



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

MARKET AND SOCIAL RESEARCH AWARD 2020 [MA000030]

Market and business consultancy services

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:

- By deleting the table appearing in clause 14.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employees)	Minimum annual salary	Minimum hourly rate
	\$	\$	\$
Market research trainee	964.50	50,154	25.38
Support employee first year	1045.60	54,371	27.52
Support employee thereafter	1075.20	55,910	28.29
Market research interviewer	1075.20	55,910	28.29

Employee classification	Minimum weekly rate (full-time employees)	Minimum annual salary	Minimum hourly rate
	\$	\$	\$
Executive (face-to-face) interviewer and door-to-door interviewer	1085.70	56,456	28.57
Editor/Coder/Keyboard operator	1093.70	56,872	28.78
Team leader	1144.90	59,535	30.13
Field supervisor	1229.80	63,950	32.36
Research assistant	1229.80	63,950	32.36
Field manager	1343.20	69,846	35.35
Research officer	1343.20	69,846	35.35
Research manager	1768.00	91,936	46.53

2. By deleting the amount “\$6.84” appearing in clause 19.1(a) and inserting “\$7.07”.
3. By deleting the amount “\$13.67” appearing in clause 19.1(b) and inserting “\$14.15”.
4. By deleting the amount “\$6.84” appearing in clause 19.1(c) and inserting “\$7.07”.
5. By deleting the amount “\$5961” appearing in clause A.1 and inserting “\$6170”.
6. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Monday - Friday outside daily spread of hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate				
	100%	100% + \$7.07	100% + \$7.07	100% + \$14.15	100% + \$14.15
	\$	\$	\$	\$	\$
Market research trainee	25.38	32.45	32.45	39.53	39.53
Support employee first year	27.52	34.59	34.59	41.67	41.67
Support employee thereafter	28.29	35.36	35.36	42.44	42.44
Market research interviewer	28.29	35.36	35.36	42.44	42.44
Executive (face-to-face) interviewer and door-to-door interviewer	28.57	35.64	35.64	42.72	42.72

	Ordinary hours	Monday - Friday outside daily spread of hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate				
	100%	100% + \$7.07	100% + \$7.07	100% + \$14.15	100% + \$14.15
	\$	\$	\$	\$	\$
Editor/Coder/Keyboard operator	28.78	35.85	35.85	42.93	42.93
Team leader	30.13	37.20	37.20	44.28	44.28
Field supervisor	32.36	39.43	39.43	46.51	46.51
Research assistant	32.36	39.43	39.43	46.51	46.51
Field manager	35.35	42.42	42.42	49.50	49.50
Research officer	35.35	42.42	42.42	49.50	49.50
Research manager	46.53	53.60	53.60	60.68	60.68

7. By deleting the table appearing in clause B.1.2 and inserting the following:

	All hours in excess of rostered ordinary hours
	% of minimum hourly rate
	125%
	\$
Market research trainee	31.73
Support employee first year	34.40
Support employee thereafter	35.36
Market research interviewer	35.36
Executive (face-to-face) interviewer and door-to-door interviewer	35.71
Editor/Coder/Keyboard operator	35.98
Team leader	37.66
Field supervisor	40.45
Research assistant	40.45
Field manager	44.19
Research officer	44.19
Research manager	58.16

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

	All ordinary hours
	% of minimum hourly rate
	125%
	\$
Market research trainee	31.73
Support employee first year	34.40
Support employee thereafter	35.36
Market research interviewer	35.36
Executive (face-to-face) interviewer and door-to-door interviewer	35.71
Editor/Coder/Keyboard operator	35.98
Team leader	37.66
Field supervisor	40.45
Research assistant	40.45
Field manager	44.19
Research officer	44.19
Research manager	58.16

9. By deleting the amount “\$27.34” appearing in clause C.2.1 and inserting “\$28.29”.

10. By deleting the table appearing in clause C.2.1 and inserting the following:

Penalty	Clause	% of standard rate	\$	Payable
Saturday	19.1(a)	25.0	7.07	per hour
Sunday or public holiday	19.1(b)	50.0	14.15	per hour
Monday to Friday outside daily spread of ordinary hours	19.1(c)	25.0	7.07	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