



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

PEST CONTROL INDUSTRY AWARD 2020
[MA000097]

Building services

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 16.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	932.10	24.53
Level 2	953.90	25.10
Level 3	982.40	25.85
Level 4	1002.00	26.37
Level 5	1078.30	28.38

2. By deleting the year “2024” in clause 16.3(b) and inserting “2025”.

3. By deleting the table appearing in clause 18.2(a) and inserting the following:

In charge of:	\$ per week
2 to 10 employees	39.20
11 to 21 employees	58.65
More than 21 employees	79.67

4. By deleting the amount “\$113.52” appearing in clause 18.2(b) and inserting “\$117.50”.
5. By deleting the amount “\$8.83” appearing in clause 18.2(c) and inserting “\$9.14”.
6. By deleting the amount “\$20.12” appearing in clause 18.2(d)(i) and inserting “\$20.83”.
7. By deleting the table appearing in clause A.1.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Level 1	24.53	36.80	49.06	61.33
Level 2	25.10	37.65	50.20	62.75
Level 3	25.85	38.78	51.70	64.63
Level 4	26.37	39.56	52.74	65.93
Level 5	28.38	42.57	56.76	70.95

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

	Day shift	Afternoon shift	Night shift	Permanent night shift	Saturday	Sunday	Public holiday
	% of minimum hourly rate						
	100%	115%	120%	125%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1	24.53	28.21	29.44	30.66	36.80	49.06	61.33
Level 2	25.10	28.87	30.12	31.38	37.65	50.20	62.75
Level 3	25.85	29.73	31.02	32.31	38.78	51.70	64.63

	Day shift	Afternoon shift	Night shift	Permanent night shift	Saturday	Sunday	Public holiday
	% of minimum hourly rate						
	100%	115%	120%	125%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 4	26.37	30.33	31.64	32.96	39.56	52.74	65.93
Level 5	28.38	32.64	34.06	35.48	42.57	56.76	70.95

9. By deleting the table appearing in clause A.1.3 and inserting the following:

	Monday to Sunday		Public holiday
	First 2 hours	After 2 hours	
	% of minimum hourly rate		
	150%	200%	250%
	\$	\$	\$
Level 1	36.80	49.06	61.33
Level 2	37.65	50.20	62.75
Level 3	38.78	51.70	64.63
Level 4	39.56	52.74	65.93
Level 5	42.57	56.76	70.95

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	175%	225%	275%
	\$	\$	\$	\$
Level 1	30.66	42.93	55.19	67.46
Level 2	31.38	43.93	56.48	69.03
Level 3	32.31	45.24	58.16	71.09
Level 4	32.96	46.15	59.33	72.52
Level 5	35.48	49.67	63.86	78.05

11. By deleting the table appearing in clause A.2.2 and inserting the following:

	Day shift	Afternoon shift	Night shift	Permanent night shift	Saturday	Sunday	Public holiday
	% of minimum hourly rate						
	125%	140%	145%	150%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Level 1	30.66	34.34	35.57	36.80	42.93	55.19	67.46
Level 2	31.38	35.14	36.40	37.65	43.93	56.48	69.03
Level 3	32.31	36.19	37.48	38.78	45.24	58.16	71.09
Level 4	32.96	36.92	38.24	39.56	46.15	59.33	72.52
Level 5	35.48	39.73	41.15	42.57	49.67	63.86	78.05

12. By deleting the amount “\$949.20” appearing in clause B.1.1 and inserting “\$982.40”.

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

Allowance	Clause	% of standard rate	\$	Payable
Leading hand allowance—2 to 10 employees	18.2(a)	3.99	39.20	per week
Leading hand allowance—11 to 21 employees	18.2(a)	5.97	58.65	per week
Leading hand allowance—more than 21 employees	18.2(a)	8.11	79.67	per week
Verminous/decomposed human body allowance	18.2(b)	11.96	117.50	per occasion
Work performed in fumigation depot allowance	18.2(c)	0.93	9.14	per day
First aid allowance	18.2(d)(i)	2.12	20.83	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