



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

STATE GOVERNMENT AGENCIES AWARD 2020
[MA000121]

State and Territory 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:

1. By deleting the table appearing in clause 15.1 and inserting the following:

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
Administrative Stream				
Administrative Officer				
Grade 1	A	50,206	962.20	25.32
Grade 1	B	51,446	985.96	25.95
Grade 1	C	52,686	1009.72	26.57
Grade 1	D	53,931	1033.59	27.20

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
Grade 2	A	55,748	1068.41	28.12
Grade 2	B	56,813	1088.82	28.65
Grade 2	C	57,866	1109.00	29.18
Grade 2	D	58,942	1129.62	29.73
Grade 3	A	61,300	1174.81	30.92
Grade 3	B	62,445	1196.76	31.49
Grade 3	C	63,590	1218.70	32.07
Grade 3	D	64,295	1232.21	32.43
Grade 4	A	66,499	1274.45	33.54
Grade 4	B	67,648	1296.47	34.12
Grade 4	C	68,770	1317.97	34.68
Grade 5	A	71,395	1368.28	36.01
Grade 5	B	72,383	1387.22	36.51
Grade 5	C	73,538	1409.35	37.09
Grade 6	A	76,501	1466.14	38.58
Grade 6	B	77,954	1493.98	39.32
Grade 6	C	79,425	1522.18	40.06
Grade 7	A	83,059	1591.82	41.89
Grade 7	B	84,494	1619.32	42.61
Grade 7	C	85,950	1647.23	43.35
Grade 8	A	92,031	1763.77	46.42
Grade 8	B	94,561	1812.26	47.69
Grade 8	C	97,089	1860.71	48.97
Technical Stream				
Technical Assistant (TA)				
TA 1	A	52,061	997.75	26.26
TA 1	B	52,949	1014.77	26.70
TA 1	C	53,809	1031.25	27.14
TA 1	D	54,086	1036.56	27.28

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
Technical Officer (TO)				
TO 1	A	56,484	1082.51	28.49
TO 1	B	57,457	1101.16	28.98
TO 1	C	58,265	1116.65	29.39
TO 1	D	59,427	1138.92	29.97
TO 1	E	59,745	1145.01	30.13
TO 1	F	60,732	1163.93	30.63
TO 1	G	61,758	1183.59	31.15
TO 1	H	62,634	1200.38	31.59
TO 1	I	63,328	1213.68	31.94
TO 2	A	63,782	1222.38	32.17
TO 2	B	65,032	1246.34	32.80
TO 2	C	65,527	1255.82	33.05
TO 3	A	66,670	1277.73	33.62
TO 3	B	67,617	1295.88	34.10
TO 3	C	69,138	1325.03	34.87
TO 4	A	70,319	1347.66	35.46
TO 4	B	71,157	1363.72	35.89
TO 4	C	72,687	1393.04	36.66
TO 5	A	73,947	1417.19	37.29
TO 5	B	75,327	1443.64	37.99
TO 6	A	76,797	1471.81	38.73
TO 6	B	78,260	1499.85	39.47
TO 7	A	79,997	1533.14	40.35
TO 7	B	81,462	1561.22	41.08
Professional Stream				
Information Technology Officer (ITO)				
ITO 1	A	59,543	1141.14	30.03

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
ITO 1	B	61,187	1172.65	30.86
ITO 1	C	62,856	1204.63	31.70
ITO 1	D	64,130	1229.05	32.34
ITO 1	E	65,371	1252.83	32.97
ITO 1	F	67,068	1285.36	33.83
ITO 1	G	69,545	1332.83	35.07
ITO 2	A	71,395	1368.28	36.01
ITO 2	B	73,044	1399.89	36.84
ITO 2	C	74,855	1434.59	37.75
ITO 2	D	76,501	1466.14	38.58
ITO 3	A	80,143	1535.94	40.42
ITO 3	B	82,316	1577.58	41.52
ITO 3	C	84,494	1619.32	42.61
ITO 4	A	89,243	1710.34	45.01
ITO 4	B	92,031	1763.77	46.42
ITO 5	A	97,089	1860.71	48.97
Legal Officer (LO)				
LO 1	A	60,278	1155.23	30.40
LO 1	B	62,354	1195.01	31.45
LO 1	C	64,101	1228.49	32.33
LO 1	D	65,812	1261.28	33.19
LO 1	E	67,981	1302.85	34.29
LO 1	F	70,143	1344.29	35.38
LO 1	G	72,147	1382.69	36.39
LO 1	H	74,312	1424.19	37.48
LO 1	I	76,310	1462.48	38.49
LO 2	A	80,059	1534.33	40.38
LO 2	B	81,151	1555.26	40.93
LO 2	C	82,249	1576.30	41.48

Employee classification	Work value level	Minimum annual rate (full-time employee)	Minimum weekly rate (full-time employee)	Minimum hourly rate
		\$	\$	\$
LO 2	D	83,345	1597.30	42.03
LO 3	A	88,324	1692.73	44.55
LO 3	B	89,599	1717.16	45.19
LO 3	C	90,870	1741.52	45.83
LO 4	A	96,333	1846.22	48.58
LO 4	B	98,410	1886.02	49.63
LO 5	A	102,168	1958.05	51.53
Engineer/Scientist (ES)				
ES 1	A	56,439	1081.65	28.46
ES 1	B	57,269	1097.56	28.88
ES 1	C	59,421	1138.80	29.97
ES 1	D	60,878	1166.72	30.70
ES 1	E	63,282	1212.80	31.92
ES 1	F	65,740	1259.90	33.16
ES 1	G	67,211	1288.10	33.90
ES 2	A	69,460	1331.20	35.03
ES 2	B	71,072	1362.09	35.84
ES 2	C	72,383	1387.22	36.51
ES 2	D	73,696	1412.38	37.17
ES 3	A	76,079	1458.05	38.37
ES 3	B	77,954	1493.98	39.32
ES 3	C	79,234	1518.52	39.96
ES 3	D	81,714	1566.05	41.21
ES 4	A	84,498	1619.40	42.62
ES 4	B	85,950	1647.23	43.35
ES 4	C	88,324	1692.73	44.55
ES 5	A	92,563	1773.97	46.68
ES 5	B	94,908	1818.91	47.87
ES 5	C	97,248	1863.75	49.05

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

Name	Work value level	Minimum weekly rate (full-time employee)	Minimum hourly rate	Minimum casual hourly rate
		\$	\$	\$
FW 1	1	1017.70	26.78	33.48
FW 2	2	1038.20	27.32	34.15
FW 3	3	1068.40	28.12	35.15

3. By deleting the year “2024” in clause 15.5(b) and inserting “2025”.

4. By deleting the amount “\$759.47” appearing in clause 18.2(a)(ii) and inserting “\$786.05”.

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

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
Administrative Stream			
Administrative Officer			
Grade 1	A	25.32	37.98
Grade 1	B	25.95	38.93
Grade 1	C	26.57	39.86
Grade 1	D	27.20	40.80
Grade 2	A	28.12	42.18
Grade 2	B	28.65	42.98
Grade 2	C	29.18	43.77
Grade 2	D	29.73	44.60
Grade 3	A	30.92	46.38
Grade 3	B	31.49	47.24
Grade 3	C	32.07	48.11
Grade 3	D	32.43	48.65

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
Grade 4	A	33.54	50.31
Grade 4	B	34.12	51.18
Grade 4	C	34.68	52.02
Grade 5	A	36.01	54.02
Grade 5	B	36.51	54.77
Grade 5	C	37.09	55.64
Grade 6	A	38.58	57.87
Grade 6	B	39.32	58.98
Grade 6	C	40.06	60.09
Grade 7	A	41.89	62.84
Grade 7	B	42.61	63.92
Grade 7	C	43.35	65.03
Grade 8	A	46.42	69.63
Grade 8	B	47.69	71.54
Grade 8	C	48.97	73.46
Technical Stream			
Technical Assistant (TA)			
TA 1	A	26.26	39.39
TA 1	B	26.70	40.05
TA 1	C	27.14	40.71
TA 1	D	27.28	40.92
Technical Officer (TO)			
TO 1	A	28.49	42.74
TO 1	B	28.98	43.47
TO 1	C	29.39	44.09
TO 1	D	29.97	44.96
TO 1	E	30.13	45.20
TO 1	F	30.63	45.95
TO 1	G	31.15	46.73

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
TO 1	H	31.59	47.39
TO 1	I	31.94	47.91
TO 2	A	32.17	48.26
TO 2	B	32.80	49.20
TO 2	C	33.05	49.58
TO 3	A	33.62	50.43
TO 3	B	34.10	51.15
TO 3	C	34.87	52.31
TO 4	A	35.46	53.19
TO 4	B	35.89	53.84
TO 4	C	36.66	54.99
TO 5	A	37.29	55.94
TO 5	B	37.99	56.99
TO 6	A	38.73	58.10
TO 6	B	39.47	59.21
TO 7	A	40.35	60.53
TO 7	B	41.08	61.62
Professional Stream			
Information Technology Officer (ITO)			
ITO 1	A	30.03	45.05
ITO 1	B	30.86	46.29
ITO 1	C	31.70	47.55
ITO 1	D	32.34	48.51
ITO 1	E	32.97	49.46
ITO 1	F	33.83	50.75
ITO 1	G	35.07	52.61
ITO 2	A	36.01	54.02
ITO 2	B	36.84	55.26

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
ITO 2	C	37.75	56.63
ITO 2	D	38.58	57.87
ITO 3	A	40.42	60.63
ITO 3	B	41.52	62.28
ITO 3	C	42.61	63.92
ITO 4	A	45.01	67.52
ITO 4	B	46.42	69.63
ITO 5	A	48.97	73.46
Legal Officer (LO)			
LO 1	A	30.40	45.60
LO 1	B	31.45	47.18
LO 1	C	32.33	48.50
LO 1	D	33.19	49.79
LO 1	E	34.29	51.44
LO 1	F	35.38	53.07
LO 1	G	36.39	54.59
LO 1	H	37.48	56.22
LO 1	I	38.49	57.74
LO 2	A	40.38	60.57
LO 2	B	40.93	61.40
LO 2	C	41.48	62.22
LO 2	D	42.03	63.05
LO 3	A	44.55	66.83
LO 3	B	45.19	67.79
LO 3	C	45.83	68.75
LO 4	A	48.58	72.87
LO 4	B	49.63	74.45
LO 5	A	51.53	77.30

Employee classification	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		100%	150%
		\$	\$
Engineer/Scientist (ES)			
ES 1	A	28.46	42.69
ES 1	B	28.88	43.32
ES 1	C	29.97	44.96
ES 1	D	30.70	46.05
ES 1	E	31.92	47.88
ES 1	F	33.16	49.74
ES 1	G	33.90	50.85
ES 2	A	35.03	52.55
ES 2	B	35.84	53.76
ES 2	C	36.51	54.77
ES 2	D	37.17	55.76
ES 3	A	38.37	57.56
ES 3	B	39.32	58.98
ES 3	C	39.96	59.94
ES 3	D	41.21	61.82
ES 4	A	42.62	63.93
ES 4	B	43.35	65.03
ES 4	C	44.55	66.83
ES 5	A	46.68	70.02
ES 5	B	47.87	71.81
ES 5	C	49.05	73.58

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

Employee classification	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		100%	115%	130%	150%	200%	250%
		\$	\$	\$	\$	\$	\$
Administrative Stream							
Administrative Officer							
Grade 1	A	25.32	29.12	32.92	37.98	50.64	63.30
Grade 1	B	25.95	29.84	33.74	38.93	51.90	64.88
Grade 1	C	26.57	30.56	34.54	39.86	53.14	66.43
Grade 1	D	27.20	31.28	35.36	40.80	54.40	68.00
Grade 2	A	28.12	32.34	36.56	42.18	56.24	70.30
Grade 2	B	28.65	32.95	37.25	42.98	57.30	71.63
Grade 2	C	29.18	33.56	37.93	43.77	58.36	72.95
Grade 2	D	29.73	34.19	38.65	44.60	59.46	74.33
Grade 3	A	30.92	35.56	40.20	46.38	61.84	77.30
Grade 3	B	31.49	36.21	40.94	47.24	62.98	78.73
Grade 3	C	32.07	36.88	41.69	48.11	64.14	80.18
Grade 3	D	32.43	37.29	42.16	48.65	64.86	81.08
Grade 4	A	33.54	38.57	43.60	50.31	67.08	83.85
Grade 4	B	34.12	39.24	44.36	51.18	68.24	85.30
Grade 4	C	34.68	39.88	45.08	52.02	69.36	86.70
Grade 5	A	36.01	41.41	46.81	54.02	72.02	90.03
Grade 5	B	36.51	41.99	47.46	54.77	73.02	91.28
Grade 5	C	37.09	42.65	48.22	55.64	74.18	92.73
Grade 6	A	38.58	44.37	50.15	57.87	77.16	96.45
Grade 6	B	39.32	45.22	51.12	58.98	78.64	98.30
Grade 6	C	40.06	46.07	52.08	60.09	80.12	100.15
Grade 7	A	41.89	48.17	54.46	62.84	83.78	104.73
Grade 7	B	42.61	49.00	55.39	63.92	85.22	106.53
Grade 7	C	43.35	49.85	56.36	65.03	86.70	108.38

Employee classification	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		100%	115%	130%	150%	200%	250%
		\$	\$	\$	\$	\$	\$
Grade 8	A	46.42	53.38	60.35	69.63	92.84	116.05
Grade 8	B	47.69	54.84	62.00	71.54	95.38	119.23
Grade 8	C	48.97	56.32	63.66	73.46	97.94	122.43
Technical Stream							
Technical Assistant (TA)							
TA 1	A	26.26	30.20	34.14	39.39	52.52	65.65
TA 1	B	26.70	30.71	34.71	40.05	53.40	66.75
TA 1	C	27.14	31.21	35.28	40.71	54.28	67.85
TA 1	D	27.28	31.37	35.46	40.92	54.56	68.20
Technical Officer (TO)							
TO 1	A	28.49	32.76	37.04	42.74	56.98	71.23
TO 1	B	28.98	33.33	37.67	43.47	57.96	72.45
TO 1	C	29.39	33.80	38.21	44.09	58.78	73.48
TO 1	D	29.97	34.47	38.96	44.96	59.94	74.93
TO 1	E	30.13	34.65	39.17	45.20	60.26	75.33
TO 1	F	30.63	35.22	39.82	45.95	61.26	76.58
TO 1	G	31.15	35.82	40.50	46.73	62.30	77.88
TO 1	H	31.59	36.33	41.07	47.39	63.18	78.98
TO 1	I	31.94	36.73	41.52	47.91	63.88	79.85
TO 2	A	32.17	37.00	41.82	48.26	64.34	80.43
TO 2	B	32.80	37.72	42.64	49.20	65.60	82.00
TO 2	C	33.05	38.01	42.97	49.58	66.10	82.63
TO 3	A	33.62	38.66	43.71	50.43	67.24	84.05
TO 3	B	34.10	39.22	44.33	51.15	68.20	85.25
TO 3	C	34.87	40.10	45.33	52.31	69.74	87.18
TO 4	A	35.46	40.78	46.10	53.19	70.92	88.65

Employee classification	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		100%	115%	130%	150%	200%	250%
		\$	\$	\$	\$	\$	\$
TO 4	B	35.89	41.27	46.66	53.84	71.78	89.73
TO 4	C	36.66	42.16	47.66	54.99	73.32	91.65
TO 5	A	37.29	42.88	48.48	55.94	74.58	93.23
TO 5	B	37.99	43.69	49.39	56.99	75.98	94.98
TO 6	A	38.73	44.54	50.35	58.10	77.46	96.83
TO 6	B	39.47	45.39	51.31	59.21	78.94	98.68
TO 7	A	40.35	46.40	52.46	60.53	80.70	100.88
TO 7	B	41.08	47.24	53.40	61.62	82.16	102.70
Professional Stream							
Information Technology Officer (ITO)							
ITO 1	A	30.03	34.53	39.04	45.05	60.06	75.08
ITO 1	B	30.86	35.49	40.12	46.29	61.72	77.15
ITO 1	C	31.70	36.46	41.21	47.55	63.40	79.25
ITO 1	D	32.34	37.19	42.04	48.51	64.68	80.85
ITO 1	E	32.97	37.92	42.86	49.46	65.94	82.43
ITO 1	F	33.83	38.90	43.98	50.75	67.66	84.58
ITO 1	G	35.07	40.33	45.59	52.61	70.14	87.68
ITO 2	A	36.01	41.41	46.81	54.02	72.02	90.03
ITO 2	B	36.84	42.37	47.89	55.26	73.68	92.10
ITO 2	C	37.75	43.41	49.08	56.63	75.50	94.38
ITO 2	D	38.58	44.37	50.15	57.87	77.16	96.45
ITO 3	A	40.42	46.48	52.55	60.63	80.84	101.05
ITO 3	B	41.52	47.75	53.98	62.28	83.04	103.80
ITO 3	C	42.61	49.00	55.39	63.92	85.22	106.53
ITO 4	A	45.01	51.76	58.51	67.52	90.02	112.53
ITO 4	B	46.42	53.38	60.35	69.63	92.84	116.05

Employee classification	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		100%	115%	130%	150%	200%	250%
		\$	\$	\$	\$	\$	\$
ITO 5	A	48.97	56.32	63.66	73.46	97.94	122.43
Legal Officer (LO)							
LO 1	A	30.40	34.96	39.52	45.60	60.80	76.00
LO 1	B	31.45	36.17	40.89	47.18	62.90	78.63
LO 1	C	32.33	37.18	42.03	48.50	64.66	80.83
LO 1	D	33.19	38.17	43.15	49.79	66.38	82.98
LO 1	E	34.29	39.43	44.58	51.44	68.58	85.73
LO 1	F	35.38	40.69	45.99	53.07	70.76	88.45
LO 1	G	36.39	41.85	47.31	54.59	72.78	90.98
LO 1	H	37.48	43.10	48.72	56.22	74.96	93.70
LO 1	I	38.49	44.26	50.04	57.74	76.98	96.23
LO 2	A	40.38	46.44	52.49	60.57	80.76	100.95
LO 2	B	40.93	47.07	53.21	61.40	81.86	102.33
LO 2	C	41.48	47.70	53.92	62.22	82.96	103.70
LO 2	D	42.03	48.33	54.64	63.05	84.06	105.08
LO 3	A	44.55	51.23	57.92	66.83	89.10	111.38
LO 3	B	45.19	51.97	58.75	67.79	90.38	112.98
LO 3	C	45.83	52.70	59.58	68.75	91.66	114.58
LO 4	A	48.58	55.87	63.15	72.87	97.16	121.45
LO 4	B	49.63	57.07	64.52	74.45	99.26	124.08
LO 5	A	51.53	59.26	66.99	77.30	103.06	128.83
Engineer/Scientist (ES)							
ES 1	A	28.46	32.73	37.00	42.69	56.92	71.15
ES 1	B	28.88	33.21	37.54	43.32	57.76	72.20
ES 1	C	29.97	34.47	38.96	44.96	59.94	74.93
ES 1	D	30.70	35.31	39.91	46.05	61.40	76.75
ES 1	E	31.92	36.71	41.50	47.88	63.84	79.80

Employee classification	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		100%	115%	130%	150%	200%	250%
		\$	\$	\$	\$	\$	\$
ES 1	F	33.16	38.13	43.11	49.74	66.32	82.90
ES 1	G	33.90	38.99	44.07	50.85	67.80	84.75
ES 2	A	35.03	40.28	45.54	52.55	70.06	87.58
ES 2	B	35.84	41.22	46.59	53.76	71.68	89.60
ES 2	C	36.51	41.99	47.46	54.77	73.02	91.28
ES 2	D	37.17	42.75	48.32	55.76	74.34	92.93
ES 3	A	38.37	44.13	49.88	57.56	76.74	95.93
ES 3	B	39.32	45.22	51.12	58.98	78.64	98.30
ES 3	C	39.96	45.95	51.95	59.94	79.92	99.90
ES 3	D	41.21	47.39	53.57	61.82	82.42	103.03
ES 4	A	42.62	49.01	55.41	63.93	85.24	106.55
ES 4	B	43.35	49.85	56.36	65.03	86.70	108.38
ES 4	C	44.55	51.23	57.92	66.83	89.10	111.38
ES 5	A	46.68	53.68	60.68	70.02	93.36	116.70
ES 5	B	47.87	55.05	62.23	71.81	95.74	119.68
ES 5	C	49.05	56.41	63.77	73.58	98.10	122.63

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

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays
		First 3 hours	After 3 hours		In excess of ordinary hours
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
Administrative Stream					
Administrative Officer					
Grade 1	A	37.98	50.64	50.64	63.30
Grade 1	B	38.93	51.90	51.90	64.88
Grade 1	C	39.86	53.14	53.14	66.43

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays
		First 3 hours	After 3 hours		In excess of ordinary hours
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
Grade 1	D	40.80	54.40	54.40	68.00
Grade 2	A	42.18	56.24	56.24	70.30
Grade 2	B	42.98	57.30	57.30	71.63
Grade 2	C	43.77	58.36	58.36	72.95
Grade 2	D	44.60	59.46	59.46	74.33
Grade 3	A	46.38	61.84	61.84	77.30
Grade 3	B	47.24	62.98	62.98	78.73
Grade 3	C	48.11	64.14	64.14	80.18
Grade 3	D	48.65	64.86	64.86	81.08
Grade 4	A	50.31	67.08	67.08	83.85
Grade 4	B	51.18	68.24	68.24	85.30
Grade 4	C	52.02	69.36	69.36	86.70
Grade 5 ¹	A	52.02	69.36	69.36	86.70
Grade 5 ¹	B	52.02	69.36	69.36	86.70
Grade 5 ¹	C	52.02	69.36	69.36	86.70
Grade 6 ¹	A	52.02	69.36	69.36	86.70
Grade 6 ¹	B	52.02	69.36	69.36	86.70
Grade 6 ¹	C	52.02	69.36	69.36	86.70
Grade 7 ²	A	—	—	—	—
Grade 7 ²	B	—	—	—	—
Grade 7 ²	C	—	—	—	—
Grade 8 ²	A	—	—	—	—
Grade 8 ²	B	—	—	—	—
Grade 8 ²	C	—	—	—	—
Technical Stream					
Technical Assistant (TA)					
TA 1	A	39.39	52.52	52.52	65.65
TA 1	B	40.05	53.40	53.40	66.75

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays
		First 3 hours	After 3 hours		In excess of ordinary hours
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
TA 1	C	40.71	54.28	54.28	67.85
TA 1	D	40.92	54.56	54.56	68.20
Technical Officer (TO)					
TO 1	A	42.74	56.98	56.98	71.23
TO 1	B	43.47	57.96	57.96	72.45
TO 1	C	44.09	58.78	58.78	73.48
TO 1	D	44.96	59.94	59.94	74.93
TO 1	E	45.20	60.26	60.26	75.33
TO 1	F	45.95	61.26	61.26	76.58
TO 1	G	46.73	62.30	62.30	77.88
TO 1	H	47.39	63.18	63.18	78.98
TO 1	I	47.91	63.88	63.88	79.85
TO 2	A	48.26	64.34	64.34	80.43
TO 2	B	49.20	65.60	65.60	82.00
TO 2	C	49.58	66.10	66.10	82.63
TO 3	A	50.43	67.24	67.24	84.05
TO 3	B	51.15	68.20	68.20	85.25
TO 3 ¹	C	52.02	69.36	69.36	86.70
TO 4 ¹	A	52.02	69.36	69.36	86.70
TO 4 ¹	B	52.02	69.36	69.36	86.70
TO 4 ¹	C	52.02	69.36	69.36	86.70
TO 5 ¹	A	52.02	69.36	69.36	86.70
TO 5 ¹	B	52.02	69.36	69.36	86.70
TO 6 ¹	A	52.02	69.36	69.36	86.70
TO 6 ¹	B	52.02	69.36	69.36	86.70
TO 7 ²	A	—	—	—	—
TO 7 ²	B	—	—	—	—

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays
		First 3 hours	After 3 hours		In excess of ordinary hours
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
Professional Stream					
Information Technology Officer (ITO)					
ITO 1	A	45.05	60.06	60.06	75.08
ITO 1	B	46.29	61.72	61.72	77.15
ITO 1	C	47.55	63.40	63.40	79.25
ITO 1	D	48.51	64.68	64.68	80.85
ITO 1	E	49.46	65.94	65.94	82.43
ITO 1	F	50.75	67.66	67.66	84.58
ITO 1 ¹	G	52.02	69.36	69.36	86.70
ITO 2 ¹	A	52.02	69.36	69.36	86.70
ITO 2 ¹	B	52.02	69.36	69.36	86.70
ITO 2 ¹	C	52.02	69.36	69.36	86.70
ITO 2 ¹	D	52.02	69.36	69.36	86.70
ITO 3 ²	A	—	—	—	—
ITO 3 ²	B	—	—	—	—
ITO 3 ²	C	—	—	—	—
ITO 4 ²	A	—	—	—	—
ITO 4 ²	B	—	—	—	—
ITO 5 ²	A	—	—	—	—
Legal Officer (LO)					
LO 1	A	45.60	60.80	60.80	76.00
LO 1	B	47.18	62.90	62.90	78.63
LO 1	C	48.50	64.66	64.66	80.83
LO 1	D	49.79	66.38	66.38	82.98
LO 1	E	51.44	68.58	68.58	85.73
LO 1 ¹	F	52.02	69.36	69.36	86.70
LO 1 ¹	G	52.02	69.36	69.36	86.70

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays
		First 3 hours	After 3 hours		In excess of ordinary hours
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
LO 1 ¹	H	52.02	69.36	69.36	86.70
LO 1 ¹	I	52.02	69.36	69.36	86.70
LO 2 ²	A	—	—	—	—
LO 2 ²	B	—	—	—	—
LO 2 ²	C	—	—	—	—
LO 2 ²	D	—	—	—	—
LO 3 ²	A	—	—	—	—
LO 3 ²	B	—	—	—	—
LO 3 ²	C	—	—	—	—
LO 4 ²	A	—	—	—	—
LO 4 ²	B	—	—	—	—
LO 5 ²	A	—	—	—	—
Engineer/Scientist (ES)					
ES 1	A	42.69	56.92	56.92	71.15
ES 1	B	43.32	57.76	57.76	72.20
ES 1	C	44.96	59.94	59.94	74.93
ES 1	D	46.05	61.40	61.40	76.75
ES 1	E	47.88	63.84	63.84	79.80
ES 1	F	49.74	66.32	66.32	82.90
ES 1	G	50.85	67.80	67.80	84.75
ES 2 ¹	A	52.02	69.36	69.36	86.70
ES 2 ¹	B	52.02	69.36	69.36	86.70
ES 2 ¹	C	52.02	69.36	69.36	86.70
ES 2 ¹	D	52.02	69.36	69.36	86.70
ES 3 ¹	A	52.02	69.36	69.36	86.70
ES 3 ¹	B	52.02	69.36	69.36	86.70
ES 3 ¹	C	52.02	69.36	69.36	86.70
ES 3 ²	D	—	—	—	—

Employee classification	Work value level	Monday to Saturday		Sunday	Public holidays
		First 3 hours	After 3 hours		In excess of ordinary hours
		% of minimum hourly rate			
		150%	200%	200%	250%
		\$	\$	\$	\$
ES 4 ²	A	—	—	—	—
ES 4 ²	B	—	—	—	—
ES 4 ²	C	—	—	—	—
ES 5 ²	A	—	—	—	—
ES 5 ²	B	—	—	—	—
ES 5 ²	C	—	—	—	—

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

Employee classification	Ordinary hours	Public holidays
	% of minimum hourly rate	
	100%	150%
	\$	\$
General/Field work stream		
FW 1	26.78	40.17
FW 2	27.32	40.98
FW 3	28.12	42.18

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

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
Administrative Stream			
Administrative Officer			
Grade 1	A	31.65	44.31
Grade 1	B	32.44	45.41
Grade 1	C	33.21	46.50

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
Grade 1	D	34.00	47.60
Grade 2	A	35.15	49.21
Grade 2	B	35.81	50.14
Grade 2	C	36.48	51.07
Grade 2	D	37.16	52.03
Grade 3	A	38.65	54.11
Grade 3	B	39.36	55.11
Grade 3	C	40.09	56.12
Grade 3	D	40.54	56.75
Grade 4	A	41.93	58.70
Grade 4	B	42.65	59.71
Grade 4	C	43.35	60.69
Grade 5	A	45.01	63.02
Grade 5	B	45.64	63.89
Grade 5	C	46.36	64.91
Grade 6	A	48.23	67.52
Grade 6	B	49.15	68.81
Grade 6	C	50.08	70.11
Grade 7	A	52.36	73.31
Grade 7	B	53.26	74.57
Grade 7	C	54.19	75.86
Grade 8	A	58.03	81.24
Grade 8	B	59.61	83.46
Grade 8	C	61.21	85.70
Technical Stream			
Technical Assistant (TA)			
TA 1	A	32.83	45.96
TA 1	B	33.38	46.73
TA 1	C	33.93	47.50

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
TA 1	D	34.10	47.74
Technical Officer (TO)			
TO 1	A	35.61	49.86
TO 1	B	36.23	50.72
TO 1	C	36.74	51.43
TO 1	D	37.46	52.45
TO 1	E	37.66	52.73
TO 1	F	38.29	53.60
TO 1	G	38.94	54.51
TO 1	H	39.49	55.28
TO 1	I	39.93	55.90
TO 2	A	40.21	56.30
TO 2	B	41.00	57.40
TO 2	C	41.31	57.84
TO 3	A	42.03	58.84
TO 3	B	42.63	59.68
TO 3	C	43.59	61.02
TO 4	A	44.33	62.06
TO 4	B	44.86	62.81
TO 4	C	45.83	64.16
TO 5	A	46.61	65.26
TO 5	B	47.49	66.48
TO 6	A	48.41	67.78
TO 6	B	49.34	69.07
TO 7	A	50.44	70.61
TO 7	B	51.35	71.89

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
Professional Stream			
Information Technology Officer (ITO)			
ITO 1	A	37.54	52.55
ITO 1	B	38.58	54.01
ITO 1	C	39.63	55.48
ITO 1	D	40.43	56.60
ITO 1	E	41.21	57.70
ITO 1	F	42.29	59.20
ITO 1	G	43.84	61.37
ITO 2	A	45.01	63.02
ITO 2	B	46.05	64.47
ITO 2	C	47.19	66.06
ITO 2	D	48.23	67.52
ITO 3	A	50.53	70.74
ITO 3	B	51.90	72.66
ITO 3	C	53.26	74.57
ITO 4	A	56.26	78.77
ITO 4	B	58.03	81.24
ITO 5	A	61.21	85.70
Legal Officer (LO)			
LO 1	A	38.00	53.20
LO 1	B	39.31	55.04
LO 1	C	40.41	56.58
LO 1	D	41.49	58.08
LO 1	E	42.86	60.01
LO 1	F	44.23	61.92
LO 1	G	45.49	63.68
LO 1	H	46.85	65.59

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
LO 1	I	48.11	67.36
LO 2	A	50.48	70.67
LO 2	B	51.16	71.63
LO 2	C	51.85	72.59
LO 2	D	52.54	73.55
LO 3	A	55.69	77.96
LO 3	B	56.49	79.08
LO 3	C	57.29	80.20
LO 4	A	60.73	85.02
LO 4	B	62.04	86.85
LO 5	A	64.41	90.18
Engineer/Scientist (ES)			
ES 1	A	35.58	49.81
ES 1	B	36.10	50.54
ES 1	C	37.46	52.45
ES 1	D	38.38	53.73
ES 1	E	39.90	55.86
ES 1	F	41.45	58.03
ES 1	G	42.38	59.33
ES 2	A	43.79	61.30
ES 2	B	44.80	62.72
ES 2	C	45.64	63.89
ES 2	D	46.46	65.05
ES 3	A	47.96	67.15
ES 3	B	49.15	68.81
ES 3	C	49.95	69.93
ES 3	D	51.51	72.12
ES 4	A	53.28	74.59
ES 4	B	54.19	75.86

	Work value level	Ordinary hours	Public holidays
		% of minimum hourly rate	
		125%	175%
		\$	\$
ES 4	C	55.69	77.96
ES 5	A	58.35	81.69
ES 5	B	59.84	83.77
ES 5	C	61.31	85.84

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

	Work value level	Ordinary hours	Afternoon & rotating night	Non-rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		125%	140%	155%	175%	225%	275%
		\$	\$	\$	\$	\$	\$
Administrative Stream							
Administrative Officer							
Grade 1	A	31.65	35.45	39.25	44.31	56.97	69.63
Grade 1	B	32.44	36.33	40.22	45.41	58.39	71.36
Grade 1	C	33.21	37.20	41.18	46.50	59.78	73.07
Grade 1	D	34.00	38.08	42.16	47.60	61.20	74.80
Grade 2	A	35.15	39.37	43.59	49.21	63.27	77.33
Grade 2	B	35.81	40.11	44.41	50.14	64.46	78.79
Grade 2	C	36.48	40.85	45.23	51.07	65.66	80.25
Grade 2	D	37.16	41.62	46.08	52.03	66.89	81.76
Grade 3	A	38.65	43.29	47.93	54.11	69.57	85.03
Grade 3	B	39.36	44.09	48.81	55.11	70.85	86.60
Grade 3	C	40.09	44.90	49.71	56.12	72.16	88.19
Grade 3	D	40.54	45.40	50.27	56.75	72.97	89.18
Grade 4	A	41.93	46.96	51.99	58.70	75.47	92.24
Grade 4	B	42.65	47.77	52.89	59.71	76.77	93.83

	Work value level	Ordinary hours	Afternoon & rotating night	Non- rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		125%	140%	155%	175%	225%	275%
		\$	\$	\$	\$	\$	\$
Grade 4	C	43.35	48.55	53.75	60.69	78.03	95.37
Grade 5	A	45.01	50.41	55.82	63.02	81.02	99.03
Grade 5	B	45.64	51.11	56.59	63.89	82.15	100.40
Grade 5	C	46.36	51.93	57.49	64.91	83.45	102.00
Grade 6	A	48.23	54.01	59.80	67.52	86.81	106.10
Grade 6	B	49.15	55.05	60.95	68.81	88.47	108.13
Grade 6	C	50.08	56.08	62.09	70.11	90.14	110.17
Grade 7	A	52.36	58.65	64.93	73.31	94.25	115.20
Grade 7	B	53.26	59.65	66.05	74.57	95.87	117.18
Grade 7	C	54.19	60.69	67.19	75.86	97.54	119.21
Grade 8	A	58.03	64.99	71.95	81.24	104.45	127.66
Grade 8	B	59.61	66.77	73.92	83.46	107.30	131.15
Grade 8	C	61.21	68.56	75.90	85.70	110.18	134.67
Technical Stream							
Technical Assistant (TA)							
TA 1	A	32.83	36.76	40.70	45.96	59.09	72.22
TA 1	B	33.38	37.38	41.39	46.73	60.08	73.43
TA 1	C	33.93	38.00	42.07	47.50	61.07	74.64
TA 1	D	34.10	38.19	42.28	47.74	61.38	75.02
Technical Officer (TO)							
TO 1	A	35.61	39.89	44.16	49.86	64.10	78.35
TO 1	B	36.23	40.57	44.92	50.72	65.21	79.70
TO 1	C	36.74	41.15	45.55	51.43	66.13	80.82
TO 1	D	37.46	41.96	46.45	52.45	67.43	82.42
TO 1	E	37.66	42.18	46.70	52.73	67.79	82.86
TO 1	F	38.29	42.88	47.48	53.60	68.92	84.23

	Work value level	Ordinary hours	Afternoon & rotating night	Non- rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		125%	140%	155%	175%	225%	275%
		\$	\$	\$	\$	\$	\$
TO 1	G	38.94	43.61	48.28	54.51	70.09	85.66
TO 1	H	39.49	44.23	48.96	55.28	71.08	86.87
TO 1	I	39.93	44.72	49.51	55.90	71.87	87.84
TO 2	A	40.21	45.04	49.86	56.30	72.38	88.47
TO 2	B	41.00	45.92	50.84	57.40	73.80	90.20
TO 2	C	41.31	46.27	51.23	57.84	74.36	90.89
TO 3	A	42.03	47.07	52.11	58.84	75.65	92.46
TO 3	B	42.63	47.74	52.86	59.68	76.73	93.78
TO 3	C	43.59	48.82	54.05	61.02	78.46	95.89
TO 4	A	44.33	49.64	54.96	62.06	79.79	97.52
TO 4	B	44.86	50.25	55.63	62.81	80.75	98.70
TO 4	C	45.83	51.32	56.82	64.16	82.49	100.82
TO 5	A	46.61	52.21	57.80	65.26	83.90	102.55
TO 5	B	47.49	53.19	58.88	66.48	85.48	104.47
TO 6	A	48.41	54.22	60.03	67.78	87.14	106.51
TO 6	B	49.34	55.26	61.18	69.07	88.81	108.54
TO 7	A	50.44	56.49	62.54	70.61	90.79	110.96
TO 7	B	51.35	57.51	63.67	71.89	92.43	112.97
Professional Stream							
Information Technology Officer (ITO)							
ITO 1	A	37.54	42.04	46.55	52.55	67.57	82.58
ITO 1	B	38.58	43.20	47.83	54.01	69.44	84.87
ITO 1	C	39.63	44.38	49.14	55.48	71.33	87.18
ITO 1	D	40.43	45.28	50.13	56.60	72.77	88.94
ITO 1	E	41.21	46.16	51.10	57.70	74.18	90.67
ITO 1	F	42.29	47.36	52.44	59.20	76.12	93.03

	Work value level	Ordinary hours	Afternoon & rotating night	Non- rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		125%	140%	155%	175%	225%	275%
		\$	\$	\$	\$	\$	\$
ITO 1	G	43.84	49.10	54.36	61.37	78.91	96.44
ITO 2	A	45.01	50.41	55.82	63.02	81.02	99.03
ITO 2	B	46.05	51.58	57.10	64.47	82.89	101.31
ITO 2	C	47.19	52.85	58.51	66.06	84.94	103.81
ITO 2	D	48.23	54.01	59.80	67.52	86.81	106.10
ITO 3	A	50.53	56.59	62.65	70.74	90.95	111.16
ITO 3	B	51.90	58.13	64.36	72.66	93.42	114.18
ITO 3	C	53.26	59.65	66.05	74.57	95.87	117.18
ITO 4	A	56.26	63.01	69.77	78.77	101.27	123.78
ITO 4	B	58.03	64.99	71.95	81.24	104.45	127.66
ITO 5	A	61.21	68.56	75.90	85.70	110.18	134.67
Legal Officer (LO)							
LO 1	A	38.00	42.56	47.12	53.20	68.40	83.60
LO 1	B	39.31	44.03	48.75	55.04	70.76	86.49
LO 1	C	40.41	45.26	50.11	56.58	72.74	88.91
LO 1	D	41.49	46.47	51.44	58.08	74.68	91.27
LO 1	E	42.86	48.01	53.15	60.01	77.15	94.30
LO 1	F	44.23	49.53	54.84	61.92	79.61	97.30
LO 1	G	45.49	50.95	56.40	63.68	81.88	100.07
LO 1	H	46.85	52.47	58.09	65.59	84.33	103.07
LO 1	I	48.11	53.89	59.66	67.36	86.60	105.85
LO 2	A	50.48	56.53	62.59	70.67	90.86	111.05
LO 2	B	51.16	57.30	63.44	71.63	92.09	112.56
LO 2	C	51.85	58.07	64.29	72.59	93.33	114.07
LO 2	D	52.54	58.84	65.15	73.55	94.57	115.58
LO 3	A	55.69	62.37	69.05	77.96	100.24	122.51
LO 3	B	56.49	63.27	70.04	79.08	101.68	124.27
LO 3	C	57.29	64.16	71.04	80.20	103.12	126.03

	Work value level	Ordinary hours	Afternoon & rotating night	Non- rotating night	Saturday	Sunday	Public holiday
		% of minimum hourly rate					
		125%	140%	155%	175%	225%	275%
		\$	\$	\$	\$	\$	\$
LO 4	A	60.73	68.01	75.30	85.02	109.31	133.60
LO 4	B	62.04	69.48	76.93	86.85	111.67	136.48
LO 5	A	64.41	72.14	79.87	90.18	115.94	141.71
Engineer/Scientist (ES)							
ES 1	A	35.58	39.84	44.11	49.81	64.04	78.27
ES 1	B	36.10	40.43	44.76	50.54	64.98	79.42
ES 1	C	37.46	41.96	46.45	52.45	67.43	82.42
ES 1	D	38.38	42.98	47.59	53.73	69.08	84.43
ES 1	E	39.90	44.69	49.48	55.86	71.82	87.78
ES 1	F	41.45	46.42	51.40	58.03	74.61	91.19
ES 1	G	42.38	47.46	52.55	59.33	76.28	93.23
ES 2	A	43.79	49.04	54.30	61.30	78.82	96.33
ES 2	B	44.80	50.18	55.55	62.72	80.64	98.56
ES 2	C	45.64	51.11	56.59	63.89	82.15	100.40
ES 2	D	46.46	52.04	57.61	65.05	83.63	102.22
ES 3	A	47.96	53.72	59.47	67.15	86.33	105.52
ES 3	B	49.15	55.05	60.95	68.81	88.47	108.13
ES 3	C	49.95	55.94	61.94	69.93	89.91	109.89
ES 3	D	51.51	57.69	63.88	72.12	92.72	113.33
ES 4	A	53.28	59.67	66.06	74.59	95.90	117.21
ES 4	B	54.19	60.69	67.19	75.86	97.54	119.21
ES 4	C	55.69	62.37	69.05	77.96	100.24	122.51
ES 5	A	58.35	65.35	72.35	81.69	105.03	128.37
ES 5	B	59.84	67.02	74.20	83.77	107.71	131.64
ES 5	C	61.31	68.67	76.03	85.84	110.36	134.89

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

	Ordinary hours	Public holidays
	% of minimum hourly rate	
	125%	175%
General/Field work stream	\$	\$
FW 1	33.48	46.87
FW 2	34.15	47.81
FW 3	35.15	49.21

12. By deleting the amount “\$53,863” appearing in clause C.1.1 and inserting “\$55,748”.
13. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	18.2(a)(ii)	1.41	786.05	per annum

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