



DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

CORRECTIONS AND DETENTION (PRIVATE SECTOR) AWARD 2020

[MA000110]

Corrections and detentions

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(a) and inserting the following:

| Employee classification | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--|---|---------------------|
| | \$ | \$ |
| Correctional employees (see Schedule A—Classification Definitions—Correctional Employees) | | |
| Trainee | 955.80 | 25.15 |
| Correctional Officer Level 1 | 1027.40 | 27.04 |
| Correctional Officer Level 2 | 1119.90 | 29.47 |
| Correctional Officer—Perimeter/Security Level 1 | 1018.20 | 26.79 |
| Correctional Officer—Perimeter/Security Level 2 | 1027.40 | 27.04 |
| Correctional Supervisor Level 1 | 1273.70 | 33.52 |

| Employee classification | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--|---|----------------------------|
| Correctional Supervisor Level 2 | 1324.50 | 34.86 |
| Court Security Officer | 1018.20 | 26.79 |
| Court Security Supervisor | 1094.10 | 28.79 |
| Custody Officer | 1068.40 | 28.12 |
| Prisoner Escort Transport Officer | 1068.40 | 28.12 |
| Detention employees (see Schedule B— Classification Definitions—Detention Services) | | |
| Induction Trainee | 989.90 | 26.05 |
| Detention Services Officer Level 1 | 1018.20 | 26.79 |
| Detention Services Officer Level 2 | 1068.40 | 28.12 |
| Operations Co-ordinator | 1169.20 | 30.77 |

2. By deleting the table appearing in clause 15.1(b) and inserting the following:

| Levels and Classification (see Schedule C—Classification Definitions— Catering employees (Corrections and Detention Services)) | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|---|---|----------------------------|
| | \$ | \$ |
| Introductory | 922.70 | 24.28 |
| Level 1 | 948.00 | 24.95 |
| Food and beverage attendant grade 1 | | |
| Kitchen attendant grade 1 | | |
| Level 2 | 982.40 | 25.85 |
| Cook grade 1 | | |
| Food and beverage attendant grade 2 | | |
| Kitchen attendant grade 2 | | |
| Storeperson grade 1 | | |
| Level 3 | 1014.70 | 26.70 |
| Cook grade 2 | | |
| Food and beverage attendant grade 3 | | |
| Kitchen attendant grade 3 | | |
| Storeperson grade 2 | | |

| Levels and Classification (see Schedule C—Classification Definitions— Catering employees (Corrections and Detention Services)) | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--|---|--------------------------------|
| | \$ | \$ |
| Level 4 | 1068.40 | 28.12 |
| Cook (tradesperson) grade 3 | | |
| Food and beverage attendant (tradesperson) grade 4 | | |
| Storeperson grade 3 | | |
| Level 5 | 1135.50 | 29.88 |
| Cook (tradesperson) grade 4 | | |
| Food and beverage supervisor | | |
| Level 6 | 1165.70 | 30.68 |
| Cook (tradesperson) grade 5 | | |

3. By deleting the year “2024” in clause 15.3(b) and inserting “2025”.
4. By deleting the amounts “\$4.53” and “\$19.48” appearing in clause 17.2(a)(ii) and inserting “\$4.68” and “\$20.16” respectively.
5. By deleting the table appearing in clause D.1.1 and inserting the following:

| Employee classification | Day span | Night span | Permanent night span | Saturday span | Sunday span | Public holiday span |
|--|---------------------------------|-------------------|-----------------------------|----------------------|--------------------|----------------------------|
| | % of minimum hourly rate | | | | | |
| | 100% | 115% | 130% | 150% | 200% | 250% |
| | \$ | \$ | \$ | \$ | \$ | \$ |
| Correctional employees (see Schedule A— Classification Definitions— Correctional Employees) | | | | | | |
| Trainee | 25.15 | 28.92 | 32.70 | 37.73 | 50.30 | 62.88 |
| Correctional Officer Level 1 | 27.04 | 31.10 | 35.15 | 40.56 | 54.08 | 67.60 |
| Correctional Officer Level 2 | 29.47 | 33.89 | 38.31 | 44.21 | 58.94 | 73.68 |
| Correctional Officer— Perimeter/Security Level 1 | 26.79 | 30.81 | 34.83 | 40.19 | 53.58 | 66.98 |

| Employee classification | Day span | Night span | Permanent night span | Saturday span | Sunday span | Public holiday span |
|--|--------------------------|------------|----------------------|---------------|-------------|---------------------|
| | % of minimum hourly rate | | | | | |
| | 100% | 115% | 130% | 150% | 200% | 250% |
| | \$ | \$ | \$ | \$ | \$ | \$ |
| Correctional Officer— Perimeter/Security Level 2 | 27.04 | 31.10 | 35.15 | 40.56 | 54.08 | 67.60 |
| Correctional Supervisor Level 1 | 33.52 | 38.55 | 43.58 | 50.28 | 67.04 | 83.80 |
| Correctional Supervisor Level 2 | 34.86 | 40.09 | 45.32 | 52.29 | 69.72 | 87.15 |
| Court Security Officer | 26.79 | 30.81 | 34.83 | 40.19 | 53.58 | 66.98 |
| Court Security Supervisor | 28.79 | 33.11 | 37.43 | 43.19 | 57.58 | 71.98 |
| Custody Officer | 28.12 | 32.34 | 36.56 | 42.18 | 56.24 | 70.30 |
| Prisoner Escort Transport Officer | 28.12 | 32.34 | 36.56 | 42.18 | 56.24 | 70.30 |
| Detention employees (see Schedule B— Classification Definitions—Detention Services) | | | | | | |
| Induction Trainee | 26.05 | 29.96 | 33.87 | 39.08 | 52.10 | 65.13 |
| Detention Services Officer Level 1 | 26.79 | 30.81 | 34.83 | 40.19 | 53.58 | 66.98 |
| Detention Services Officer Level 2 | 28.12 | 32.34 | 36.56 | 42.18 | 56.24 | 70.30 |
| Operations Co-ordinator | 30.77 | 35.39 | 40.00 | 46.16 | 61.54 | 76.93 |

6. By deleting the table appearing in clause D.1.2 and inserting the following:

| Employee classification | Monday to Saturday | | Sunday | Public holiday |
|--|--------------------------|---------------|--------|----------------|
| | First 3 hours | After 3 hours | | |
| | % of minimum hourly rate | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Correctional employees (see Schedule A— Classification Definitions— Correctional Employees) | | | | |
| Trainee | 37.73 | 50.30 | 50.30 | 62.88 |
| Correctional Officer Level 1 | 40.56 | 54.08 | 54.08 | 67.60 |

| Employee classification | Monday to Saturday | | Sunday | Public holiday |
|---|--------------------------|---------------|--------|----------------|
| | First 3 hours | After 3 hours | | |
| | % of minimum hourly rate | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Correctional Officer Level 2 | 44.21 | 58.94 | 58.94 | 73.68 |
| Correctional Officer— Perimeter/Security Level 1 | 40.19 | 53.58 | 53.58 | 66.98 |
| Correctional Officer— Perimeter/Security Level 2 | 40.56 | 54.08 | 54.08 | 67.60 |
| Correctional Supervisor Level 1 | 50.28 | 67.04 | 67.04 | 83.80 |
| Correctional Supervisor Level 2 | 52.29 | 69.72 | 69.72 | 87.15 |
| Court Security Officer | 40.19 | 53.58 | 53.58 | 66.98 |
| Court Security Supervisor | 43.19 | 57.58 | 57.58 | 71.98 |
| Custody Officer | 42.18 | 56.24 | 56.24 | 70.30 |
| Prisoner Escort Transport Officer | 42.18 | 56.24 | 56.24 | 70.30 |
| Detention employees (see Schedule B—Classification Definitions—Detention Services) | | | | |
| Induction Trainee | 39.08 | 52.10 | 52.10 | 65.13 |
| Detention Services Officer Level 1 | 40.19 | 53.58 | 53.58 | 66.98 |
| Detention Services Officer Level 2 | 42.18 | 56.24 | 56.24 | 70.30 |
| Operations Co-ordinator | 46.16 | 61.54 | 61.54 | 76.93 |

7. By deleting the table appearing in clause D.1.3 and inserting the following:

| Employee classification | Day span | Night span | Permanent night span | Saturday span | Sunday span | Public holiday span |
|--|--------------------------|------------|----------------------|---------------|-------------|---------------------|
| | % of minimum hourly rate | | | | | |
| | 125% | 140% | 155% | 175% | 225% | 275% |
| | \$ | \$ | \$ | \$ | \$ | \$ |
| Correctional employees (see Schedule A— Classification Definitions—Correctional Employees) | | | | | | |
| Trainee | 31.44 | 35.21 | 38.98 | 44.01 | 56.59 | 69.16 |
| Correctional Officer Level 1 | 33.80 | 37.86 | 41.91 | 47.32 | 60.84 | 74.36 |
| Correctional Officer Level 2 | 36.84 | 41.26 | 45.68 | 51.57 | 66.31 | 81.04 |
| Correctional Officer— Perimeter/Security Level 1 | 33.49 | 37.51 | 41.52 | 46.88 | 60.28 | 73.67 |
| Correctional Officer— Perimeter/Security Level 2 | 33.80 | 37.86 | 41.91 | 47.32 | 60.84 | 74.36 |
| Correctional Supervisor Level 1 | 41.90 | 46.93 | 51.96 | 58.66 | 75.42 | 92.18 |
| Correctional Supervisor Level 2 | 43.58 | 48.80 | 54.03 | 61.01 | 78.44 | 95.87 |
| Court Security Officer | 33.49 | 37.51 | 41.52 | 46.88 | 60.28 | 73.67 |
| Court Security Supervisor | 35.99 | 40.31 | 44.62 | 50.38 | 64.78 | 79.17 |
| Custody Officer | 35.15 | 39.37 | 43.59 | 49.21 | 63.27 | 77.33 |
| Prisoner Escort Transport Officer | 35.15 | 39.37 | 43.59 | 49.21 | 63.27 | 77.33 |
| Detention employees (see Schedule B— Classification Definitions—Detention Services) | | | | | | |
| Induction Trainee | 32.56 | 36.47 | 40.38 | 45.59 | 58.61 | 71.64 |
| Detention Services Officer Level 1 | 33.49 | 37.51 | 41.52 | 46.88 | 60.28 | 73.67 |
| Detention Services Officer Level 2 | 35.15 | 39.37 | 43.59 | 49.21 | 63.27 | 77.33 |
| Operations Co-ordinator | 38.46 | 43.08 | 47.69 | 53.85 | 69.23 | 84.62 |

8. By deleting the table appearing in clause D.2.1 and inserting the following:

| Levels and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services)) | Day span | Night span | Permanent night span | Saturday span | Sunday span | Public holiday span |
|---|---------------------------------|-------------------|-----------------------------|----------------------|--------------------|----------------------------|
| | % of minimum hourly rate | | | | | |
| | 100% | 115% | 130% | 150% | 200% | 250% |
| | \$ | \$ | \$ | \$ | \$ | \$ |
| Introductory | 24.28 | 27.92 | 31.56 | 36.42 | 48.56 | 60.70 |
| Level 1 | 24.95 | 28.69 | 32.44 | 37.43 | 49.90 | 62.38 |
| Food and beverage attendant grade 1 | | | | | | |
| Kitchen attendant grade 1 | | | | | | |
| Level 2 | 25.85 | 29.73 | 33.61 | 38.78 | 51.70 | 64.63 |
| Cook grade 1 | | | | | | |
| Food and beverage attendant grade 2 | | | | | | |
| Kitchen attendant grade 2 | | | | | | |
| Storeperson grade 1 | | | | | | |
| Level 3 | 26.70 | 30.71 | 34.71 | 40.05 | 53.40 | 66.75 |
| Cook grade 2 | | | | | | |
| Food and beverage attendant grade 3 | | | | | | |
| Kitchen attendant grade 3 | | | | | | |
| Storeperson grade 2 | | | | | | |
| Level 4 | 28.12 | 32.34 | 36.56 | 42.18 | 56.24 | 70.30 |
| Cook (tradesperson) grade 3 | | | | | | |
| Food and beverage attendant (tradesperson) grade 4 | | | | | | |
| Storeperson grade 3 | | | | | | |
| Level 5 | 29.88 | 34.36 | 38.84 | 44.82 | 59.76 | 74.70 |
| Cook (tradesperson) grade 4 | | | | | | |
| Food and beverage supervisor | | | | | | |

| Levels and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services)) | Day span | Night span | Permanent night span | Saturday span | Sunday span | Public holiday span |
|--|---------------------------------|-------------------|-----------------------------|----------------------|--------------------|----------------------------|
| | % of minimum hourly rate | | | | | |
| | 100% | 115% | 130% | 150% | 200% | 250% |
| | \$ | \$ | \$ | \$ | \$ | \$ |
| Level 6 | 30.68 | 35.28 | 39.88 | 46.02 | 61.36 | 76.70 |
| Cook (tradesperson) grade 5 | | | | | | |

9. By deleting the table appearing in clause D.2.2 and inserting the following:

| Level and Classification (see Schedule C— Classification Definitions— Catering employees (Corrections and Detention Services)) | Monday to Saturday | | Sunday | Public holiday |
|---|--------------------------|------------------|--------|-------------------|
| | First 3 hours | After 3 hours | | |
| | % of minimum hourly rate | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Introductory | 36.42 | 48.56 | 48.56 | 60.70 |
| Level 1 | 37.43 | 49.90 | 49.90 | 62.38 |
| Food and beverage attendant grade 1 | | | | |
| Kitchen attendant grade 1 | | | | |
| Level 2 | 38.78 | 51.70 | 51.70 | 64.63 |
| Cook grade 1 | | | | |
| Food and beverage attendant grade 2 | | | | |
| Kitchen attendant grade 2 | | | | |
| Storeperson grade 1 | | | | |
| Level 3 | 40.05 | 53.40 | 53.40 | 66.75 |
| Cook grade 2 | | | | |
| Food and beverage attendant grade 3 | | | | |
| Kitchen attendant grade 3 | | | | |
| Storeperson grade 2 | | | | |

| Level and Classification (see Schedule C— Classification Definitions— Catering employees (Corrections and Detention Services)) | Monday to Saturday | | Sunday | Public holiday |
|---|--------------------------|------------------|--------|-------------------|
| | First 3 hours | After 3 hours | | |
| | % of minimum hourly rate | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Level 4 | 42.18 | 56.24 | 56.24 | 70.30 |
| Cook (tradesperson) grade 3 | | | | |
| Food and beverage attendant (tradesperson) grade 4 | | | | |
| Storeperson grade 3 | | | | |
| Level 5 | 44.82 | 59.76 | 59.76 | 74.70 |
| Cook (tradesperson) grade 4 | | | | |
| Food and beverage supervisor | | | | |
| Level 6 | 46.02 | 61.36 | 61.36 | 76.70 |
| Cook (tradesperson) grade 5 | | | | |

10. By deleting the table appearing in clause D.2.3 and inserting the following:

| Level and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services)) | Day span | Night span | Permanent night span | Saturday span | Sunday span | Public holiday span |
|--|---------------------------------|-----------------------|---------------------------------|--------------------------|------------------------|------------------------------------|
| | % of minimum hourly rate | | | | | |
| | 125% | 140% | 155% | 175% | 225% | 275% |
| | \$ | \$ | \$ | \$ | \$ | \$ |
| Introductory | 30.35 | 33.99 | 37.63 | 42.49 | 54.63 | 66.77 |
| Level 1 | 31.19 | 34.93 | 38.67 | 43.66 | 56.14 | 68.61 |
| Food and beverage attendant grade 1 | | | | | | |
| Kitchen attendant grade 1 | | | | | | |
| Level 2 | 32.31 | 36.19 | 40.07 | 45.24 | 58.16 | 71.09 |
| Cook grade 1 | | | | | | |
| Food and beverage attendant grade 2 | | | | | | |
| Kitchen attendant grade 2 | | | | | | |
| Storeperson grade 1 | | | | | | |

| Level and Classification (see Schedule C— Classification Definitions—Catering employees (Corrections and Detention Services)) | Day span | Night span | Permanent night span | Saturday span | Sunday span | Public holiday span |
|--|---------------------------------|-----------------------|---------------------------------|--------------------------|------------------------|------------------------------------|
| | % of minimum hourly rate | | | | | |
| | 125% | 140% | 155% | 175% | 225% | 275% |
| | \$ | \$ | \$ | \$ | \$ | \$ |
| Level 3 | 33.38 | 37.38 | 41.39 | 46.73 | 60.08 | 73.43 |
| Cook grade 2 | | | | | | |
| Food and beverage attendant grade 3 | | | | | | |
| Kitchen attendant grade 3 | | | | | | |
| Storeperson grade 2 | | | | | | |
| Level 4 | 35.15 | 39.37 | 43.59 | 49.21 | 63.27 | 77.33 |
| Cook (tradesperson) grade 3 | | | | | | |
| Food and beverage attendant (tradesperson) grade 4 | | | | | | |
| Storeperson grade 3 | | | | | | |
| Level 5 | 37.35 | 41.83 | 46.31 | 52.29 | 67.23 | 82.17 |
| Cook (tradesperson) grade 4 | | | | | | |
| Food and beverage supervisor | | | | | | |
| Level 6 | 38.35 | 42.95 | 47.55 | 53.69 | 69.03 | 84.37 |
| Cook (tradesperson) grade 5 | | | | | | |

11. By deleting the amount “\$983.80” appearing in clause E.1.1 and inserting “\$1018.20”.

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

| Allowance | Clause | % of standard rate | \$ | Payable |
|---|---------------|-----------------------------------|-----------|----------------|
| First aid allowance—per shift | 17.2(a)(ii) | 0.46 | 4.68 | per shift |
| First aid allowance— maximum per week | 17.2(a)(ii) | 1.98 | 20.16 | 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