



DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

NURSERY AWARD 2020

[MA000033]

Nursery 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] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 15.1(a) and inserting the following:

Classification	Minimum weekly rates (full-time employees)	Minimum hourly rate
	\$	\$
Grade 1A	922.70	24.28
Grade 1B	948.00	24.95
Grade 2	964.50	25.38
Grade 3	1008.90	26.55
Grade 4	1068.40	28.12
Grade 5	1180.40	31.06
Grade 6	1285.30	33.82

- By deleting the year “2024” in clause 15.6(b) and inserting “2025”.

3. By deleting the amount “\$17.16” appearing in clause 18.3(a) and inserting “\$17.77”.
4. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	100%	125%	200%	250%
	\$	\$	\$	\$
Grade 1A	24.28	30.35	48.56	60.70
Grade 1B	24.95	31.19	49.90	62.38
Grade 2	25.38	31.73	50.76	63.45
Grade 3	26.55	33.19	53.10	66.38
Grade 4	28.12	35.15	56.24	70.30
Grade 5	31.06	38.83	62.12	77.65
Grade 6	33.82	42.28	67.64	84.55

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

	First 3 hours Monday to Saturday	After first 3 hours Monday to Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Grade 1A	36.42	48.56	48.56	60.70
Grade 1B	37.43	49.90	49.90	62.38
Grade 2	38.07	50.76	50.76	63.45
Grade 3	39.83	53.10	53.10	66.38
Grade 4	42.18	56.24	56.24	70.30
Grade 5	46.59	62.12	62.12	77.65
Grade 6	50.73	67.64	67.64	84.55

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	125%	150%	225%	275%
	\$	\$	\$	\$
Grade 1A	30.35	36.42	54.63	66.77
Grade 1B	31.19	37.43	56.14	68.61
Grade 2	31.73	38.07	57.11	69.80
Grade 3	33.19	39.83	59.74	73.01
Grade 4	35.15	42.18	63.27	77.33
Grade 5	38.83	46.59	69.89	85.42
Grade 6	42.28	50.73	76.10	93.01

7. By deleting the amount “\$24.52” appearing in clause C.1.1 and inserting “\$25.38”.

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

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance ¹	18.3(a)	70.0	17.77	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