



DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

BUSINESS EQUIPMENT AWARD 2020

[MA000021]

Business equipment 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 14.2(a)(i) and inserting the following:

Classification	Annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Technical employee			
Level 1	49,294	948.00	24.95
Level 2	51,064	982.00	25.84
Technician			
Level 3	52,737	1014.20	26.69
Level 4	55,559	1068.40	28.12

Classification	Annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 5	59,000	1134.60	29.86
Level 6	62,272	1197.50	31.51

2. By deleting the table appearing in clause 14.2(a)(ii) and inserting the following:

Classification	Annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Level 1	51,096	982.60	25.86
Level 2	52,769	1014.80	26.71
Level 3	55,559	1068.40	28.12
Level 4	60,610	1165.60	30.67
Level 5	65,000	1250.00	32.89

3. By deleting the table appearing in clause 14.2(a)(iii) and inserting the following:

Classification	Annual salary (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$	\$
Salesperson Level 1	54,125	1040.90	27.39
Salesperson Level 2	59,373	1141.80	30.05
Salesperson Level 3	68,699	1321.10	34.77

4. By deleting the year “2024” in clause 14.6(b) and inserting “2025”.
5. By deleting the amount “\$74,198” appearing in clause 16.1 and inserting “\$76,795”.

6. By deleting the table appearing in clause 17.2(b) and inserting the following:

In charge of	\$ per week
2 to 5 employees	34.30
6 to 10 employees	50.75
More than 10 employees	66.24

7. By deleting the amount “\$24.26” appearing in clause 17.2(c) and inserting “\$25.11”.
8. By deleting the amount “\$22.50” appearing in clause 17.2(d) and inserting “\$23.29”.
9. By deleting the amount “\$62.76” appearing in clause 17.2(e)(i) and inserting “\$64.96”.
10. By deleting the amount “\$16.14” appearing in clause 20.5(a) and inserting “\$16.71”.
11. By deleting the amount “\$6.71” appearing in clause 21.1 and inserting “\$6.95”.
12. By deleting the amount “\$16.08” appearing in clause 21.2 and inserting “\$16.65”.
13. By deleting the amount “\$22.54” appearing in clause 21.3 and inserting “\$23.33”.
14. By deleting the amount “\$3.99” appearing in clause 22.2(c)(i) and inserting “\$4.13”.
15. By deleting the amount “\$4.78” appearing in clause 22.2(c)(ii) and inserting “\$4.95”.
16. By deleting the amount “\$5.71” appearing in clause 22.2(c)(iii) and inserting “\$5.91”.
17. By deleting the amount “\$8.15” appearing in clause 22.3(b) and inserting “\$8.44”.
18. By deleting the table appearing in clause B.2.1 and inserting the following:

Classification	Ordinary hours	Public holiday	Outside spread of hours¹	Saturday	Sunday
	% of ordinary hourly rate²				
	100%	250%	100%+ \$6.95³	100%+ \$16.65³	100%+ \$23.33³
	\$	\$	\$	\$	\$
Technical stream					
Technical employee					
Level 1	24.95	62.38	31.90	41.60	48.28
Level 2	25.84	64.60	32.79	42.49	49.17
Technician					
Level 3	26.69	66.73	33.64	43.34	50.02
Level 4	28.12	70.30	35.07	44.77	51.45

Classification	Ordinary hours	Public holiday	Outside spread of hours¹	Saturday	Sunday
	% of ordinary hourly rate²				
	100%	250%	100%+ \$6.95³	100% +\$16.65³	100% +\$23.33³
	\$	\$	\$	\$	\$
Level 5	29.86	74.65	36.81	46.51	53.19
Level 6	31.51	78.78	38.46	48.16	54.84
Clerical and Administration stream					
Level 1	25.86	64.65	32.81	42.51	49.19
Level 2	26.71	66.78	33.66	43.36	50.04
Level 3	28.12	70.30	35.07	44.77	51.45
Level 4	30.67	76.68	37.62	47.32	54.00
Level 5	32.89	82.23	39.84	49.54	56.22
Commercial Travellers stream					
Salesperson Level 1	27.39	—	—	—	—
Salesperson Level 2	30.05	—	—	—	—
Salesperson Level 3	34.77	—	—	—	—

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

Classification	Monday to Sunday		Sunday ¹	Public holiday
	first 3 hours	after 3 hours		
	% of ordinary hourly rate ²			
	150%	200%	200%	250%
	\$	\$	\$	\$
Technical stream				
Technical employee				
Level 1	37.43	49.90	49.90	62.38
Level 2	38.76	51.68	51.68	64.60
Technician				
Level 3	40.04	53.38	53.38	66.73
Level 4	42.18	56.24	56.24	70.30
Level 5	44.79	59.72	59.72	74.65
Level 6	47.27	63.02	63.02	78.78
Clerical and Administration stream				
Level 1	38.79	51.72	51.72	64.65
Level 2	40.07	53.42	53.42	66.78
Level 3	42.18	56.24	56.24	70.30
Level 4	46.01	61.34	61.34	76.68
Level 5	49.34	65.78	65.78	82.23

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

Classification	Day	Afternoon	Night	Permanent night	Non standard
	% of ordinary hourly rate ¹				
	100%	100% + \$4.13 ²	100% + \$4.95 ²	100% + \$5.91 ²	100% + \$8.44 ²
	\$	\$	\$	\$	\$
Technical stream					
Technical employee					
Level 1	24.95	29.08	29.90	30.86	33.39
Level 2	25.84	29.97	30.79	31.75	34.28
Technician					
Level 3	26.69	30.82	31.64	32.60	35.13
Level 4	28.12	32.25	33.07	34.03	36.56

Classification	Day	Afternoon	Night	Permanent night	Non standard
	% of ordinary hourly rate ¹				
	100%	100% + \$4.13²	100% + \$4.95²	100% + \$5.91²	100% + \$8.44²
	\$	\$	\$	\$	\$
Level 5	29.86	33.99	34.81	35.77	38.30
Level 6	31.51	35.64	36.46	37.42	39.95
Clerical and Administration stream					
Level 1	25.86	29.99	30.81	31.77	34.30
Level 2	26.71	30.84	31.66	32.62	35.15
Level 3	28.12	32.25	33.07	34.03	36.56
Level 4	30.67	34.80	35.62	36.58	39.11
Level 5	32.89	37.02	37.84	38.80	41.33
Commercial Travellers stream					
Salesperson Level 1	27.39	—	—	—	—
Salesperson Level 2	30.05	—	—	—	—
Salesperson Level 3	34.77	—	—	—	—

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

Classification	Monday to Sunday		Sunday ¹	Public holiday
	first 3 hours	after 3 hours		
	% of ordinary hourly rate ²			
	150%	200%	200%	250%
	\$	\$	\$	\$
Technical stream				
Technical employee				
Level 1	37.43	49.90	49.90	62.38
Level 2	38.76	51.68	51.68	64.60
Technician				
Level 3	40.04	53.38	53.38	66.73
Level 4	42.18	56.24	56.24	70.30
Level 5	44.79	59.72	59.72	74.65
Level 6	47.27	63.02	63.02	78.78
Clerical and Administration stream				
Level 1	38.79	51.72	51.72	64.65
Level 2	40.07	53.42	53.42	66.78
Level 3	42.18	56.24	56.24	70.30
Level 4	46.01	61.34	61.34	76.68
Level 5	49.34	65.78	65.78	82.23

22. By deleting the table appearing in clause B.4.1 and inserting the following:

Classification	Ordinary hours	Public holiday	Outside spread of hours¹	Saturday	Sunday
	% of ordinary hourly rate²				
	125%	275%	125%+ \$6.95³	125% +\$16.65³	125% +\$23.33³
	\$	\$	\$	\$	\$
Technical stream					
Technical employee					
Level 1	31.19	68.61	38.14	47.84	54.52
Level 2	32.30	71.06	39.25	48.95	55.63
Technician					
Level 3	33.36	73.40	40.31	50.01	56.69
Level 4	35.15	77.33	42.10	51.80	58.48
Level 5	37.33	82.12	44.28	53.98	60.66
Level 6	39.39	86.65	46.34	56.04	62.72
Clerical and Administration stream					
Level 1	32.33	71.12	39.28	48.98	55.66
Level 2	33.39	73.45	40.34	50.04	56.72
Level 3	35.15	77.33	42.10	51.80	58.48
Level 4	38.34	84.34	45.29	54.99	61.67
Level 5	41.11	90.45	48.06	57.76	64.44
Commercial Travellers stream					
Salesperson Level 1	34.24	—	—	—	—
Salesperson Level 2	37.56	—	—	—	—
Salesperson Level 3	43.46	—	—	—	—

23. By deleting the table appearing in clause B.5.1 and inserting the following:

Classification	Day	Afternoon	Night	Permanent night	Non standard
	% of ordinary hourly rate¹				
	125%	125% + \$4.13²	125% + \$4.95²	125% + \$5.91²	125% + \$8.44²
	\$	\$	\$	\$	\$
Technical stream					
Technical employee					
Level 1	31.19	35.32	36.14	37.10	39.63
Level 2	32.30	36.43	37.25	38.21	40.74
Technician					
Level 3	33.36	37.49	38.31	39.27	41.80
Level 4	35.15	39.28	40.10	41.06	43.59
Level 5	37.33	41.46	42.28	43.24	45.77
Level 6	39.39	43.52	44.34	45.30	47.83
Clerical and Administration stream					
Level 1	32.33	36.46	37.28	38.24	40.77
Level 2	33.39	37.52	38.34	39.30	41.83
Level 3	35.15	39.28	40.10	41.06	43.59
Level 4	38.34	42.47	43.29	44.25	46.78
Level 5	41.11	45.24	46.06	47.02	49.55
Commercial Travellers stream					
Salesperson Level 1	34.24	—	—	—	—
Salesperson Level 2	37.56	—	—	—	—
Salesperson Level 3	43.46	—	—	—	—

24. By deleting the amount “\$1032.30” appearing in clause C.1 and inserting “\$1068.40”.

25. By deleting the table appearing in clause C.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Technical and Clerical streams				
Leading hand in charge of—2 to 5 employees ¹	17.2(b)	3.21	34.30	per week

Allowance	Clause	% of standard rate	\$	Payable
Leading hand in charge of—6 to 10 employees ¹	17.2(b)	4.75	50.75	per week
Leading hand in charge of—more than 10 employees ¹	17.2(b)	6.2	66.24	per week
First aid allowance	17.2(c)	2.35	25.11	per week
Representation allowance	17.2(d)	2.18	23.29	per week
Service centre allowance	17.2(e)(i)	6.08	64.96	per week

26. By deleting the amount “\$27.17” appearing in clause C.2 and inserting “\$28.12”.

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

Allowance	Clause	% of standard hourly rate	\$	Payable
Overtime stand-by allowance	20.5(a)	59.42	16.71	per hour
Day work outside the spread of hours	21.1	24.7	6.95	per hour
Working ordinary hours on Saturday	21.2	59.2	16.65	per hour
Working ordinary hours on Sunday	21.3	82.95	23.33	per hour
Afternoon shift allowance	22.2(c)(i)	14.68	4.13	per hour
Night shift allowance	22.2(c)(ii)	17.59	4.95	per hour
Permanent night shift allowance	22.2(c)(iii)	21.0	5.91	per hour
Non-standard shift work allowance	22.3(b)	30.0	8.44	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