



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

FUNERAL INDUSTRY AWARD 2020
[MA000105]

Funeral directing

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] FWCFCB 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
	\$	\$
Grade 1	922.70	24.28
Grade 2	948.00	24.95
Grade 3	982.40	25.85
Grade 4	1014.70	26.70
Grade 5	1068.40	28.12
Grade 6	1102.00	29.00

2. By deleting the year “2024” in clause 15.4(b) and inserting “2025”.
3. By deleting the amount “\$15.48” appearing in clause 17.2(a)(i) and inserting “\$16.03”.
4. By deleting the amount “\$33.03” appearing in clause 17.2(a)(ii) and inserting “\$34.19”.
5. By deleting the amount “\$110.46” appearing in clause 17.2(b) and inserting “\$114.32”.
6. By deleting the table appearing in clause 17.2(c) and inserting the following:

In charge of	\$ per week
3–10 employees	42.74
11–19 employees	64.10

7. By deleting the table appearing in clause A.1.1 and inserting the following:

Classification	Ordinary hours	Employees undertaking removals			Public holiday – all employees other than employees undertaking removals
		7.00 pm to midnight and 7.00 am to 7.00 pm		Midnight to 7.00 am – all hours worked	
		First 3 hours	After first 3 hours		
	% of minimum hourly rate				
	100%	150%	200%	200%	200%
	\$	\$	\$	\$	\$
Grade 1	24.28	36.42	48.56	48.56	48.56
Grade 2	24.95	37.43	49.90	49.90	49.90
Grade 3	25.85	38.78	51.70	51.70	51.70
Grade 4	26.70	40.05	53.40	53.40	53.40
Grade 5	28.12	42.18	56.24	56.24	56.24
Grade 6	29.00	43.50	58.00	58.00	58.00

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

Classification	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday – all day
	% of minimum hourly rate			
	150%	200%	200%	200%
	\$	\$	\$	\$
Grade 1	36.42	48.56	48.56	48.56
Grade 2	37.43	49.90	49.90	49.90
Grade 3	38.78	51.70	51.70	51.70
Grade 4	40.05	53.40	53.40	53.40
Grade 5	42.18	56.24	56.24	56.24
Grade 6	43.50	58.00	58.00	58.00

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

Classification	Day shift	Afternoon	Non-continuing afternoon¹	Public holiday
	% of minimum hourly rate			
	100%	120%	150%	200%
	\$	\$	\$	\$
Grade 1	24.28	29.14	36.42	48.56
Grade 2	24.95	29.94	37.43	49.90
Grade 3	25.85	31.02	38.78	51.70
Grade 4	26.70	32.04	40.05	53.40
Grade 5	28.12	33.74	42.18	56.24
Grade 6	29.00	34.80	43.50	58.00

10. By deleting the table appearing in clause A.1.4 and inserting the following:

Classification	Afternoon shift	Non-continuing afternoon shift ¹	Afternoon shift – Monday to Friday		Non-continuing afternoon shift ¹ – Monday to Friday	
			First 3 hours	After 3 hours	First 3 hours	After 3 hours
	% of minimum hourly rate					
	120%	150%	170%	220%	200%	250%
	\$	\$	\$	\$	\$	\$
Grade 1	29.14	36.42	41.28	53.42	48.56	60.70
Grade 2	29.94	37.43	42.42	54.89	49.90	62.38
Grade 3	31.02	38.78	43.95	56.87	51.70	64.63
Grade 4	32.04	40.05	45.39	58.74	53.40	66.75
Grade 5	33.74	42.18	47.80	61.86	56.24	70.30
Grade 6	34.80	43.50	49.30	63.80	58.00	72.50

11. By deleting the table appearing in clause A.1.5 and inserting the following:

Classification	Day shift (minimum hourly rate)	Afternoon shift – Saturday and Sunday		Non-continuing afternoon shift ¹ – Saturday and Sunday	
		First 3 hours	After 3 hours	First 3 hours	After 3 hours
	% of minimum hourly rate				
	100%	170%	220%	200%	250%
	\$	\$	\$	\$	\$
Grade 1	24.28	41.28	53.42	48.56	60.70
Grade 2	24.95	42.42	54.89	49.90	62.38
Grade 3	25.85	43.95	56.87	51.70	64.63
Grade 4	26.70	45.39	58.74	53.40	66.75
Grade 5	28.12	47.80	61.86	56.24	70.30
Grade 6	29.00	49.30	63.80	58.00	72.50

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

Classification	Ordinary hours	Employees undertaking removals			Public holiday – all employees other than employees undertaking removals
		7.00 pm to midnight and 7.00 am to 7.00 pm		Midnight to 7.00 am – all hours worked	
		First 3 hours	After first 3 hours		
	% of minimum hourly rate				
	125%	175%	225%	225%	225%
	\$	\$	\$	\$	\$
Grade 1	30.35	42.49	54.63	54.63	54.63
Grade 2	31.19	43.66	56.14	56.14	56.14
Grade 3	32.31	45.24	58.16	58.16	58.16
Grade 4	33.38	46.73	60.08	60.08	60.08
Grade 5	35.15	49.21	63.27	63.27	63.27
Grade 6	36.25	50.75	65.25	65.25	65.25

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

Classification	Day shift	Afternoon shift	Non-continuing afternoon shift ¹	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours
	% of minimum hourly rate				
	125%	145%	175%	175%	225%
	\$	\$	\$	\$	\$
Grade 1	30.35	35.21	42.49	42.49	54.63
Grade 2	31.19	36.18	43.66	43.66	56.14
Grade 3	32.31	37.48	45.24	45.24	58.16
Grade 4	33.38	38.72	46.73	46.73	60.08
Grade 5	35.15	40.77	49.21	49.21	63.27
Grade 6	36.25	42.05	50.75	50.75	65.25

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

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

Allowance	Clause	% of standard rate	\$	Payable
Stand-by allowance— Between normal finishing and starting time—Monday to Friday	17.2(a)(i)	1.5	16.03	per stand-by period
Stand-by allowance— Saturday, Sunday and public holidays	17.2(a)(ii)	3.2	34.19	per stand-by period
Exhumation allowance	17.2(b)	10.7	114.32	per body
Leading hand, in charge of—3 to 10 employees	17.2(c)	4.0	42.74	per week
Leading hand, in charge of—11 to 19 employees	17.2(c)	6.0	64.10	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