



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

PORT AUTHORITIES AWARD 2020 [MA000051]

Port authorities

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:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	922.70	24.28
Level 2	970.30	25.53
Level 3	1014.70	26.70
Level 4	1068.40	28.12
Level 5	1102.00	29.00
Level 6	1135.50	29.88
Level 7	1165.70	30.68
Level 8	1233.20	32.45

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 9	1321.80	34.78
Level 10	1402.30	36.90
Level 11	1579.40	41.56
Level 12	1783.80	46.94
Level 13	2594.60	68.28
Level 14	2720.00	71.58
Level 15	2845.70	74.89

2. By deleting the year “2024” in clause 15.8(b) and inserting “2025”.
3. By deleting the amount “\$46.97” appearing in clause 17.2(b) and inserting “\$48.61”.
4. By deleting the amount “\$18.58” appearing in clause 17.2(c) and inserting “\$19.23”.
5. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate ¹			
	100%	150%	200%	250%
	\$	\$	\$	\$
Level 1	24.28	36.42	48.56	60.70
Level 2	25.53	38.30	51.06	63.83
Level 3	26.70	40.05	53.40	66.75
Level 4	28.12	42.18	56.24	70.30
Level 5	29.00	43.50	58.00	72.50
Level 6	29.88	44.82	59.76	74.70
Level 7	30.68	46.02	61.36	76.70
Level 8	32.45	48.68	64.90	81.13
Level 9	34.78	52.17	69.56	86.95
Level 10	36.90	55.35	73.80	92.25
Level 11	41.56	62.34	83.12	103.90
Level 12	46.94	70.41	93.88	117.35
Level 13	68.28	102.42	136.56	170.70

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate ¹			
	100%	150%	200%	250%
	\$	\$	\$	\$
Level 14	71.58	107.37	143.16	178.95
Level 15	74.89	112.34	149.78	187.23

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

	All shiftworkers			Work on a shift other than a rostered shift—continuous shiftworkers	Work on a shift other than a rostered shift—other than continuous shiftworkers	
	Ordinary hours	Afternoon shift¹	Night shift²	If employed on continuous shiftwork	First 3 hours	After first 3 hours
	% of ordinary hourly rate ³					
	100%	112.5%	115%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Level 1	24.28	27.32	27.92	48.56	36.42	48.56
Level 2	25.53	28.72	29.36	51.06	38.30	51.06
Level 3	26.70	30.04	30.71	53.40	40.05	53.40
Level 4	28.12	31.64	32.34	56.24	42.18	56.24
Level 5	29.00	32.63	33.35	58.00	43.50	58.00
Level 6	29.88	33.62	34.36	59.76	44.82	59.76
Level 7	30.68	34.52	35.28	61.36	46.02	61.36
Level 8	32.45	36.51	37.32	64.90	48.68	64.90
Level 9	34.78	39.13	40.00	69.56	52.17	69.56
Level 10	36.90	41.51	42.44	73.80	55.35	73.80
Level 11	41.56	46.76	47.79	83.12	62.34	83.12
Level 12	46.94	52.81	53.98	93.88	70.41	93.88
Level 13	68.28	76.82	78.52	136.56	102.42	136.56
Level 14	71.58	80.53	82.32	143.16	107.37	143.16
Level 15	74.89	84.25	86.12	149.78	112.34	149.78

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

	Monday to Saturday first 3 hours	Monday to Saturday after 3 hours	Sunday	Public holiday
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	36.42	48.56	48.56	60.70
Level 2	38.30	51.06	51.06	63.83
Level 3	40.05	53.40	53.40	66.75
Level 4	42.18	56.24	56.24	70.30
Level 5	43.50	58.00	58.00	72.50
Level 6	44.82	59.76	59.76	74.70
Level 7	46.02	61.36	61.36	76.70
Level 8	48.68	64.90	64.90	81.13
Level 9	52.17	69.56	69.56	86.95
Level 10	55.35	73.80	73.80	92.25
Level 11	62.34	83.12	83.12	103.90
Level 12	70.41	93.88	93.88	117.35
Level 13	102.42	136.56	136.56	170.70
Level 14	107.37	143.16	143.16	178.95
Level 15	112.34	149.78	149.78	187.23

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of casual ordinary hourly rate ¹			
	100%	150%	200%	250%
	\$	\$	\$	\$
Level 1	30.35	45.53	60.70	75.88
Level 2	31.91	47.87	63.82	79.78
Level 3	33.38	50.07	66.76	83.45
Level 4	35.15	52.73	70.30	87.88
Level 5	36.25	54.38	72.50	90.63

	Ordinary hours	Saturday	Sunday	Public holiday
	% of casual ordinary hourly rate ¹			
	100%	150%	200%	250%
	\$	\$	\$	\$
Level 6	37.35	56.03	74.70	93.38
Level 7	38.35	57.53	76.70	95.88
Level 8	40.56	60.84	81.12	101.40
Level 9	43.48	65.22	86.96	108.70
Level 10	46.13	69.20	92.26	115.33
Level 11	51.95	77.93	103.90	129.88
Level 12	58.68	88.02	117.36	146.70
Level 13	85.35	128.03	170.70	213.38
Level 14	89.48	134.22	178.96	223.70
Level 15	93.61	140.42	187.22	234.03

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

	All shiftworkers			Work on a shift other than a rostered shift		
				continuous shiftworkers	other than continuous shiftworkers	
	% of casual ordinary hourly rate ¹					
	Day	Afternoon shift ²	Night shift ³	If employed on continuous shiftwork	First 3 hours	After first 3 hours
	100%	112.5%	115%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Level 1	30.35	34.14	34.90	60.70	45.53	60.70
Level 2	31.91	35.90	36.70	63.82	47.87	63.82
Level 3	33.38	37.55	38.39	66.76	50.07	66.76
Level 4	35.15	39.54	40.42	70.30	52.73	70.30
Level 5	36.25	40.78	41.69	72.50	54.38	72.50
Level 6	37.35	42.02	42.95	74.70	56.03	74.70
Level 7	38.35	43.14	44.10	76.70	57.53	76.70
Level 8	40.56	45.63	46.64	81.12	60.84	81.12

	All shiftworkers			Work on a shift other than a rostered shift		
				continuous shiftworkers	other than continuous shiftworkers	
	% of casual ordinary hourly rate ¹					
	Day	Afternoon shift ²	Night shift ³	If employed on continuous shiftwork	First 3 hours	After first 3 hours
	100%	112.5%	115%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Level 9	43.48	48.92	50.00	86.96	65.22	86.96
Level 10	46.13	51.90	53.05	92.26	69.20	92.26
Level 11	51.95	58.44	59.74	103.90	77.93	103.90
Level 12	58.68	66.02	67.48	117.36	88.02	117.36
Level 13	85.35	96.02	98.15	170.70	128.03	170.70
Level 14	89.48	100.67	102.90	178.96	134.22	178.96
Level 15	93.61	105.31	107.65	187.22	140.42	187.22

10. By deleting the amount “\$1032.30” appearing in clause C.1.1 and inserting “\$1068.40”.
11. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Electrician’s licence allowance ¹	17.2(b)	4.55	48.61	per week
First aid allowance	17.2(c)	1.8	19.23	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