



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

STEVEDORING INDUSTRY AWARD 2020 [MA000053]

Stevedoring 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 16.1 and inserting the following:

| Stevedoring employee | Minimum weekly rate (full-time employee) | Minimum hourly rate ¹ |
|----------------------|--|-------------------------------------|
| | \$ | \$ |
| Grade 1 | 922.70 | 26.36 |
| Grade 2 | 954.70 | 27.28 |
| Grade 3 | 1003.10 | 28.66 |
| Grade 4 | 1060.70 | 30.31 |
| Grade 5 | 1082.80 | 30.94 |
| Grade 6 | 1154.70 | 32.99 |
| Grade 7 | 1300.20 | 37.15 |

2. By deleting the year “2024” in clause 16.6(b) and inserting “2025”.
3. By deleting the amount “\$46.63” appearing in clause 18.2(b) and inserting “\$48.26”.
4. By deleting the amount “\$29.41” appearing in clause 18.2(c)(i) and inserting “\$30.44”.
5. By deleting the amount “\$21.83” appearing in clause 18.2(d)(i) and inserting “\$22.59”.
6. By deleting the table appearing in clause 18.2(e) and inserting the following:

| In charge of | \$ per week |
|------------------------|--------------------|
| 3–10 employees | 43.28 |
| 11–20 employees | 64.38 |
| More than 20 employees | 82.31 |

7. By deleting the amounts “\$1076.00” and “\$1024.80” appearing in clause 18.2(f)(i) and inserting “\$1113.70” and “\$1060.70” respectively.
8. By deleting the amounts “\$1127.30” and “\$1024.80” appearing in clause 18.2(f)(ii) and inserting “\$1166.80” and “\$1060.70” respectively.
9. By deleting the amount “\$1.84” appearing in clause 18.2(g) and inserting “\$1.91”.
10. By deleting the table appearing in clause 18.2(h) and inserting the following:

| Nature of work | \$ per hour |
|---|--------------------|
| Explosives | 2.76 |
| Bulk grain – barley and oats | 3.71 |
| Bulk grain – others | 2.86 |
| Freezer cargoes – the temperature in the place of work is below -12°C | 2.44 |
| Freezer cargoes – the temperature in the place of work is -12°C and above | 1.17 |
| Nickel concentrates | 7.85 |
| First aid employees | 5.09 |

11. By deleting the amount “\$13.94” appearing in clause 18.2(i) and inserting “\$14.43”.

12. By deleting the table appearing in clause 18.2(j)(i) and inserting the following:

| Classification | | Per week |
|-----------------------|-------------|-----------------|
| | | \$ |
| Grade 1 to 5 | Operational | 26.31 |
| Grade 3 to 5 | Clerical | 13.68 |
| Grade 4, 6 and 7 | Maintenance | 46.78 |
| Grade 6 and 7 | Supervisory | 26.31 |
| Grade 3 | Security | 20.26 |

13. By deleting the amounts “\$25.42”, “\$13.22”, “\$45.19” and “\$19.57” appearing in clause 18.2(j)(ii) and inserting “\$26.31”, “\$13.68”, “\$46.78” and “\$20.26” respectively.

14. By deleting the amount “\$1024.80” appearing in clause B.1.1 and inserting “\$1060.70”.

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

| Allowance | Clause | % of standard rate | \$ | Payable |
|---|---------------|---------------------------|-----------|----------------|
| Electrician’s licence allowance ¹ | 18.2(b) | 4.55 | 48.26 | per week |
| Specialist functions allowance ¹ | 18.2(c)(i) | 2.87 | 30.44 | per week |
| First aid allowance | 18.2(d)(i) | 2.13 | 22.59 | per week |
| Leading hand tradesperson in charge of—3 to 10 employees | 18.2(e) | 4.08 | 43.28 | per week |
| Leading hand tradesperson in charge of—11 to 20 employees | 18.2(e) | 6.07 | 64.38 | per week |
| Leading hand tradesperson in charge of—More than 20 employees | 18.2(e) | 7.76 | 82.31 | per week |
| Roll-on and roll-off vessel allowance | 18.2(g) | 0.18 | 1.91 | per hour |
| Stevedoring operations—other than in terminal operations—Explosives | 18.2(h) | 0.26 | 2.76 | per hour |
| Stevedoring operations—other than in terminal operations—Bulk grain – barley and oats | 18.2(h) | 0.35 | 3.71 | per hour |
| Stevedoring operations—other than in terminal operations—Bulk grain – others | 18.2(h) | 0.27 | 2.86 | per hour |

| Allowance | Clause | % of standard rate | \$ | Payable |
|--|---------------|---------------------------|-----------|----------------|
| Stevedoring operations—other than in terminal operations—Freezer cargoes – the temperature in the place of work is below -12°C | 18.2(h) | 0.23 | 2.44 | per hour |
| Stevedoring operations—other than in terminal operations—Freezer cargoes – the temperature in the place of work is -12°C and above | 18.2(h) | 0.11 | 1.17 | per hour |
| Stevedoring operations—other than in terminal operations—Nickel concentrates | 18.2(h) | 0.74 | 7.85 | per hour |
| Stevedoring operations—other than in terminal operations—First aid employees | 18.2(h) | 0.48 | 5.09 | per hour |
| Telephone allowance | 18.2(i) | 1.36 | 14.43 | per week |
| Terminal operation allowance—Grade 1 to 5—Operational | 18.2(j)(i) | 2.48 | 26.31 | per week |
| Terminal operation allowance—Grade 3 to 5—Clerical | 18.2(j)(i) | 1.29 | 13.68 | per week |
| Terminal operation allowance—Grade 4, 6 and 7—Maintenance | 18.2(j)(i) | 4.41 | 46.78 | per week |
| Terminal operation allowance—Grade 6 and 7—Supervisory | 18.2(j)(i) | 2.48 | 26.31 | per week |
| Terminal operation allowance—Grade 3—Security | 18.2(j)(i) | 1.91 | 20.26 | 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