



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

JOINERY AND BUILDING TRADES AWARD 2020
[MA000029]

Building, metal and civil construction industries

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 19.1 and inserting the following:

Employee classification	Minimum weekly rate	Minimum hourly rate
	\$	\$
Level 1	922.70	24.28
Level 2	948.00	24.95
Level 3	982.40	25.85
Level 4	1014.70	26.70
Level 5	1068.40	28.12
Level 6	1102.00	29.00
Level 7	1135.50	29.88

2. By deleting the table appearing in clause 21.3(a) and inserting the following:

In charge of	\$ per week
1 employee	25.65
2–5 employees	56.30
6–10 employees	72.07
11 or more employees	95.86

3. By deleting the amount “\$38.69” appearing in clause 21.3(b)(i) and inserting “\$40.04”.
4. By deleting the amount “\$1.03” appearing in clause 21.3(b)(ii) and inserting “\$1.07”.
5. By deleting the amount “\$20.54” appearing in clause 21.3(c) and inserting “\$21.26”.
6. By deleting the amount “\$1.09” appearing in clause 21.5(a) and inserting “\$1.12”.
7. By deleting the amount “\$0.79” appearing in clause 21.5(b) and inserting “\$0.82”.
8. By deleting the amount “\$0.87” appearing in clause 21.5(c)(i) and inserting “\$0.90”.
9. By deleting the amount “\$6.33” appearing in clause 21.5(d)(i) and inserting “\$6.55”.
10. By deleting the amount “\$1.09” appearing in clause 21.5(e) and inserting “\$1.12”.
11. By deleting the amount “\$0.87” appearing in clause 21.5(f) and inserting “\$0.90”.
12. By deleting the amount “\$2.06” appearing in clause 21.5(g) and inserting “\$2.14”.
13. By deleting the amount “\$9.32” appearing in clause 21.5(h) and inserting “\$9.65”.
14. By deleting the table appearing in clause 21.5(i) and inserting the following:

Weight	\$ per hour
Where the blocks weigh over 5.5kg and under 9kg	0.90
Where the blocks weigh 9kg or over and up to 18kg	1.63
Where the blocks weigh over 18kg	2.31

15. By deleting the amount “\$1.09” appearing in clause 21.5(j) and inserting “\$1.12”.
16. By deleting the table appearing in clause 21.5(k)(i) and inserting the following:

Temperature	\$ per hour or part thereof extra
Between 46°C and 54°C	0.90
In excess of 54°C	1.12

17. By deleting the amount "\$1.09" appearing in clause 21.5(l) and inserting "\$1.12".
18. By deleting the amount "\$0.87" appearing in clause 21.5(m)(i) and inserting "\$0.90".
19. By deleting the amount "\$1.03" appearing in clause 21.5(m)(ii) and inserting "\$1.07".
20. By deleting the amount "\$0.87" appearing in clause 21.5(n)(i) and inserting "\$0.90".
21. By deleting the amount "\$0.87" appearing in clause 21.5(n)(ii) and inserting "\$0.90".
22. By deleting the amount "\$1.09" appearing in clause 21.5(o) and inserting "\$1.12".
23. By deleting the amount "\$3.42" appearing in clause 21.5(p) and inserting "\$3.54".
24. By deleting the amount "\$0.87" appearing in clause 21.5(q) and inserting "\$0.90".
25. By deleting the amounts "\$6.30" and "\$1.30" appearing in clause 21.5(r)(i) and inserting "\$6.52" and "\$1.35" respectively.
26. By deleting the amounts "\$1.09" and "\$0.87" appearing in clause 21.5(s)(i) and inserting "\$1.12" and "\$0.90" respectively.
27. By deleting the amount "\$7.96" appearing in clause 21.5(t) and inserting "\$8.24".
28. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	100%	250%
	\$	\$
Level 1	24.28	60.70
Level 2	24.95	62.38
Level 3	25.85	64.63
Level 4	26.70	66.75
Level 5	28.12	70.30
Level 6	29.00	72.50
Level 7	29.88	74.70

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

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on a Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	36.42	48.56	48.56	60.70
Level 2	37.43	49.90	49.90	62.38
Level 3	38.78	51.70	51.70	64.63
Level 4	40.05	53.40	53.40	66.75
Level 5	42.18	56.24	56.24	70.30
Level 6	43.50	58.00	58.00	72.50
Level 7	44.82	59.76	59.76	74.70

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

	Continuous shiftwork¹			Non-continuous shiftwork²		All shiftwork
	Day	Early morning or early afternoon³	Afternoon or night³	First 2 hours	After 2 hours	Public holiday
	% of ordinary hourly rate⁴					
	100%	125%	150%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Level 1	24.28	30.35	36.42	36.42	48.56	60.70
Level 2	24.95	31.19	37.43	37.43	49.90	62.38
Level 3	25.85	32.31	38.78	38.78	51.70	64.63
Level 4	26.70	33.38	40.05	40.05	53.40	66.75
Level 5	28.12	35.15	42.18	42.18	56.24	70.30
Level 6	29.00	36.25	43.50	43.50	58.00	72.50
Level 7	29.88	37.35	44.82	44.82	59.76	74.70

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

	Monday to Saturday¹	Sunday	Public holiday
	% of ordinary hourly rate²		
	200%	200%	250%
	\$	\$	\$
Level 1	48.56	48.56	60.70
Level 2	49.90	49.90	62.38
Level 3	51.70	51.70	64.63
Level 4	53.40	53.40	66.75
Level 5	56.24	56.24	70.30
Level 6	58.00	58.00	72.50
Level 7	59.76	59.76	74.70

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

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	125%	275%
	\$	\$
Level 1	30.35	66.77
Level 2	31.19	68.61
Level 3	32.31	71.09
Level 4	33.38	73.43
Level 5	35.15	77.33
Level 6	36.25	79.75
Level 7	37.35	82.17

33. By deleting the table appearing in clause B.2.6 and inserting the following:

	Continuous shiftwork¹			Non-continuous shiftwork²		All shiftwork
	Day	Early morning or early afternoon³	Afternoon or night³	First 2 hours	After 2 hours	Public holiday
	% of ordinary hourly rate⁴					
	125%	150%	175%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Level 1	30.35	36.42	42.49	42.49	54.63	66.77
Level 2	31.19	37.43	43.66	43.66	56.14	68.61
Level 3	32.31	38.78	45.24	45.24	58.16	71.09
Level 4	33.38	40.05	46.73	46.73	60.08	73.43
Level 5	35.15	42.18	49.21	49.21	63.27	77.33
Level 6	36.25	43.50	50.75	50.75	65.25	79.75
Level 7	37.35	44.82	52.29	52.29	67.23	82.17

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

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	100%	250%
	\$	\$
Level 1	25.33	63.33
Level 2	26.00	65.00
Level 3	26.90	67.25
Level 4	27.75	69.38
Level 5—glaziers	29.19	72.98
Level 5—all others	29.17	72.93
Level 6	30.05	75.13
Level 7	30.93	77.33

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

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	38.00	50.66	50.66	63.33
Level 2	39.00	52.00	52.00	65.00
Level 3	40.35	53.80	53.80	67.25
Level 4	41.63	55.50	55.50	69.38
Level 5— glaziers	43.79	58.38	58.38	72.98
Level 5—all others	43.76	58.34	58.34	72.93
Level 6	45.08	60.10	60.10	75.13
Level 7	46.40	61.86	61.86	77.33

36. By deleting the table appearing in clause B.3.3 and inserting the following:

	Continuous shiftwork ¹			Non-continuous shiftwork ²			All shiftwork
	Day	Early morning or early afternoon ³	Afternoon or night shift ³	First 2 hours	After 2 hours	Stonemasons working on 2nd shift (3:00pm – 11:00pm) ⁴	Public holiday
	% of ordinary hourly rate ⁵						
	100%	125%	150%	150%	200%	150%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1	25.33	31.66	38.00	38.00	50.66	38.00	63.33
Level 2	26.00	32.50	39.00	39.00	52.00	39.00	65.00
Level 3	26.90	33.63	40.35	40.35	53.80	40.35	67.25
Level 4	27.75	34.69	41.63	41.63	55.50	41.63	69.38
Level 5— glaziers	29.19	36.49	43.79	43.79	58.38	43.79	72.98
Level 5— all others	29.17	36.46	43.76	43.76	58.34	43.76	72.93

	Continuous shiftwork ¹			Non-continuous shiftwork ²			All shiftwork
	Day	Early morning or early afternoon ³	Afternoon or night shift ³	First 2 hours	After 2 hours	Stonemasons working on 2nd shift (3:00pm – 11:00pm) ⁴	Public holiday
	% of ordinary hourly rate ⁵						
	100%	125%	150%	150%	200%	150%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 6	30.05	37.56	45.08	45.08	60.10	45.08	75.13
Level 7	30.93	38.66	46.40	46.40	61.86	46.40	77.33

37. By deleting the table appearing in clause B.3.4 and inserting the following:

	Monday to Friday¹	Saturday—first 2 hours	Saturday – after 2 hours or after 12 noon on Saturday	Stonemasons – work between 11:00pm—7:00am	Sunday	Public holiday
	% of ordinary hourly rate²					
	200%	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
Level 1	50.66	38.00	50.66	50.66	50.66	63.33
Level 2	52.00	39.00	52.00	52.00	52.00	65.00
Level 3	53.80	40.35	53.80	53.80	53.80	67.25
Level 4	55.50	41.63	55.50	55.50	55.50	69.38
Level 5—glaziers	58.38	43.79	58.38	58.38	58.38	72.98
Level 5—all others	58.34	43.76	58.34	58.34	58.34	72.93
Level 6	60.10	45.08	60.10	60.10	60.10	75.13
Level 7	61.86	46.40	61.86	61.86	61.86	77.33

38. By deleting the table appearing in clause B.3.5 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	125%	275%
	\$	\$
Level 1	31.66	69.66
Level 2	32.50	71.50
Level 3	33.63	73.98
Level 4	34.69	76.31
Level 5— glaziers	36.49	80.27
Level 5— all others	36.46	80.22
Level 6	37.56	82.64
Level 7	38.66	85.06

39. By deleting the table appearing in clause B.3.6 and inserting the following:

	Continuous shiftwork ¹			Non-continuous shiftwork ²			All shiftwork
	Day	Early morning or early afternoon ³	Afternoon or night shift ³	First 2 hours	After 2 hours	Stonemasons working on 2nd shift (3:00pm – 11:00pm) ⁴	Public holiday
	% of ordinary hourly rate ⁵						
	125%	150%	175%	175%	225%	175%	275%
	\$	\$	\$	\$	\$	\$	\$
Level 1	31.66	38.00	44.33	44.33	56.99	44.33	69.66
Level 2	32.50	39.00	45.50	45.50	58.50	45.50	71.50
Level 3	33.63	40.35	47.08	47.08	60.53	47.08	73.98
Level 4	34.69	41.63	48.56	48.56	62.44	48.56	76.31
Level 5— glaziers	36.49	43.79	51.08	51.08	65.68	51.08	80.27
Level 5—all others	36.46	43.76	51.05	51.05	65.63	51.05	80.22
Level 6	37.56	45.08	52.59	52.59	67.61	52.59	82.64
Level 7	38.66	46.40	54.13	54.13	69.59	54.13	85.06

40. 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%
	\$	\$
Did not complete year 12		
Stage 1	14.06	35.15
Stage 2	16.87	42.18
Stage 3	21.09	52.73
Stage 4	25.31	63.28
Completed year 12		
Stage 1	15.46	38.65
Stage 2	18.28	45.70
Stage 3	21.09	52.73
Stage 4	25.31	63.28

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

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Did not complete year 12				
Stage 1	21.09	28.12	28.12	35.15
Stage 2	25.31	33.74	33.74	42.18
Stage 3	31.64	42.18	42.18	52.73
Stage 4	37.97	50.62	50.62	63.28
Completed year 12				
Stage 1	23.19	30.92	30.92	38.65
Stage 2	27.42	36.56	36.56	45.70
Stage 3	31.64	42.18	42.18	52.73

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Stage 4	37.97	50.62	50.62	63.28

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

	Ordinary hours	Public holiday
	% of apprentice hourly rate¹	
	100%	250%
	\$	\$
Stage 1	15.46	38.65
Stage 2	21.09	52.73
Stage 3	25.31	63.28

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

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Stage 1	23.19	30.92	30.92	38.65
Stage 2	31.64	42.18	42.18	52.73
Stage 3	37.97	50.62	50.62	63.28

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

	Ordinary hours	Public holiday
	% of apprentice hourly rate¹	
	100%	250%
	\$	\$
1st year	12.65	31.63

	Ordinary hours	Public holiday
	% of apprentice hourly rate¹	
	100%	250%
	\$	\$
2nd year	15.46	38.65
3rd year	21.09	52.73
4th year	25.31	63.28

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

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
1st year	18.98	25.30	25.30	31.63
2nd year	23.19	30.92	30.92	38.65
3rd year	31.64	42.18	42.18	52.73
4th year	37.97	50.62	50.62	63.28

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

	Ordinary hours	Public holiday
	% of apprentice hourly rate¹	
	100%	250%
	\$	\$
1st year	14.06	35.15
2nd year	21.09	52.73
3rd year	25.31	63.28

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

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
1st year	21.09	28.12	28.12	35.15
2nd year	31.64	42.18	42.18	52.73
3rd year	37.97	50.62	50.62	63.28

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

	Ordinary hours	Public holiday
	% of apprentice hourly rate¹	
	100%	250%
	\$	\$
Stage 1	22.77	56.93
Stage 2	23.90	59.75
Stage 3	24.74	61.85
Stage 4	26.43	66.08

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

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Stage 1	34.16	45.54	45.54	56.93
Stage 2	35.85	47.80	47.80	59.75
Stage 3	37.11	49.48	49.48	61.85
Stage 4	39.65	52.86	52.86	66.08

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

	Ordinary hours	Public holiday
	% of apprentice hourly rate¹	
	100%	250%
	\$	\$
Stage 1	23.34	58.35
Stage 2	24.74	61.85
Stage 3	26.43	66.08

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

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Stage 1	35.01	46.68	46.68	58.35
Stage 2	37.11	49.48	49.48	61.85
Stage 3	39.65	52.86	52.86	66.08

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

	Ordinary hours	Public holiday
	% of apprentice hourly rate¹	
	100%	250%
	\$	\$
Did not complete year 12		
Stage 1 – apprentice glazier	15.13	37.83
Stage 1 – all others	15.11	37.78
Stage 2 – apprentice glazier	17.94	44.85
Stage 2 – all others	17.92	44.80
Stage 3 – apprentice glazier	22.16	55.40
Stage 3 – all others	22.14	55.35
Stage 4 – apprentice glazier	26.38	65.95
Stage 4 – all others	26.36	65.90

	Ordinary hours	Public holiday
	% of apprentice hourly rate ¹	
	100%	250%
	\$	\$
Completed year 12		
Stage 1 – apprentice glazier	16.53	41.33
Stage 1 – all others	16.51	41.28
Stage 2 – apprentice glazier	19.35	48.38
Stage 2 – all others	19.33	48.33
Stage 3 – apprentice glazier	22.16	55.40
Stage 3 – all others	22.14	55.35
Stage 4 – apprentice glazier	26.38	65.95
Stage 4 – all others	26.36	65.90

53. By deleting the table appearing in clause B.5.2 and inserting the following:

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Did not complete year 12				
Stage 1 – apprentice glazier	22.70	30.26	30.26	37.83
Stage 1 – all others	22.67	30.22	30.22	37.78
Stage 2 – apprentice glazier	26.91	35.88	35.88	44.85
Stage 2 – all others	26.88	35.84	35.84	44.80
Stage 3 – apprentice glazier	33.24	44.32	44.32	55.40
Stage 3 – all others	33.21	44.28	44.28	55.35
Stage 4 – apprentice glazier	39.57	52.76	52.76	65.95
Stage 4 – all others	39.54	52.72	52.72	65.90
Completed year 12				
Stage 1 – apprentice glazier	24.80	33.06	33.06	41.33
Stage 1 – all others	24.77	33.02	33.02	41.28
Stage 2 – apprentice glazier	29.03	38.70	38.70	48.38

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Stage 2 – all others	29.00	38.66	38.66	48.33
Stage 3 – apprentice glazier	33.24	44.32	44.32	55.40
Stage 3 – all others	33.21	44.28	44.28	55.35
Stage 4 – apprentice glazier	39.57	52.76	52.76	65.95
Stage 4 – all others	39.54	52.72	52.72	65.90

54. By deleting the table appearing in clause B.5.3 and inserting the following:

	Ordinary hours	Public holiday
	% of apprentice hourly rate¹	
	100%	250%
	\$	\$
Stage 1 – apprentice glazier	16.53	41.33
Stage 1 – all others	16.51	41.28
Stage 2 – apprentice glazier	22.16	55.40
Stage 2 – all others	22.14	55.35
Stage 3 – apprentice glazier	26.38	65.95
Stage 3 – all others	26.36	65.90

55. By deleting the table appearing in clause B.5.4 and inserting the following:

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Stage 1 – apprentice glazier	24.80	33.06	33.06	41.33
Stage 1 – all others	24.77	33.02	33.02	41.28
Stage 2 – apprentice glazier	33.24	44.32	44.32	55.40

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Stage 2 – all others	33.21	44.28	44.28	55.35
Stage 3 – apprentice glazier	39.57	52.76	52.76	65.95
Stage 3 – all others	39.54	52.72	52.72	65.90

56. By deleting the table appearing in clause B.5.5 and inserting the following:

	Ordinary hours	Public holiday
	% of apprentice hourly rate¹	
	100%	250%
	\$	\$
1st year – apprentice glazier	13.72	34.30
1st year – all others	13.70	34.25
2nd year – apprentice glazier	16.53	41.33
2nd year – all others	16.51	41.28
3rd year – apprentice glazier	22.16	55.40
3rd year – all others	22.14	55.35
4th year – apprentice glazier	26.38	65.95
4th year – all others	26.36	65.90

57. By deleting the table appearing in clause B.5.6 and inserting the following:

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
1st year – apprentice glazier	20.58	27.44	27.44	34.30
1st year – all others	20.55	27.40	27.40	34.25

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
2nd year – apprentice glazier	24.80	33.06	33.06	41.33
2nd year – all others	24.77	33.02	33.02	41.28
3rd year – apprentice glazier	33.24	44.32	44.32	55.40
3rd year – all others	33.21	44.28	44.28	55.35
4th year – apprentice glazier	39.57	52.76	52.76	65.95
4th year – all others	39.54	52.72	52.72	65.90

58. By deleting the table appearing in clause B.5.7 and inserting the following:

	Ordinary hours	Public holiday
	% of apprentice hourly rate¹	
	100%	250%
	\$	\$
1st year – apprentice glazier	15.13	37.83
1st year – all others	15.11	37.78
2nd year – apprentice glazier	22.16	55.40
2nd year – all others	22.14	55.35
3rd year – apprentice glazier	26.38	65.95
3rd year – all others	26.36	65.90

59. By deleting the table appearing in clause B.5.8 and inserting the following:

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
1st year – apprentice glazier	22.70	30.26	30.26	37.83
1st year – all others	22.67	30.22	30.22	37.78
2nd year – apprentice glazier	33.24	44.32	44.32	55.40
2nd year – all others	33.21	44.28	44.28	55.35
3rd year – apprentice glazier	39.57	52.76	52.76	65.95
3rd year – all others	39.54	52.72	52.72	65.90

60. By deleting the table appearing in clause B.5.9 and inserting the following:

	Ordinary hours	Public holiday
	% of apprentice hourly rate¹	
	100%	250%
	\$	\$
Stage 1 – apprentice glazier	23.84	59.60
Stage 1 – all others	23.82	59.55
Stage 2 – apprentice glazier	24.97	62.43
Stage 2 – all others	24.95	62.38
Stage 3 – apprentice glazier	25.81	64.53
Stage 3 – all others	25.79	64.48
Stage 4 – apprentice glazier	27.50	68.75
Stage 4 – all others	27.48	68.70

61. By deleting the table appearing in clause B.5.10 and inserting the following:

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Stage 1 – apprentice glazier	35.76	47.68	47.68	59.60
Stage 1 – all others	35.73	47.64	47.64	59.55
Stage 2 – apprentice glazier	37.46	49.94	49.94	62.43
Stage 2 – all others	37.43	49.90	49.90	62.38
Stage 3 – apprentice glazier	38.72	51.62	51.62	64.53
Stage 3 – all others	38.69	51.58	51.58	64.48
Stage 4 – apprentice glazier	41.25	55.00	55.00	68.75
Stage 4 – all others	41.22	54.96	54.96	68.70

62. By deleting the table appearing in clause B.5.11 and inserting the following:

	Ordinary hours	Public holiday
	% of apprentice hourly rate¹	
	100%	250%
	\$	\$
Stage 1 – apprentice glazier	24.41	61.03
Stage 1 – all others	24.39	60.98
Stage 2 – apprentice glazier	25.81	64.53
Stage 2 – all others	25.79	64.48
Stage 3 – apprentice glazier	27.50	68.75
Stage 3 – all others	27.48	68.70

63. By deleting the table appearing in clause B.5.12 and inserting the following:

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours or after 12 noon on Saturday	Sunday	Public holiday
	% of apprentice hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Stage 1 – apprentice glazier	36.62	48.82	48.82	61.03
Stage 1 – all others	36.59	48.78	48.78	60.98
Stage 2 – apprentice glazier	38.72	51.62	51.62	64.53
Stage 2 – all others	38.69	51.58	51.58	64.48
Stage 3 – apprentice glazier	41.25	55.00	55.00	68.75
Stage 3 – all others	41.22	54.96	54.96	68.70

64. By deleting the amount “\$27.17” appearing in clause C.1.1 and inserting “\$28.12”.

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

Allowance	Clause	% of standard rate	\$	Payable
Leading hands—in charge of 1 employee ¹	21.3(a)	91.2	25.65	per week
Leading hands—in charge of 2–5 employees ¹	21.3(a)	200.2	56.30	per week
Leading hands—in charge of 6–10 employees ¹	21.3(a)	256.3	72.07	per week
Leading hands—in charge of 11 or more employees ¹	21.3(a)	340.9	95.86	per week
Industry allowance—employee engaged on joinery work, shopfitting, stonemasonry or outside work ¹	21.3(b)(i)	142.4	40.04	per week
Industry allowance—glazier/apprentice glazier, engaged other than on factory glazing ¹	21.3(b)(ii)	3.8	1.07	per hour
First aid allowance	21.3(c)	75.6	21.26	per week
Asbestos allowance	21.5(a)	4.0	1.12	per hour
Bagging allowance	21.5(b)	2.9	0.82	per hour

Allowance	Clause	% of standard rate	\$	Payable
Cold work allowance	21.5(c)(i)	3.2	0.90	per hour or part thereof
Computing quantities allowance	21.5(d)(i)	23.3	6.55	per day or part thereof
Confined space allowance	21.5(e)	4.0	1.12	per hour or part thereof
Dirty work allowance	21.5(f)	3.2	0.90	per hour
Explosive powered tools allowance	21.5(g)	7.6	2.14	per day
Grindstone allowance	21.5(h)	34.3	9.65	per week
Heavy blocks allowance—blocks over 5.5kg and under 9kg	21.5(i)	3.2	0.90	per hour
Heavy blocks allowance—blocks 9kg or over and up to 18kg	21.5(i)	5.8	1.63	per hour
Heavy blocks allowance—blocks over 18kg	21.5(i)	8.2	2.31	per hour
Hot bitumen allowance	21.5(j)	4.0	1.12	per hour
Hot places allowance—between 46°C and 54°C	21.5(k)(i)	3.2	0.90	per hour or part thereof
Hot places allowance—in excess of 54°C	21.5(k)(i)	4.0	1.12	per hour or part thereof
Insulation allowance	21.5(l)	4.0	1.12	per hour or part thereof
Wet work allowance—water continually dripping or wet underfoot	21.5(m)(i)	3.2	0.90	per hour
Wet work allowance—stonemasonry work in a cemetery	21.5(m)(ii)	3.8	1.07	per hour
Tower allowance—exceeds 15m in height	21.5(n)(i)	3.2	0.90	per hour
Tower allowance—each additional 15m in height	21.5(n)(ii)	3.2	0.90	a further per hour
Roof repairs allowance	21.5(o)	4.0	1.12	per hour
Second hand timber allowance	21.5(p)	12.6	3.54	per day
Spray application allowance	21.5(q)	3.2	0.90	per hour
Swing scaffold allowance—for the first 4 hours	21.5(r)(i)	23.2	6.52	for the first 4 hours or part thereof

Allowance	Clause	% of standard rate	\$	Payable
Swing scaffold allowance—for each hour thereafter	21.5(r)(i)	4.8	1.35	per hour
Toxic substances allowance—working with toxic substances	21.5(s)(i)	4.0	1.12	per hour
Toxic substances allowance—working in close proximity to toxic substances	21.5(s)(i)	3.2	0.90	per hour
Collection of monies allowance	21.5(t)	29.3	8.24	per week

66. By deleting clause E.4 and inserting the following:

E.4 Minimum rates

E.4.1 Minimum weekly rates for full-time traineeships

(a) Wage level A

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause E.6.1 is the weekly rate specified in Column 2 of **Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1	Column 2		
Experience level of trainee	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	412.70	454.40	540.50
Plus 1 year out of school	454.40	540.50	629.00
Plus 2 years out of school	540.50	629.00	732.00
Plus 3 years out of school	629.00	732.00	838.00
Plus 4 years out of school	732.00	838.00	
Plus 5 or more years out of school	838.00		

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(a).

(b) Wage level B

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause E.6.2 or by clause E.4.4 is the weekly rate specified in Column 2 of **Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	Per week	per week
	\$	\$	\$
School leaver	412.70	454.40	526.70
Plus 1 year out of school	454.40	526.70	605.90
Plus 2 years out of school	526.70	605.90	710.60
Plus 3 years out of school	605.90	710.60	810.40
Plus 4 years out of school	710.60	810.40	
Plus 5 or more years out of school	810.40		

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(b).

(c) Wage level C

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level C by clause E.6.3 is the weekly rate specified in Column 2 of **Table 3—Wage level C minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 3—Wage level C minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1	Column 2		
Experience level of trainee	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	412.70	454.40	526.70
Plus 1 year out of school	454.40	526.70	595.60
Plus 2 years out of school	526.70	595.60	665.40
Plus 3 years out of school	595.60	665.40	741.20
Plus 4 years out of school	665.40	741.20	
Plus 5 or more years out of school	741.20		

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(c).

(d) AQF Certificate Level IV traineeships

- (i) The minimum rate for a full-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum rate for the relevant full-time AQF Certificate Level III traineeship increased by 3.8%.
- (ii) The minimum rate for a full-time adult trainee undertaking an AQF Certificate Level IV traineeship is the weekly rate specified in Column 2 or 3 of **Table 4—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)** according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in Column 1.

Table 4—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)

Column 1	Column 2	Column 3
Wage level	First year of traineeship	Second and subsequent years of traineeship
	per week	per week
	\$	\$
A	869.80	902.80
B	841.20	873.20
C	769.40	798.50

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(d).

E.4.2 Minimum hourly rates for part-time traineeships

(a) Wage level A

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause E.6.1 is the hourly rate specified in Column 2 of **Table 5—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 5—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1	Column 2		
Experience level of trainee	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.57	14.95	17.77
Plus 1 year out of school	14.95	17.77	20.69
Plus 2 years out of school	17.77	20.69	24.07
Plus 3 years out of school	20.69	24.07	27.57
Plus 4 years out of school	24.07	27.57	
Plus 5 or more years out of school	27.57		

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(a).

(b) Wage level B

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause E.6.2 or by clause E.4.4 is the hourly rate specified in Column 2 of **Table 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1	Column 2		
Experience level of trainee	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.57	14.95	17.34
Plus 1 year out of school	14.95	17.34	19.93
Plus 2 years out of school	17.34	19.93	23.38
Plus 3 years out of school	19.93	23.38	26.66
Plus 4 years out of school	23.38	26.66	
Plus 5 or more years out of school	26.66		

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(b).

(c) Wage level C

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level C by clause E.6.3 is the hourly rate specified in Column 2 of **Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1	Column 2		
Experience level of trainee	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.57	14.95	17.34
Plus 1 year out of school	14.95	17.34	19.58
Plus 2 years out of school	17.34	19.58	21.89
Plus 3 years out of school	19.58	21.89	24.37

Column 1	Column 2		
Experience level of trainee	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 4 years out of school	21.89	24.37	
Plus 5 or more years out of school	24.37		

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(c).

(d) School-based traineeships

The minimum hourly rate for a part-time trainee who works ordinary hours and is undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage levels A or B by clause E.6 or by clause E.4.4 is the hourly rate in Column 1 or 2 of **Table 8—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)** according to the year of schooling of the trainee.

Table 8—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)

Column 1	Column 2
Year 11 or lower	Year 12
per hour	per hour
\$	\$
13.57	14.95

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(d).

(e) AQF Certificate Level IV traineeships

- (i)** The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by 3.8%.
- (ii)** The minimum hourly rate for a part-time adult trainee undertaking an AQF Certificate Level IV traineeship is the hourly rate in Column 2 or 3 of **Table 9—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)** according to the year of the traineeship

specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in Column 1.

Table 9—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)

Column 1	Column 2	Column 3
Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
A	28.62	29.69
B	27.68	28.72
C	25.31	26.27

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(e).

(f) Calculating the actual minimum wage

- (i) If fewer than 38 (or an average of 38) ordinary hours of work per week is considered full-time at the workplace by the employer, the appropriate minimum hourly rate for a part-time trainee is obtained by multiplying the relevant minimum hourly rate in clauses E.4.2(a) to (e) by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) If the approved training for a part-time traineeship is provided wholly off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum hourly rate in clauses E.4.2(a) to (e) applies to each ordinary hour worked by the trainee.
- (iii) If the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum hourly rate in clauses E.4.2(a) to (e) minus 20% applies to each ordinary hour worked by the trainee.

E.4.3 Other minimum wage provisions

- (a) Clause E.4.3 applies despite anything to the contrary in clause E.4.2 or E.4.4.
- (b) An employee who was employed by an employer immediately before becoming a trainee with that employer must not suffer a reduction in their minimum rate of pay because of becoming a trainee.

- (c) For the purpose of determining whether a trainee has suffered a reduction as mentioned in clause E.4.3(b), casual loadings are to be disregarded.
- (d) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, if a higher minimum wage is provided for the new AQF certificate level.

E.4.4 Default wage rate

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by clause E.6 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to wage level B.

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