



# DRAFT DETERMINATION

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

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

### EDUCATIONAL SERVICES (POST-SECONDARY EDUCATION) AWARD 2020 [MA000075]

Educational services

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(a) and inserting the following:

Employee classification level	Minimum annual salary <sup>1</sup> (full-time employee)	Minimum weekly rate <sup>2</sup> (full-time employee)	Minimum hourly rate
	\$	\$	\$
<b>Level A</b>			
A.1	65,863	1262.50	33.22
A.2	68,503	1313.20	34.56
A.3	71,140	1363.70	35.89
A.4	73,616	1411.20	37.14
A.5	75,594	1449.10	38.13

<b>Employee classification level</b>	<b>Minimum annual salary<sup>1</sup> (full-time employee)</b>	<b>Minimum weekly rate<sup>2</sup> (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
A.6	77,739	1490.20	39.22
A.7	79,883	1531.30	40.30
A.8	82,029	1572.40	41.38
<b>Level B</b>			
B.1	85,329	1635.70	43.04
B.2	87,803	1683.10	44.29
B.3	90,279	1730.60	45.54
B.4	92,758	1778.10	46.79
B.5	95,230	1825.50	48.04
B.6	97,708	1873.00	49.29
<b>Level C</b>			
C.1	100,181	1920.40	50.54
C.2	102,658	1967.90	51.79
C.3	105,130	2015.30	53.03
C.4	107,608	2062.80	54.28
C.5	110,081	2110.20	55.53
C.6	112,557	2157.60	56.78

2. By deleting the table appearing in clause 16.1(b) and inserting the following:

	<b>Casual hourly rate (including casual loading)<sup>1</sup></b>
	<b>\$ per hour</b>
<b>Lecturing</b>	
Lecture (one hour of delivery and 2 hours of associated working time)	166.10
Repeat lecture (one hour of delivery and one hour of associated working time)	110.71
<b>Tutoring</b>	
Tutorial (one hour of delivery and 2 hours of associated working time)	129.60
Repeat tutorial (one hour of delivery and one hour of associated working time)	86.39

	<b>Casual hourly rate (including casual loading)<sup>1</sup></b>
	<b>\$ per hour</b>
Tutorial (one hour of delivery and 2 hours of associated working time) (where academic holds a relevant doctoral qualification)	147.10
Repeat tutorial (one hour of delivery and one hour of associated working time) (where academic holds a relevant doctoral qualification)	98.01
<b>Marking</b>	
Standard marking	43.17
Marking as a supervising examiner, or marking requiring a significant exercise of judgment	55.36
Standard marking (where staff holds a relevant doctoral qualification)	49.03
<b>Technical demonstration</b>	
Technical demonstration (one hour of delivery and one hour of associated working time)	86.39
<b>Other required staff activity</b>	
Where staff does not hold doctorate qualifications or perform full subject co-ordination duties	43.17
Where staff hold doctorate qualifications or perform full subject co-ordination duties	49.03

3. By deleting the table appearing in clause 16.1(c) and inserting the following:

<b>Employee classification level</b>	<b>Minimum annual rate<sup>1</sup> (full-time employee)</b>	<b>Minimum weekly rate<sup>2</sup> (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Casual daily rate<sup>3</sup></b>	<b>Casual hourly rate<sup>4</sup></b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	62,671.43	1201.37	31.62	300.15	60.03
Level 2	63,507.07	1217.39	32.04	304.15	60.83
Level 3	64,762.66	1241.46	32.67	310.17	62.03
Level 4	66,030.89	1265.77	33.31	316.24	63.25
Level 5	68,701.70	1316.97	34.66	329.03	65.81
Level 6	70,482.13	1351.10	35.56	337.56	67.51

<b>Employee classification level</b>	<b>Minimum annual rate<sup>1</sup> (full-time employee)</b>	<b>Minimum weekly rate<sup>2</sup> (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Casual daily rate<sup>3</sup></b>	<b>Casual hourly rate<sup>4</sup></b>
	\$	\$	\$	\$	\$
Level 7	72,103.18	1382.17	36.37	345.32	69.06
Level 8	73,883.75	1416.30	37.27	353.85	70.77
Level 9	75,672.67	1450.59	38.17	362.42	72.48
Level 10	77,982.28	1494.87	39.34	373.48	74.70
Level 11	80,132.40	1536.08	40.42	383.78	76.76
Level 12	82,030.47	1572.47	41.38	392.87	78.57

4. By deleting the table appearing in clause 16.1(d) and inserting the following:

<b>Employee classification level</b>	<b>Minimum annual rate<sup>1</sup> (full-time employee)</b>	<b>Minimum weekly rate<sup>2</sup> (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$	\$
<b>Level 1</b>			
1.1	51,029.43	978.20	25.74
1.2	53,439.53	1024.40	26.96
1.3	55,088.00	1056.00	27.79
<b>Level 2</b>			
2.1	55,771.38	1069.10	28.13
2.2	56,767.77	1088.20	28.64
<b>Level 3</b>			
3.1	58,870.08	1128.50	29.70
3.2	61,822.72	1185.10	31.19
<b>Level 4</b>			
4.1	63,497.27	1217.20	32.03
4.2	66,006.48	1265.30	33.30
<b>Level 5</b>			
5.1	70,471.95	1350.90	35.55

<b>Employee classification level</b>	<b>Minimum annual rate <sup>1</sup> (full-time employee)</b>	<b>Minimum weekly rate <sup>2</sup> (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
5.2	73,831.48	1415.30	37.24
<b>Level 6</b>			
6.1	75,662.53	1450.40	38.17
6.2	80,117.57	1535.80	40.42
<b>Level 7</b>			
7.1	81,974.70	1571.40	41.35
7.2	86,847.07	1664.80	43.81
<b>Level 8</b>	92,303.70	1769.40	46.56
<b>Level 9</b>	97,593.40	1870.80	49.23

5. By deleting the year “2024” in clause 16.6(b) and inserting “2025”.
6. By deleting the amount “\$15.49” appearing in clause 18.2(a) and inserting “\$16.04”.
7. By deleting the table appearing in clause D.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>125%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>			
1.1	25.74	32.18	64.35
1.2	26.96	33.70	67.40
1.3	27.79	34.74	69.48
<b>Level 2</b>			
2.1	28.13	35.16	70.33
2.2	28.64	35.80	71.60
<b>Level 3</b>			
3.1	29.70	37.13	74.25
3.2	31.19	38.99	77.98
<b>Level 4</b>			
4.1	32.03	40.04	80.08

	Ordinary hours	Saturday	Public holiday
	% of minimum hourly rate		
	100%	125%	250%
	\$	\$	\$
4.2	33.30	41.63	83.25
<b>Level 5</b>			
5.1	35.55	44.44	88.88
5.2	37.24	46.55	93.10
<b>Level 6</b>			
6.1	38.17	47.71	95.43
6.2	40.42	50.53	101.05
<b>Level 7</b>			
7.1	41.35	51.69	103.38
7.2	43.81	54.76	109.53
<b>Level 8</b>	46.56	58.20	116.40
<b>Level 9</b>	49.23	61.54	123.08

8. By deleting the table appearing in clause D.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
<b>Level 1</b>				
1.1	38.61	51.48	51.48	64.35
1.2	40.44	53.92	53.92	67.40
1.3	41.69	55.58	55.58	69.48
<b>Level 2</b>				
2.1	42.20	56.26	56.26	70.33
2.2	42.96	57.28	57.28	71.60
<b>Level 3</b>				
3.1	44.55	59.40	59.40	74.25
3.2	46.79	62.38	62.38	77.98

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 4</b>				
4.1	48.05	64.06	64.06	80.08
4.2	49.95	66.60	66.60	83.25
<b>Level 5</b>				
5.1	53.33	71.10	71.10	88.88
5.2	55.86	74.48	74.48	93.10
<b>Level 6</b>				
6.1	57.26	76.34	76.34	95.43
6.2	60.63	80.84	80.84	101.05
<b>Level 7</b>				
7.1	62.03	82.70	82.70	103.38
7.2	65.72	87.62	87.62	109.53
<b>Level 8<sup>1</sup></b>	—	—	—	—
<b>Level 9<sup>1</sup></b>	—	—	—	—

9. By deleting the table appearing in clause D.1.3 and inserting the following:

	<b>Ordinary hours</b>	<b>Afternoon &amp; night</b>	<b>Permanent night</b>	<b>Saturday, Sunday or public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>				
1.1	25.74	29.60	33.46	38.61
1.2	26.96	31.00	35.05	40.44
1.3	27.79	31.96	36.13	41.69
<b>Level 2</b>				
2.1	28.13	32.35	36.57	42.20
2.2	28.64	32.94	37.23	42.96

	<b>Ordinary hours</b>	<b>Afternoon &amp; night</b>	<b>Permanent night</b>	<b>Saturday, Sunday or public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 3</b>				
3.1	29.70	34.16	38.61	44.55
3.2	31.19	35.87	40.55	46.79
<b>Level 4</b>				
4.1	32.03	36.83	41.64	48.05
4.2	33.30	38.30	43.29	49.95
<b>Level 5</b>				
5.1	35.55	40.88	46.22	53.33
5.2	37.24	42.83	48.41	55.86
<b>Level 6</b>				
6.1	38.17	43.90	49.62	57.26
6.2	40.42	46.48	52.55	60.63
<b>Level 7</b>				
7.1	41.35	47.55	53.76	62.03
7.2	43.81	50.38	56.95	65.72
<b>Level 8</b>	46.56	53.54	60.53	69.84
<b>Level 9</b>	49.23	56.61	64.00	73.85

10. By deleting the table appearing in clause D.1.4 and inserting the following:

	Monday to Friday				Saturday, Sunday or public holiday
	Work in excess of ordinary weekly hours		Work in excess of ordinary daily hours on ordinary shift		
	First 3 hours	After 3 hours	First 2 hours	After 2 hours	
	% of minimum hourly rate				
	150%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
Level 1					
1.1	38.61	51.48	38.61	51.48	51.48
1.2	40.44	53.92	40.44	53.92	53.92



	Monday to Friday				Saturday, Sunday or public holiday
	Work in excess of ordinary weekly hours		Work in excess of ordinary daily hours on ordinary shift		
	First 3 hours	After 3 hours	First 2 hours	After 2 hours	
	% of minimum hourly rate				
	150%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
1.3	41.69	55.58	41.69	55.58	55.58
Level 2					
2.1	42.20	56.26	42.20	56.26	56.26
2.2	42.96	57.28	42.96	57.28	57.28
Level 3					
3.1	44.55	59.40	44.55	59.40	59.40
3.2	46.79	62.38	46.79	62.38	62.38
Level 4					
4.1	48.05	64.06	48.05	64.06	64.06
4.2	49.95	66.60	49.95	66.60	66.60
Level 5					
5.1	53.33	71.10	53.33	71.10	71.10
5.2	55.86	74.48	55.86	74.48	74.48
Level 6					
6.1	57.26	76.34	57.26	76.34	76.34
6.2	60.63	80.84	60.63	80.84	80.84
Level 7					
7.1	62.03	82.70	62.03	82.70	82.70
7.2	65.72	87.62	65.72	87.62	87.62
Level 8 <sup>1</sup>	—	—	—	—	—
Level 9 <sup>1</sup>	—	—	—	—	—

11. By deleting the table appearing in clause D.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>150%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>			
1.1	32.18	38.61	70.79
1.2	33.70	40.44	74.14
1.3	34.74	41.69	76.42
<b>Level 2</b>			
2.1	35.16	42.20	77.36
2.2	35.80	42.96	78.76
<b>Level 3</b>			
3.1	37.13	44.55	81.68
3.2	38.99	46.79	85.77
<b>Level 4</b>			
4.1	40.04	48.05	88.08
4.2	41.63	49.95	91.58
<b>Level 5</b>			
5.1	44.44	53.33	97.76
5.2	46.55	55.86	102.41
<b>Level 6</b>			
6.1	47.71	57.26	104.97
6.2	50.53	60.63	111.16
<b>Level 7</b>			
7.1	51.69	62.03	113.71
7.2	54.76	65.72	120.48
<b>Level 8</b>	58.20	69.84	128.04
<b>Level 9</b>	61.54	73.85	135.38

12. By deleting the table appearing in clause D.2.2 and inserting the following:

	<b>Ordinary hours</b>	<b>Afternoon &amp; night</b>	<b>Permanent night</b>	<b>Saturday, Sunday or public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>				
1.1	32.18	36.04	39.90	45.05
1.2	33.70	37.74	41.79	47.18
1.3	34.74	38.91	43.07	48.63
<b>Level 2</b>				
2.1	35.16	39.38	43.60	49.23
2.2	35.80	40.10	44.39	50.12
<b>Level 3</b>				
3.1	37.13	41.58	46.04	51.98
3.2	38.99	43.67	48.34	54.58
<b>Level 4</b>				
4.1	40.04	44.84	49.65	56.05
4.2	41.63	46.62	51.62	58.28
<b>Level 5</b>				
5.1	44.44	49.77	55.10	62.21
5.2	46.55	52.14	57.72	65.17
<b>Level 6</b>				
6.1	47.71	53.44	59.16	66.80
6.2	50.53	56.59	62.65	70.74
<b>Level 7</b>				
7.1	51.69	57.89	64.09	72.36
7.2	54.76	61.33	67.91	76.67
<b>Level 8</b>	58.20	65.18	72.17	81.48
<b>Level 9</b>	61.54	68.92	76.31	86.15

13. By deleting the amount “\$1032.90” appearing in clause E.1.1 and inserting “\$1069.10”.

14. By deleting the table appearing in clause E.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	18.2(a)	1.5	16.04	per week

- 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