



# DRAFT DETERMINATION

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

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

### PASSENGER VEHICLE TRANSPORTATION AWARD 2020 [MA000063]

Passenger vehicle transport (non rail) 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
	\$	\$
Grade 1	991.70	26.10
Grade 2	1014.70	26.70
Grade 3	1071.90	28.21
Grade 4	1109.70	29.20
Grade 5	1170.70	30.81
Grade 6	1222.40	32.17

2. By deleting the year “2024” in clause 15.5(b) and inserting “2025”.
3. By deleting the amount “\$19.68” appearing in clause 17.2(a) and inserting “\$20.37”.

4. By deleting the amount “\$16.16” appearing in clause 17.2(b) and inserting “\$16.72”.

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

	<b>Ordinary hours</b>	<b>Early or late work<sup>1</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>115%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	26.10	30.02	39.15	52.20	65.25
Grade 2	26.70	30.71	40.05	53.40	66.75
Grade 3	28.21	32.44	42.32	56.42	70.53
Grade 4	29.20	33.58	43.80	58.40	73.00
Grade 5	30.81	35.43	46.22	61.62	77.03
Grade 6	32.17	37.00	48.26	64.34	80.43

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

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Good Friday or Christmas day</b>
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>N/A</b>	<b>N/A</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$ per shift<sup>1</sup></b>	<b>\$ per shift<sup>2</sup></b>
Grade 1	26.10	32.63	39.15	208.80	208.80
Grade 2	26.70	33.38	40.05	213.60	213.60
Grade 3	28.21	35.26	42.32	225.68	225.68
Grade 4	29.20	36.50	43.80	233.60	233.60
Grade 5	30.81	38.51	46.22	246.48	246.48
Grade 6	32.17	40.21	48.26	257.36	257.36

7. By deleting the table appearing in clause B.1.3 and inserting the following:

	In excess of ordinary hours		Public holiday
	First 3 hours	After 3 hours	
	% of minimum hourly rate		
	150%	200%	250%
	\$	\$	\$
Grade 1	39.15	52.20	65.25
Grade 2	40.05	53.40	66.75
Grade 3	42.32	56.42	70.53
Grade 4	43.80	58.40	73.00
Grade 5	46.22	61.62	77.03
Grade 6	48.26	64.34	80.43

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

	<b>Ordinary hours</b>	<b>Early or late work<sup>1</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>140%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	32.63	36.54	45.68	58.73	71.78
Grade 2	33.38	37.38	46.73	60.08	73.43
Grade 3	35.26	39.49	49.37	63.47	77.58
Grade 4	36.50	40.88	51.10	65.70	80.30
Grade 5	38.51	43.13	53.92	69.32	84.73
Grade 6	40.21	45.04	56.30	72.38	88.47

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

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Good Friday or Christmas day</b>
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>125%</b>	<b>150%</b>	<b>N/A</b>	<b>N/A</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$ per shift<sup>1</sup></b>	<b>\$ per shift<sup>2</sup></b>
Grade 1	32.63	32.63	39.15	208.80	208.80
Grade 2	33.38	33.38	40.05	213.60	213.60
Grade 3	35.26	35.26	42.32	225.68	225.68
Grade 4	36.50	36.50	43.80	233.60	233.60
Grade 5	38.51	38.51	46.22	246.48	246.48
Grade 6	40.21	40.21	48.26	257.36	257.36

10. By deleting the amount “\$1035.70” appearing in clause C.1.1 and inserting “\$1071.90”.

11. 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>
First aid allowance	17.2(a)	1.9	20.37	per week
Articulated bus allowance	17.2(b)	1.56	16.72	per shift

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