



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## Annual Wage Review 2024–25 (C2025/1)

### LOCAL GOVERNMENT INDUSTRY AWARD 2020 [MA000112]

Local government administration

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	983.40	25.88
Level 2	1014.70	26.70
Level 3	1053.00	27.71
Level 4	1068.40	28.12
Level 5	1135.50	29.88
Level 6	1228.80	32.34
Level 7	1250.10	32.90

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 8	1350.80	35.55
Level 9	1445.10	38.03
Level 10	1579.40	41.56
Level 11	1781.00	46.87

2. By deleting the year “2024” in clause 16.7(b) and inserting “2025”.
3. By deleting the table appearing in clause 19.2(a) and inserting the following:

<b>Supervisor’s classification level</b>	<b>Number of employees supervised</b>	<b>\$ per week</b>
3 or 4	1 to 5	30.93
3 or 4	6 to 15	42.18
3, 4 or 5	Over 15	53.43

4. By deleting the amount “\$19.02” appearing in clause 19.2(b)(i) and inserting “\$19.68”.
5. By deleting the amounts “\$0.95”, “\$1.36” and “\$13.59” appearing in clause 19.2(c)(iii) and inserting “\$0.98”, “\$1.41” and “\$14.06” respectively.
6. By deleting the amount “\$31.25” appearing in clause 19.2(d)(i) and inserting “\$32.34”.
7. By deleting the amount “\$27.17” appearing in clause 19.2(e)(i) and inserting “\$28.12”.
8. By deleting the amount “\$40.76” appearing in clause 19.2(e)(ii) and inserting “\$42.18”.
9. By deleting the amount “\$54.34” appearing in clause 19.2(e)(iii) and inserting “\$56.24”.
10. By deleting the amount “\$13.59” appearing in clause 21.7(a) and inserting “\$14.06”.

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

	<b>Ordinary hours</b>	<b>Work outside span of ordinary hours<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>120%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	25.88	31.06	64.70
Level 2	26.70	32.04	66.75
Level 3	27.71	33.25	69.28
Level 4	28.12	33.74	70.30
Level 5	29.88	35.86	74.70
Level 6	32.34	38.81	80.85
Level 7	32.90	39.48	82.25
Level 8	35.55	42.66	88.88
Level 9	38.03	45.64	95.08
Level 10	41.56	49.87	103.90
Level 11	46.87	56.24	117.18

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

	<b>Ordinary hours</b>	<b>Work outside span of ordinary hours<sup>1</sup></b>	<b>Saturday<sup>2</sup></b>	<b>Sunday<sup>2</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>120%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	25.88	31.06	38.82	45.29	64.70
Level 2	26.70	32.04	40.05	46.73	66.75
Level 3	27.71	33.25	41.57	48.49	69.28
Level 4	28.12	33.74	42.18	49.21	70.30
Level 5	29.88	35.86	44.82	52.29	74.70
Level 6	32.34	38.81	48.51	56.60	80.85
Level 7	32.90	39.48	49.35	57.58	82.25

	<b>Ordinary hours</b>	<b>Work outside span of ordinary hours<sup>1</sup></b>	<b>Saturday<sup>2</sup></b>	<b>Sunday<sup>2</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>120%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 8	35.55	42.66	53.33	62.21	88.88
Level 9	38.03	45.64	57.05	66.55	95.08
Level 10	41.56	49.87	62.34	72.73	103.90
Level 11	46.87	56.24	70.31	82.02	117.18

13. By deleting the table appearing in clause B.1.3 and inserting the following:

	<b>Ordinary hours</b>	<b>Work outside span of ordinary hours<sup>1</sup></b>	<b>Saturday before 5am or after 10pm</b>	<b>Sunday before 5am or after 10pm</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>120%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	25.88	31.06	38.82	45.29	64.70
Level 2	26.70	32.04	40.05	46.73	66.75
Level 3	27.71	33.25	41.57	48.49	69.28
Level 4	28.12	33.74	42.18	49.21	70.30
Level 5	29.88	35.86	44.82	52.29	74.70
Level 6	32.34	38.81	48.51	56.60	80.85
Level 7	32.90	39.48	49.35	57.58	82.25
Level 8	35.55	42.66	53.33	62.21	88.88
Level 9	38.03	45.64	57.05	66.55	95.08
Level 10	41.56	49.87	62.34	72.73	103.90
Level 11	46.87	56.24	70.31	82.02	117.18

14. By deleting the table appearing in clause B.1.4 and inserting the following:

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday before 12 noon – first 2 hours</b>	<b>Saturday before 12 noon – after 2 hours</b>	<b>Saturday from 12 noon and Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	38.82	51.76	38.82	51.76	51.76	64.70
Level 2	40.05	53.40	40.05	53.40	53.40	66.75
Level 3	41.57	55.42	41.57	55.42	55.42	69.28
Level 4	42.18	56.24	42.18	56.24	56.24	70.30
Level 5	44.82	59.76	44.82	59.76	59.76	74.70
Level 6	48.51	64.68	48.51	64.68	64.68	80.85
Level 7	49.35	65.80	49.35	65.80	65.80	82.25
Level 8	53.33	71.10	53.33	71.10	71.10	88.88
Level 9	57.05	76.06	57.05	76.06	76.06	95.08
Level 10	62.34	83.12	62.34	83.12	83.12	103.90
Level 11	70.31	93.74	70.31	93.74	93.74	117.18

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

	<b>Ordinary hours</b>	<b>Work outside spread of ordinary hours</b>	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>1</sup></b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>145%</b>	<b>175%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	32.35	37.53	45.29	51.76
Level 2	33.38	38.72	46.73	53.40
Level 3	34.64	40.18	48.49	55.42
Level 4	35.15	40.77	49.21	56.24
Level 5	37.35	43.33	52.29	59.76
Level 6	40.43	46.89	56.60	64.68
Level 7	41.13	47.71	57.58	65.80

	<b>Ordinary hours</b>	<b>Work outside spread of ordinary hours</b>	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>1</sup></b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>145%</b>	<b>175%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 8	44.44	51.55	62.21	71.10
Level 9	47.54	55.14	66.55	76.06
Level 10	51.95	60.26	72.73	83.12
Level 11	58.59	67.96	82.02	93.74

16. By deleting the amount “\$27.17” appearing in clause C.1.1 and inserting “\$28.12”.
17. 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>
Leading hand allowance— Supervisor level 3 or 4— supervising 1 to 5 employees	19.2(a)	110.0	30.93	per week
Leading hand allowance— Supervisor level 3 or 4— supervising 6 to 15 employees	19.2(a)	150.0	42.18	per week
Leading hand allowance— Supervisor level 3, 4 or 5— supervising over 15 employees	19.2(a)	190.0	53.43	per week
First aid allowance	19.2(b)(i)	70.0	19.68	per week
Adverse working conditions allowance—Level 1	19.2(c)(iii)	3.5	0.98	per hour
Adverse working conditions allowance—Level 2	19.2(c)(iii)	5.0	1.41	per hour
Adverse working conditions allowance—Level 3	19.2(c)(iii)	50.0	14.06	per hour
Camping allowance (operative from 31 January 2014)	19.2(d)(i)	115.0	32.34	per night
On-call allowance—Monday to Friday	19.2(e)(i)	100.0	28.12	per day
On-call allowance—Saturday	19.2(e)(ii)	150.0	42.18	per day

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
On-call allowance—Sunday or public holiday	19.2(e)(iii)	200.0	56.24	per day
Sleepover allowance— additional to on-call allowance in clause 19.2(e)	21.7(a)	50.0	14.06	per hour

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