



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

PASTORAL AWARD 2020
[MA000035]

Agricultural 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:

1. By deleting the year “2024” in clause 15.2 and inserting “2025”.
2. By deleting the table appearing in clause 18.2(b)(i) and inserting the following:

In charge of	\$ per week
2–6 employees	28.69
7–10 employees	33.43
11–20 employees	47.65
More than 20 employees	59.88

3. By deleting the amount “\$3.37” appearing in clause 18.2(c) and inserting “\$3.49”.

4. By deleting the table appearing in clause 32.1 and inserting the following:

Wage group	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
FLH1	922.70	24.28
FLH2	948.00	24.95
FLH3	961.10	25.29
FLH4	982.40	25.85
FLH5	999.40	26.30
FLH6	1014.70	26.70
FLH7	1068.40	28.12
FLH8	1148.00	30.21

5. By deleting the amount “\$4.10” appearing in clause 33.4 and inserting “\$4.24”.

6. By deleting the table appearing in clause 37.1 and inserting the following:

Wage group	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
PA1	922.70	24.28
PA2	948.00	24.95
PA3	982.40	25.85
PA4	1014.80	26.71
PA5	1040.50	27.38
PA6	1068.40	28.12
PA7	1102.00	29.00

7. By deleting the table appearing in clause 47.1 and inserting the following:

Wage group	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
PW1	922.70	24.28
PW2	961.10	25.29

Wage group	Minimum weekly rate (full-time employee)	Minimum hourly rate
PW3	999.40	26.30
PW4	1068.40	28.12

8. By deleting the table appearing in clause 51.1 and inserting the following:

Minimum rates for shearing (by machine)	If not found employee¹	If found employee¹
	\$	\$
Flock sheep—wethers, ewes and lambs—rate per 100	393.16	352.90
Flock sheep—wethers, ewes and lambs—rate per day	293.73	253.47

9. By deleting the table appearing in clause 51.3(a) and inserting the following:

	Per 100 At sheds	Per 100 Other than at sheds
	\$	\$
Full crutching: shearing the inside parts of the legs, between the legs, and around and above the tail. In addition when required: removing wool that has been struck by blowfly; lifting the bottom leg and shearing that leg prior to turning the sheep around and above the tail; and/or giving up to 2 blows above the tail	114.02	98.29
All other crutching	90.43	78.63
For wiggging or ringing	43.25	43.25
For either wiggging or ringing in addition to crutching	11.79	11.79
For wiggging and ringing	70.77	70.77

	Per 100 At sheds	Per 100 Other than at sheds
	\$	\$
For wiggling and ringing in addition to crutching—crutching rate plus	19.66	19.66
For cleaning the belly of any ewe above the teats (no more than 2 blows of the machine or shears)—crutching rates plus	9.83	9.83

10. By deleting the amount “\$12.41” appearing in clause 51.3(b) and inserting “\$12.85”.
11. By deleting the amount “\$39.06” appearing in clause 51.3(d) and inserting “\$40.26”.
12. By deleting the table appearing in clause 51.4(a) and inserting the following:

Adults	Weekly rate (full-time employee)	Per run rate
	\$	\$
For adults with less than 65 work days’ experience as a shed hand	1419.91	71.00
For adults with 65 or more work days’ experience as a shed hand	1494.08	74.70

13. By deleting the amount “\$39.06” appearing in clause 51.4(d) and inserting “\$40.26”.
14. By deleting the table appearing in clause 51.5(a) and inserting the following:

	\$
By hand—per bale	23.92
By hand—per kilo	0.1570
By power—per bale	15.95
By power—per kilo	0.1047

15. By deleting the amount “\$0.51” appearing in clause 51.5(b) and inserting “\$0.53”.
16. By deleting the amount “\$76.62” appearing in clause 51.5(c) and inserting “\$79.12”.
17. By deleting the amount “\$39.06” appearing in clause 51.5(d) and inserting “\$40.26”.
18. By deleting the amounts “\$76.62” and “\$39.06” appearing in clause 51.5(f) and inserting “\$79.12” and “\$40.26” respectively.

- 19. By deleting the amount “\$24.12” appearing in clause 51.6(a) and inserting “\$24.93”.
- 20. By deleting the amount “\$313.52” appearing in clause 51.6(b) and inserting “\$324.08”.
- 21. By deleting the amount “\$438.56” appearing in clause 51.7(a) and inserting “\$453.95”.
- 22. By deleting the table appearing in clause 51.9(a) and inserting the following:

Classification	Minimum weekly rate (full-time employee)
	\$
Shearing shed expert level 1	1514.39
Shearing shed expert level 2	1682.65
Woolclasser level 1 ¹	1682.65
Woolclasser level 2 ¹	1815.80
Woolclasser level 3 ¹	1902.35

- 23. By deleting the amounts “\$1754.25” and “\$438.56” appearing in clause 51.9(b) and inserting “\$1815.80” and “\$453.95” respectively.
- 24. By deleting the amount “\$1463.13” appearing in clause 51.9(c)(i) and inserting “\$1514.39”.
- 25. By deleting the amount “\$1625.70” appearing in clause 51.9(c)(ii) and inserting “\$1682.65”.
- 26. By deleting the table appearing in clause 51.9(f) and inserting the following:

Allowance	\$ per week
Conditions	150.27
Enterprise flexibility	213.02
Woolrolling	106.49
Bookkeeping	69.24

- 27. By deleting the amount “\$62.52” appearing in clause 52.1(b) and inserting “\$64.72”.
- 28. By deleting the amount “\$20.63” appearing in clause 52.2 and inserting “\$21.36”.
- 29. By deleting the amount “\$18.56” appearing in clause 52.3(a) and inserting “\$19.21”.
- 30. By deleting the amounts “\$223.37” and “\$184.31” appearing in clause 52.5(a)(ii) and inserting “\$230.15” and “\$189.89” respectively.

31. By deleting the table appearing in clause A.1.1 and inserting the following:

Shearer's formula	\$
<i>Minimum rate</i>	1009.29
Plus 20% piecework allowance—min rate x 20%	201.86
Plus 25% casual loading—min rate x 25%	252.32
<i>Subtotal</i>	1463.47
Plus shearing industry allowance ¹	276.45
Plus rations ¹	76.63
Plus allowance for combs/cutters ¹	121.75
Plus payment for handpiece ¹	27.52
<i>Weekly total for casual piecework Shearer with own handpiece (500 sheep)</i>	1965.82
Rate per 100 conversion—total divided by 5	393.16

32. By deleting the amount “\$39.06” appearing in clause A.1.2 and inserting “\$40.26”.

33. By deleting the table appearing in clause A.3.1 and inserting the following:

	\$
<i>With less than 65 work days' experience in the industry</i>	
Minimum rate—which is 84.56% of Shearer's minimum rate	853.46
Plus 25% casual loading—new minimum wage rate x 25%	213.37
Plus shearing industry allowance ¹	276.45
Plus rations ¹	76.63
<i>Total</i>	1419.91
Per run—divide by 20	71.00
<i>With 65 or more work days' experience in the industry</i>	
Minimum rate which is 90.44% of Shearer's minimum rate	912.80
Plus 25% casual loading—new minimum wage rate x 25%	228.20
Plus shearing industry allowance ¹	276.45
Plus rations ¹	76.63
<i>Total</i>	1494.08
Per run—divide by 20	74.70

34. By deleting the table appearing in clause A.3.2 and inserting the following:

	\$ per run
Under 18 years	
<i>With less than 65 work days' experience as a shed hand</i>	
70% of equivalent adult rate	49.70
<i>With 65 or more work days' experience as a shed hand</i>	
70% of equivalent adult rate	52.29
18–20 years	
<i>With less than 65 work days' experience as a shed hand</i>	
90% of equivalent adult rate	63.90
<i>With 65 or more work days' experience as a shed hand</i>	
90% of equivalent adult rate	67.23

35. By deleting the table appearing in clause A.4 and inserting the following:

	Piecework	Time work
	\$	\$
<i>Minimum rate</i>	911.40	983.51
Plus 20% piecework allowance—min rate x 20%	182.28	
Plus 25% casual loading—min rate x 25%	227.85	245.88
<i>Subtotal</i>	1321.53	
Plus shearing industry allowance ¹	276.45	276.45
Plus rations ¹	76.63	76.63
<i>Total per week</i>	1674.61	1582.47
Per run—total divided by 20		79.12
By hand—per bale = total divided by 70	23.92	
By hand—per kilo = by hand per bale rate divided by 152.4	0.1570	
By power—per bale = by hand per bale rate x 2/3	15.95	
By power—per kilo = by power per bale rate divided by 152.4	0.1047	

36. By deleting the table appearing in clause A.5 and inserting the following:

Shearing cook's formula	\$
<i>Minimum rate</i>	984.86
Plus 25% casual loading—min rate x 25%	246.22
Plus 20% long hours allowance—min rate x 20%	196.97
Plus 69.58% of shearing industry allowance ¹	192.35
<i>Total</i>	1620.40
Daily rate—total divided by 5	324.08
Per employee per day rate = daily rate divided by 13	24.93

37. By deleting the table appearing in clause A.6.1 and inserting the following:

	\$
Base	1055.50
Plus casual loading of 25% (of base)	263.88
<i>Subtotal</i>	1319.38
Plus conditions allowance ¹	150.27
Plus enterprise flexibility (including hours) and wet weather allowance ¹	213.02
<i>Total</i>	1682.67
Rounded to the nearest 5 cents	1682.65

38. By deleting the table appearing in clause A.6.2 and inserting the following:

	\$
Base	1055.50
Woolrolling and other shed hands work	106.49
<i>Subtotal 1</i>	1161.99
Plus casual loading of 25% (of subtotal 1)	290.50
<i>Subtotal 2</i>	1452.49
Plus conditions allowance ¹	150.27
Plus enterprise flexibility (including hours) and wet weather allowance ¹	213.02
<i>Total</i>	1815.78
Rounded to the nearest 5 cents	1815.80

39. By deleting the table appearing in clause A.6.3 and inserting the following:

	\$
Base	1055.50
Woolrolling and other shed hands work	106.49
Bookkeeping, overseeing, experting ¹	69.24
<i>Subtotal 1</i>	1231.23
Plus casual loading of 25% (of subtotal 1)	307.81
<i>Subtotal 2</i>	1539.04
Plus conditions allowance ¹	150.27
Plus enterprise flexibility (including hours) and wet weather allowance ¹	213.02
<i>Total</i>	1902.33
Rounded to the nearest 5 cents	1902.35

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

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	100%	200%
	\$	\$
FLH1	24.28	48.56
FLH2	24.95	49.90
FLH3	25.29	50.58
FLH4	25.85	51.70
FLH5	26.30	52.60
FLH6	26.70	53.40
FLH7	28.12	56.24
FLH8	30.21	60.42

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

	Monday to Saturday— Overtime hours	Sunday—Overtime hours	
		feeding & watering stock	other than feeding & watering stock
	% of ordinary hourly rate¹		
	150%	150%	200%
	\$	\$	\$
FLH1	36.42	36.42	48.56
FLH2	37.43	37.43	49.90
FLH3	37.94	37.94	50.58
FLH4	38.78	38.78	51.70
FLH5	39.45	39.45	52.60
FLH6	40.05	40.05	53.40
FLH7	42.18	42.18	56.24
FLH8	45.32	45.32	60.42

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

	Minimum weekly rate	Work on 6 full days	Work on 6 full days & 1 half day	Work on 7 full days
	% of ordinary weekly rate²			
	100%	3/22nds¹	3/11ths¹	9/22nds¹
	\$	\$	\$	\$
Station cook (FLH1)	922.70	125.82	251.65	377.47

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

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	125%	225%
	\$	\$
FLH1	30.35	54.63
FLH2	31.19	56.14
FLH3	31.61	56.90
FLH4	32.31	58.16

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	125%	225%
	\$	\$
FLH5	32.88	59.18
FLH6	33.38	60.08
FLH7	35.15	63.27
FLH8	37.76	67.97

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

Age	Junior weekly rate	Ordinary hours	Public holiday
	% of junior hourly rate¹		
	100%	100%	200%
	\$	\$	\$
FLH1			
Under 16 years	461.35	12.14	24.28
16 years	553.62	14.57	29.14
17 years	645.89	17.00	34.00
18 years	738.16	19.43	38.86
19 years	830.43	21.85	43.70
FLH2			
Under 16 years	474.00	12.47	24.94
16 years	568.80	14.97	29.94
17 years	663.60	17.46	34.92
18 years	758.40	19.96	39.92
19 years	853.20	22.45	44.90
FLH3			
Under 16 years	480.55	12.65	25.30
16 years	576.66	15.18	30.36
17 years	672.77	17.70	35.40
18 years	768.88	20.23	40.46
19 years	864.99	22.76	45.52

Age	Junior weekly rate	Ordinary hours	Public holiday
		% of junior hourly rate ¹	
	100%	100%	200%
	\$	\$	\$
FLH4			
Under 16 years	491.20	12.93	25.86
16 years	589.44	15.51	31.02
17 years	687.68	18.10	36.20
18 years	785.92	20.68	41.36
19 years	884.16	23.27	46.54
FLH5			
Under 16 years	499.70	13.15	26.30
16 years	599.64	15.78	31.56
17 years	699.58	18.41	36.82
18 years	799.52	21.04	42.08
19 years	899.46	23.67	47.34
FLH6			
Under 16 years	507.35	13.35	26.70
16 years	608.82	16.02	32.04
17 years	710.29	18.69	37.38
18 years	811.76	21.36	42.72
19 years	913.23	24.03	48.06
FLH7			
Under 16 years	534.20	14.06	28.12
16 years	641.04	16.87	33.74
17 years	747.88	19.68	39.36
18 years	854.72	22.49	44.98
19 years	961.56	25.30	50.60
FLH8			
Under 16 years	574.00	15.11	30.22
16 years	688.80	18.13	36.26
17 years	803.60	21.15	42.30
18 years	918.40	24.17	48.34
19 years	1033.20	27.19	54.38

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

	Monday to Saturday—Overtime hours	Sunday—Overtime hours	
		feeding & watering stock	other than feeding & watering stock
% of junior hourly rate ¹			
	150%	150%	200%
	\$	\$	\$
FLH1			
Under 16 years	18.21	18.21	24.28
16 years	21.86	21.86	29.14
17 years	25.50	25.50	34.00
18 years	29.15	29.15	38.86
19 years	32.78	32.78	43.70
FLH2			
Under 16 years	18.71	18.71	24.94
16 years	22.46	22.46	29.94
17 years	26.19	26.19	34.92
18 years	29.94	29.94	39.92
19 years	33.68	33.68	44.90
FLH3			
Under 16 years	18.98	18.98	25.30
16 years	22.77	22.77	30.36
17 years	26.55	26.55	35.40
18 years	30.35	30.35	40.46
19 years	34.14	34.14	45.52
FLH4			
Under 16 years	19.40	19.40	25.86
16 years	23.27	23.27	31.02
17 years	27.15	27.15	36.20
18 years	31.02	31.02	41.36
19 years	34.91	34.91	46.54

	Monday to Saturday—Overtime hours	Sunday—Overtime hours	
		feeding & watering stock	other than feeding & watering stock
	% of junior hourly rate ¹		
	150%	150%	200%
	\$	\$	\$
FLH5			
Under 16 years	19.73	19.73	26.30
16 years	23.67	23.67	31.56
17 years	27.62	27.62	36.82
18 years	31.56	31.56	42.08
19 years	35.51	35.51	47.34
FLH6			
Under 16 years	20.03	20.03	26.70
16 years	24.03	24.03	32.04
17 years	28.04	28.04	37.38
18 years	32.04	32.04	42.72
19 years	36.05	36.05	48.06
FLH7			
Under 16 years	21.09	21.09	28.12
16 years	25.31	25.31	33.74
17 years	29.52	29.52	39.36
18 years	33.74	33.74	44.98
19 years	37.95	37.95	50.60
FLH8			
Under 16 years	22.67	22.67	30.22
16 years	27.20	27.20	36.26
17 years	31.73	31.73	42.30
18 years	36.26	36.26	48.34
19 years	40.79	40.79	54.38

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

	Junior weekly rate	Work on 6 full days	Work on 6 full days & 1 half day	Work on 7 full days
	% of junior weekly rate¹			
	100%	3/22nds²	3/11ths²	9/22nds²
	\$	\$	\$	\$
Station cook (FLH1)				
Under 16 years	461.35	62.91	125.82	188.73
16 years	553.62	75.49	150.99	226.48
17 years	645.89	88.08	176.15	264.23
18 years	738.16	100.66	201.32	301.97
19 years	830.43	113.24	226.48	339.72

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

	Ordinary hours	Public holiday
	% of junior hourly rate¹	
	125%	225%
	\$	\$
FLH1		
Under 16 years	15.18	27.32
16 years	18.21	32.78
17 years	21.25	38.25
18 years	24.29	43.72
19 years	27.31	49.16
FLH2		
Under 16 years	15.59	28.06
16 years	18.71	33.68
17 years	21.83	39.29
18 years	24.95	44.91
19 years	28.06	50.51

	Ordinary hours	Public holiday
	% of junior hourly rate ¹	
	125%	225%
	\$	\$
FLH3		
Under 16 years	15.81	28.46
16 years	18.98	34.16
17 years	22.13	39.83
18 years	25.29	45.52
19 years	28.45	51.21
FLH4		
Under 16 years	16.16	29.09
16 years	19.39	34.90
17 years	22.63	40.73
18 years	25.85	46.53
19 years	29.09	52.36
FLH5		
Under 16 years	16.44	29.59
16 years	19.73	35.51
17 years	23.01	41.42
18 years	26.30	47.34
19 years	29.59	53.26
FLH6		
Under 16 years	16.69	30.04
16 years	20.03	36.05
17 years	23.36	42.05
18 years	26.70	48.06
19 years	30.04	54.07
FLH7		
Under 16 years	17.58	31.64
16 years	21.09	37.96
17 years	24.60	44.28
18 years	28.11	50.60
19 years	31.63	56.93

	Ordinary hours	Public holiday
	% of junior hourly rate ¹	
	125%	225%
	\$	\$
FLH8		
Under 16 years	18.89	34.00
16 years	22.66	40.79
17 years	26.44	47.59
18 years	30.21	54.38
19 years	33.99	61.18

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

	Ordinary hours	Saturday	Public holiday
	% of ordinary hourly rate ¹		
	100%	150%	250%
	\$	\$	\$
PA1	24.28	36.42	60.70
PA2	24.95	37.43	62.38
PA3	25.85	38.78	64.63
PA4	26.71	40.07	66.78
PA5	27.38	41.07	68.45
PA6	28.12	42.18	70.30
PA7	29.00	43.50	72.50

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

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
	% of ordinary hourly rate ⁵						
	115%	150%	200%	130%	150%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
PA1	27.92	36.42	48.56	31.56	36.42	48.56	48.56
PA2	28.69	37.43	49.90	32.44	37.43	49.90	49.90

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
% of ordinary hourly rate ⁵							
	115%	150%	200%	130%	150%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
PA3	29.73	38.78	51.70	33.61	38.78	51.70	51.70
PA4	30.72	40.07	53.42	34.72	40.07	53.42	53.42
PA5	31.49	41.07	54.76	35.59	41.07	54.76	54.76
PA6	32.34	42.18	56.24	36.56	42.18	56.24	56.24
PA7	33.35	43.50	58.00	37.70	43.50	58.00	58.00

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

	Ordinary hours	Monday to Saturday		Sunday
		First 2 hours	After 2 hours	
% of ordinary hourly rate ¹				
	100%	150%	200%	200%
	\$	\$	\$	\$
PA1	24.28	36.42	48.56	48.56
PA2	24.95	37.43	49.90	49.90
PA3	25.85	38.78	51.70	51.70
PA4	26.71	40.07	53.42	53.42
PA5	27.38	41.07	54.76	54.76
PA6	28.12	42.18	56.24	56.24
PA7	29.00	43.50	58.00	58.00

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

	Ordinary hours	Saturday	Public holiday
	125%	175%	275%
	\$	\$	\$
PA1	30.35	42.49	66.77
PA2	31.19	43.66	68.61

	Ordinary hours	Saturday	Public holiday
	% of ordinary hourly rate ¹		
	125%	175%	275%
	\$	\$	\$
PA3	32.31	45.24	71.09
PA4	33.39	46.74	73.45
PA5	34.23	47.92	75.30
PA6	35.15	49.21	77.33
PA7	36.25	50.75	79.75

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

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
	% of ordinary hourly rate ⁵						
	140%	175%	225%	155%	175%	225%	225%
	\$	\$	\$	\$	\$	\$	\$
PA1	33.99	42.49	54.63	37.63	42.49	54.63	54.63
PA2	34.93	43.66	56.14	38.67	43.66	56.14	56.14
PA3	36.19	45.24	58.16	40.07	45.24	58.16	58.16
PA4	37.39	46.74	60.10	41.40	46.74	60.10	60.10
PA5	38.33	47.92	61.61	42.44	47.92	61.61	61.61
PA6	39.37	49.21	63.27	43.59	49.21	63.27	63.27
PA7	40.60	50.75	65.25	44.95	50.75	65.25	65.25

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

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate ¹		
	100%	150%	250%
	\$	\$	\$
PA1			
Under 16 years	12.14	18.21	30.35
16 years	14.57	21.86	36.43

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate¹		
	100%	150%	250%
	\$	\$	\$
17 years	17.00	25.50	42.50
18 years	19.42	29.13	48.55
19 years	21.85	32.78	54.63
PA2			
Under 16 years	12.48	18.72	31.20
16 years	14.97	22.46	37.43
17 years	17.47	26.21	43.68
18 years	19.96	29.94	49.90
19 years	22.46	33.69	56.15
PA3			
Under 16 years	12.93	19.40	32.33
16 years	15.51	23.27	38.78
17 years	18.10	27.15	45.25
18 years	20.68	31.02	51.70
19 years	23.27	34.91	58.18
PA4			
Under 16 years	13.36	20.04	33.40
16 years	16.03	24.05	40.08
17 years	18.70	28.05	46.75
18 years	21.37	32.06	53.43
19 years	24.04	36.06	60.10
PA5			
Under 16 years	13.69	20.54	34.23
16 years	16.43	24.65	41.08
17 years	19.17	28.76	47.93
18 years	21.90	32.85	54.75
19 years	24.64	36.96	61.60
PA6			
Under 16 years	14.06	21.09	35.15
16 years	16.87	25.31	42.18

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate ¹		
	100%	150%	250%
	\$	\$	\$
17 years	19.68	29.52	49.20
18 years	22.50	33.75	56.25
19 years	25.31	37.97	63.28
PA7			
Under 16 years	14.50	21.75	36.25
16 years	17.40	26.10	43.50
17 years	20.30	30.45	50.75
18 years	23.20	34.80	58.00
19 years	26.10	39.15	65.25

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

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
	% of junior hourly rate ⁵						
	115%	150%	200%	130%	150%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
PA1							
Under 16 years	13.96	18.21	24.28	15.78	18.21	24.28	24.28
16 years	16.76	21.86	29.14	18.94	21.86	29.14	29.14
17 years	19.55	25.50	34.00	22.10	25.50	34.00	34.00
18 years	22.33	29.13	38.84	25.25	29.13	38.84	38.84
19 years	25.13	32.78	43.70	28.41	32.78	43.70	43.70
PA2							
Under 16 years	14.35	18.72	24.96	16.22	18.72	24.96	24.96
16 years	17.22	22.46	29.94	19.46	22.46	29.94	29.94
17 years	20.09	26.21	34.94	22.71	26.21	34.94	34.94

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
% of junior hourly rate ⁵							
	115%	150%	200%	130%	150%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
18 years	22.95	29.94	39.92	25.95	29.94	39.92	39.92
19 years	25.83	33.69	44.92	29.20	33.69	44.92	44.92
PA3							
Under 16 years	14.87	19.40	25.86	16.81	19.40	25.86	25.86
16 years	17.84	23.27	31.02	20.16	23.27	31.02	31.02
17 years	20.82	27.15	36.20	23.53	27.15	36.20	36.20
18 years	23.78	31.02	41.36	26.88	31.02	41.36	41.36
19 years	26.76	34.91	46.54	30.25	34.91	46.54	46.54
PA4							
Under 16 years	15.36	20.04	26.72	17.37	20.04	26.72	26.72
16 years	18.43	24.05	32.06	20.84	24.05	32.06	32.06
17 years	21.51	28.05	37.40	24.31	28.05	37.40	37.40
18 years	24.58	32.06	42.74	27.78	32.06	42.74	42.74
19 years	27.65	36.06	48.08	31.25	36.06	48.08	48.08
PA5							
Under 16 years	15.74	20.54	27.38	17.80	20.54	27.38	27.38
16 years	18.89	24.65	32.86	21.36	24.65	32.86	32.86
17 years	22.05	28.76	38.34	24.92	28.76	38.34	38.34
18 years	25.19	32.85	43.80	28.47	32.85	43.80	43.80
19 years	28.34	36.96	49.28	32.03	36.96	49.28	49.28
PA6							
Under 16 years	16.17	21.09	28.12	18.28	21.09	28.12	28.12
16 years	19.40	25.31	33.74	21.93	25.31	33.74	33.74
17 years	22.63	29.52	39.36	25.58	29.52	39.36	39.36

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
% of junior hourly rate ⁵							
	115%	150%	200%	130%	150%	200%	200%
	\$	\$	\$	\$	\$	\$	\$
18 years	25.88	33.75	45.00	29.25	33.75	45.00	45.00
19 years	29.11	37.97	50.62	32.90	37.97	50.62	50.62
PA7							
Under 16 years	16.68	21.75	29.00	18.85	21.75	29.00	29.00
16 years	20.01	26.10	34.80	22.62	26.10	34.80	34.80
17 years	23.35	30.45	40.60	26.39	30.45	40.60	40.60
18 years	26.68	34.80	46.40	30.16	34.80	46.40	46.40
19 years	30.02	39.15	52.20	33.93	39.15	52.20	52.20

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

	Monday to Saturday		Sunday
	First 2 hours	After 2 hours	
% of junior hourly rate ¹			
	150%	200%	200%
	\$	\$	\$
PA1			
Under 16 years	18.21	24.28	24.28
16 years	21.86	29.14	29.14
17 years	25.50	34.00	34.00
18 years	29.13	38.84	38.84
19 years	32.78	43.70	43.70
PA2			
Under 16 years	18.72	24.96	24.96
16 years	22.46	29.94	29.94
17 years	26.21	34.94	34.94
18 years	29.94	39.92	39.92

	Monday to Saturday		Sunday
	First 2 hours	After 2 hours	
	% of junior hourly rate ¹		
	150%	200%	200%
	\$	\$	\$
19 years	33.69	44.92	44.92
PA3			
Under 16 years	19.40	25.86	25.86
16 years	23.27	31.02	31.02
17 years	27.15	36.20	36.20
18 years	31.02	41.36	41.36
19 years	34.91	46.54	46.54
PA4			
Under 16 years	20.04	26.72	26.72
16 years	24.05	32.06	32.06
17 years	28.05	37.40	37.40
18 years	32.06	42.74	42.74
19 years	36.06	48.08	48.08
PA5			
Under 16 years	20.54	27.38	27.38
16 years	24.65	32.86	32.86
17 years	28.76	38.34	38.34
18 years	32.85	43.80	43.80
19 years	36.96	49.28	49.28
PA6			
Under 16 years	21.09	28.12	28.12
16 years	25.31	33.74	33.74
17 years	29.52	39.36	39.36
18 years	33.75	45.00	45.00
19 years	37.97	50.62	50.62
PA7			
Under 16 years	21.75	29.00	29.00
16 years	26.10	34.80	34.80
17 years	30.45	40.60	40.60

	Monday to Saturday		Sunday
	First 2 hours	After 2 hours	
	% of junior hourly rate ¹		
	150%	200%	200%
	\$	\$	\$
18 years	34.80	46.40	46.40
19 years	39.15	52.20	52.20

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

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate ¹		
	125%	175%	275%
	\$	\$	\$
PA1			
Under 16 years	15.18	21.25	33.39
16 years	18.21	25.50	40.07
17 years	21.25	29.75	46.75
18 years	24.28	33.99	53.41
19 years	27.31	38.24	60.09
PA2			
Under 16 years	15.60	21.84	34.32
16 years	18.71	26.20	41.17
17 years	21.84	30.57	48.04
18 years	24.95	34.93	54.89
19 years	28.08	39.31	61.77
PA3			
Under 16 years	16.16	22.63	35.56
16 years	19.39	27.14	42.65
17 years	22.63	31.68	49.78
18 years	25.85	36.19	56.87
19 years	29.09	40.72	63.99
PA4			
Under 16 years	16.70	23.38	36.74
16 years	20.04	28.05	44.08

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate ¹		
	125%	175%	275%
	\$	\$	\$
17 years	23.38	32.73	51.43
18 years	26.71	37.40	58.77
19 years	30.05	42.07	66.11
PA5			
Under 16 years	17.11	23.96	37.65
16 years	20.54	28.75	45.18
17 years	23.96	33.55	52.72
18 years	27.38	38.33	60.23
19 years	30.80	43.12	67.76
PA6			
Under 16 years	17.58	24.61	38.67
16 years	21.09	29.52	46.39
17 years	24.60	34.44	54.12
18 years	28.13	39.38	61.88
19 years	31.64	44.29	69.60
PA7			
Under 16 years	18.13	25.38	39.88
16 years	21.75	30.45	47.85
17 years	25.38	35.53	55.83
18 years	29.00	40.60	63.80
19 years	32.63	45.68	71.78

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

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
% of junior hourly rate ⁵							
	140%	175%	225%	155%	175%	225%	225%
	\$	\$	\$	\$	\$	\$	\$
PA1							
Under 16 years	17.00	21.25	27.32	18.82	21.25	27.32	27.32
16 years	20.40	25.50	32.78	22.58	25.50	32.78	32.78
17 years	23.80	29.75	38.25	26.35	29.75	38.25	38.25
18 years	27.19	33.99	43.70	30.10	33.99	43.70	43.70
19 years	30.59	38.24	49.16	33.87	38.24	49.16	49.16
PA2							
Under 16 years	17.47	21.84	28.08	19.34	21.84	28.08	28.08
16 years	20.96	26.20	33.68	23.20	26.20	33.68	33.68
17 years	24.46	30.57	39.31	27.08	30.57	39.31	39.31
18 years	27.94	34.93	44.91	30.94	34.93	44.91	44.91
19 years	31.44	39.31	50.54	34.81	39.31	50.54	50.54
PA3							
Under 16 years	18.10	22.63	29.09	20.04	22.63	29.09	29.09
16 years	21.71	27.14	34.90	24.04	27.14	34.90	34.90
17 years	25.34	31.68	40.73	28.06	31.68	40.73	40.73
18 years	28.95	36.19	46.53	32.05	36.19	46.53	46.53
19 years	32.58	40.72	52.36	36.07	40.72	52.36	52.36
PA4							
Under 16 years	18.70	23.38	30.06	20.71	23.38	30.06	30.06
16 years	22.44	28.05	36.07	24.85	28.05	36.07	36.07
17 years	26.18	32.73	42.08	28.99	32.73	42.08	42.08
18 years	29.92	37.40	48.08	33.12	37.40	48.08	48.08
19 years	33.66	42.07	54.09	37.26	42.07	54.09	54.09

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
	% of junior hourly rate⁵						
	140%	175%	225%	155%	175%	225%	225%
	\$	\$	\$	\$	\$	\$	\$
PA5							
Under 16 years	19.17	23.96	30.80	21.22	23.96	30.80	30.80
16 years	23.00	28.75	36.97	25.47	28.75	36.97	36.97
17 years	26.84	33.55	43.13	29.71	33.55	43.13	43.13
18 years	30.66	38.33	49.28	33.95	38.33	49.28	49.28
19 years	34.50	43.12	55.44	38.19	43.12	55.44	55.44
PA6							
Under 16 years	19.68	24.61	31.64	21.79	24.61	31.64	31.64
16 years	23.62	29.52	37.96	26.15	29.52	37.96	37.96
17 years	27.55	34.44	44.28	30.50	34.44	44.28	44.28
18 years	31.50	39.38	50.63	34.88	39.38	50.63	50.63
19 years	35.43	44.29	56.95	39.23	44.29	56.95	56.95
PA7							
Under 16 years	20.30	25.38	32.63	22.48	25.38	32.63	32.63
16 years	24.36	30.45	39.15	26.97	30.45	39.15	39.15
17 years	28.42	35.53	45.68	31.47	35.53	45.68	45.68
18 years	32.48	40.60	52.20	35.96	40.60	52.20	52.20
19 years	36.54	45.68	58.73	40.46	45.68	58.73	58.73

58. By deleting the table appearing in clause B.6.1 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	\$	\$
	100%	200%
PW1	24.28	48.56
PW2	25.29	50.58

	Ordinary hours	Public holiday
	% of ordinary hourly rate ¹	
	\$	\$
	100%	200%
PW3	26.30	52.60
PW4	28.12	56.24

59. By deleting the table appearing in clause B.6.2 and inserting the following:

	Ordinary hours	Monday to Saturday—Overtime hours	Sunday—Overtime hours		Public holiday
			Feeding or watering stock	Other than feeding or watering stock	
	% of ordinary hourly rate ¹				
	100%	150%	150%	200%	200%
	\$	\$	\$	\$	\$
PW1	24.28	36.42	36.42	48.56	48.56
PW2	25.29	37.94	37.94	50.58	50.58
PW3	26.30	39.45	39.45	52.60	52.60
PW4	28.12	42.18	42.18	56.24	56.24

60. By deleting the table appearing in clause B.6.3 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate ¹	
	125%	225%
	\$	\$
PW1	30.35	54.63
PW2	31.61	56.90
PW3	32.88	59.18
PW4	35.15	63.27

61. By deleting the table appearing in clause B.7.2 and inserting the following:

Age	Junior hourly rate	Public holiday (all hours worked)	Overtime		
			Monday to Saturday	Sunday	
				Feeding or watering stock	Other than feeding or watering stock
			% of junior hourly rate ¹		
	100%	200%	150%	150%	200%
	\$	\$	\$	\$	\$
PW1					
Under 16 years	12.14	24.28	18.21	18.21	24.28
16 years	14.57	29.14	21.86	21.86	29.14
17 years	17.00	34.00	25.50	25.50	34.00
18 years	19.42	38.84	29.13	29.13	38.84
19 years	21.85	43.70	32.78	32.78	43.70
PW2					
Under 16 years	12.65	25.30	18.98	18.98	25.30
16 years	15.17	30.34	22.76	22.76	30.34
17 years	17.70	35.40	26.55	26.55	35.40
18 years	20.23	40.46	30.35	30.35	40.46
19 years	22.76	45.52	34.14	34.14	45.52
PW3					
Under 16 years	13.15	26.30	19.73	19.73	26.30
16 years	15.78	31.56	23.67	23.67	31.56
17 years	18.41	36.82	27.62	27.62	36.82
18 years	21.04	42.08	31.56	31.56	42.08
19 years	23.67	47.34	35.51	35.51	47.34
PW4					
Under 16 years	14.06	28.12	21.09	21.09	28.12
16 years	16.87	33.74	25.31	25.31	33.74
17 years	19.68	39.36	29.52	29.52	39.36
18 years	22.50	45.00	33.75	33.75	45.00
19 years	25.31	50.62	37.97	37.97	50.62

62. By deleting the table appearing in clause B.7.3 and inserting the following:

Age	Ordinary hours	Public holiday
	% of junior hourly rate ¹	
	125%	225%
	\$	\$
PW1		
Under 16 years	15.18	27.32
16 years	18.21	32.78
17 years	21.25	38.25
18 years	24.28	43.70
19 years	27.31	49.16
PW2		
Under 16 years	15.81	28.46
16 years	18.96	34.13
17 years	22.13	39.83
18 years	25.29	45.52
19 years	28.45	51.21
PW3		
Under 16 years	16.44	29.59
16 years	19.73	35.51
17 years	23.01	41.42
18 years	26.30	47.34
19 years	29.59	53.26
PW4		
Under 16 years	17.58	31.64
16 years	21.09	37.96
17 years	24.60	44.28
18 years	28.13	50.63
19 years	31.64	56.95

63. By deleting the amount “\$24.10” appearing in clause C.1.1 and inserting “\$24.95”.

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

Allowance	Clause	% of standard rate	\$	Payable
General Employment Conditions				
Leading hand, in charge of—2 to 6 employees ¹	18.2(b)(i)	115.0	28.69	per week
Leading hand, in charge of—7 to 10 employees ¹	18.2(b)(i)	134.0	33.43	per week
Leading hand, in charge of—11 to 20 employees ¹	18.2(b)(i)	191.0	47.65	per week
Leading hand, in charge of—More than 20 employees ¹	18.2(b)(i)	240.0	59.88	per week
First aid allowance ¹	18.2(c)	14.0	3.49	per day
Broadacre Farming and Livestock Operations				
Station hand—jetting, spraying, swabbing sheep	33.4	17.0	4.24	per day
Shearing Operations				
Lack of amenities allowance	51.3(b)	51.5	12.85	per day
Conditions allowance	51.9(f)	602.3	150.27	per week
Enterprise flexibility allowance	51.9(f)	853.8	213.02	per week
Woolrolling allowance	51.9(f)	426.8	106.49	per week
Bookkeeping allowance	51.9(f)	277.5	69.24	per week
Allowance where sleeping quarters not provided—to pay for sleeping quarters	52.1(b)	259.4	64.72	per night

Allowance	Clause	% of standard rate	\$	Payable
Allowance where sleeping quarters not provided—travel time in excess of one hour per day, between shed and sleeping quarters	52.2	85.6	21.36	per hour
Allowance where sleeping quarters not provided—travelling allowance (more than 65 km distance from shed)—Shearers (or Crutchers) only	52.3(a)	77.0	19.21	per day

65. By deleting the table appearing in clause C.2.3 and inserting the following:

Allowance	Clause	\$	Payable
Woolpressers—weighing and branding bales	51.5(b)	0.53	per bale
Woolclassers—Conditions allowance	51.9(f)	150.27	per week
Woolclassers—Enterprise flexibility (including hours) and wet weather allowance	51.9(f)	213.02	per week
Woolrolling and other shed hands work allowance	51.9(f)	106.49	per week
Bookkeeping, overseeing, experting allowance	51.9(f)	69.24	per week
Breakdown of machinery—allowance for delays and termination of agreements—not found employees ¹	52.5(a)(ii)	230.15	per day
Breakdown of machinery—allowance for delays and termination of agreements—found employees ¹	52.5(a)(ii)	189.89	per day

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