



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

WASTE MANAGEMENT AWARD 2020 [MA000043]

Waste management 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 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	974.70	25.65
Level 2	998.10	26.27
Level 3	1009.60	26.57
Level 4	1027.40	27.04
Level 5	1040.20	27.37
Level 6	1067.30	28.09
Level 7	1144.40	30.12

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 8	1201.60	31.62
Level 9	1213.30	31.93

2. By deleting the year “2024” in clause 15.5(b) and inserting “2025”.
3. By deleting the amount “\$113.43” appearing in clause 16.2(b)(i) and inserting “\$117.40”.
4. By deleting the table appearing in clause 16.2(c) and inserting the following:

Leading hand in charge of	Per week
	\$
4–8 employees	28.82
9–15 employees	42.69
more than 15 employees	58.70

5. By deleting the amount “\$45.37” appearing in clause 16.2(d) and inserting “\$46.96”.
6. By deleting the amount “\$5.16” appearing in clause 16.2(e) and inserting “\$5.34”.
7. By deleting the table appearing in clause A.2.1 and inserting the following:

	Ordinary hours	Public holiday¹	Good Friday & Christmas Day^{1, 2}
	% of ordinary hourly rate³		
	100%	150%	200%
	\$	\$	\$
Level 1	28.74	43.11	57.48
Level 2	29.36	44.04	58.72
Level 3	29.66	44.49	59.32
Level 4	30.13	45.20	60.26
Level 5	30.46	45.69	60.92
Level 6	31.18	46.77	62.36
Level 7	33.21	49.82	66.42
Level 8	34.71	52.07	69.42
Level 9	35.02	52.53	70.04

8. By deleting the table appearing in clause A.2.2 and inserting the following:

	Afternoon	Night	Saturday		Sunday
			First 2 hours	After 2 hours	
	% of ordinary hourly rate ¹				
	117.5%	130%	150%	200%	200%
	\$	\$	\$	\$	\$
Level 1	33.77	37.36	43.11	57.48	57.48
Level 2	34.50	38.17	44.04	58.72	58.72
Level 3	34.85	38.56	44.49	59.32	59.32
Level 4	35.40	39.17	45.20	60.26	60.26
Level 5	35.79	39.60	45.69	60.92	60.92
Level 6	36.64	40.53	46.77	62.36	62.36
Level 7	39.02	43.17	49.82	66.42	66.42
Level 8	40.78	45.12	52.07	69.42	69.42
Level 9	41.15	45.53	52.53	70.04	70.04

9. By deleting the table appearing in clause A.2.3 and inserting the following:

	Monday to Saturday		Sunday	Public holiday ¹	Good Friday & Christmas Day ¹
	First 2 hours	After 2 hours			
	% of ordinary hourly rate ²				
	150%	200%	200%	250%	300%
	\$	\$	\$	\$	\$
Level 1	43.11	57.48	57.48	71.85	86.22
Level 2	44.04	58.72	58.72	73.40	88.08
Level 3	44.49	59.32	59.32	74.15	88.98
Level 4	45.20	60.26	60.26	75.33	90.39
Level 5	45.69	60.92	60.92	76.15	91.38
Level 6	46.77	62.36	62.36	77.95	93.54
Level 7	49.82	66.42	66.42	83.03	99.63
Level 8	52.07	69.42	69.42	86.78	104.13
Level 9	52.53	70.04	70.04	87.55	105.06

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

	Ordinary hours	Public holiday	Good Friday & Christmas day
	% of ordinary hourly rate ¹		
	125%	275%	325%
	\$	\$	\$
Level 1	35.93	79.04	93.41
Level 2	36.70	80.74	95.42
Level 3	37.08	81.57	96.40
Level 4	37.66	82.86	97.92
Level 5	38.08	83.77	99.00
Level 6	38.98	85.75	101.34
Level 7	41.51	91.33	107.93
Level 8	43.39	95.45	112.81
Level 9	43.78	96.31	113.82

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

	Afternoon	Night	Saturday		Sunday
			First 2 hours	After 2 hours	
	% of ordinary hourly rate ¹				
	142.5%	155%	175%	225%	225%
	\$	\$	\$	\$	\$
Level 1	40.95	44.55	50.30	64.67	64.67
Level 2	41.84	45.51	51.38	66.06	66.06
Level 3	42.27	45.97	51.91	66.74	66.74
Level 4	42.94	46.70	52.73	67.79	67.79
Level 5	43.41	47.21	53.31	68.54	68.54
Level 6	44.43	48.33	54.57	70.16	70.16
Level 7	47.32	51.48	58.12	74.72	74.72
Level 8	49.46	53.80	60.74	78.10	78.10
Level 9	49.90	54.28	61.29	78.80	78.80

12. By deleting the amount “\$1031.20” appearing in clause B.1.1 and inserting “\$1067.30”.

13. By deleting the table appearing in B.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Industry allowance ¹	16.2(b)	11.0	117.40	per week
Leading hand in charge of— 4–8 employees	16.2(c)	2.7	28.82	per week
Leading hand in charge of— 9–15 employees	16.2(c)	4.0	42.69	per week
Leading hand in charge of— more than 15 employees	16.2(c)	5.5	58.70	per week
Boat allowance	16.2(d)	4.4	46.96	per week
First aid allowance	16.2(e)	0.5	5.34	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