



FairWork
Commission

DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

REAL ESTATE INDUSTRY AWARD 2020

[MA000106]

Real estate 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 14.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)
	\$
Real Estate Employee Level 1 (Associate Level)— first 12 months of employment at this level	964.80
Real Estate Employee Level 1 (Associate Level)— after first 12 months of employment at this level	1015.70
Real Estate Employee Level 2 (Representative Level)	1068.40
Real Estate Employee Level 3 (Supervisory Level)	1175.20
Real Estate Employee Level 4 (In-Charge Level)	1228.90

- By deleting the year “2024” in clause 14.6(b) and inserting “2025”.

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

	Ordinary hours	Public holiday	Overtime on rostered day off		
			Monday to Sunday – first 2 hours	Monday to Sunday – after 2 hours	Public holiday
	% of minimum hourly rate				
	100%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
Real Estate Employee Level 1 (Associate Level)—first 12 months of employment at this level	25.39	50.78	38.09	50.78	50.78
Real Estate Employee Level 1 (Associate Level)—after first 12 months of employment at this level	26.73	53.46	40.10	53.46	53.46
Real Estate Employee Level 2 (Representative Level)	28.12	56.24	42.18	56.24	56.24
Real Estate Employee Level 3 (Supervisory Level)	30.93	61.86	46.40	61.86	61.86
Real Estate Employee Level 4 (In- Charge Level)	32.34	64.68	48.51	64.68	64.68

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

	Ordinary hours	Public holiday
	% of casual hourly rate	
	100%	200%
	\$	\$
Real Estate Employee Level 1 (Associate Level)—first 12 months of employment at this level	31.74	63.48
Real Estate Employee Level 1 (Associate Level)—after first 12 months of employment at this level	33.41	66.82
Real Estate Employee Level 2 (Representative Level)	35.15	70.30

	Ordinary hours	Public holiday
	% of casual hourly rate	
	100%	200%
	\$	\$
Real Estate Employee Level 3 (Supervisory Level)	38.66	77.32
Real Estate Employee Level 4 (In-Charge Level)	40.43	80.86

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

	Junior hourly rate— ordinary hours	Public holidays— ordinary hours	Overtime—Monday to Sunday on a rostered day off		Overtime— public holidays
			First 2 hours	After 2 hours	
	% of junior hourly rate				
	100%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
Real Estate Employee Level 1 (Associate Level)—first 12 months of employment at this level					
Under 19 years	15.23	30.46	22.85	30.46	30.46
19 years	17.77	35.54	26.66	35.54	35.54
20 years	20.31	40.62	30.47	40.62	40.62
Real Estate Employee Level 1 (Associate Level)—after first 12 months of employment at this level					
Under 19 years	16.04	32.08	24.06	32.08	32.08
19 years	18.71	37.42	28.07	37.42	37.42
20 years	21.38	42.76	32.07	42.76	42.76
Real Estate Employee Level 2 (Representative Level)					
Under 19 years	16.87	33.74	25.31	33.74	33.74
19 years	19.68	39.36	29.52	39.36	39.36

	Junior hourly rate— ordinary hours	Public holidays— ordinary hours	Overtime—Monday to Sunday on a rostered day off		Overtime— public holidays
			First 2 hours	After 2 hours	
	% of junior hourly rate				
	100%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
20 years	22.49	44.98	33.74	44.98	44.98
Real Estate Employee Level 3 (Supervisory Level)					
Under 19 years	18.56	37.12	27.84	37.12	37.12
19 years	21.65	43.30	32.48	43.30	43.30
20 years	24.74	49.48	37.11	49.48	49.48
Real Estate Employee Level 4 (In-Charge Level)					
Under 19 years	19.40	38.80	29.10	38.80	38.80
19 years	22.64	45.28	33.96	45.28	45.28
20 years	25.87	51.74	38.81	51.74	51.74

6. By deleting the table appearing in clause B.3.2 and inserting the following:

	Junior hourly rate—ordinary hours	Public holidays
	% of junior casual hourly rate	
	100%	200%
	\$	\$
Real Estate Employee Level 1 (Associate Level)—first 12 months of employment at this level		
Under 19 years	19.04	38.08
19 years	22.21	44.42
20 years	25.39	50.78
Real Estate Employee Level 1 (Associate Level)—after first 12 months of employment at this level		
Under 19 years	20.05	40.10

	Junior hourly rate— ordinary hours	Public holidays
	% of junior casual hourly rate	
	100%	200%
	\$	\$
19 years	23.39	46.78
20 years	26.73	53.46
Real Estate Employee Level 2 (Representative Level)		
Under 19 years	21.09	42.18
19 years	24.60	49.20
20 years	28.11	56.22
Real Estate Employee Level 3 (Supervisory Level)		
Under 19 years	23.20	46.40
19 years	27.06	54.12
20 years	30.93	61.86
Real Estate Employee Level 4 (In- Charge Level)		
Under 19 years	24.25	48.50
19 years	28.30	56.60
20 years	32.34	64.68

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