



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

ALPINE RESORTS AWARD 2020 [MA000092]

Tourism 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 18.1 and inserting the following:

Classification	Minimum hourly rate
	\$
Training	24.29
Resort Worker Level 1	24.94
Resort Worker Level 2	25.85
Resort Worker Level 3	26.72
Resort Worker Level 4	28.10
Resort Worker Level 5	29.01
Resort Worker Level 6	29.87
Resort Worker Level 7	30.68

2. By deleting the table appearing in clause 18.2 and inserting the following:

Classification	Minimum hourly rate
	\$
Instructor Category A	38.45
Instructor Category B	34.58
Instructor Category C	30.73
Instructor Category D	26.88
Instructor Category E	25.67

3. By deleting the year “2024” in clause 18.8(b) and inserting “2025”.
4. By deleting the amount “\$11.24” appearing in clause 21.2(a) and inserting “\$11.63”.
5. By deleting the table appearing in clause C.1.1 and inserting the following:

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	100%	250%
	\$	\$
Training	24.29	60.73
Resort Worker Level 1	24.94	62.35
Resort Worker Level 2	25.85	64.63
Resort Worker Level 3	26.72	66.80
Resort Worker Level 4	28.10	70.25
Resort Worker Level 5	29.01	72.53
Resort Worker Level 6	29.87	74.68
Resort Worker Level 7	30.68	76.70

6. By deleting the table appearing in clause C.1.2 and inserting the following:

	Monday to Sunday		Public holiday
	First 2 hours	After 2 hours	
	% of minimum hourly rate		
	150%	200%	250%
	\$	\$	\$
Training	36.44	48.58	60.73
Resort Worker Level 1	37.41	49.88	62.35
Resort Worker Level 2	38.78	51.70	64.63
Resort Worker Level 3	40.08	53.44	66.80
Resort Worker Level 4	42.15	56.20	70.25
Resort Worker Level 5	43.52	58.02	72.53
Resort Worker Level 6	44.81	59.74	74.68
Resort Worker Level 7	46.02	61.36	76.70

7. By deleting the table appearing in clause C.1.3 and inserting the following:

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	125%	250%
	\$	\$
Training	30.36	60.73
Resort Worker Level 1	31.18	62.35
Resort Worker Level 2	32.31	64.63
Resort Worker Level 3	33.40	66.80
Resort Worker Level 4	35.13	70.25
Resort Worker Level 5	36.26	72.53
Resort Worker Level 6	37.34	74.68
Resort Worker Level 7	38.35	76.70

8. By deleting the table appearing in clause C.2.1 and inserting the following:

Classification	Snowsports Instructor hourly rate
	\$
Instructor Category A	38.45
Instructor Category B	34.58
Instructor Category C	30.73
Instructor Category D	26.88
Instructor Category E	25.67

9. By deleting the table appearing in clause C.2.2 and inserting the following:

Classification	Snowsports Instructor hourly rate
	\$
Instructor Category A	48.06
Instructor Category B	43.23
Instructor Category C	38.41
Instructor Category D	33.60
Instructor Category E	32.09

10. By deleting the amount “\$24.98” appearing in clause D.1.1 and inserting “\$25.85”.

11. By deleting the table appearing in clause D.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$ per shift
Sewerage treatment plant allowance	21.2(a)	45.0	11.63

- 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