



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

GARDENING AND LANDSCAPING SERVICES AWARD 2020 [MA000101]

Gardening 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:

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

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
Gardener/Landscaper	\$	\$
Introductory Level	922.70	24.28
Level 1	948.00	24.95
Level 2	982.40	25.85
Level 3	1026.00	27.00
Level 4	1068.40	28.12
Level 5	1102.00	29.00

- By deleting the year “2024” in clause 15.9(b) and inserting “2025”.

3. By deleting the table appearing in clause 17.3(a)(i) and inserting the following:

In charge of:	\$ per week
1–2 employees	21.37
3–6 employees	42.74
7–9 employees	53.42
10 or more employees	74.79

4. By deleting the amount “\$6.19” appearing in clause 17.3(b) and inserting “\$6.41”.
5. By deleting the amount “\$20.65” appearing in clause 17.3(c) and inserting “\$21.37”.
6. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Where an employer is subject to water restrictions		Public holidays
		Monday to Friday—outside 6 am to 6 pm	Saturday—before 6 am	
	% of ordinary hourly rate ¹			
	100%	150%	150%	250%
	\$	\$	\$	\$
Introductory Level	24.28	36.42	36.42	60.70
Level 1	24.95	37.43	37.43	62.38
Level 2	25.85	38.78	38.78	64.63
Level 3	27.00	40.50	40.50	67.50
Level 4	28.12	42.18	42.18	70.30
Level 5	29.00	43.50	43.50	72.50

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

	Monday to Sunday		Public holidays
	First 2 hours	After 2 hours	
	% of ordinary hourly rate ¹		
	150%	200%	250%
	\$	\$	\$
Introductory Level	36.42	48.56	60.70
Level 1	37.43	49.90	62.38
Level 2	38.78	51.70	64.63

	Monday to Sunday		Public holidays
	First 2 hours	After 2 hours	
	% of ordinary hourly rate ¹		
	150%	200%	250%
	\$	\$	\$
Level 3	40.50	54.00	67.50
Level 4	42.18	56.24	70.30
Level 5	43.50	58.00	72.50

8. By deleting the table appearing in clause B.3.1 and inserting the following:

	Ordinary hours	Where an employer is subject to water restrictions		Public holidays
		Monday to Friday—outside 6 am to 6 pm	Saturday—before 6 am	
	% of ordinary hourly rate ¹			
	125%	175%	175%	275%
	\$	\$	\$	\$
Introductory Level	30.35	42.49	42.49	66.77
Level 1	31.19	43.66	43.66	68.61
Level 2	32.31	45.24	45.24	71.09
Level 3	33.75	47.25	47.25	74.25
Level 4	35.15	49.21	49.21	77.33
Level 5	36.25	50.75	50.75	79.75

9. By deleting the table appearing in clause B.4.1 and inserting the following:

Age	Junior weekly rate	Junior hourly rate— ordinary hours	Where an employer is subject to water restrictions		Public holidays	
			Monday to Friday—outside 6 am to 6 pm	Saturday— before 6 am		
			% of junior hourly rate ¹			
			100%	150%	150%	250%
	\$	\$	\$	\$	\$	\$
Introductory level						
Under 18 years	645.90	17.00	25.50	25.50	42.50	
18 years	738.20	19.43	29.15	29.15	48.58	
19 years	830.40	21.85	32.78	32.78	54.63	
Level 1						
Under 18 years	663.60	17.46	26.19	26.19	43.65	
18 years	758.40	19.96	29.94	29.94	49.90	
19 years	853.20	22.45	33.68	33.68	56.13	
Level 2						
Under 18 years	687.70	18.10	27.15	27.15	45.25	
18 years	785.90	20.68	31.02	31.02	51.70	
19 years	884.20	23.27	34.91	34.91	58.18	
Level 3						
Under 18 years	718.20	18.90	28.35	28.35	47.25	
18 years	820.80	21.60	32.40	32.40	54.00	
19 years	923.40	24.30	36.45	36.45	60.75	
Level 4						
Under 18 years	747.90	19.68	29.52	29.52	49.20	
18 years	854.70	22.49	33.74	33.74	56.23	
19 years	961.60	25.31	37.97	37.97	63.28	
Level 5						
Under 18 years	771.40	20.30	30.45	30.45	50.75	
18 years	881.60	23.20	34.80	34.80	58.00	
19 years	991.80	26.10	39.15	39.15	65.25	

10. By deleting the table appearing in clause B.4.2 and inserting the following:

	Monday to Sunday		Public holidays
	First 2 hours	After 2 hours	
	% of junior hourly rate ¹		
	150%	200%	250%
	\$	\$	\$
Introductory level			
Under 18 years	25.50	34.00	42.50
18 years	29.15	38.86	48.58
19 years	32.78	43.70	54.63
Level 1			
Under 18 years	26.19	34.92	43.65
18 years	29.94	39.92	49.90
19 years	33.68	44.90	56.13
Level 2			
Under 18 years	27.15	36.20	45.25
18 years	31.02	41.36	51.70
19 years	34.91	46.54	58.18
Level 3			
Under 18 years	28.35	37.80	47.25
18 years	32.40	43.20	54.00
19 years	36.45	48.60	60.75
Level 4			
Under 18 years	29.52	39.36	49.20
18 years	33.74	44.98	56.23
19 years	37.97	50.62	63.28
Level 5			
Under 18 years	30.45	40.60	50.75
18 years	34.80	46.40	58.00
19 years	39.15	52.20	65.25

11. By deleting the table appearing in clause B.4.3 and inserting the following:

Age	Casual junior hourly rate— ordinary hours	Where an employer is subject to water restrictions		Public holidays
		Monday to Friday—outside 6 am to 6 pm	Saturday— before 6 am	
	% of junior hourly rate ¹			
	125%	175%	175%	275%
	\$	\$	\$	\$
Introductory level				
Under 18 years	21.25	29.75	29.75	46.75
18 years	24.29	34.00	34.00	53.43
19 years	27.31	38.24	38.24	60.09
Level 1				
Under 18 years	21.83	30.56	30.56	48.02
18 years	24.95	34.93	34.93	54.89
19 years	28.06	39.29	39.29	61.74
Level 2				
Under 18 years	22.63	31.68	31.68	49.78
18 years	25.85	36.19	36.19	56.87
19 years	29.09	40.72	40.72	63.99
Level 3				
Under 18 years	23.63	33.08	33.08	51.98
18 years	27.00	37.80	37.80	59.40
19 years	30.38	42.53	42.53	66.83
Level 4				
Under 18 years	24.60	34.44	34.44	54.12
18 years	28.11	39.36	39.36	61.85
19 years	31.64	44.29	44.29	69.60
Level 5				
Under 18 years	25.38	35.53	35.53	55.83
18 years	29.00	40.60	40.60	63.80
19 years	32.63	45.68	45.68	71.78

12. By deleting the table appearing in clause B.5.1 and inserting the following:

	Apprentice hourly rate— ordinary hours	Where an employer is subject to water restrictions		Public holidays
		Monday to Friday—outside 6 am to 6 pm	Saturday— before 6 am	
	% of apprentice hourly rate ¹			
	100%	150%	150%	250%
	\$	\$	\$	\$
Have not completed year 12				
1st year	14.06	21.09	21.09	35.15
2nd year	16.87	25.31	25.31	42.18
3rd year	21.09	31.64	31.64	52.73
4th year	26.71	40.07	40.07	66.78
Have completed year 12				
1st year	15.47	23.21	23.21	38.68
2nd year	18.28	27.42	27.42	45.70
3rd year	21.09	31.64	31.64	52.73
4th year	26.71	40.07	40.07	66.78

13. By deleting the table appearing in clause B.5.2 and inserting the following:

	Monday to Sunday		Public holidays
	First 2 hours	After 2 hours	
	% of apprentice hourly rate ¹		
	150%	200%	250%
	\$	\$	\$
Have not completed year 12			
1st year	21.09	28.12	35.15
2nd year	25.31	33.74	42.18
3rd year	31.64	42.18	52.73
4th year	40.07	53.42	66.78
Have completed year 12			
1st year	23.21	30.94	38.68
2nd year	27.42	36.56	45.70

	Monday to Sunday		Public holidays
	First 2 hours	After 2 hours	
	% of apprentice hourly rate ¹		
	150%	200%	250%
	\$	\$	\$
3rd year	31.64	42.18	52.73
4th year	40.07	53.42	66.78

14. By deleting the table appearing in clause B.6.1 and inserting the following:

		Minimum weekly rate	Minimum hourly rate
	Minimum wage rate ¹	\$	\$
1st year	80% of adult Level 4 rate	854.72	22.50
2nd and 3rd year	Introductory Level rate	922.70	24.28
4th year	95% of adult Level 4 rate	1014.98	26.71

15. By deleting the table appearing in clause B.6.2 and inserting the following:

	Penalty rates – Where an employer is subject to water restrictions		Overtime – Monday to Sunday		Public holidays – All hours (including overtime)
	Monday to Friday— outside 6 am to 6 pm	Saturday— before 6 am	First 2 hours	After first 2 hours	
	% of apprentice hourly rate ¹				
	150%	150%	150%	200%	250%
	\$	\$	\$	\$	\$
1st year	33.75	33.75	33.75	45.00	56.25
2nd and 3rd year	36.42	36.42	36.42	48.56	60.70
4th year	40.07	40.07	40.07	53.42	66.78

16. By deleting the amount “\$1032.30” appearing in clause C.1.1 and inserting “\$1068.40”.

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

Allowance	Clause	% of standard rate	\$	Payable
Leading hand in charge of— 1–2 employees ¹	17.3(a)(i)	2.0	21.37	per week
Leading hand in charge of— 3–6 employees ¹	17.3(a)(i)	4.0	42.74	per week
Leading hand in charge of— 7–9 employees ¹	17.3(a)(i)	5.0	53.42	per week
Leading hand in charge of— 10 or more employees ¹	17.3(a)(i)	7.0	74.79	per week
Vehicles and/or plant allowance	17.3(b)	0.6	6.41	per day
First aid allowance	17.3(c)	2.0	21.37	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