



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

ALUMINIUM INDUSTRY AWARD 2020 [MA000060]

Aluminium 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 16.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Aluminium Worker Grade 1	954.90	25.13
Aluminium Worker Grade 2	999.80	26.31
Aluminium Worker Grade 3	1036.90	27.29
Aluminium Worker Grade 4	1068.40	28.12
Aluminium Worker Grade 5	1139.80	29.99
Aluminium Worker Grade 6	1214.10	31.95

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Aluminium Worker Grade 7	1273.60	33.52
Aluminium Worker Grade 8	1325.20	34.87

2. By deleting the example appearing in clause 16.3(a) and inserting the following:

For example:

For an employee who commenced their apprenticeship on or after 1 January 2014, has not completed year 12, and is undertaking their 2nd year of training, the ordinary rate of pay is calculated as follows:

Ordinary hourly rate

1. Determine the relevant percentage from the table in clause 16.3(a)(ii) =
60% of the Aluminium Worker Grade 4
2. Calculate the minimum hourly rate of pay =
60% of \$28.12 = \$16.87 (minimum hourly rate)
3. Add the hourly work conditions and disability allowance from clause 18.2(b) = \$1.27

Ordinary hourly rate = \$16.87 + \$1.27

= \$18.14 per hour

Ordinary weekly rate of pay

1. Determine the relevant percentage from the table in clause 16.3(a)(ii) =
60% of the Aluminium Worker Grade 4
2. Calculate the minimum weekly rate of pay =
60% of \$1068.40 = \$641.04 (minimum weekly rate)
3. Add the weekly work conditions and disability allowance from clause 18.2(b) =
\$48.08

Ordinary weekly rate = \$641.04 + \$48.08

= \$689.12 per week

3. By deleting the year “2024” in clause 16.6(b) and inserting “2025”.
4. By deleting the amount “\$46.45” appearing in clause 18.2(b) and inserting “\$48.08”.
5. By deleting the amount “\$20.65” appearing in clause 18.3(a) and inserting “\$21.37”.
6. By deleting the table appearing in clause 18.4 and inserting the following:

In charge of	\$ per week
3–10 employees	47.01
11–20 employees	59.83
More than 20 employees	80.13

7. By deleting the amount “\$4.08” appearing in clause 21.1(a) and inserting “\$4.22”.
8. By deleting the amount “\$8.15” appearing in clause 21.1(b) and inserting “\$8.44”.
9. By deleting the table appearing in clause B.2.1 and inserting the following:

Employee classification	Day	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	100%	150%	200%	250%
	\$	\$	\$	\$
Aluminium Worker Grade 1	26.40	39.60	52.80	66.00
Aluminium Worker Grade 2	27.58	41.37	55.16	68.95
Aluminium Worker Grade 3	28.56	42.84	57.12	71.40
Aluminium Worker Grade 4	29.39	44.09	58.78	73.48
Aluminium Worker Grade 5	31.26	46.89	62.52	78.15
Aluminium Worker Grade 6	33.22	49.83	66.44	83.05
Aluminium Worker Grade 7	34.79	52.19	69.58	86.98
Aluminium Worker Grade 8	36.14	54.21	72.28	90.35

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

Employee classification	Day	Afternoon and rotating night¹	Permanent night¹	Saturday	Sunday	Public holiday
	100%	100% + \$4.22 per hour	100% + \$8.44 per hour	150%	200%	250%
	% of ordinary hourly rate²					
	\$	\$	\$	\$	\$	\$
Aluminium Worker Grade 1	26.40	30.62	34.84	39.60	52.80	66.00
Aluminium Worker Grade 2	27.58	31.80	36.02	41.37	55.16	68.95
Aluminium Worker Grade 3	28.56	32.78	37.00	42.84	57.12	71.40
Aluminium Worker Grade 4	29.39	33.61	37.83	44.09	58.78	73.48
Aluminium Worker Grade 5	31.26	35.48	39.70	46.89	62.52	78.15
Aluminium Worker Grade 6	33.22	37.44	41.66	49.83	66.44	83.05
Aluminium Worker Grade 7	34.79	39.01	43.23	52.19	69.58	86.98
Aluminium Worker Grade 8	36.14	40.36	44.58	54.21	72.28	90.35

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

Employee classification	Monday to Saturday		Sunday – all day	Public holiday – all day
	First 3 hours	After 3 hours		
	% of ordinary hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Aluminium Worker Grade 1	39.60	52.80	52.80	66.00
Aluminium Worker Grade 2	41.37	55.16	55.16	68.95
Aluminium Worker Grade 3	42.84	57.12	57.12	71.40
Aluminium Worker Grade 4	44.09	58.78	58.78	73.48
Aluminium Worker Grade 5	46.89	62.52	62.52	78.15
Aluminium Worker Grade 6	49.83	66.44	66.44	83.05
Aluminium Worker Grade 7	52.19	69.58	69.58	86.98
Aluminium Worker Grade 8	54.21	72.28	72.28	90.35

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

Employee classification	Monday to Sunday
	200% of ordinary hourly rate¹
	\$
Aluminium Worker Grade 1	52.80
Aluminium Worker Grade 2	55.16
Aluminium Worker Grade 3	57.12
Aluminium Worker Grade 4	58.78
Aluminium Worker Grade 5	62.52
Aluminium Worker Grade 6	66.44

Employee classification	Monday to Sunday
	200% of ordinary hourly rate¹
	\$
Aluminium Worker Grade 7	69.58
Aluminium Worker Grade 8	72.28

13. By deleting the table appearing in clause B.3 and inserting the following:

Employee classification	Day	Afternoon and rotating night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²					
	125%	125% + \$4.22 per hour¹	125% + \$8.44 per hour¹	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Aluminium Worker Grade 1	33.00	37.22	41.44	46.20	59.40	72.60
Aluminium Worker Grade 2	34.48	38.70	42.92	48.27	62.06	75.85
Aluminium Worker Grade 3	35.70	39.92	44.14	49.98	64.26	78.54
Aluminium Worker Grade 4	36.74	40.96	45.18	51.43	66.13	80.82
Aluminium Worker Grade 5	39.08	43.30	47.52	54.71	70.34	85.97
Aluminium Worker Grade 6	41.53	45.75	49.97	58.14	74.75	91.36
Aluminium Worker Grade 7	43.49	47.71	51.93	60.88	78.28	95.67
Aluminium Worker Grade 8	45.18	49.40	53.62	63.25	81.32	99.39

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

Allowance	Clause	% of standard rate	\$	Payable
Work conditions and disability allowance ¹	18.2(b)	4.5	48.08	per week
First aid allowance	18.3(a)	2.0	21.37	per week
Leading hand allowance, in charge of—3 to 10 employees	18.4	4.4	47.01	per week
Leading hand allowance, in charge of—11 to 20 employees	18.4	5.6	59.83	per week
Leading hand allowance, in charge of—more than 20 employees	18.4	7.5	80.13	per week

16. By deleting the amount “\$27.17” appearing in clause C.2.1 and inserting “\$28.12”.
17. By deleting the table appearing in clause C.2.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Afternoon shift or rotating night shift—Monday to Friday	21.1(a)	15.0	4.22	per hour
Permanent night shift—Monday to Friday	21.1(b)	30.0	8.44	per hour

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