



# DRAFT DETERMINATION

*Fair Work Act 2009*

s.285—Annual wage review

## Annual Wage Review 2024–25

(C2025/1)

## PHARMACEUTICAL INDUSTRY AWARD 2020

[MA000069]

Pharmaceutical 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(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
<b>Manufacturing/production worker</b>		
Grade 1—on commencement	982.40	25.85
Grade 1—after 3 months	994.40	26.17
Grade 1—after 12 months	1005.70	26.47
Grade 2	1014.60	26.70
Grade 3	1043.50	27.46
Grade 4	1074.30	28.27

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Warehouse/distribution worker</b>		
Grade 1—on commencement	982.40	25.85
Grade 1—after 3 months	994.40	26.17
Grade 1—after 12 months	1005.70	26.47
Grade 2	1014.60	26.70
Grade 3	1043.50	27.46
Grade 4	1074.30	28.27

2. By deleting the year “2024” in clause 15.4(b) and inserting “2025”.
3. By deleting the amount “\$20.54” appearing in clause 17.2(a)(i) and inserting “\$21.26”.
4. By deleting the amounts “\$0.68” and “\$2.08” appearing in clause 17.2(b) and inserting “\$0.71” and “\$2.15” respectively.
5. By deleting the amount “\$0.57” appearing in clause 17.2(c) and inserting “\$0.59”.
6. By deleting the amount “\$0.98” appearing in clause 17.2(d) and inserting “\$1.02”.
7. By deleting the amount “\$2.92” appearing in clause 17.2(e) and inserting “\$3.02”.
8. By deleting the amount “\$2.92” appearing in clause 17.2(f) and inserting “\$3.02”.
9. By deleting the table appearing in clause B.1 and inserting the following:

<b>Employee classification</b>	<b>Monday to Friday</b>	<b>RDO – all day<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>250%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Manufacturing/production worker</b>			
Grade 1—on commencement	25.85	64.63	64.63
Grade 1—after 3 months	26.17	65.43	65.43
Grade 1—after 12 months	26.47	66.18	66.18
Grade 2	26.70	66.75	66.75
Grade 3	27.46	68.65	68.65

<b>Employee classification</b>	<b>Monday to Friday</b>	<b>RDO – all day<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>250%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 4	28.27	70.68	70.68
<b>Warehouse/distribution worker</b>			
Grade 1—on commencement	25.85	64.63	64.63
Grade 1—after 3 months	26.17	65.43	65.43
Grade 1—after 12 months	26.47	66.18	66.18
Grade 2	26.70	66.75	66.75
Grade 3	27.46	68.65	68.65
Grade 4	28.27	70.68	70.68

10. By deleting the table appearing in clause B.2 and inserting the following:

	<b>Monday to Friday<sup>1</sup> – first 2 hours</b>	<b>Monday to Friday<sup>1</sup> – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday – all day</b>	<b>RDO – all day<sup>2</sup></b>	<b>Public holiday – all day</b>
	<b>% of minimum hourly rate</b>						
	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Manufacturing/production worker</b>							
Grade 1—on commencement	38.78	51.70	38.78	51.70	51.70	64.63	64.63
Grade 1—after 3 months	39.26	52.34	39.26	52.34	52.34	65.43	65.43
Grade 1—after 12 months	39.71	52.94	39.71	52.94	52.94	66.18	66.18
Grade 2	40.05	53.40	40.05	53.40	53.40	66.75	66.75
Grade 3	41.19	54.92	41.19	54.92	54.92	68.65	68.65
Grade 4	42.41	56.54	42.41	56.54	56.54	70.68	70.68
<b>Warehouse/distribution worker</b>							
Grade 1—on commencement	38.78	51.70	38.78	51.70	51.70	64.63	64.63
Grade 1—after 3 months	39.26	52.34	39.26	52.34	52.34	65.43	65.43
Grade 1—after 12 months	39.71	52.94	39.71	52.94	52.94	66.18	66.18
Grade 2	40.05	53.40	40.05	53.40	53.40	66.75	66.75

	<b>Monday to Friday<sup>1</sup> – first 2 hours</b>	<b>Monday to Friday<sup>1</sup> – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday – all day</b>	<b>RDO – all day<sup>2</sup></b>	<b>Public holiday – all day</b>
	<b>% of minimum hourly rate</b>						
	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250 %</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 3	41.19	54.92	41.19	54.92	54.92	68.65	68.65
Grade 4	42.41	56.54	42.41	56.54	56.54	70.68	70.68

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

	<b>Day</b>	<b>Afternoon &amp; night shift</b>	<b>Permanent night shift<sup>1</sup></b>	<b>Non- successive shifts<sup>1</sup></b>	<b>RDO – all day<sup>2</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>250%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Manufacturing/production worker</b>						
Grade 1—on commencement	25.85	29.73	33.61	38.78	64.63	64.63
Grade 1—after 3 months	26.17	30.10	34.02	39.26	65.43	65.43
Grade 1—after 12 months	26.47	30.44	34.41	39.71	66.18	66.18
Grade 2	26.70	30.71	34.71	40.05	66.75	66.75
Grade 3	27.46	31.58	35.70	41.19	68.65	68.65
Grade 4	28.27	32.51	36.75	42.41	70.68	70.68
<b>Warehouse/distribution worker</b>						
Grade 1—on commencement	25.85	29.73	33.61	38.78	64.63	64.63
Grade 1—after 3 months	26.17	30.10	34.02	39.26	65.43	65.43
Grade 1—after 12 months	26.47	30.44	34.41	39.71	66.18	66.18
Grade 2	26.70	30.71	34.71	40.05	66.75	66.75
Grade 3	27.46	31.58	35.70	41.19	68.65	68.65
Grade 4	28.27	32.51	36.75	42.41	70.68	70.68

12. By deleting the table appearing in clause B.4 and inserting the following:

	<b>Monday to Friday – first 2 hours outside<sup>1</sup> or first 3 hours in excess<sup>2</sup></b>	<b>Monday to Friday – after 2 hours outside<sup>1</sup> or after 3 hours in excess<sup>2</sup></b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday- all day</b>	<b>RDO – all day<sup>3</sup></b>	<b>Public holiday – all day</b>
	<b>% of minimum hourly rate</b>						
	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Manufacturing/production worker</b>							
Grade 1—on commencement	38.78	51.70	38.78	51.70	51.70	64.63	64.63
Grade 1—after 3 months	39.26	52.34	39.26	52.34	52.34	65.43	65.43
Grade 1—after 12 months	39.71	52.94	39.71	52.94	52.94	66.18	66.18
Grade 2	40.05	53.40	40.05	53.40	53.40	66.75	66.75
Grade 3	41.19	54.92	41.19	54.92	54.92	68.65	68.65
Grade 4	42.41	56.54	42.41	56.54	56.54	70.68	70.68
<b>Warehouse/distribution worker</b>							
Grade 1—on commencement	38.78	51.70	38.78	51.70	51.70	64.63	64.63
Grade 1—after 3 months	39.26	52.34	39.26	52.34	52.34	65.43	65.43
Grade 1—after 12 months	39.71	52.94	39.71	52.94	52.94	66.18	66.18
Grade 2	40.05	53.40	40.05	53.40	53.40	66.75	66.75
Grade 3	41.19	54.92	41.19	54.92	54.92	68.65	68.65
Grade 4	42.41	56.54	42.41	56.54	56.54	70.68	70.68

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

	<b>Monday to Friday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>	
	<b>125%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>
<b>Manufacturing/production worker</b>		
Grade 1—on commencement	32.31	71.09
Grade 1—after 3 months	32.71	71.97
Grade 1—after 12 months	33.09	72.79

	Monday to Friday	Public holiday
	% of minimum hourly rate	
	125%	275%
	\$	\$
Grade 2	33.38	73.43
Grade 3	34.33	75.52
Grade 4	35.34	77.74
<b>Warehouse/distribution worker</b>		
Grade 1—on commencement	32.31	71.09
Grade 1—after 3 months	32.71	71.97
Grade 1—after 12 months	33.09	72.79
Grade 2	33.38	73.43
Grade 3	34.33	75.52
Grade 4	35.34	77.74

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

	Day	Afternoon & night shift	Permanent night shift <sup>1</sup>	Non- successive shifts <sup>1</sup>	Public holiday
	% of minimum hourly rate				
	125%	140%	155%	175%	275%
	\$	\$	\$	\$	\$
<b>Manufacturing/production worker</b>					
Grade 1—on commencement	32.31	36.19	40.07	45.24	71.09
Grade 1—after 3 months	32.71	36.64	40.56	45.80	71.97
Grade 1—after 12 months	33.09	37.06	41.03	46.32	72.79
Grade 2	33.38	37.38	41.39	46.73	73.43
Grade 3	34.33	38.44	42.56	48.06	75.52
Grade 4	35.34	39.58	43.82	49.47	77.74
<b>Warehouse/distribution worker</b>					
Grade 1—on commencement	32.31	36.19	40.07	45.24	71.09
Grade 1—after 3 months	32.71	36.64	40.56	45.80	71.97
Grade 1—after 12 months	33.09	37.06	41.03	46.32	72.79
Grade 2	33.38	37.38	41.39	46.73	73.43
Grade 3	34.33	38.44	42.56	48.06	75.52
Grade 4	35.34	39.58	43.82	49.47	77.74

15. By deleting the amount “\$27.32” appearing in clause C.1.1 and inserting “\$28.27”.

16. 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	17.2(a)(i)	75.2	21.26	per week
Gentian violet and similar substances—per hour	17.2(b)	2.5	0.71	per hour
Gentian violet and similar substances—minimum payment	17.2(b)	7.6	2.15	minimum payment per day
Chlorpromazine hydrochloride	17.2(c)	2.1	0.59	per hour or part of an hour
Respirator	17.2(d)	3.6	1.02	per hour or part of an hour
Sterile areas	17.2(e)	10.7	3.02	per day or part of a day
Dust mask	17.2(f)	10.7	3.02	per day or part of a day

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