



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

ANIMAL CARE AND VETERINARY SERVICES AWARD 2020 [MA000118]

Animal care and veterinary 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:

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Inspector Level 1	64,517	32.65
Inspector Level 2	68,067	34.45
Senior Inspector Level 3	73,539	37.22

- By deleting the table appearing in clause 15.2 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Introductory level	922.70	24.28
Level 1	948.00	24.95

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 2	1024.40	26.96
Level 3	1068.40	28.12
Level 4	1165.70	30.68
Level 5—Practice manager	1224.90	32.23

3. By deleting the table appearing in clause 15.3 and inserting the following:

Classification	Minimum annual salary	Minimum hourly rate
	\$	\$
Level 1A	64,517	32.65
Level 1B	68,067	34.45
Level 2	73,539	37.22
Level 3	80,790	40.89
Level 4	91,258	46.18

4. By deleting the year “2024” in clause 15.6(b) and inserting “2025”.
5. By deleting the amount “\$16.52” appearing in clause 16.2(a) and inserting “\$17.09”.
6. By deleting the amount “\$20.23” appearing in clause 16.2(b) and inserting “\$20.94”.
7. By deleting the amount “\$21.37” appearing in clause 16.2(c)(i) and inserting “\$22.12”.
8. By deleting the amount “\$32.10” appearing in clause 16.2(c)(ii) and inserting “\$33.23”.
9. By deleting the amount “\$37.37” appearing in clause 16.2(c)(iii) and inserting “\$38.68”.
10. By deleting the amount “\$52.23” appearing in clause 16.3(a) and inserting “\$54.06”.

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

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	% of minimum hourly rate				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Inspector Level 1	32.65	48.98	65.30	65.30	81.63
Inspector Level 2	34.45	51.68	68.90	68.90	86.13
Senior Inspector Level 3	37.22	55.83	74.44	74.44	93.05

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

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
	% of minimum hourly rate				
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Inspector Level 1	37.55	42.45	48.98	65.30	81.63
Inspector Level 2	39.62	44.79	51.68	68.90	86.13
Senior Inspector Level 3	42.80	48.39	55.83	74.44	93.05

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

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Inspector Level 1	48.98	65.30	65.30
Inspector Level 2	51.68	68.90	68.90
Senior Inspector Level 3	55.83	74.44	74.44

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

Classification	Minimum hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	% of minimum hourly rate				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Introductory level	24.28	36.42	48.56	48.56	60.70
Level 1	24.95	37.43	49.90	49.90	62.38
Level 2	26.96	40.44	53.92	53.92	67.40
Level 3	28.12	42.18	56.24	56.24	70.30
Level 4	30.68	46.02	61.36	61.36	76.70
Level 5—Practice manager	32.23	48.35	64.46	64.46	80.58

15. By deleting the table appearing in clause B.1.5 and inserting the following:

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
	% of minimum hourly rate				
	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$
Introductory level	27.92	31.56	36.42	48.56	60.70
Level 1	28.69	32.44	37.43	49.90	62.38
Level 2	31.00	35.05	40.44	53.92	67.40
Level 3	32.34	36.56	42.18	56.24	70.30
Level 4	35.28	39.88	46.02	61.36	76.70
Level 5—Practice manager	37.06	41.90	48.35	64.46	80.58

16. By deleting the table appearing in clause B.1.6 and inserting the following:

Classification	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
Introductory level	36.42	48.56	48.56
Level 1	37.43	49.90	49.90
Level 2	40.44	53.92	53.92
Level 3	42.18	56.24	56.24
Level 4	46.02	61.36	61.36
Level 5—Practice manager	48.35	64.46	64.46

17. By deleting the table appearing in clause B.1.7 and inserting the following:

Classification	Minimum hourly rate	Public holiday ¹
	% of minimum hourly rate	
	100%	200%
	\$	\$
Level 1A	32.65	65.30
Level 1B	34.45	68.90
Level 2	37.22	74.44
Level 3	40.89	81.78
Level 4	46.18	92.36

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

Classification	Casual hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	% of minimum hourly rate				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Inspector Level 1	40.81	57.14	73.46	73.46	89.79
Inspector Level 2	43.06	60.29	77.51	77.51	94.74
Senior Inspector Level 3	46.53	65.14	83.75	83.75	102.36

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

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
	% of minimum hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Inspector Level 1	45.71	50.61	57.14	73.46	89.79
Inspector Level 2	48.23	53.40	60.29	77.51	94.74
Senior Inspector Level 3	52.11	57.69	65.14	83.75	102.36

20. By deleting the table appearing in clause B.2.3 and inserting the following:

Classification	Casual hourly rate	Saturday after 1.00 pm		Sunday	Public holiday
		First 3 hours	After 3 hours		
	% of minimum hourly rate				
	125%	175%	225%	225%	275%
	\$	\$	\$	\$	\$
Introductory level	30.35	42.49	54.63	54.63	66.77
Level 1	31.19	43.66	56.14	56.14	68.61
Level 2	33.70	47.18	60.66	60.66	74.14
Level 3	35.15	49.21	63.27	63.27	77.33
Level 4	38.35	53.69	69.03	69.03	84.37
Level 5—Practice manager	40.29	56.40	72.52	72.52	88.63

21. By deleting the table appearing in clause B.2.4 and inserting the following:

Classification	Monday to Friday		Saturday	Sunday	Public holiday
	Morning shift ¹ and afternoon shift ²	Night shift ³			
	% of minimum hourly rate				
	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$
Introductory level	33.99	37.63	42.49	54.63	66.77
Level 1	34.93	38.67	43.66	56.14	68.61
Level 2	37.74	41.79	47.18	60.66	74.14
Level 3	39.37	43.59	49.21	63.27	77.33
Level 4	42.95	47.55	53.69	69.03	84.37
Level 5—Practice manager	45.12	49.96	56.40	72.52	88.63

22. By deleting the table appearing in clause B.2.5 and inserting the following:

Classification	Casual hourly rate	Public holiday ¹
	% of minimum hourly rate	
	125%	225%
	\$	\$
Level 1A	40.81	73.46
Level 1B	43.06	77.51
Level 2	46.53	83.75
Level 3	51.11	92.00
Level 4	57.73	103.91

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

24. By deleting the table appearing in C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Other than veterinary surgeons				
Broken shift allowance	16.2(a)	1.6	17.09	per shift
First aid allowance	16.2(b)	1.96	20.94	per week
On-call allowance—Monday to Friday	16.2(c)(i)	2.07	22.12	per each 24 hour period or part thereof
On-call allowance—Saturday	16.2(c)(ii)	3.11	33.23	per each 24 hour period or part thereof
On-call allowance—Sunday, public holiday or off duty day	16.2(c)(iii)	3.62	38.68	per each 24 hour period or part thereof
Veterinary surgeons				
On-call duty allowance	16.3(a)	5.06	54.06	per each period of duty

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