



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

PROFESSIONAL DIVING INDUSTRY (RECREATIONAL) AWARD 2020 [MA000109]

Diving 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:

Employee classification	Minimum annual rate (full-time employee)	Minimum weekly rate ¹ (full-time employee)	Minimum hourly rate
	\$	\$	\$
Dive master	52,058	998.40	26.27
Dive instructor	55,309	1060.70	27.91

- By deleting the year “2024” in clause 15.4.(b) and inserting “2025”.
- By deleting the amount “\$57.88” appearing in clause 17.2 and inserting “\$59.90”.

4. By deleting the table appearing in clause A.1 and inserting the following:

	Monday to Sunday
	\$
Dive master	26.27
Dive instructor	27.91

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

	Monday to Sunday	
	First 2 hours	After 2 hours
	% of minimum hourly rate	
	150%	200%
	\$	\$
Dive master	39.41	52.54
Dive instructor	41.87	55.82

6. By deleting the table appearing in clause A.3 and inserting the following:

	Monday to Sunday
	\$
Dive master	32.84
Dive instructor	34.89

7. By deleting the amount “\$964.60” appearing in clause B.1.2 and inserting “\$998.40”.

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

Allowance	Clause	% of standard rate	\$	Payable
Language allowance	17.2	6.0	59.90	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