid allowance	18.2(e)	2.0	21.37	per week
Leading hand allowance—3 to 10 employees	18.2(f)	4.4	47.01	per week
Leading hand allowance—11 to 20 employees	18.2(f)	5.6	59.83	per week
Leading hand allowance— More than 20 employees	18.2(f)	7.53	80.45	per week
Underground allowance— other than underground miners	18.2(h)	7.0	1.97	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