



# DRAFT DETERMINATION

*Fair Work Act 2009*

s.285—Annual wage review

## Annual Wage Review 2024–25

(C2025/1)

## AQUACULTURE INDUSTRY AWARD 2020

[MA000114]

Aquaculture

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
	\$	\$
Aquaculture Attendant Level 1	922.70	24.28
Aquaculture Attendant Level 2	948.00	24.95
Aquaculture Attendant Level 3	1019.00	26.82
Aquaculture Attendant Level 4	1068.40	28.12

- By deleting the year “2024” in clause 16.6(b) and inserting “2025”.

3. By deleting the amount “\$3.51” appearing in clause 18.2(a) and inserting “\$3.63”.
4. By deleting the amount “\$4.85” appearing in clause 18.2(b) and inserting “\$5.02”.
5. By deleting the table appearing in clause B.1.1 and inserting the following:

<b>Employee classification</b>	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Aquaculture Attendant Level 1	24.28	30.35	36.42	60.70
Aquaculture Attendant Level 2	24.95	31.19	37.43	62.38
Aquaculture Attendant Level 3	26.82	33.53	40.23	67.05
Aquaculture Attendant Level 4	28.12	35.15	42.18	70.30

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

<b>Employee classification</b>	<b>Day</b>	<b>Afternoon</b>	<b>Night</b>	<b>Non-successive afternoon or night<sup>1</sup></b>		<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	
				<b>First 3 hours</b>	<b>After 3 hours</b>			<b>All ordinary hours on PH<sup>2</sup> – non-cont s’worker</b>	<b>Major portion of shift on PH<sup>2</sup> – cont s’worker</b>
	<b>% of minimum hourly rate</b>								
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Aquaculture Attendant Level 1	24.28	27.92	31.56	36.42	48.56	36.42	48.56	60.70	48.56
Aquaculture Attendant Level 2	24.95	28.69	32.44	37.43	49.90	37.43	49.90	62.38	49.90
Aquaculture Attendant Level 3	26.82	30.84	34.87	40.23	53.64	40.23	53.64	67.05	53.64
Aquaculture Attendant Level 4	28.12	32.34	36.56	42.18	56.24	42.18	56.24	70.30	56.24

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

<b>Employee classification</b>	<b>Day</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>125%</b>	<b>150%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Aquaculture Attendant Level 1	30.35	30.35	36.42	60.70
Aquaculture Attendant Level 2	31.19	31.19	37.43	62.38
Aquaculture Attendant Level 3	33.53	33.53	40.23	67.05
Aquaculture Attendant Level 4	35.15	35.15	42.18	70.30

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

Employee classification	Day	Afternoon	Night	Non-successive afternoon or night <sup>1</sup>		Saturday	Sunday	Public holiday	
				First 3 hours	After 3 hours			All ordinary hours on PH <sup>2</sup> – non-cont s’worker	Major portion of shift on PH <sup>2</sup> – cont s’worker
	% of minimum hourly rate								
	125%	140%	155%	175%	225%	175%	225%	275%	225%
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Aquaculture Attendant Level 1	30.35	33.99	37.63	42.49	54.63	42.49	54.63	66.77	54.63
Aquaculture Attendant Level 2	31.19	34.93	38.67	43.66	56.14	43.66	56.14	68.61	56.14
Aquaculture Attendant Level 3	33.53	37.55	41.57	46.94	60.35	46.94	60.35	73.76	60.35
Aquaculture Attendant Level 4	35.15	39.37	43.59	49.21	63.27	49.21	63.27	77.33	63.27

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

Employee classification	Monday to Saturday		Sunday – all day	Public holiday
	first 3 hours	after 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Aquaculture Attendant Level 1	36.42	48.56	48.56	60.70
Aquaculture Attendant Level 2	37.43	49.90	49.90	62.38
Aquaculture Attendant Level 3	40.23	53.64	53.64	67.05
Aquaculture Attendant Level 4	42.18	56.24	56.24	70.30

10. By deleting the table appearing in clause B.3.2 and inserting the following:

Employee classification	Non-continuous shiftworkers				Continuous shiftworkers	
	Monday to Saturday		Sunday – all day	Public holiday	Monday to Sunday	Public holiday
	first 3 hours	after 3 hours				
	% of minimum hourly rate					
	150%	200%	200%	250%	200%	200%
	\$	\$	\$	\$	\$	\$
Aquaculture Attendant Level 1	36.42	48.56	48.56	60.70	48.56	48.56
Aquaculture Attendant Level 2	37.43	49.90	49.90	62.38	49.90	49.90
Aquaculture Attendant Level 3	40.23	53.64	53.64	67.05	53.64	53.64
Aquaculture Attendant Level 4	42.18	56.24	56.24	70.30	56.24	56.24

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

12. 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>
First aid allowance	18.2(a)	0.34	3.63	per working day
Diving allowance— finfish attendants	18.2(b)	0.47	5.02	per hour or part thereof

- 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