



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

JOURNALISTS PUBLISHED MEDIA AWARD 2020 [MA000067]

Journalism

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 14.1 and inserting the following:

Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Band 1		
1	1165.70	30.68
2	1198.50	31.54
3	1250.10	32.90
4	1283.50	33.78
5	1316.90	34.66
6	1384.40	36.43
7	1445.10	38.03

Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Band 2		
8	1512.40	39.80
9	1612.80	42.44
10	1713.60	45.09
Band 3		
11	1764.20	46.43
12	1982.40	52.17
13	2217.30	58.35

2. By deleting the table appearing in clause A.1.3 and inserting the following:

	Ordinary hours	Public holiday ²
	% of ordinary hourly rate ¹	
	100%	250%
	\$	\$
Band 1		
Level 1	30.68	76.70
Level 2	31.54	78.85
Level 3	32.90	82.25
Level 4	33.78	84.45
Level 5	34.66	86.65
Level 6	36.43	91.08
Level 7	38.03	95.08
Band 2		
Level 8	39.80	99.50
Level 9	42.44	106.10
Level 10	45.09	112.73
Band 3		
Level 11	46.43	116.08
Level 12	52.17	130.43
Level 13	58.35	145.88

3. By deleting the table appearing in clause A.1.4 and inserting the following:

	Monday to Sunday		Distant engagement: Monday to Sunday ⁶	
	First 2 hours for full-time employees, first 3 hours for part-time employees	After the first 2 hours for full-time employees, after the first 3 hours for part-time employees	First 8 hours	After 8 hours
	% of ordinary hourly rate ⁷			
	150%	200%	150%	200%
	\$	\$	\$	\$
Band 1				
Level 1	46.02	61.36	46.02	61.36
Level 2	47.31	63.08	47.31	63.08
Level 3	49.35	65.80	49.35	65.80
Level 4	50.67	67.56	50.67	67.56
Level 5	51.99	69.32	51.99	69.32
Level 6	54.65	72.86	54.65	72.86
Level 7	57.05	76.06	57.05	76.06
Band 2				
Level 8	59.70	79.60	59.70	79.60
Level 9 ¹	63.66	84.88	63.66	84.88
Level 9 ²	—	—	—	—
Level 10 ³	67.64	90.18	67.64	90.18
Level 10 ⁴	—	—	—	—
Band 3				
Level 11	69.65	92.86	69.65	92.86
Level 12 ⁵	—	—	—	—
Level 13 ⁵	—	—	—	—

4. By deleting the table appearing in clause A.1.5 and inserting the following:

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift¹	Weekend shift²	Weekday shift³	Weekend shift⁴	Weekend⁵
	% of ordinary hourly rate⁶				
	110%⁷	120%⁷	117.5%⁷	127.5%⁷	110%⁷
	\$	\$	\$	\$	\$
Band 1					
Level 1	33.75	36.82	36.05	39.12	33.75
Level 2	34.69	37.85	37.06	40.21	34.69
Level 3	36.19	39.48	38.66	41.95	36.19
Level 4	37.16	40.54	39.69	43.07	37.16
Level 5	38.13	41.59	40.73	44.19	38.13
Level 6	40.07	43.72	42.81	46.45	40.07
Level 7	41.83	45.64	44.69	48.49	41.83
Band 2					
Level 8	43.78	47.76	46.77	50.75	43.78
Level 9	46.42	50.40	49.41	53.39	46.42
Level 10	49.07	53.05	52.06	56.04	49.07
Band 3					
Level 11	50.41	54.39	53.40	57.38	50.41
Level 12 ⁸	—	—	—	—	—
Level 13 ⁸	—	—	—	—	—

5. By deleting the table appearing in clause A.1.6 and inserting the following:

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift¹	Weekend shift²	Weekday shift³	Weekend shift⁴	Weekend⁵
	% of ordinary hourly rate⁶				
	110%⁷	120%⁷	117.5%⁷	127.5%⁷	110%⁷
	\$	\$	\$	\$	\$
Band 1					
Level 1	33.75	36.82	36.05	39.12	33.75

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift¹	Weekend shift²	Weekday shift³	Weekend shift⁴	Weekend⁵
	% of ordinary hourly rate⁶				
	110%⁷	120%⁷	117.5%⁷	127.5%⁷	110%⁷
	\$	\$	\$	\$	\$
Level 2	34.69	37.85	37.06	40.21	34.69
Level 3	36.19	39.48	38.66	41.95	36.19
Level 4	37.07	40.36	39.54	42.83	37.07
Level 5	37.95	41.24	40.42	43.71	37.95
Level 6	39.72	43.01	42.19	45.48	39.72
Level 7	41.32	44.61	43.79	47.08	41.32
Band 2					
Level 8	43.09	46.38	45.56	48.85	43.09
Level 9	45.73	49.02	48.20	51.49	45.73
Level 10 ⁸	—	—	—	—	—
Band 3					
Level 11 ⁹	—	—	—	—	—
Level 12 ^{8, 9}	—	—	—	—	—
Level 13 ^{8, 9}	—	—	—	—	—

6. By deleting the table appearing in clause A.1.7 and inserting the following:

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift¹	Weekend shift²	Weekday shift³	Weekend shift⁴	Weekend⁵	Weekday shift¹	Weekend shift²	Weekday shift³	Weekend shift⁴	Weekend⁵
	% of ordinary hourly rate⁶									
	110%⁷	120%⁷	115%⁷	125%⁷	110%⁷	110%⁷	120%⁷	115%⁷	125%⁷	110%⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Band 1										
Level 1	33.75	36.82	35.28	38.35	33.75	33.75	36.82	35.28	38.35	33.75
Level 2	34.69	37.85	36.27	39.43	34.69	34.69	37.85	36.27	39.43	34.69
Level 3	36.19	39.48	37.84	41.13	36.19	36.19	39.48	37.84	41.13	36.19
Level 4	37.16	40.54	38.85	42.23	37.16	37.16	40.54	38.85	42.23	37.16
Level 5	38.13	41.59	39.86	43.33	38.13	38.13	41.59	39.86	43.33	38.13

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶									
	110% ⁷	120% ⁷	115% ⁷	125% ⁷	110% ⁷	110% ⁷	120% ⁷	115% ⁷	125% ⁷	110% ⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Level 6	40.07	43.72	41.89	45.54	40.07	40.07	43.72	41.89	45.54	40.07
Level 7	41.83	45.64	43.73	47.54	41.83	41.67	45.32	43.49	47.14	41.67
Band 2										
Level 8	43.78	47.76	45.77	49.75	43.78	43.44	47.09	45.26	48.91	43.44
Level 9	46.42	50.40	48.41	52.39	46.42	46.08 ⁸	49.73 ⁸	47.90 ⁸	51.55 ⁸	46.08 ⁸
Level 10 ⁹	49.07	53.05	51.06	55.04	49.07	48.73	52.38	50.55	54.20	48.73
Band 3										
Level 11 ^{9, 10}	–	–	–	–	–	50.07	53.72	51.89	55.54	50.07
Level 12 ^{9, 10, 11}	–	–	–	–	–	–	–	–	–	–
Level 13 ^{9, 10, 11}	–	–	–	–	–	–	–	–	–	–

7. By deleting the table appearing in clause A.1.8 and inserting the following:

	Morning/afternoon shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekend ³
	% of ordinary hourly rate ⁴		
	110% ⁵	120% ⁵	110% ⁵
	\$	\$	\$
Band 1			
Level 1	33.75	36.82	33.75
Level 2	34.69	37.85	34.69
Level 3	36.19	39.48	36.19
Level 4	37.16	40.54	37.16
Level 5	38.13	41.59	38.13
Level 6	40.07	43.72	40.07
Level 7	41.67	45.32	41.67
Band 2			
Level 8	43.44	47.09	43.44
Level 9	46.08	49.73	46.08

	Morning/afternoon shift		All other shifts
	Weekday shift¹	Weekend shift²	Weekend³
	% of ordinary hourly rate⁴		
	110%⁵	120%⁵	110%⁵
	\$	\$	\$
Level 10	48.73	52.38	48.73
Band 3			
Level 11	50.07	53.72	50.07
Level 12 ⁶	—	—	—
Level 13 ⁶	—	—	—

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

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	125%	275%
	\$	\$
Band 1		
Level 1	38.35	84.37
Level 2	39.43	86.74
Level 3	41.13	90.48
Level 4	42.23	92.90
Level 5	43.33	95.32
Level 6	45.54	100.18
Level 7	47.54	104.58
Band 2		
Level 8	49.75	109.45
Level 9	53.05	116.71
Level 10	56.36	124.00
Band 3		
Level 11	58.04	127.68
Level 12	65.21	143.47
Level 13	72.94	160.46

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

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift¹	Weekend shift²	Weekday shift³	Weekend shift⁴	Weekend⁵
	% of ordinary hourly rate⁶				
	135%⁷	145%⁷	142.5%⁷	152.5%⁷	135%⁷
	\$	\$	\$	\$	\$
Band 1					
Level 1	41.42	44.49	43.72	46.79	41.42
Level 2	42.58	45.74	44.95	48.10	42.58
Level 3	44.42	47.71	46.89	50.18	44.42
Level 4	45.61	48.99	48.14	51.52	45.61
Level 5	46.80	50.26	49.40	52.86	46.80
Level 6	49.18	52.83	51.92	55.56	49.18
Level 7	51.34	55.15	54.20	58.00	51.34
Band 2					
Level 8	53.73	57.71	56.72	60.70	53.73
Level 9	57.03	61.01	60.02	64.00	57.03
Level 10	60.34	64.32	63.33	67.31	60.34
Band 3					
Level 11	62.02	66.00	65.01	68.99	62.02
Level 12 ⁸	—	—	—	—	—
Level 13 ⁸	—	—	—	—	—

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

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift¹	Weekend shift²	Weekday shift³	Weekend shift⁴	Weekend⁵
	% of ordinary hourly rate⁶				
	135%⁷	145%⁷	142.5%⁷	152.5%⁷	135%⁷
	\$	\$	\$	\$	\$
Band 1					
Level 1	41.42	44.49	43.72	46.79	41.42

	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift¹	Weekend shift²	Weekday shift³	Weekend shift⁴	Weekend⁵
	% of ordinary hourly rate⁶				
	135%⁷	145%⁷	142.5%⁷	152.5%⁷	135%⁷
	\$	\$	\$	\$	\$
Level 2	42.58	45.74	44.95	48.10	42.58
Level 3	44.42	47.71	46.89	50.18	44.42
Level 4	45.52	48.81	47.99	51.28	45.52
Level 5	46.62	49.91	49.09	52.38	46.62
Level 6	48.83	52.12	51.30	54.59	48.83
Level 7	50.83	54.12	53.30	56.59	50.83
Band 2					
Level 8	53.04	56.33	55.51	58.80	53.04
Level 9	56.34	59.63	58.81	62.10	56.34
Level 10 ⁸	—	—	—	—	—
Band 3					
Level 11 ⁹	—	—	—	—	—
Level 12 ^{8, 9}	—	—	—	—	—
Level 13 ^{8, 9}	—	—	—	—	—

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

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift¹	Weekend shift²	Weekday shift³	Weekend shift⁴	Weekend⁵	Weekday shift¹	Weekend shift²	Weekday shift³	Weekend shift⁴	Weekend⁵
	% of ordinary hourly rate⁶									
	135%⁷	145%⁷	140%⁷	150%⁷	135%⁷	135%⁷	145%⁷	140%⁷	150%⁷	135%⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Band 1										
Level 1	41.42	44.49	42.95	46.02	41.42	41.42	44.49	42.95	46.02	41.42
Level 2	42.58	45.74	44.16	47.32	42.58	42.58	45.74	44.16	47.32	42.58
Level 3	44.42	47.71	46.07	49.36	44.42	44.42	47.71	46.07	49.36	44.42
Level 4	45.61	48.99	47.30	50.68	45.61	45.61	48.99	47.30	50.68	45.61
Level 5	46.80	50.26	48.53	52.00	46.80	46.80	50.26	48.53	52.00	46.80

	Regional daily					Country non-daily or digital publication				
	Morning/afternoon shift		Night shift		All other shifts	Morning/afternoon shift		Night shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵	Weekday shift ¹	Weekend shift ²	Weekday shift ³	Weekend shift ⁴	Weekend ⁵
	% of ordinary hourly rate ⁶									
	135% ⁷	145% ⁷	140% ⁷	150% ⁷	135% ⁷	135% ⁷	145% ⁷	140% ⁷	150% ⁷	135% ⁷
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Level 6	49.18	52.83	51.00	54.65	49.18	49.18	52.83	51.00	54.65	49.18
Level 7	51.34	55.15	53.24	57.05	51.34	51.18	54.83	53.00	56.65	51.18
Band 2										
Level 8	53.73	57.71	55.72	59.70	53.73	53.39	57.04	55.21	58.86	53.39
Level 9	57.03	61.01	59.02	63.00	57.03	56.69 ⁸	60.34 ⁸	58.51 ⁸	62.16 ⁸	56.69 ⁸
Level 10 ⁹	60.34	64.32	62.33	66.31	60.34	60.00	63.65	61.82	65.47	60.00
Band 3										
Level 11 ^{9, 10}	–	–	–	–	–	61.68	65.33	63.50	67.15	61.68
Level 12 ^{9, 10, 11}	–	–	–	–	–	–	–	–	–	–
Level 13 ^{9, 10, 11}	–	–	–	–	–	–	–	–	–	–

12. By deleting the table appearing in clause A.2.5 and inserting the following:

	Morning/afternoon shift		All other shifts
	Weekday shift ¹	Weekend shift ²	Weekend ³
	% of ordinary hourly rate ⁴		
	135% ⁵	145% ⁵	135% ⁵
	\$	\$	\$
Band 1			
Level 1	41.42	44.49	41.42
Level 2	42.58	45.74	42.58
Level 3	44.42	47.71	44.42
Level 4	45.61	48.99	45.61
Level 5	46.80	50.26	46.80
Level 6	49.18	52.83	49.18
Level 7	51.18	54.83	51.18
Band 2			
Level 8	53.39	57.04	53.39
Level 9	56.69	60.34	56.69

	Morning/afternoon shift		All other shifts
	Weekday shift¹	Weekend shift²	Weekend³
	% of ordinary hourly rate⁴		
	135%⁵	145%⁵	135%⁵
	\$	\$	\$
Level 10	60.00	63.65	60.00
Band 3			
Level 11	61.68	65.33	61.68
Level 12 ⁶	—	—	—
Level 13 ⁶	—	—	—

13. By deleting the table appearing in clause A.3.1 and inserting the following:

	Cadet percentage	Ordinary hours	Public holiday²
	% of Level 1 employee	% of ordinary hourly rate¹	
		100%	250%
	%	\$	\$
Standard Cadet			
1st year	60%	18.41	46.03
2nd year	75%	23.01	57.53
3rd year	90%	27.61	69.03
Graduate Cadet	90%	27.61	69.03

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

	Cadet percentage	Monday to Sunday		Distant engagement: Monday to Sunday²	
		First 2 hours for full-time employees, first 3 hours for part-time employees	After the first 2 hours for full-time employees, after the first 3 hours for part-time employees	First 8 hours	After 8 hours
	% of Level 1 employee	% of ordinary hourly rate¹			
		150%	200%	150%	200%
	%	\$	\$	\$	\$
Standard Cadet					
1st year	60%	27.62	36.82	27.62	36.82
2nd year	75%	34.52	46.02	34.52	46.02
3rd year	90%	41.42	55.22	41.42	55.22
Graduate Cadet	90%	41.42	55.22	41.42	55.22

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

		Morning/afternoon shift		All other shifts (except for night shifts in certain publications (see clause 19.2))
		Weekday shift¹	Weekend shift²	Weekend³
	% of Level 1 employee	% of ordinary hourly rate⁴		
		110%	120%	110%
	%	\$	\$	\$
Standard Cadet				
1st year	60%	20.25	22.09	20.25
2nd year	75%	25.31	27.61	25.31
3rd year	90%	30.37	33.13	30.37
Graduate Cadet	90%	30.37	33.13	30.37

16. By deleting the table appearing in clause A.3.4 and inserting the following:

		Night shift	
	Cadet percentage	Weekday shift¹	Weekend shift²
	% of Level 1 employee		
		% of ordinary hourly rate³	
		117.5%	127.5%
	%	\$	\$
Standard Cadet			
1st year	60%	21.63	23.47
2nd year	75%	27.04	29.34
3rd year	90%	32.44	35.20
Graduate Cadet	90%	32.44	35.20

17. By deleting the table appearing in clause A.3.5 and inserting the following:

	Cadet percentage	Night shift	
	% of Level 1 employee	Weekday shift¹	Weekend shift²
		% of ordinary hourly rate³	
		115%	125%
	%	\$	\$
Standard Cadet			
1st year	60%	21.17	23.01
2nd year	75%	26.46	28.76
3rd year	90%	31.75	34.51
Graduate Cadet	90%	31.75	34.51

- 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