



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

COTTON GINNING AWARD 2020
[MA000024]

Agricultural 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] FWC FB 3500], the above award is varied as follows:

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

Employee classification	Minimum Weekly rate (full-time employees)	Minimum Hourly rate
	\$	\$
CG1 (first 6 months of employment)	931.50	24.51
CG1 (after 6 months of employment)	948.00	24.95
CG2	977.60	25.73
CG3	995.60	26.20
CG4	1025.20	26.98
CG5	1068.40	28.12

2. By deleting the year “2024” in clause 17.4(b) and inserting “2025”.
3. By deleting the amount “\$34.31” appearing in clause 19.2(b)(i) and inserting “\$35.51”.
4. By deleting the table appearing in clause 19.2(c) and inserting the following:

In charge of	\$ per week
3–10 employees	42.71
11–20 employees	63.81
more than 20 employees	81.31

5. By deleting the amount “\$18.65” appearing in clause 19.2(d) and inserting “\$19.30”.
6. By deleting the amount “\$0.75” appearing in clause 19.2(e) and inserting “\$0.77”.
7. By deleting the table appearing in clause 19.2(f)(i) and inserting the following:

	Full-time employees	Seasonal employees
Location	\$ per week	\$ per week
Moura and Cecil Plains	61.49	18.45
Emerald and St George	89.28	26.78

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

	Ordinary hours	Night work (Monday – Friday)	Public holiday
	% of ordinary hourly rate¹		
	100%	115%	250%
	\$	\$	\$
CG1 (first 6 months of employment)	25.44	29.26	63.60
CG1 (after 6 months of employment)	25.88	29.76	64.70
CG2	26.66	30.66	66.65
CG3	27.13	31.20	67.83
CG4	27.91	32.10	69.78
CG5	29.05	33.41	72.63

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

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday – all day	Public holiday – all day
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
CG1 (first 6 months of employ ment)	38.16	50.88	50.88	63.60
CG1 (after 6 months of employ ment)	38.82	51.76	51.76	64.70
CG2	39.99	53.32	53.32	66.65
CG3	40.70	54.26	54.26	67.83
CG4	41.87	55.82	55.82	69.78
CG5	43.58	58.10	58.10	72.63

10. By deleting the table appearing in clause A.3.1 and inserting the following:

	Ordinary hours	Night work (Monday – Friday)	Public holiday
	% of ordinary hourly rate¹		
	125%	125%	250%
	\$	\$	\$
CG1 (first 6 months of employ ment)	31.80	31.80	63.60
CG1 (after 6 months of employ ment)	32.35	32.35	64.70
CG2	33.33	33.33	66.65
CG3	33.91	33.91	67.83
CG4	34.89	34.89	69.78
CG5	36.31	36.31	72.63

11. By deleting the amount “\$24.86” appearing in clause B.1.1 and inserting “\$25.73”.

12. By deleting the table appearing in clause B.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Disabilities allowance ¹	19.2(b)(i)	138.0	35.51	per week
Leading hand in charge of—3–10 employees ¹	19.2(c)	166.0	42.71	per week
Leading hand in charge of—11–20 employees ¹	19.2(c)	248.0	63.81	per week
Leading hand in charge of—more than 20 employees ¹	19.2(c)	316.0	81.31	per week
First aid allowance	19.2(d)	75.0	19.30	per week
Special allowance—bulk liquid tanks	19.2(e)	3.0	0.77	per hour
Special contingency payment—full-time employees—Moura and Cecil Plains	19.2(f)(i)	239.0	61.49	per week
Special contingency payment—full-time employees—Emerald and St George	19.2(f)(i)	347.0	89.28	per week
Special contingency payment—seasonal employees—Moura and Cecil Plains ²	19.2(f)(i)		18.45	per week
Special contingency payment—seasonal employees—Emerald and St George ²	19.2(f)(i)		26.78	per week

- 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