



FairWork
Commission

DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

COMMERCIAL SALES AWARD 2020

[MA000083]

Commercial sales

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 15.1 and inserting the following:

Classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Probationary Traveller ¹	964.71	25.39
Merchandiser	996.70	26.23
Commercial Traveller/Advertising Sales Representative	1071.90	28.21

2. By deleting the year “2024” in clause 15.2(b)(ii) and inserting “2025”.
3. By deleting the table appearing in clause A.1.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Other than travelling	Travelling for work
	% of minimum hourly rate				
	100%	150%	200%	250%	150%
	\$	\$	\$	\$	\$
Probationary Traveller	25.39	38.09	50.78	63.48	38.09
Merchandiser	26.23	39.35	52.46	65.58	39.35
Commercial Traveller/Advertising Sales Representative	28.21	42.32	56.42	70.53	42.32

4. By deleting the table appearing in clause A.1.2 and inserting the following:

	Monday to Friday ¹	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	% of minimum hourly rate				
	150%	150%	200%	250%	150%
	\$	\$	\$	\$	\$
Probationary Traveller	38.09	38.09	50.78	63.48	38.09
Merchandiser	39.35	39.35	52.46	65.58	39.35
Commercial Traveller/Advertising Sales Representative	42.32	42.32	56.42	70.53	42.32

5. By deleting the table appearing in clause A.2.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Other than travelling	Travelling for work
	% of minimum hourly rate				
	125%	175%	225%	275%	175%
	\$	\$	\$	\$	\$
Probationary Traveller	31.74	44.43	57.13	69.82	44.43
Merchandiser	32.79	45.90	59.02	72.13	45.90
Commercial Traveller/Advertising Sales Representative	35.26	49.37	63.47	77.58	49.37

6. By deleting the table appearing in clause A.3.1 and inserting the following:

Age	Junior hourly rate—ordinary hours	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	% of junior hourly rate				
	100%	150%	200%	250%	150%
	\$	\$	\$	\$	\$
Under 19 years of age	19.04	28.56	38.08	47.60	28.56
19 years of age	22.57	33.86	45.14	56.43	33.86
20 years of age	25.39	38.09	50.78	63.48	38.09

7. By deleting the table appearing in clause A.3.2 and inserting the following:

Age	Monday to Friday	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	% of junior hourly rate				
	150%	150%	200%	250%	150%
	\$	\$	\$	\$	\$
Under 19 years of age	28.56	28.56	38.08	47.60	28.56

Age	Monday to Friday	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	% of junior hourly rate				
	150%	150%	200%	250%	150%
	\$	\$	\$	\$	\$
19 years of age	33.86	33.86	45.14	56.43	33.86
20 years of age	38.09	38.09	50.78	63.48	38.09

8. By deleting the table appearing in clause A.3.3 and inserting the following:

Age	Casual junior rate— ordinary hours	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	% of junior hourly rate				
	125%	175%	225%	275%	175%
	\$	\$	\$	\$	\$
Under 19 years of age	23.80	33.32	42.84	52.36	33.32
19 years of age	28.21	39.50	50.78	62.07	39.50
20 years of age	31.74	44.43	57.13	69.82	44.43

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