



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

ELECTRICAL POWER INDUSTRY AWARD 2020 [MA000088]

Electrical power 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:

- By deleting the table appearing in clause 15.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay level 1		
Technical Grade 1	952.00	25.39
Administrative Grade 1	952.00	25.39
Pay level 2		
Technical Grade 2	1010.30	26.94
Administrative Grade 2	1010.30	26.94
Operations Grade 2	1010.30	26.94

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay level 3		
Technical Grade 3	1069.10	28.51
Administrative Grade 3	1069.10	28.51
Operations Grade 3	1069.10	28.51
Pay level 4		
Technical Grade 4	1170.30	31.21
Administrative Grade 4	1170.30	31.21
Pay level 5		
Technical Grade 5	1273.60	33.96
Administrative Grade 5	1273.60	33.96
Professional/Manager/Specialist Grade 5	1273.60	33.96
Operations Grade 5	1273.60	33.96
Pay level 6		
Technical Grade 6	1376.60	36.71
Administrative Grade 6	1376.60	36.71
Operations Grade 6	1376.60	36.71
Pay level 7		
Technical Grade 7	1479.50	39.45
Professional/Manager/Specialist Grade 7	1479.50	39.45
Operations Grade 7	1479.50	39.45
Pay level 8		
Professional/Manager/Specialist Grade 8	1582.60	42.20
Operations Grade 8	1582.60	42.20
Pay level 9	1685.80	44.95
Pay level 10		
Professional/Manager/Specialist Grade 10	1788.80	47.70
Operations Grade 10	1788.80	47.70

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pay level 11		
Professional/Manager/Specialist Grade 11	1890.00	50.40

2. By deleting the year “2024” in clause 15.7(b) and inserting “2025”.
3. By deleting the amount “\$185.92” appearing in clause 17.2(a)(i) and inserting “\$192.44”.
4. By deleting the amount “\$268.55” appearing in clause 17.2(a)(ii) and inserting “\$277.97”.
5. By deleting the amount “\$19.63” appearing in clause 17.2(b)(i) and inserting “\$20.31”.
6. By deleting the amount “\$21.17” appearing in clause 17.2(c)(i) and inserting “\$21.92”.
7. By deleting the amount “\$72.30” appearing in clause 17.2(c)(ii) and inserting “\$74.84”.
8. By deleting the amount “\$113.62” appearing in clause 17.2(d) and inserting “\$117.60”.
9. By deleting the amount “\$87.80” appearing in clause 17.2(e)(i) and inserting “\$90.87”.
10. By deleting the amount “\$113.62” appearing in clause 17.2(f) and inserting “\$117.60”.
11. By deleting the amount “\$61.97” appearing in clause 17.2(g) and inserting “\$64.15”.
12. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Pay level 1				
Technical Grade 1	25.39	38.09	50.78	63.48
Administrative Grade 1	25.39	38.09	50.78	63.48
Pay level 2				
Technical Grade 2	26.94	40.41	53.88	67.35
Administrative Grade 2	26.94	40.41	53.88	67.35

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Operations Grade 2	26.94	40.41	53.88	67.35
Pay level 3				
Technical Grade 3	28.51	42.77	57.02	71.28
Administrative Grade 3	28.51	42.77	57.02	71.28
Operations Grade 3	28.51	42.77	57.02	71.28
Pay level 4				
Technical Grade 4	31.21	46.82	62.42	78.03
Administrative Grade 4	31.21	46.82	62.42	78.03
Pay level 5				
Technical Grade 5	33.96	50.94	67.92	84.90
Administrative Grade 5	33.96	50.94	67.92	84.90
Professional/Manager/Spec ialist Grade 5	33.96	50.94	67.92	84.90
Operations Grade 5	33.96	50.94	67.92	84.90
Pay level 6				
Technical Grade 6	36.71	55.07	73.42	91.78
Administrative Grade 6	36.71	55.07	73.42	91.78
Operations Grade 6	36.71	55.07	73.42	91.78
Pay level 7				
Technical Grade 7	39.45	59.18	78.90	98.63
Professional/Manager/Spec ialist Grade 7	39.45	59.18	78.90	98.63
Operations Grade 7	39.45	59.18	78.90	98.63
Pay level 8				
Professional/Manager/Spec ialist Grade 8	42.20	63.30	84.40	105.50
Operations Grade 8	42.20	63.30	84.40	105.50

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Pay level 9	44.95	67.43	89.90	112.38
Pay level 10				
Professional/Manager/Specialist Grade 10	47.70	71.55	95.40	119.25
Operations Grade 10	47.70	71.55	95.40	119.25
Pay level 11				
Professional/Manager/Specialist Grade 11	50.40	75.60	100.80	126.00

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

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	116%	122.5%	130%
	\$	\$	\$
Pay level 1			
Technical Grade 1	29.45	31.10	33.01
Administrative Grade 1	29.45	31.10	33.01
Pay level 2			
Technical Grade 2	31.25	33.00	35.02
Administrative Grade 2	31.25	33.00	35.02
Operations Grade 2	31.25	33.00	35.02
Pay level 3			
Technical Grade 3	33.07	34.92	37.06
Administrative Grade 3	33.07	34.92	37.06
Operations Grade 3	33.07	34.92	37.06

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	116%	122.5%	130%
	\$	\$	\$
Pay level 4			
Technical Grade 4	36.20	38.23	40.57
Administrative Grade 4	36.20	38.23	40.57
Pay level 5			
Technical Grade 5	39.39	41.60	44.15
Administrative Grade 5	39.39	41.60	44.15
Professional/Manager/Specialist Grade 5	39.39	41.60	44.15
Operations Grade 5	39.39	41.60	44.15
Pay level 6			
Technical Grade 6	42.58	44.97	47.72
Administrative Grade 6	42.58	44.97	47.72
Operations Grade 6	42.58	44.97	47.72
Pay level 7			
Technical Grade 7	45.76	48.33	51.29
Professional/Manager/Specialist Grade 7	45.76	48.33	51.29
Operations Grade 7	45.76	48.33	51.29
Pay level 8			
Professional/Manager/Specialist Grade 8	48.95	51.70	54.86
Operations Grade 8	48.95	51.70	54.86
Pay level 9	52.14	55.06	58.44
Pay level 10			
Professional/Manager/Specialist Grade 10	55.33	58.43	62.01
Operations Grade 10	55.33	58.43	62.01
Pay level 11			
Professional/Manager/Specialist Grade 11	58.46	61.74	65.52

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

	Day workers and non-continuous shiftworkers		Continuous shiftworkers	All employees	
	Monday to Saturday—first 2 hours	Monday to Saturday—after 2 hours	Monday to Saturday—all hours	Sunday	Public holidays
	% of minimum hourly rate				
	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$
Pay level 1					
Technical Grade 1	38.09	50.78	50.78	50.78	63.48
Administrative Grade 1	38.09	50.78	50.78	50.78	63.48
Pay level 2					
Technical Grade 2	40.41	53.88	53.88	53.88	67.35
Administrative Grade 2	40.41	53.88	53.88	53.88	67.35
Operations Grade 2	40.41	53.88	53.88	53.88	67.35
Pay level 3					
Technical Grade 3	42.77	57.02	57.02	57.02	71.28
Administrative Grade 3	42.77	57.02	57.02	57.02	71.28
Operations Grade 3	42.77	57.02	57.02	57.02	71.28
Pay level 4					
Technical Grade 4	46.82	62.42	62.42	62.42	78.03
Administrative Grade 4	46.82	62.42	62.42	62.42	78.03
Pay level 5					
Technical Grade 5	50.94	67.92	67.92	67.92	84.90
Administrative Grade 5	50.94	67.92	67.92	67.92	84.90
Professional/Manager/Specialist Grade 5	50.94	67.92	67.92	67.92	84.90
Operations Grade 5	50.94	67.92	67.92	67.92	84.90
Pay level 6					
Technical Grade 6	55.07	73.42	73.42	73.42	91.78
Administrative Grade 6	55.07	73.42	73.42	73.42	91.78
Operations Grade 6	55.07	73.42	73.42	73.42	91.78
Pay level 7					

	Day workers and non-continuous shiftworkers		Continuous shiftworkers	All employees	
	Monday to Saturday— first 2 hours	Monday to Saturday— after 2 hours	Monday to Saturday— all hours	Sunday	Public holidays
	% of minimum hourly rate				
	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$
Technical Grade 7	59.18	78.90	78.90	78.90	98.63
Professional/Manager/Specialist Grade 7	59.18	78.90	78.90	78.90	98.63
Operations Grade 7	59.18	78.90	78.90	78.90	98.63
Pay level 8					
Professional/Manager/Specialist Grade 8	63.30	84.40	84.40	84.40	105.50
Operations Grade 8	63.30	84.40	84.40	84.40	105.50
Pay level 9	67.43	89.90	89.90	89.90	112.38
Pay level 10					
Professional/Manager/Specialist Grade 10	71.55	95.40	95.40	95.40	119.25
Operations Grade 10	71.55	95.40	95.40	95.40	119.25
Pay level 11					
Professional/Manager/Specialist Grade 11	75.60	100.80	100.80	100.80	126.00

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	175%	225%	275%
	\$	\$	\$	\$
Pay level 1				
Technical Grade 1	31.74	44.43	57.13	69.82
Administrative Grade 1	31.74	44.43	57.13	69.82
Pay level 2				
Technical Grade 2	33.68	47.15	60.62	74.09

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	175%	225%	275%
	\$	\$	\$	\$
Administrative Grade 2	33.68	47.15	60.62	74.09
Operations Grade 2	33.68	47.15	60.62	74.09
Pay level 3				
Technical Grade 3	35.64	49.89	64.15	78.40
Administrative Grade 3	35.64	49.89	64.15	78.40
Operations Grade 3	35.64	49.89	64.15	78.40
Pay level 4				
Technical Grade 4	39.01	54.62	70.22	85.83
Administrative Grade 4	39.01	54.62	70.22	85.83
Pay level 5				
Technical Grade 5	42.45	59.43	76.41	93.39
Administrative Grade 5	42.45	59.43	76.41	93.39
Professional/Manager/Specialist Grade 5	42.45	59.43	76.41	93.39
Operations Grade 5	42.45	59.43	76.41	93.39
Pay level 6				
Technical Grade 6	45.89	64.24	82.60	100.95
Administrative Grade 6	45.89	64.24	82.60	100.95
Operations Grade 6	45.89	64.24	82.60	100.95
Pay level 7				
Technical Grade 7	49.31	69.04	88.76	108.49
Professional/Manager/Specialist Grade 7	49.31	69.04	88.76	108.49
Operations Grade 7	49.31	69.04	88.76	108.49
Pay level 8				
Professional/Manager/Specialist Grade 8	52.75	73.85	94.95	116.05
Operations Grade 8	52.75	73.85	94.95	116.05
Pay level 9	56.19	78.66	101.14	123.61

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	175%	225%	275%
	\$	\$	\$	\$
Pay level 10				
Professional/Manager/Specialist Grade 10	59.63	83.48	107.33	131.18
Operations Grade 10	59.63	83.48	107.33	131.18
Pay level 11				
Professional/Manager/Specialist Grade 11	63.00	88.20	113.40	138.60

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

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	141%	147.5%	155%
	\$	\$	\$
Pay level 1			
Technical Grade 1	35.80	37.45	39.35
Administrative Grade 1	35.80	37.45	39.35
Pay level 2			
Technical Grade 2	37.99	39.74	41.76
Administrative Grade 2	37.99	39.74	41.76
Operations Grade 2	37.99	39.74	41.76
Pay level 3			
Technical Grade 3	40.20	42.05	44.19
Administrative Grade 3	40.20	42.05	44.19
Operations Grade 3	40.20	42.05	44.19
Pay level 4			
Technical Grade 4	44.01	46.03	48.38
Administrative Grade 4	44.01	46.03	48.38
Pay level 5			
Technical Grade 5	47.88	50.09	52.64

	Afternoon shift	Night shift	Permanent night shift
	% of minimum hourly rate		
	141%	147.5%	155%
	\$	\$	\$
Administrative Grade 5	47.88	50.09	52.64
Professional/Manager/Specialist Grade 5	47.88	50.09	52.64
Operations Grade 5	47.88	50.09	52.64
Pay level 6			
Technical Grade 6	51.76	54.15	56.90
Administrative Grade 6	51.76	54.15	56.90
Operations Grade 6	51.76	54.15	56.90
Pay level 7			
Technical Grade 7	55.62	58.19	61.15
Professional/Manager/Specialist Grade 7	55.62	58.19	61.15
Operations Grade 7	55.62	58.19	61.15
Pay level 8			
Professional/Manager/Specialist Grade 8	59.50	62.25	65.41
Operations Grade 8	59.50	62.25	65.41
Pay level 9	63.38	66.30	69.67
Pay level 10			
Professional/Manager/Specialist Grade 10	67.26	70.36	73.94
Operations Grade 10	67.26	70.36	73.94
Pay level 11			
Professional/Manager/Specialist Grade 11	71.06	74.34	78.12

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

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

Allowance	Clause	% of standard rate	\$	Payable
Availability allowance—1 in 5 weeks or more	17.2(a)(i)	18.0	192.44	per week
Availability allowance—1 in 4 weeks or less	17.2(a)(ii)	26.0	277.97	per week
First aid allowance	17.2(b)(i)	1.9	20.31	per week
Power station allowance— Professional, managerial, specialist or administrative employees	17.2(c)(i)	2.05	21.92	per week
Power station allowance— Technical or operations employees	17.2(c)(ii)	7.0	74.84	per week
Open cut brown coal mine allowance	17.2(d)	11.0	117.60	per week
Briquette factory allowance	17.2(e)(i)	8.5	90.87	per week
Coal handling allowance	17.2(f)	11.0	117.60	per week
Transmission allowance— work on overhead/underground power lines or associated plant or equipment	17.2(g)	6.0	64.15	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