



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## Annual Wage Review 2024–25 (C2025/1)

### OPTUS AWARD 2015 [MA000133]

Telecommunications 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:

1. By deleting the table appearing in clause D.1.1 and inserting the following:

Optus Range Ref	Minimum Remuneration \$ per annum
14	92,787 Subject to partial exemption
13	86,971 Subject to partial exemption
12	79,629
11	70,373
10	62,979
9	59,151
8	55,559
7	50,946
6	48,140

2. By deleting the table appearing in clause D.1.2 and inserting the following:

<b>Optus Range Ref</b>	<b>Minimum Remuneration \$ per annum</b>
13	86,971
	Subject to partial exemption
12	78,212
	Subject to partial exemption
11	66,960
	Subject to partial exemption
10	62,979
9	59,151
8	55,559
7	50,946
6	48,140

3. By deleting the table appearing in clause D.1.3 and inserting the following:

<b>Optus Range Ref</b>	<b>Minimum Remuneration \$ per annum</b>
13	86,971
	Subject to partial exemption
12	78,212
	Subject to partial exemption
11	66,960
	Subject to partial exemption
10	62,979
9	59,151
8	Reserved
7	Reserved
6	Reserved

- 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