



DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

SPORTING ORGANISATIONS AWARD 2020

[MA000082]

Sporting organisations

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 annual rate (full-time employee)	Minimum weekly rate ¹ (full-time employee)	Minimum hourly rate
	\$	\$	\$
Coach Grade 1	63,247	1213.00	31.92
Coach Grade 2	70,969	1361.10	35.82
Coach Grade 3	85,287	1635.70	43.04
Coach Grade 4	96,704	1854.70	48.81

2. By deleting the table appearing in clause 15.2(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Grade 1	997.30	26.24
Grade 2	1029.00	27.08
Grade 3	1068.40	28.12
Grade 4	1113.00	29.29
Grade 5	1166.00	30.68
Grade 6	1222.50	32.17

3. By deleting the year “2024” in clause 15.4(b) and inserting “2025”.

4. By deleting the table appearing in clause B.1.1 and inserting the following:

Employee classification	Ordinary hours	Public holiday – not given extra day or part-day	Public holiday – given extra day or part-day
	% of minimum hourly rate		
	100%	250%	150%
	\$	\$	\$
Coach Grade 1	31.92	79.80	47.88
Coach Grade 2	35.82	89.55	53.73
Coach Grade 3	43.04	107.60	64.56
Coach Grade 4	48.81	122.03	73.22

5. By deleting the table appearing in clause B.1.2 and inserting the following:

Employee classification	Ordinary hours	Public holiday – not given extra day or part-day	Public holiday – given extra day or part-day
	% of minimum hourly rate		
	100%	250%	150%
	\$	\$	\$
Grade 1	26.24	65.60	39.36
Grade 2	27.08	67.70	40.62
Grade 3	28.12	70.30	42.18

Employee classification	Ordinary hours	Public holiday – not given extra day or part-day	Public holiday – given extra day or part-day
	% of minimum hourly rate		
	100%	250%	150%
	\$	\$	\$
Grade 4	29.29	73.23	43.94
Grade 5	30.68	76.70	46.02
Grade 6	32.17	80.43	48.26

6. By deleting the table appearing in clause B.1.3 and inserting the following:

Employee classification	Monday to Sunday	
	First 2 hours	After 2 hours
	% of minimum hourly rate	
	150%	200%
	\$	\$
Grade 1	39.36	52.48
Grade 2	40.62	54.16
Grade 3	42.18	56.24
Grade 4	43.94	58.58
Grade 5	46.02	61.36
Grade 6	48.26	64.34

7. By deleting the table appearing in clause B.2.1 and inserting the following:

Employee classification	Ordinary hours	Public holiday – not given extra day or part-day	Public holiday – given extra day or part-day
	% of minimum hourly rate		
	125%	275%	175%
	\$	\$	\$
Coach Grade 1	39.90	87.78	55.86
Coach Grade 2	44.78	98.51	62.69
Coach Grade 3	53.80	118.36	75.32
Coach Grade 4	61.01	134.23	85.42

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

Employee classification	Ordinary hours	Public holiday – not given extra day or part-day	Public holiday – given extra day or part-day
	% of minimum hourly rate		
	125%	275%	175%
	\$	\$	\$
Grade 1	32.80	72.16	45.92
Grade 2	33.85	74.47	47.39
Grade 3	35.15	77.33	49.21
Grade 4	36.61	80.55	51.26
Grade 5	38.35	84.37	53.69
Grade 6	40.21	88.47	56.30

- 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