



# DRAFT DETERMINATION

*Fair Work Act 2009*

s.285—Annual wage review

## Annual Wage Review 2024–25

(C2025/1)

## WATER INDUSTRY AWARD 2020

[MA000113]

Water, sewerage and drainage 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 classifications	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 classifications</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

2. By deleting the year “2024” in clause 15.7(b) and inserting “2025”.

3. By deleting the table appearing in clause 18.2(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 “\$17.66” appearing in clause 18.2(b)(i) and inserting “\$18.28”.

5. By deleting the amounts “\$0.95”, “\$1.36” and “\$13.59” appearing in clause 18.2(c)(ii) and inserting “\$0.98”, “\$1.41” and “\$14.06” respectively.

6. By deleting the amount “\$13.59” appearing in clause 18.2(e)(v) and inserting “\$14.06”.

7. By deleting the amount “\$40.76” appearing in clause 20.6(b)(i) and inserting “\$42.18”.

8. By deleting the amount “\$54.34” appearing in clause 20.6(b)(ii) and inserting “\$56.24”.

9. By deleting the amount “\$67.93” appearing in clause 20.6(b)(iii) and inserting “\$70.30”.

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

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Level 1	25.88	64.70
Level 2	26.70	66.75
Level 3	27.71	69.28
Level 4	28.12	70.30
Level 5	29.88	74.70

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Level 6	32.34	80.85
Level 7	32.90	82.25
Level 8	35.55	88.88
Level 9	38.03	95.08
Level 10	41.56	103.90

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

	<b>Day shift</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	25.88	29.76	33.64	64.70
Level 2	26.70	30.71	34.71	66.75
Level 3	27.71	31.87	36.02	69.28
Level 4	28.12	32.34	36.56	70.30
Level 5	29.88	34.36	38.84	74.70
Level 6	32.34	37.19	42.04	80.85
Level 7	32.90	37.84	42.77	82.25
Level 8	35.55	40.88	46.22	88.88
Level 9	38.03	43.73	49.44	95.08
Level 10	41.56	47.79	54.03	103.90

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

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

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

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>	
	<b>125%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>
Level 1	32.35	71.17
Level 2	33.38	73.43
Level 3	34.64	76.20
Level 4	35.15	77.33
Level 5	37.35	82.17
Level 6	40.43	88.94
Level 7	41.13	90.48
Level 8	44.44	97.76
Level 9	47.54	104.58
Level 10	51.95	114.29

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

	<b>Day shift</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	32.35	36.23	40.11	71.17
Level 2	33.38	37.38	41.39	73.43
Level 3	34.64	38.79	42.95	76.20
Level 4	35.15	39.37	43.59	77.33
Level 5	37.35	41.83	46.31	82.17
Level 6	40.43	45.28	50.13	88.94
Level 7	41.13	46.06	51.00	90.48
Level 8	44.44	49.77	55.10	97.76
Level 9	47.54	53.24	58.95	104.58
Level 10	51.95	58.18	64.42	114.29

15. By deleting the amount “\$27.17” appearing in clause C.1.1 and inserting “\$28.12”.
16. By deleting the table appearing in 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	18.2(a)	110.0	30.93	per week
Leading hand allowance— Supervisor level 3 or 4— supervising 6 to 15 employees	18.2(a)	150.0	42.18	per week
Leading hand allowance— Supervisor level 3, 4 or 5—supervising over 15 employees	18.2(a)	190.0	53.43	per week
First aid allowance	18.2(b)(i)	65.0	18.28	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Adverse working conditions allowance— Level 1	18.2(c)(ii)	3.5	0.98	per hour
Adverse working conditions allowance— Level 2	18.2(c)(ii)	5.0	1.41	per hour
Adverse working conditions allowance— Level 3	18.2(c)(ii)	50.0	14.06	per hour
Transfers, travelling and working away from normal starting point	18.2(e)(v)	50.0	14.06	per day
On-call allowance— Weekday	20.6(b)(i)	150.0	42.18	per day
On-call allowance— Saturday	20.6(b)(ii)	200.0	56.24	per day
On-call allowance— Sunday or public holiday	20.6(b)(iii)	250.0	70.30	per day

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