



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

CEMETERY INDUSTRY AWARD 2020
[MA000070]

Cemetery operations

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:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Cemetery Employee Class 1	922.70	24.28
Cemetery Employee Class 2	982.40	25.85
Cemetery Employee Class 3	1014.70	26.70
Cemetery Employee Class 4	1068.40	28.12
Cemetery Employee Class 5	1124.20	29.58
Cemetery Employee Class 6	1154.70	30.39

- By deleting the year “2024” in clause 14.7(b) and inserting “2025”.

3. By deleting the amount “\$39.23” appearing in clause 16.2(b) and inserting “\$40.60”.
4. By deleting the amount “\$21.68” appearing in clause 16.2(c)(i) and inserting “\$22.44”.
5. By deleting the amount “\$47.49” appearing in clause 16.2(c)(ii) and inserting “\$49.15”.
6. By deleting the amount “\$12.39” appearing in clause 16.2(d) and inserting “\$12.82”.
7. By deleting the amount “\$91.87” appearing in clause 16.2(e)(i) and inserting “\$95.09”.
8. By deleting the amount “\$110.46” appearing in clause 16.2(e)(ii) and inserting “\$114.32”.
9. By deleting the amount “\$183.75” appearing in clause 16.2(e)(iii) and inserting “\$190.18”.
10. By deleting the amount “\$91.87” appearing in clause 16.2(e)(iv) and inserting “\$95.09”.
11. By deleting the table appearing in clause 16.2(f) and inserting the following:

Age of grave since last burial (years)				
	5 but less than 10	10 but less than 25	25 but less than 50	more than 50
	\$	\$	\$	\$
per occasion	92.95	69.45	45.94	23.50

12. By deleting the amount “\$55.74” appearing in clause 16.2(g)(i) and inserting “\$57.69”.
13. By deleting the amount “\$27.87” appearing in clause 16.2(g)(ii) and inserting “\$28.85”.
14. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	100%	250%
	\$	\$
Cemetery Employee Class 1	25.35	63.38
Cemetery Employee Class 2	26.92	67.30
Cemetery Employee Class 3	27.77	69.43
Cemetery Employee Class 4	29.19	72.98
Cemetery Employee Class 5	30.65	76.63
Cemetery Employee Class 6	31.46	78.65

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

	Monday to Saturday –first 2 hours	Monday to Saturday –after 2 hours	Sunday	Public holiday
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Cemetery Employee Class 1	38.03	50.70	50.70	63.38
Cemetery Employee Class 2	40.38	53.84	53.84	67.30
Cemetery Employee Class 3	41.66	55.54	55.54	69.43
Cemetery Employee Class 4	43.79	58.38	58.38	72.98
Cemetery Employee Class 5	45.98	61.30	61.30	76.63
Cemetery Employee Class 6	47.19	62.92	62.92	78.65

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

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	125%	275%
	\$	\$
Cemetery Employee Class 1	31.69	69.71
Cemetery Employee Class 2	33.65	74.03
Cemetery Employee Class 3	34.71	76.37
Cemetery Employee Class 4	36.49	80.27
Cemetery Employee Class 5	38.31	84.29
Cemetery Employee Class 6	39.33	86.52

17. By deleting the amount “\$1032.30” appearing in clause C.1.1 and inserting “\$1068.40”.

18. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Industry allowance ¹	16.2(b)	3.8	40.60	per week
Leading hand—Class 5 and above—in charge of 2 to 6 employees	16.2(c)(i)	2.1	22.44	per week
Leading hand—Class 5 and above—in charge of more than 6 employees	16.2(c)(ii)	4.6	49.15	per week
First aid allowance	16.2(d)	1.2	12.82	per week
Exhumation allowance—body buried for 14 days or less	16.2(e)(i)	8.9	95.09	per body
Exhumation allowance—body buried for 14 days to 7 years and arterially embalmed and sealed in approved container	16.2(e)(ii)	10.7	114.32	per body
Exhumation allowance—body buried for 14 days to 7 years and not arterially embalmed and sealed in approved container	16.2(e)(iii)	17.8	190.18	per body
Exhumation allowance—body buried for more than 7 years	16.2(e)(iv)	8.9	95.09	per body
Lift and deepen allowance—age of grave since last burial—5 to 10 years	16.2(f)	8.7	92.95	per occasion
Lift and deepen allowance—age of grave since last burial—10 to 25 years	16.2(f)	6.5	69.45	per occasion
Lift and deepen allowance—age of grave since last burial—25 to 50 years	16.2(f)	4.3	45.94	per occasion
Lift and deepen allowance—age of grave since last burial—more than 50 years	16.2(f)	2.2	23.50	per occasion

Allowance	Clause	% of standard rate	\$	Payable
Excavation allowance—first body	16.2(g)(i)	5.4	57.69	for first body
Excavation allowance—each additional body from the same grave	16.2(g)(ii)	2.7	28.85	per additional body

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