



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## Annual Wage Review 2024–25 (C2025/1)

### ASPHALT INDUSTRY AWARD 2020 [MA000054]

Asphalt 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 table appearing in clause 15.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Skill Level 1	922.70	24.28
Skill Level 2	973.90	25.63
Skill Level 3	1012.70	26.65
Skill Level 4	1068.60	28.12
Skill Level 5	1077.80	28.36

2. By deleting the year “2024” in clause 15.4(b) and inserting “2025”.
3. By deleting the amount “\$39.14” appearing in clause 17.2(b) and inserting “\$40.51”.

4. By deleting the amount “\$40.12” appearing in clause 17.2(c)(i) and inserting “\$41.52”.
5. By deleting the amount “\$3.91” appearing in clause 17.2(d) and inserting “\$4.05”.
6. By deleting the amount “\$34.25” appearing in clause 17.2(e) and inserting “\$35.44”.
7. By deleting the table appearing in clause A.2.1 and inserting the following:

	<b>Day</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Skill Level 1	26.44	66.10
Skill Level 2	27.79	69.48
Skill Level 3	28.81	72.03
Skill Level 4	30.28	75.70
Skill Level 5	30.52	76.30

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

	<b>Monday to Saturday – first 2 hours</b>	<b>Monday to Saturday – after 2 hours</b>	<b>Sunday – all day</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Skill Level 1	39.66	52.88	52.88
Skill Level 2	41.69	55.58	55.58
Skill Level 3	43.22	57.62	57.62
Skill Level 4	45.42	60.56	60.56
Skill Level 5	45.78	61.04	61.04

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

	Day	Afternoon or night	Non-successive afternoon or night <sup>1</sup>		Permanent night <sup>2</sup>	Saturday	Sunday	Public holiday
			8 hours or less	More than 8 hours				
		% of ordinary hourly rate <sup>3</sup>						
	100%	115%	150%	200%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Skill Level 1	26.44	30.41	39.66	52.88	34.37	39.66	52.88	66.10
Skill Level 2	27.79	31.96	41.69	55.58	36.13	41.69	55.58	69.48
Skill Level 3	28.81	33.13	43.22	57.62	37.45	43.22	57.62	72.03
Skill Level 4	30.28	34.82	45.42	60.56	39.36	45.42	60.56	75.70
Skill Level 5	30.52	35.10	45.78	61.04	39.68	45.78	61.04	76.30

10. By deleting the table appearing in clause A.2.4 and inserting the following:

	Overtime	Unrelieved overtime	
		First 8 hours	After 8 hours
		% of ordinary rate <sup>1</sup>	
	<b>200%</b>	<b>150%</b>	<b>200%</b>
	\$	\$	\$
Skill Level 1	52.88	39.66	52.88
Skill Level 2	55.58	41.69	55.58
Skill Level 3	57.62	43.22	57.62
Skill Level 4	60.56	45.42	60.56
Skill Level 5	61.04	45.78	61.04

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

	<b>Day</b>	<b>Public holiday</b>
	<b>% of casual ordinary hourly rate<sup>1</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Skill Level 1	33.05	82.63
Skill Level 2	34.74	86.85
Skill Level 3	36.01	90.03
Skill Level 4	37.85	94.63
Skill Level 5	38.15	95.38

12. By deleting the table appearing in clause A.3.3 and inserting the following:

	Day	Afternoon or night	Non-successive afternoon or night <sup>1</sup>		Permanent night <sup>2</sup>	Saturday	Sunday	Public holiday
			8 hours or less	More than 8 hours				
		% of casual ordinary hourly rate <sup>3</sup>						
	100%	115%	150%	200%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Skill Level 1	33.05	38.01	49.58	66.10	42.97	49.58	66.10	82.63
Skill Level 2	34.74	39.95	52.11	69.48	45.16	52.11	69.48	86.85
Skill Level 3	36.01	41.41	54.02	72.02	46.81	54.02	72.02	90.03
Skill Level 4	37.85	43.53	56.78	75.70	49.21	56.78	75.70	94.63
Skill Level 5	38.15	43.87	57.23	76.30	49.60	57.23	76.30	95.38

13. By deleting the amount “\$978.50” appearing in clause B.1.1 and inserting “\$1012.70”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Industry allowance <sup>1</sup>	17.2(b)	4.0	40.51	per week
Inclement weather allowance <sup>2</sup>	17.2(c)(i)	4.1	41.52	per week
First aid allowance	17.2(d)	0.4	4.05	per day
Leading hand allowance	17.2(e)	3.5	35.44	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