



DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

ELECTRICAL, ELECTRONIC AND COMMUNICATIONS CONTRACTING AWARD 2020

[MA000025]

Electrical contracting 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:

1. By deleting the table appearing in clause 16.2 and inserting the following:

Classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Electrical worker grade 1	948.00	24.95
Electrical worker grade 2	967.20	25.45
Electrical worker grade 3	999.40	26.30
Electrical worker grade 4	1031.60	27.15
Electrical worker grade 5	1068.40	28.12
Electrical worker grade 6	1102.00	29.00
Electrical worker grade 7	1165.70	30.68

Classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
Electrical worker grade 8	1224.90	32.23
Electrical worker grade 9	1250.10	32.90
Electrical worker grade 10	1350.80	35.55

2. By deleting the year “2024” in clause 16.7(b) and inserting “2025”.
3. By deleting the amount “\$38.20” appearing in clause 18.3(a) and inserting “\$39.53”.
4. By deleting the amount “\$37.16” appearing in clause 18.3(b) and inserting “\$38.46”.
5. By deleting the table appearing in clause 18.3(c) and inserting the following:

In charge of:	\$ per week
3 to 10 employees	45.94
11 to 20 employees	64.10
More than 20 employees	86.54

6. By deleting the amount “\$94.97” appearing in clause 18.3(d) and inserting “\$98.29”.
7. By deleting the amount “\$79.49” appearing in clause 18.3(e) and inserting “\$82.27”.
8. By deleting the amounts “\$20.65” and “\$4.13” appearing in clause 18.3(f)(ii) and inserting “\$21.37” and “\$4.27” respectively.
9. By deleting the table appearing in clause 18.4(a)(iii) and inserting the following:

Storey	\$ per hour
0–15 floors	0.73
16–30 floors	0.90
31–45 floors	1.38
46–60 floors	1.74
More than 60 floors	2.22

10. By deleting the amount “\$0.87” wherever it appears in clause 18.4(b)(i) and inserting “\$0.90”.
11. By deleting the amount “\$21.68” appearing in clause 18.4(c) and inserting “\$22.44”.
12. By deleting the amount “\$90.84” appearing in clause 20.6 and inserting “\$94.02”.

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

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	100%	250%
	\$	\$
Electrical worker grade 1	25.99	64.98
Electrical worker grade 2	26.49	66.23
Electrical worker grade 3	27.34	68.35
Electrical worker grade 4	28.19	70.48
Electrical worker grade 5	29.74	74.35
Electrical worker grade 6	30.63	76.58
Electrical worker grade 7	32.30	80.75
Electrical worker grade 8	33.86	84.65
Electrical worker grade 9	34.52	86.30
Electrical worker grade 10	37.17	92.93

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

	Monday to Saturday¹		Sunday¹	Public holiday¹
	First 2 hours	After 2 hours		
	% of ordinary hourly rate²			
	150%	200%	200%	250%
	\$	\$	\$	\$
Electrical worker grade 1	38.99	51.98	51.98	64.98
Electrical worker grade 2	39.74	52.98	52.98	66.23
Electrical worker grade 3	41.01	54.68	54.68	68.35
Electrical worker grade 4	42.29	56.38	56.38	70.48
Electrical worker grade 5	44.61	59.48	59.48	74.35
Electrical worker grade 6	45.95	61.26	61.26	76.58

	Monday to Saturday¹		Sunday¹	Public holiday¹
	First 2 hours	After 2 hours		
	% of ordinary hourly rate²			
	150%	200%	200%	250%
	\$	\$	\$	\$
Electrical worker grade 7	48.45	64.60	64.60	80.75
Electrical worker grade 8	50.79	67.72	67.72	84.65
Electrical worker grade 9	51.78	69.04	69.04	86.30
Electrical worker grade 10	55.76	74.34	74.34	92.93

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

	After-noon or night¹	Non-successive afternoon or night²		Perma-nent night³	Satur-day	Sunday⁵	Public holiday	
		First 2 hours	After 2 hours				Continuous shiftwork	Other than continuous shiftwork
	% of ordinary hourly rate⁴							
	115%	150%	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Electrical worker grade 1	29.89	38.99	51.98	33.79	38.99	51.98	51.98	64.98
Electrical worker grade 2	30.46	39.74	52.98	34.44	39.74	52.98	52.98	66.23
Electrical worker grade 3	31.44	41.01	54.68	35.54	41.01	54.68	54.68	68.35
Electrical worker grade 4	32.42	42.29	56.38	36.65	42.29	56.38	56.38	70.48
Electrical worker grade 5	34.20	44.61	59.48	38.66	44.61	59.48	59.48	74.35
Electrical worker grade 6	35.22	45.95	61.26	39.82	45.95	61.26	61.26	76.58
Electrical worker grade 7	37.15	48.45	64.60	41.99	48.45	64.60	64.60	80.75

	After-noon or night ¹	Non-successive afternoon or night ²		Perma-nent night ³	Satur-day	Sunday ⁵	Public holiday	
		First 2 hours	After 2 hours				Continuous shiftwork	Other than continuous shiftwork
	% of ordinary hourly rate ⁴							
	115%	150%	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Electrical worker grade 8	38.94	50.79	67.72	44.02	50.79	67.72	67.72	84.65
Electrical worker grade 9	39.70	51.78	69.04	44.88	51.78	69.04	69.04	86.30
Electrical worker grade 10	42.75	55.76	74.34	48.32	55.76	74.34	74.34	92.93

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

	Monday to Sunday			Public holiday	
	Continuous shiftwork	Other than continuous shiftwork		Continuous shiftwork	Other than continuous shiftwork
		First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹				
	200%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Electrical worker grade 1	51.98	38.99	51.98	51.98	64.98
Electrical worker grade 2	52.98	39.74	52.98	52.98	66.23
Electrical worker grade 3	54.68	41.01	54.68	54.68	68.35
Electrical worker grade 4	56.38	42.29	56.38	56.38	70.48
Electrical worker grade 5	59.48	44.61	59.48	59.48	74.35
Electrical worker grade 6	61.26	45.95	61.26	61.26	76.58
Electrical worker grade 7	64.60	48.45	64.60	64.60	80.75

	Monday to Sunday			Public holiday	
	Continuous shiftwork	Other than continuous shiftwork		Continuous shiftwork	Other than continuous shiftwork
		First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹				
	200%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Electrical worker grade 8	67.72	50.79	67.72	67.72	84.65
Electrical worker grade 9	69.04	51.78	69.04	69.04	86.30
Electrical worker grade 10	74.34	55.76	74.34	74.34	92.93

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

	Day	Public holiday
	% of ordinary hourly rate ¹	
	125%	312.5%
	\$	\$
Electrical worker grade 1	32.49	81.22
Electrical worker grade 2	33.11	82.78
Electrical worker grade 3	34.18	85.44
Electrical worker grade 4	35.24	88.09
Electrical worker grade 5	37.18	92.94
Electrical worker grade 6	38.29	95.72
Electrical worker grade 7	40.38	100.94
Electrical worker grade 8	42.33	105.81
Electrical worker grade 9	43.15	107.88
Electrical worker grade 10	46.46	116.16

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

	After- noon or night ¹	Non-successive afternoon or night ²		Perma- -nent night ³	Satur- -day	Sunda -y	Public holiday	
		First 2 hours	After 2 hours				Contin- uous shift- worker	Non- contin- uous shift- worker
	% of ordinary hourly rate ⁴							
	140%	187.5%	250%	155%	187.5%	250%	250%	312.5%
	\$	\$	\$	\$	\$	\$	\$	\$
Electrical worker grade 1	36.39	48.73	64.98	40.28	48.73	64.98	64.98	81.22
Electrical worker grade 2	37.09	49.67	66.23	41.06	49.67	66.23	66.23	82.78
Electrical worker grade 3	38.28	51.26	68.35	42.38	51.26	68.35	68.35	85.44
Electrical worker grade 4	39.47	52.86	70.48	43.69	52.86	70.48	70.48	88.09
Electrical worker grade 5	41.64	55.76	74.35	46.10	55.76	74.35	74.35	92.94
Electrical worker grade 6	42.88	57.43	76.58	47.48	57.43	76.58	76.58	95.72
Electrical worker grade 7	45.22	60.56	80.75	50.07	60.56	80.75	80.75	100.94
Electrical worker grade 8	47.40	63.49	84.65	52.48	63.49	84.65	84.65	105.81
Electrical worker grade 9	48.33	64.73	86.30	53.51	64.73	86.30	86.30	107.88
Electrical worker grade 10	52.04	69.69	92.93	57.61	69.69	92.93	92.93	116.16

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

	Ordinary hours	Public holiday
	% of apprentice hourly rate ¹	
	100%	250%
	\$	\$
Commencing before 1 January 2014		
1st year	12.65	31.63
2nd year	16.27	40.68
3rd year	21.70	54.25
4th year	25.33	63.33
Commencing on or after 1 January 2014		
1st year	24.72	61.80
2nd year	27.32	68.30
3rd year	27.32	68.30
4th year	27.32	68.30

20. By deleting the table appearing in clause B.4.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of apprentice hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Commencing before 1 January 2014				
1st year	18.98	25.30	25.30	31.63
2nd year	24.41	32.54	32.54	40.68
3rd year	32.55	43.40	43.40	54.25
4th year	38.00	50.66	50.66	63.33
Commencing on or after 1 January 2014				
1st year	37.08	49.44	49.44	61.80
2nd year	40.98	54.64	54.64	68.30

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of apprentice hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
3rd year	40.98	54.64	54.64	68.30
4th year	40.98	54.64	54.64	68.30

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

	Afternoon or night ¹	Non-successive afternoon or night ²		Permanent night ³	Saturday	Sunday	Public holiday	
		First 2 hours	After 2 hours				Continuo us shiftwork	Other than continuous shift-work
	% of apprentice hourly rate ⁴							
	115%	150%	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Commencing before 1 January 2014								
1st year	14.55	18.98	25.30	16.45	18.98	25.30	25.30	31.63
2nd year	18.71	24.41	32.54	21.15	24.41	32.54	32.54	40.68
3rd year	24.96	32.55	43.40	28.21	32.55	43.40	43.40	54.25
4th year	29.13	38.00	50.66	32.93	38.00	50.66	50.66	63.33
Commencing on or after 1 January 2014								
1st year	28.43	37.08	49.44	32.14	37.08	49.44	49.44	61.80
2nd year	31.42	40.98	54.64	35.52	40.98	54.64	54.64	68.30
3rd year	31.42	40.98	54.64	35.52	40.98	54.64	54.64	68.30
4th year	31.42	40.98	54.64	35.52	40.98	54.64	54.64	68.30

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

	Monday to Sunday		
	Continuous shiftwork	Other than continuous shiftwork	
		First 2 hours	After 2 hours
	% of apprentice hourly rate¹		
	200%	150%	200%
	\$	\$	\$
Commencing before 1 January 2014			
1st year	25.30	18.98	25.30
2nd year	32.54	24.41	32.54
3rd year	43.40	32.55	43.40
4th year	50.66	38.00	50.66
Commencing on or after 1 January 2014			
1st year	49.44	37.08	49.44
2nd year	54.64	40.98	54.64
3rd year	54.64	40.98	54.64
4th year	54.64	40.98	54.64

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

	Ordinary hours	Public holiday
	% of apprentice hourly rate¹	
	100%	250%
	\$	\$
Have not completed year 12		
1st year	15.67	39.18
2nd year	18.69	46.73
3rd year	21.70	54.25
4th year	25.33	63.33

	Ordinary hours	Public holiday
	% of apprentice hourly rate ¹	
	100%	250%
	\$	\$
Have completed year 12		
1st year	17.18	42.95
2nd year	20.20	50.50
3rd year	21.70	54.25
4th year	25.33	63.33

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

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of apprentice hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Have not completed year 12				
1st year	23.51	31.34	31.34	39.18
2nd year	28.04	37.38	37.38	46.73
3rd year	32.55	43.40	43.40	54.25
4th year	38.00	50.66	50.66	63.33
Have completed year 12				
1st year	25.77	34.36	34.36	42.95
2nd year	30.30	40.40	40.40	50.50
3rd year	32.55	43.40	43.40	54.25
4th year	38.00	50.66	50.66	63.33

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

	Afternoon or night ¹	Non-successive afternoon or night ²		Permanent night ³	Saturday	Sunday	Public holiday	
		First 2 hours	After 2 hours				Continuou s shiftwork	Other than continuous shiftwork
	% of apprentice hourly rate ⁴							
	115%	150%	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Have not completed year 12								
1st year	18.02	23.51	31.34	20.37	23.51	31.34	31.34	39.18
2nd year	21.49	28.04	37.38	24.30	28.04	37.38	37.38	46.73
3rd year	24.96	32.55	43.40	28.21	32.55	43.40	43.40	54.25
4th year	29.13	38.00	50.66	32.93	38.00	50.66	50.66	63.33
Have completed year 12								
1st year	19.76	25.77	34.36	22.33	25.77	34.36	34.36	42.95
2nd year	23.23	30.30	40.40	26.26	30.30	40.40	40.40	50.50
3rd year	24.96	32.55	43.40	28.21	32.55	43.40	43.40	54.25
4th year	29.13	38.00	50.66	32.93	38.00	50.66	50.66	63.33

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

	Monday to Sunday		
	Continuous shiftwork	Other than continuous shiftwork	
		First 2 hours	After 2 hours
	% of apprentice hourly rate ¹		
	200%	150%	200%
	\$	\$	\$
Have not completed year 12			
1st year	31.34	23.51	31.34
2nd year	37.38	28.04	37.38
3rd year	43.40	32.55	43.40
4th year	50.66	38.00	50.66

	Monday to Sunday		
	Continuous shiftwork	Other than continuous shiftwork	
		First 2 hours	After 2 hours
	% of apprentice hourly rate¹		
	200%	150%	200%
	\$	\$	\$
Have completed year 12			
1st year	34.36	25.77	34.36
2nd year	40.40	30.30	40.40
3rd year	43.40	32.55	43.40
4th year	50.66	38.00	50.66

27. By deleting the table appearing in clause B.4.9 and inserting the following:

	Ordinary hours	Public holiday
	% of apprentice hourly rate¹	
	100%	250%
	\$	\$
1st year	12.65	31.63
2nd year	16.27	40.68
3rd year	21.70	54.25
4th year	25.33	63.33

28. By deleting the table appearing in clause B.4.10 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of apprentice hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
1st year	18.98	25.30	25.30	31.63
2nd year	24.41	32.54	32.54	40.68
3rd year	32.55	43.40	43.40	54.25
4th year	38.00	50.66	50.66	63.33

29. By deleting the table appearing in clause B.4.11 and inserting the following:

	Afternoon or night¹	Non-successive afternoon or night²		Permanen t night³	Saturda y	Sunda y	Public holiday	
		First 2 hours	After 2 hours				Continuou s shiftwork	Other than continuou s shiftwork
	% of apprentice hourly rate⁴							
	115%	150 %	200%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
1st year	14.55	18.98	25.30	16.45	18.98	25.30	25.30	31.63
2nd year	18.71	24.41	32.54	21.15	24.41	32.54	32.54	40.68
3rd year	24.96	32.55	43.40	28.21	32.55	43.40	43.40	54.25
4th year	29.13	38.00	50.66	32.93	38.00	50.66	50.66	63.33

30. By deleting the table appearing in clause B.4.12 and inserting the following:

	Monday to Sunday		
	Continuous shiftwork	Other than continuous shiftwork	
		First 2 hours	After 2 hours
	% of apprentice hourly rate¹		
	200%	150%	200%
	\$	\$	\$
1st year	25.30	18.98	25.30
2nd year	32.54	24.41	32.54
3rd year	43.40	32.55	43.40
4th year	50.66	38.00	50.66

31. By deleting the amounts “\$1032.30” and “\$27.17” appearing in clause C.1.1 and inserting “\$1068.40” and “\$28.12” respectively.

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

Allowance	Clause	% of weekly standard rate	% of hourly standard rate	\$	Payable
Industry allowance*	18.3(a)	3.7	-	39.53	per week
Electrician's licence allowance*	18.3(b)	3.6	-	38.46	per week
Leading hands allowance—in charge of—3 to 10 employees*	18.3(c)	4.3	-	45.94	per week
Leading hands allowance—in charge of—11 to 20 employees*	18.3(c)	6.0	-	64.10	per week
Leading hands allowance—in charge of—more than 20 employees*	18.3(c)	8.1	-	86.54	per week
Nominee allowance*	18.3(d)	9.2	-	98.29	per week
Electrical distribution line maintenance and tree clearing allowance*	18.3(e)	7.7	-	82.27	per week
Rate for ordering materials—more than 4 days' engagement*	18.3(f)(ii)	2.0	-	21.37	per week
Rate for ordering materials—less than 4 days' engagement*	18.3(f)(ii)	0.4	-	4.27	per day
Multistorey allowance—0 to 15 floors	18.4(a)(iii))	-	2.6	0.73	per hour
Multistorey allowance—16 to 30 floors	18.4(a)(iii))	-	3.2	0.90	per hour

Allowance	Clause	% of weekly standard rate	% of hourly standard rate	\$	Payable
Multistorey allowance—31 to 45 floors	18.4(a)(iii)	-	4.9	1.38	per hour
Multistorey allowance—46 to 60 floors	18.4(a)(iii)	-	6.2	1.74	per hour
Multistorey allowance—more than 60 floors	18.4(a)(iii)	-	7.9	2.22	per hour
Towers allowance—construction over 15 metres in height	18.4(b)(i)	-	3.2	0.90	per hour
Towers allowance—each further 15 metres	18.4(b)(i)	-	3.2	0.90	per hour
First aid allowance	18.4(c)	2.1	-	22.44	per week
Availability for duty	20.6	8.8	-	94.02	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