



# DRAFT DETERMINATION

*Fair Work Act 2009*

s.285—Annual wage review

## Annual Wage Review 2024–25

(C2025/1)

## SALT INDUSTRY AWARD 2020

[MA000107]

Salt 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 16.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1—Introductory	963.80	25.36
Level 2—Basic	991.20	26.08
Level 3—Intermediate	1029.50	27.09
Level 4—Competent	1068.40	28.12
Level 5—Advanced	1111.50	29.25

2. By deleting the table appearing in clause 16.2 and inserting the following:

<b>Age</b>	<b>% of Level 2 adult rate</b>	<b>Junior minimum weekly rate<sup>1</sup></b>	<b>Junior minimum hourly rate<sup>2</sup></b>
	<b>%</b>	<b>\$</b>	<b>\$</b>
Under 17 years	65	644.28	16.95
At 17 years	80	792.96	20.87
At 18 years	90	892.08	23.48
At 19 years	100	991.20	26.08

3. By deleting the year “2024” in clause 16.7(b) and inserting “2025”.
4. By deleting the amount “\$25.81” appearing in clause 19.3(b)(i) and inserting “\$26.71”.
5. By deleting the amount “\$20.65” appearing in clause 19.3(c) and inserting “\$21.37”.
6. By deleting the table appearing in clause 19.3(d) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
3 to 10 employees	25.11
11 to 20 employees	41.88
more than 20 employees	50.32

7. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary rate	Afternoon & night	Permanent night	Saturday	Sunday & public holiday
	All employees	Shiftworkers			
	% of ordinary hourly rate <sup>1</sup>				
	100%	115%	130%	150%	200%
	\$	\$	\$	\$	\$
Level 1—Introductory	26.06	29.97	33.88	39.09	52.12
Level 2—Basic	26.78	30.80	34.81	40.17	53.56
Level 3—Intermediate	27.79	31.96	36.13	41.69	55.58
Level 4—Competent	28.82	33.14	37.47	43.23	57.64
Level 5—Advanced	29.95	34.44	38.94	44.93	59.90

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

	<b>Monday to Saturday – first 2 hours</b>	<b>Monday to Saturday – after 2 hours</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1—Introductory	39.09	52.12	52.12	65.15
Level 2—Basic	40.17	53.56	53.56	66.95
Level 3—Intermediate	41.69	55.58	55.58	69.48
Level 4—Competent	43.23	57.64	57.64	72.05
Level 5—Advanced	44.93	59.90	59.90	74.88

9. By deleting the table appearing in clause B.2.3 and inserting the following:

	<b>Monday to Sunday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>
	<b>200%</b>
	<b>\$</b>
Level 1—Introductory	52.12
Level 2—Basic	53.56
Level 3—Intermediate	55.58
Level 4—Competent	57.64
Level 5—Advanced	59.90

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

	Ordinary rate	Afternoon & night	Permanent night	Saturday	Sunday & public holiday
	All employees	Shiftworkers			
	% of ordinary hourly rate <sup>1</sup>				
	125%	140%	155%	175%	225%
	\$	\$	\$	\$	\$
Level 1—Introductory	32.58	36.48	40.39	45.61	58.64
Level 2—Basic	33.48	37.49	41.51	46.87	60.26
Level 3—Intermediate	34.74	38.91	43.07	48.63	62.53
Level 4—Competent	36.03	40.35	44.67	50.44	64.85
Level 5—Advanced	37.44	41.93	46.42	52.41	67.39

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

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Industry allowance <sup>1</sup>	19.3(b) (i)	2.5	26.71	per week
First aid allowance	19.3(c)	2.0	21.37	per week
Leading hand allowance—3 to 10 employees	19.3(d)	2.35	25.11	per week
Leading hand allowance—11 to 20 employees	19.3(d)	3.92	41.88	per week

Leading hand allowance—more than 20 employees	19.3(d)	4.71	50.32	per week
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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