



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

RESTAURANT INDUSTRY AWARD 2020
[MA000119]

Restaurants

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:

1. By deleting the table appearing in clause 18.1 and inserting the following:

Column 1 Employee classification	Column 2 Employee stream and grade	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
Introductory Level		922.70	24.28
Level 1	Food and beverage attendant grade 1 Kitchen attendant grade 1	948.00	24.95
Level 2	Food and beverage attendant grade 2 Cook grade 1 Kitchen attendant grade 2	982.40	25.85

Column 1 Employee classification	Column 2 Employee stream and grade	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
	Clerical grade 1 Storeperson grade 1 Door person/security officer grade 1		
Level 3	Food and beverage attendant grade 3 Cook grade 2 Kitchen attendant grade 3 Clerical grade 2 Storeperson grade 2 Timekeeper/security officer grade 2 Handyperson	1014.70	26.70
Level 4	Food and beverage attendant grade 4 (tradesperson) Cook grade 3 (tradesperson) Clerical grade 3 Storeperson grade 3	1068.40	28.12
Level 5	Food and beverage supervisor Cook grade 4 (tradesperson) Clerical supervisor	1135.50	29.88
Level 6	Cook grade 5 (tradesperson)	1165.70	30.68

2. By deleting the table appearing in clause 18.3(a)(ii) and inserting the following:

Column 1 Year of apprenticeship	Column 2 % of the standard rate	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
1st year	55	587.62	15.46
2nd year	65	694.46	18.28
3rd year	80	854.72	22.49
4th year	95	1014.98	26.71

3. By deleting the year “2024” in clause 18.7(b) and inserting “2025”.
4. By deleting the amount “\$5.16” appearing in clause 21.3(b) and inserting “\$5.34”.

5. By deleting the amounts “\$2.72” and “\$4.08” wherever they appear in clause 24.2 and inserting “\$2.81” and “\$4.22” respectively.

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

	Ordinary hours¹	Saturday	Sunday	Public holiday	Public holiday²
	% of minimum hourly rate				
	100%	125%	150%	225%	125%
	\$	\$	\$	\$	\$
Introductory Level	24.28	30.35	36.42	54.63	30.35
Level 1	24.95	31.19	37.43	56.14	31.19
Level 2	25.85	32.31	38.78	58.16	32.31
Level 3	26.70	33.38	40.05	60.08	33.38
Level 4	28.12	35.15	42.18	63.27	35.15
Level 5	29.88	37.35	44.82	67.23	37.35
Level 6	30.68	38.35	46.02	69.03	38.35

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

	Monday to Friday		Saturday		Sunday – all time worked	Rostered day off – all time worked
	First 2 hours	After 2 hours	First 2 hours	After 2 hours		
	% of minimum hourly rate					
	150%	200%	175%	200%	200%	200%
	\$	\$	\$	\$	\$	\$
Introductory Level	36.42	48.56	42.49	48.56	48.56	48.56
Level 1	37.43	49.90	43.66	49.90	49.90	49.90
Level 2	38.78	51.70	45.24	51.70	51.70	51.70
Level 3	40.05	53.40	46.73	53.40	53.40	53.40
Level 4	42.18	56.24	49.21	56.24	56.24	56.24
Level 5	44.82	59.76	52.29	59.76	59.76	59.76
Level 6	46.02	61.36	53.69	61.36	61.36	61.36

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

	Ordinary hours¹	Saturday	Sunday – Introductory to Level 2	Sunday – Level 3 to Level 6	Public holiday
	% of minimum hourly rate				
	125%	150%	150%	175%	250%
	\$	\$	\$	\$	\$
Introductory Level	30.35	36.42	36.42	–	60.70
Level 1	31.19	37.43	37.43	–	62.38
Level 2	32.31	38.78	38.78	–	64.63
Level 3	33.38	40.05	–	46.73	66.75
Level 4	35.15	42.18	–	49.21	70.30
Level 5	37.35	44.82	–	52.29	74.70
Level 6	38.35	46.02	–	53.69	76.70

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

	Monday to Friday		Saturday		Sunday – all time worked
	First 2 hours	After 2 hours	First 2 hours	After 2 hours	
	% of minimum hourly rate				
	150%	200%	175%	200%	200%
	\$	\$	\$	\$	\$
Introductory Level	36.42	48.56	42.49	48.56	48.56
Level 1	37.43	49.90	43.66	49.90	49.90
Level 2	38.78	51.70	45.24	51.70	51.70
Level 3	40.05	53.40	46.73	53.40	53.40
Level 4	42.18	56.24	49.21	56.24	56.24
Level 5	44.82	59.76	52.29	59.76	59.76
Level 6	46.02	61.36	53.69	61.36	61.36

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

	Ordinary hours¹	Saturday	Sunday	Public holiday	Public holiday²
	% of junior hourly rate				
	100%	125%	150%	225%	125%
	\$	\$	\$	\$	\$
Introductory Level					
Under 17 years of age	12.14	15.18	18.21	27.32	15.18
17 years of age	14.57	18.21	21.86	32.78	18.21
18 years of age	17.00	21.25	25.50	38.25	21.25
19 years of age	20.64	25.80	30.96	46.44	25.80
20 years of age	24.28	30.35	36.42	54.63	30.35
Level 1					
Under 17 years of age	12.47	15.59	18.71	28.06	15.59
17 years of age	14.97	18.71	22.46	33.68	18.71
18 years of age	17.46	21.83	26.19	39.29	21.83
19 years of age	21.21	26.51	31.82	47.72	26.51
20 years of age	24.95	31.19	37.43	56.14	31.19
Level 2					
Under 17 years of age	12.93	16.16	19.40	29.09	16.16
17 years of age	15.51	19.39	23.27	34.90	19.39
18 years of age	18.10	22.63	27.15	40.73	22.63
19 years of age	21.97	27.46	32.96	49.43	27.46
20 years of age	25.85	32.31	38.78	58.16	32.31
Level 3					
18 years of age	18.69	23.36	28.04	42.05	23.36
19 years of age	22.70	28.38	34.05	51.08	28.38
20 years of age	26.70	33.38	40.05	60.08	33.38
Level 4					
18 years of age	19.68	24.60	29.52	44.28	24.60
19 years of age	23.90	29.88	35.85	53.78	29.88
20 years of age	28.12	35.15	42.18	63.27	35.15
Level 5					
18 years of age	20.92	26.15	31.38	47.07	26.15

	Ordinary hours ¹	Saturday	Sunday	Public holiday	Public holiday ²
	% of junior hourly rate				
	100%	125%	150%	225%	125%
	\$	\$	\$	\$	\$
19 years of age	25.40	31.75	38.10	57.15	31.75
20 years of age	29.88	37.35	44.82	67.23	37.35

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

	Monday to Friday		Saturday		Sunday - all time worked	Rostered day off – all time worked
	First 2 hours	After 2 hours	First 2 hours	After 2 hours		
	% of junior hourly rate					
	150%	200%	175%	200%	200%	200%
	\$	\$	\$	\$	\$	\$
Introductory Level						
Under 17 years of age	18.21	24.28	21.25	24.28	24.28	24.28
17 years of age	21.86	29.14	25.50	29.14	29.14	29.14
18 years of age	25.50	34.00	29.75	34.00	34.00	34.00
19 years of age	30.96	41.28	36.12	41.28	41.28	41.28
20 years of age	36.42	48.56	42.49	48.56	48.56	48.56
Level 1						
Under 17 years of age	18.71	24.94	21.82	24.94	24.94	24.94
17 years of age	22.46	29.94	26.20	29.94	29.94	29.94
18 years of age	26.19	34.92	30.56	34.92	34.92	34.92
19 years of age	31.82	42.42	37.12	42.42	42.42	42.42
20 years of age	37.43	49.90	43.66	49.90	49.90	49.90
Level 2						
Under 17 years of age	19.40	25.86	22.63	25.86	25.86	25.86
17 years of age	23.27	31.02	27.14	31.02	31.02	31.02
18 years of age	27.15	36.20	31.68	36.20	36.20	36.20

	Monday to Friday		Saturday		Sunday - all time worked	Rostered day off – all time worked
	First 2 hours	After 2 hours	First 2 hours	After 2 hours		
	% of junior hourly rate					
	150%	200%	175%	200%	200%	200%
	\$	\$	\$	\$	\$	\$
19 years of age	32.96	43.94	38.45	43.94	43.94	43.94
20 years of age	38.78	51.70	45.24	51.70	51.70	51.70
Level 3						
18 years of age	28.04	37.38	32.71	37.38	37.38	37.38
19 years of age	34.05	45.40	39.73	45.40	45.40	45.40
20 years of age	40.05	53.40	46.73	53.40	53.40	53.40
Level 4						
18 years of age	29.52	39.36	34.44	39.36	39.36	39.36
19 years of age	35.85	47.80	41.83	47.80	47.80	47.80
20 years of age	42.18	56.24	49.21	56.24	56.24	56.24
Level 5						
18 years of age	31.38	41.84	36.61	41.84	41.84	41.84
19 years of age	38.10	50.80	44.45	50.80	50.80	50.80
20 years of age	44.82	59.76	52.29	59.76	59.76	59.76

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

	Ordinary hours ¹	Saturday	Sunday – Introductory to Level 2	Sunday – Level 3 to Level 6	Public holiday
	% of junior hourly rate				
	125%	150%	150%	175%	250%
	\$	\$	\$	\$	\$
Introductory Level					
Under 17 years of age	15.18	18.21	18.21	–	30.35
17 years of age	18.21	21.86	21.86	–	36.43
18 years of age	21.25	25.50	25.50	–	42.50
19 years of age	25.80	30.96	30.96	–	51.60
20 years of age	30.35	36.42	36.42	–	60.70

	Ordinary hours¹	Saturday	Sunday – Introductory to Level 2	Sunday – Level 3 to Level 6	Public holiday
	% of junior hourly rate				
	125%	150%	150%	175%	250%
	\$	\$	\$	\$	\$
Level 1					
Under 17 years of age	15.59	18.71	18.71	–	31.18
17 years of age	18.71	22.46	22.46	–	37.43
18 years of age	21.83	26.19	26.19	–	43.65
19 years of age	26.51	31.82	31.82	–	53.03
20 years of age	31.19	37.43	37.43	–	62.38
Level 2					
Under 17 years of age	16.16	19.40	19.40	–	32.33
17 years of age	19.39	23.27	23.27	–	38.78
18 years of age	22.63	27.15	27.15	–	45.25
19 years of age	27.46	32.96	32.96	–	54.93
20 years of age	32.31	38.78	38.78	–	64.63
Level 3					
18 years of age	23.36	28.04	–	32.71	46.73
19 years of age	28.38	34.05	–	39.73	56.75
20 years of age	33.38	40.05	–	46.73	66.75
Level 4					
18 years of age	24.60	29.52	–	34.44	49.20
19 years of age	29.88	35.85	–	41.83	59.75
20 years of age	35.15	42.18	–	49.21	70.30
Level 5					
18 years of age	26.15	31.38	–	36.61	52.30
19 years of age	31.75	38.10	–	44.45	63.50
20 years of age	37.35	44.82	–	52.29	74.70

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

	Monday to Friday		Saturday		Sunday – all time worked
	First 2 hours	After 2 hours	First 2 hours	After 2 hours	
	% of junior hourly rate				
	150%	200%	175%	200%	200%
	\$	\$	\$	\$	\$
Introductory Level					
Under 17 years of age	18.21	24.28	21.25	24.28	24.28
17 years of age	21.86	29.14	25.50	29.14	29.14
18 years of age	25.50	34.00	29.75	34.00	34.00
19 years of age	30.96	41.28	36.12	41.28	41.28
20 years of age	36.42	48.56	42.49	48.56	48.56
Level 1					
Under 17 years of age	18.71	24.94	21.82	24.94	24.94
17 years of age	22.46	29.94	26.20	29.94	29.94
18 years of age	26.19	34.92	30.56	34.92	34.92
19 years of age	31.82	42.42	37.12	42.42	42.42
20 years of age	37.43	49.90	43.66	49.90	49.90
Level 2					
Under 17 years of age	19.40	25.86	22.63	25.86	25.86
17 years of age	23.27	31.02	27.14	31.02	31.02
18 years of age	27.15	36.20	31.68	36.20	36.20
19 years of age	32.96	43.94	38.45	43.94	43.94
20 years of age	38.78	51.70	45.24	51.70	51.70
Level 3					
18 years of age	28.04	37.38	32.71	37.38	37.38
19 years of age	34.05	45.40	39.73	45.40	45.40
20 years of age	40.05	53.40	46.73	53.40	53.40
Level 4					
18 years of age	29.52	39.36	34.44	39.36	39.36
19 years of age	35.85	47.80	41.83	47.80	47.80
20 years of age	42.18	56.24	49.21	56.24	56.24

	Monday to Friday		Saturday		Sunday – all time worked
	First 2 hours	After 2 hours	First 2 hours	After 2 hours	
	% of junior hourly rate				
	150%	200%	175%	200%	200%
	\$	\$	\$	\$	\$
Level 5					
18 years of age	31.38	41.84	36.61	41.84	41.84
19 years of age	38.10	50.80	44.45	50.80	50.80
20 years of age	44.82	59.76	52.29	59.76	59.76

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

	Ordinary hours ¹	Saturday	Sunday	Public holiday	Public holiday ²
	% of junior apprentice hourly rate				
	100%	125%	150%	225%	125%
	\$	\$	\$	\$	\$
1st year	15.46	19.33	23.19	34.79	19.33
2nd year	18.28	22.85	27.42	41.13	22.85
3rd year	22.49	28.11	33.74	50.60	28.11
4th year - not attained standard of proficiency	26.71	33.39	40.07	60.10	33.39
4th year - attained standard of proficiency	28.12	35.15	42.18	63.27	35.15

15. By deleting the table appearing in clause B.3.3 and inserting the following:

	Monday to Friday		Saturday		Sunday – all time worked	Rostered day off – all time worked
	First 2 hours	After 2 hours	First 2 hours	After 2 hours		
	% of junior apprentice hourly rate					
	150%	200%	175%	200%	200%	200%
	\$	\$	\$	\$	\$	\$
1st year	23.19	30.92	27.06	30.92	30.92	30.92
2nd year	27.42	36.56	31.99	36.56	36.56	36.56
3rd year	33.74	44.98	39.36	44.98	44.98	44.98

	Monday to Friday		Saturday		Sunday – all time worked	Rostered day off – all time worked
	First 2 hours	After 2 hours	First 2 hours	After 2 hours		
	% of junior apprentice hourly rate					
	150%	200%	175%	200%	200%	200%
	\$	\$	\$	\$	\$	\$
4th year - not attained standard of proficiency	40.07	53.42	46.74	53.42	53.42	53.42
4th year - attained standard of proficiency	42.18	56.24	49.21	56.24	56.24	56.24

16. By deleting the table appearing in clause B.4.2 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday	Public holiday ²
	% of adult apprentice hourly rate				
	100%	125%	150%	225%	125%
	\$	\$	\$	\$	\$
1st year	22.49	28.11	33.74	50.60	28.11
2nd year	24.28	30.35	36.42	54.63	30.35
3rd year	24.28	30.35	36.42	54.63	30.35
4th year - not attained standard of proficiency	26.71	33.39	40.07	60.10	33.39
4th year - attained standard of proficiency	28.12	35.15	42.18	63.27	35.15

17. By deleting the table appearing in clause B.4.3 and inserting the following:

	Monday to Friday		Saturday		Sunday – all time worked	Rostered day off – all time worked
	First 2 hours	After 2 hours	First 2 hours	After 2 hours		
	% of adult apprentice hourly rate					
	150%	200%	175%	200%	200%	200%
	\$	\$	\$	\$	\$	\$
1st year	33.74	44.98	39.36	44.98	44.98	44.98
2nd year	36.42	48.56	42.49	48.56	48.56	48.56
3rd year	36.42	48.56	42.49	48.56	48.56	48.56

	Monday to Friday		Saturday		Sunday – all time worked	Rostered day off – all time worked
	First 2 hours	After 2 hours	First 2 hours	After 2 hours		
	% of adult apprentice hourly rate					
	150%	200%	175%	200%	200%	200%
	\$	\$	\$	\$	\$	\$
4th year - not attained standard of proficiency	40.07	53.42	46.74	53.42	53.42	53.42
4th year - attained standard of proficiency	42.18	56.24	49.21	56.24	56.24	56.24

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

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

Allowance	Clause	% of standard rate	\$	Payable
Split shift allowance— full-time and part-time employees	21.3(b)	0.5	5.34	per each separate work period of 2 hours or more

20. By deleting the amount “\$27.17” appearing in clause C.3 and inserting “\$28.12”.

21. By deleting the table appearing in C.3 and inserting the following:

Penalty	Clause	% of standard hourly rate	\$	Payable
Monday to Friday— 10.00 pm to midnight	24.2	10.0	2.81	per hour or part thereof
Monday to Friday— midnight to 6.00 am	24.2	15.0	4.22	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