



# DRAFT DETERMINATION

*Fair Work Act 2009*

s.285—Annual wage review

## Annual Wage Review 2024–25

(C2025/1)

## GRAPHIC ARTS, PRINTING AND PUBLISHING AWARD 2020

[MA000026]

Graphic arts

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 17.2 and inserting the following:

Employee classification Level	Minimum weekly rate (full-time employee)	Minimum hourly rate	Alignment to qualification from the Printing and Graphic Arts Training Package
	\$	\$	
Level 1	922.70	24.28	
Level 2	948.00	24.95	
Level 3	982.40	25.85	
Level 4	1014.70	26.70	Certificate II
Level 5	1068.40	28.12	Trade Certificate/ Certificate III

<b>Employee classification Level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Alignment to qualification from the Printing and Graphic Arts Training Package</b>
	\$	\$	
Level 6	1102.00	29.00	
Level 7	1135.50	29.88	
Level 8	1165.70	30.68	Certificate IV (except as set out in clause 17.3)

2. By deleting the table appearing in clause 18.2(a) and inserting the following:

<b>Age</b>	<b>% of level 4 rate</b>	<b>Minimum weekly rate (full-time employee)</b>
		\$
Under 17 years	37.5	380.51
17 years	47.5	481.98
18 years	60	608.82
19 years	72.5	735.66
20 years	87.5	887.86

3. By deleting the table appearing in clause 18.3 and inserting the following:

<b>Age</b>	<b>% of Level 3 rate</b>	<b>Minimum weekly rate (full-time employee)</b>
		\$
Under 16 years	30	294.72
16 years	40	392.96
17 years	50	491.20
18 years	60	589.44
19 years	75	736.80
20 years	90	884.16

4. By deleting the table appearing in clause 18.4(b) and inserting the following:

<b>Age</b>	<b>% of Level 2 rate</b>	<b>Minimum weekly rate (full-time employee)</b>
		<b>\$</b>
Under 16 years	30	284.40
16 years	40	379.20
17 years	50	474.00
18 years	60	568.80
19 years	75	711.00
20 years	90	853.20

5. By deleting the amount “\$8.88” appearing in clause 19.3(a)(i) and inserting “\$9.19”.
6. By deleting the amount “\$17.76” appearing in clause 19.3(a)(ii) and inserting “\$18.38”.
7. By deleting the amount “\$26.63” appearing in clause 19.3(a)(iii) and inserting “\$27.56”.
8. By deleting the year “2024” in clause 22.2 and inserting “2025”.
9. By deleting the amount “\$51.62” appearing in clause 26.2(b)(i) and inserting “\$53.42”.
10. By deleting the amount “\$30.97” appearing in clause 26.2(c) and inserting “\$32.05”.
11. By deleting the amount “\$20.96” appearing in clause 26.2(d) and inserting “\$21.69”.
12. By deleting the amount “\$1032.30” appearing in clause B.1.1 and inserting “\$1068.40”.
13. By deleting the table appearing in clause B.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Junior apprentice proficiency payments—for the course requirement passed at that standard	19.3(a)(i)	0.86	9.19	per week
Junior apprentice proficiency payments—for the second course requirement passed at that standard—instead of amount in clause 19.3(a)(i)	19.3(a)(ii)	1.72	18.38	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Junior apprentice proficiency payments—for the third course requirement passed at that standard—instead of amount in clause 19.3(a)(ii)	19.3(a)(iii)	2.58	27.56	per week
Visual display terminal allowance <sup>1</sup>	26.2(b)(i)	5.0	53.42	per week
Inserting allowance <sup>1</sup>	26.2(c)	3.0	32.05	per week
First aid allowance	26.2(d)	2.03	21.69	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