



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

BOOK INDUSTRY AWARD 2020
[MA000078]

Publishing 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 14 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Editors		
Level 1—upon commencement	1115.20	29.35
Level 1—after 6 months	1185.40	31.19
Level 2—Grade 1	1247.80	32.84
Level 2—Grade 2	1278.90	33.66
Level 2—Grade 3	1341.80	35.31
Level 2—Grade 4	1412.30	37.17
Level 3—Grade 1	1479.40	38.93

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 3—Grade 2	1546.80	40.71
Level 3—Grade 3	1722.90	45.34
Publicists		
Grade 1	1204.20	31.69
Grade 2	1277.10	33.61
Grade 3	1364.50	35.91
Grade 4	1435.90	37.79
Grade 5	1606.90	42.29
Grade 6	1785.10	46.98
Grade 7	1963.00	51.66

2. By deleting the table appearing in clause B.1 and inserting the following:

Employee classification	Ordinary hours	First 8 hours of overtime	After 8 hours of overtime
	% of minimum hourly rate		
	100%	150%	200%
	\$	\$	\$
Editors			
Level 1—upon commencement	29.35	44.03	58.70
Level 1—after 6 months	31.19	46.79	62.38
Level 2—Grade 1	32.84	49.26	65.68
Level 2—Grade 2	33.66	50.49	67.32
Level 2—Grade 3	35.31	52.97	70.62
Level 2—Grade 4	37.17	55.76	74.34
Level 3—Grade 1	38.93	58.40	77.86
Level 3—Grade 2	40.71	61.07	81.42
Level 3—Grade 3	45.34	N/A	N/A
Publicists			
Grade 1	31.69	47.54	63.38
Grade 2	33.61	50.42	67.22

Employee classification	Ordinary hours	First 8 hours of overtime	After 8 hours of overtime
	% of minimum hourly rate		
	100%	150%	200%
	\$	\$	\$
Grade 3	35.91	53.87	71.82
Grade 4	37.79	56.69	75.58
Grade 5	42.29	63.44	84.58
Grade 6	46.98	N/A	N/A
Grade 7	51.66	N/A	N/A

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

Employee classification	Ordinary hours
	% of minimum hourly rate
	125%
	\$
Editors	
Level 1—upon commencement	36.69
Level 1—after 6 months	38.99
Level 2—Grade 1	41.05
Level 2—Grade 2	42.08
Level 2—Grade 3	44.14
Level 2—Grade 4	46.46
Level 3—Grade 1	48.66
Level 3—Grade 2	50.89
Level 3—Grade 3	56.68
Publicists	
Grade 1	39.61
Grade 2	42.01
Grade 3	44.89
Grade 4	47.24
Grade 5	52.86

Employee classification	Ordinary hours
	% of minimum hourly rate
	125%
	\$
Grade 6	58.73
Grade 7	64.58

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