



# DRAFT DETERMINATION

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

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

### HYDROCARBONS INDUSTRY (UPSTREAM) AWARD 2020 [MA000062]

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 16.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Entry Level—Introductory	954.90	25.13
Level 1—Basic	999.80	26.31
Level 2—Intermediate	1036.90	27.29
Level 3—Competent	1068.40	28.12
Level 4—Advanced	1139.80	29.99
Level 5—Advanced Specialist	1214.10	31.95

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 6—Dual Trade	1273.60	33.52
Level 7—Dual Trade Instrument Technician	1325.20	34.87

2. By deleting the year “2024” in clause 16.7(b) and inserting “2025”.
3. By deleting the amount “\$61.53” appearing in clause 20.2(b)(i) and inserting “\$63.68”.
4. By deleting the amount “\$29.83” appearing in clause 20.2(c) and inserting “\$30.88”.
5. By deleting the table appearing in clause 20.2(d) and inserting the following:

<b>Leading hands in charge of:</b>	<b>\$ per week</b>
3–10 employees	30.34
11–20 employees	47.97
More than 20 employees	60.69

6. By deleting the amount “\$61.94” appearing in clause 20.2(e)(ii) and inserting “\$64.10”.
7. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
		% of ordinary hourly rate <sup>1</sup>			
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Entry Level— Introductory	26.81	40.22	53.62	53.62	67.03
Level 1—Basic	27.99	41.99	55.98	55.98	69.98
Level 2—Intermediate	28.97	43.46	57.94	57.94	72.43
Level 3—Competent	29.80	44.70	59.60	59.60	74.50
Level 4—Advanced	31.67	47.51	63.34	63.34	79.18
Level 5—Advanced Specialist	33.63	50.45	67.26	67.26	84.08

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
		% of ordinary hourly rate <sup>1</sup>			
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 6—Dual Trade	35.20	52.80	70.40	70.40	88.00
Level 7—Dual Trade Instrument Technician	36.55	54.83	73.10	73.10	91.38

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

	Monday to Saturday		Sunday – all day	Public holiday – all day
	First 2 hours	After 2 hours		
	% of ordinary hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
Entry Level—Introductory	40.22	53.62	53.62	67.03
Level 1—Basic	41.99	55.98	55.98	69.98
Level 2—Intermediate	43.46	57.94	57.94	72.43
Level 3—Competent	44.70	59.60	59.60	74.50
Level 4—Advanced	47.51	63.34	63.34	79.18
Level 5—Advanced Specialist	50.45	67.26	67.26	84.08
Level 6—Dual Trade	52.80	70.40	70.40	88.00
Level 7—Dual Trade Instrument Technician	54.83	73.10	73.10	91.38

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

	Shift			Saturday		Sunday	Public holiday
	Afternoon	Night	Permanent night	First 2 hours	After 2 hours		
	% of ordinary hourly rate <sup>1</sup>						
	115%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Entry Level—Introductory	30.83	30.83	34.85	40.22	53.62	53.62	67.03

	Shift			Saturday		Sunday	Public holiday
	Afternoon	Night	Permanent night	First 2 hours	After 2 hours		
	% of ordinary hourly rate <sup>1</sup>						
	115%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1—Basic	32.19	32.19	36.39	41.99	55.98	55.98	69.98
Level 2—Intermediate	33.32	33.32	37.66	43.46	57.94	57.94	72.43
Level 3—Competent	34.27	34.27	38.74	44.70	59.60	59.60	74.50
Level 4—Advanced	36.42	36.42	41.17	47.51	63.34	63.34	79.18
Level 5—Advanced Specialist	38.67	38.67	43.72	50.45	67.26	67.26	84.08
Level 6—Dual Trade	40.48	40.48	45.76	52.80	70.40	70.40	88.00
Level 7—Dual Trade Instrument Technician	42.03	42.03	47.52	54.83	73.10	73.10	91.38

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

	Monday to Saturday		Sunday	Public holiday	Continuous shiftworker—Monday to Sunday
	First 2 hours	After 2 hours			
	% of ordinary hourly rate <sup>1</sup>				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Entry Level—Introductory	40.22	53.62	53.62	67.03	53.62
Level 1—Basic	41.99	55.98	55.98	69.98	55.98
Level 2—Intermediate	43.46	57.94	57.94	72.43	57.94
Level 3—Competent	44.70	59.60	59.60	74.50	59.60
Level 4—Advanced	47.51	63.34	63.34	79.18	63.34
Level 5—Advanced Specialist	50.45	67.26	67.26	84.08	67.26
Level 6—Dual Trade	52.80	70.40	70.40	88.00	70.40
Level 7—Dual Trade Instrument Technician	54.83	73.10	73.10	91.38	73.10

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

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
	% of ordinary hourly rate <sup>1</sup>				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Entry Level—Introductory	33.51	46.92	60.32	60.32	73.73
Level 1—Basic	34.99	48.98	62.98	62.98	76.97
Level 2—Intermediate	36.21	50.70	65.18	65.18	79.67
Level 3—Competent	37.25	52.15	67.05	67.05	81.95
Level 4—Advanced	39.59	55.42	71.26	71.26	87.09
Level 5—Advanced Specialist	42.04	58.85	75.67	75.67	92.48
Level 6—Dual Trade	44.00	61.60	79.20	79.20	96.80
Level 7—Dual Trade Instrument Technician	45.69	63.96	82.24	82.24	100.51

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

	Shift			Saturday		Sunday	Public holidays
	Afternoon	Night	Permanent night	First 2 hours	After 2 hours		
	% of ordinary hourly rate <sup>1</sup>						
	140%	140%	155%	175%	225%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Entry Level—Introductory	37.53	37.53	41.56	46.92	60.32	60.32	73.73
Level 1—Basic	39.19	39.19	43.38	48.98	62.98	62.98	76.97
Level 2—Intermediate	40.56	40.56	44.90	50.70	65.18	65.18	79.67
Level 3—Competent	41.72	41.72	46.19	52.15	67.05	67.05	81.95
Level 4—Advanced	44.34	44.34	49.09	55.42	71.26	71.26	87.09
Level 5—Advanced Specialist	47.08	47.08	52.13	58.85	75.67	75.67	92.48
Level 6—Dual Trade	49.28	49.28	54.56	61.60	79.20	79.20	96.80
Level 7—Dual Trade Instrument Technician	51.17	51.17	56.65	63.96	82.24	82.24	100.51

13. By deleting the amount “\$1032.30” appearing in clause C.1.1 and inserting “\$1068.40”.
14. By deleting the table appearing in clause C.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>	20.2(b)(i)	5.96	63.68	per week
Licence allowance— electricians <sup>2</sup>	20.2(c)	2.89	30.88	per week
Leading hands in charge of—3 to 10 employees	20.2(d)	2.84	30.34	per week
Leading hands in charge of—11 to 20 employees	20.2(d)	4.49	47.97	per week
Leading hands in charge of—More than 20 employees	20.2(d)	5.68	60.69	per week
Living away from home allowance—employees required to undertake remote work only	20.2(e)(ii)	6.0	64.10	per day 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