



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

GAS INDUSTRY AWARD 2020
[MA000061]

Oil and gas 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:

Gas industry employee	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	955.80	25.15
Level 2	990.60	26.07
Level 3	1026.60	27.02
Level 4	1068.40	28.12
Level 5	1144.80	30.13
Level 6	1225.30	32.24
Level 7	1279.90	33.68
Level 8	1338.20	35.22

2. By deleting the year “2024” in clause 15.8(b) and inserting “2025”.
3. By deleting the amount “\$20.65” appearing in clause 17.2(a) and inserting “\$21.37”.
4. By deleting the amount “\$268.40” appearing in clause 17.3(a) and inserting “\$277.78”.
5. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Early start		Afternoon shift	Night shift	Saturday	Sunday	Public holiday
		First 2 hours	After 2 hours					
	% of minimum hourly rate							
	100%	150%	200%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Level 1	25.15	37.73	50.30	28.92	32.70	37.73	50.30	62.88
Level 2	26.07	39.11	52.14	29.98	33.89	39.11	52.14	65.18
Level 3	27.02	40.53	54.04	31.07	35.13	40.53	54.04	67.55
Level 4	28.12	42.18	56.24	32.34	36.56	42.18	56.24	70.30
Level 5	30.13	45.20	60.26	34.65	39.17	45.20	60.26	75.33
Level 6	32.24	48.36	64.48	37.08	41.91	48.36	64.48	80.60
Level 7	33.68	50.52	67.36	38.73	43.78	50.52	67.36	84.20
Level 8	35.22	52.83	70.44	40.50	45.79	52.83	70.44	88.05

6. By deleting the table appearing in clause B.1.2 and inserting the following:

	Monday to Saturday		Sunday – all day	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	37.73	50.30	50.30	62.88
Level 2	39.11	52.14	52.14	65.18
Level 3	40.53	54.04	54.04	67.55
Level 4	42.18	56.24	56.24	70.30
Level 5	45.20	60.26	60.26	75.33
Level 6	48.36	64.48	64.48	80.60
Level 7	50.52	67.36	67.36	84.20
Level 8	52.83	70.44	70.44	88.05

7. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Early start		Afternoon shift	Night shift	Saturday	Sunday	Public holiday
		First 2 hours	After 2 hours					
	% of minimum hourly rate							
	125%	175%	225%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Level 1	31.44	44.01	56.59	35.21	38.98	44.01	56.59	69.16
Level 2	32.59	45.62	58.66	36.50	40.41	45.62	58.66	71.69
Level 3	33.78	47.29	60.80	37.83	41.88	47.29	60.80	74.31
Level 4	35.15	49.21	63.27	39.37	43.59	49.21	63.27	77.33
Level 5	37.66	52.73	67.79	42.18	46.70	52.73	67.79	82.86
Level 6	40.30	56.42	72.54	45.14	49.97	56.42	72.54	88.66
Level 7	42.10	58.94	75.78	47.15	52.20	58.94	75.78	92.62
Level 8	44.03	61.64	79.25	49.31	54.59	61.64	79.25	96.86

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

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	17.2(a)	2.0	21.37	per week
Availability duty	17.3(a)	26.0	277.78	per week or part thereof

- 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