



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

VICTORIAN STATE GOVERNMENT AGENCIES AWARD 2015
[MA000134]

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:

- By deleting the table appearing in clause 12.1 and inserting the following:

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Administrative Officer					
Grade 1	A	50,206	1924.40	25.32	31.65
Grade 1	B	51,446	1971.90	25.95	32.44
Grade 1	C	52,686	2019.40	26.57	33.21
Grade 1	D	53,931	2067.20	27.20	34.00
Grade 2	A	55,748	2136.80	28.12	35.15
Grade 2	B	56,813	2177.60	28.65	35.81
Grade 2	C	57,866	2218.00	29.18	36.48
Grade 2	D	58,942	2259.20	29.73	37.16

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Grade 3	A	61,300	2349.60	30.92	38.65
Grade 3	B	62,445	2393.50	31.49	39.36
Grade 3	C	63,590	2437.40	32.07	40.09
Grade 3	D	64,295	2464.40	32.43	40.54
Grade 4	A	66,499	2548.90	33.54	41.93
Grade 4	B	67,648	2592.90	34.12	42.65
Grade 4	C	68,770	2635.90	34.68	43.35
Grade 5	A	71,395	2736.60	36.01	45.01
Grade 5	B	72,383	2774.40	36.51	45.64
Grade 5	C	73,538	2818.70	37.09	46.36
Grade 6	A	76,501	2932.30	38.58	48.23
Grade 6	B	77,954	2988.00	39.32	49.15
Grade 6	C	79,425	3044.40	40.06	50.08
Grade 7	A	83,059	3183.60	41.89	52.36
Grade 7	B	84,494	3238.60	42.61	53.26
Grade 7	C	85,950	3294.50	43.35	54.19
Grade 8	A	92,031	3527.50	46.41	58.01
Grade 8	B	94,561	3624.50	47.69	59.61
Grade 8	C	97,089	3721.40	48.97	61.21

2. By deleting the table appearing in clause 12.2 and inserting the following:

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Technical Assistant (TA)					
TA 1	A	52,061	1995.50	26.26	32.83
TA 1	B	52,949	2029.50	26.70	33.38
TA 1	C	53,809	2062.50	27.14	33.93
TA 1	D	54,086	2073.10	27.28	34.10
Technical officer (TO)					
TO 1	A	56,484	2165.00	28.49	35.61
TO 1	B	57,457	2202.30	28.98	36.23
TO 1	C	58,265	2233.30	29.39	36.74

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
TO 1	D	59,427	2277.80	29.97	37.46
TO 1	E	59,745	2290.00	30.13	37.66
TO 1	F	60,732	2327.90	30.63	38.29
TO 1	G	61,758	2367.20	31.15	38.94
TO 1	H	62,634	2400.80	31.59	39.49
TO 1	I	63,328	2427.40	31.94	39.93
TO 2	A	63,782	2444.80	32.17	40.21
TO 2	B	65,032	2492.70	32.80	41.00
TO 2	C	65,527	2511.60	33.05	41.31
TO 3	A	66,670	2555.50	33.63	42.04
TO 3	B	67,617	2591.80	34.10	42.63
TO 3	C	69,138	2650.10	34.87	43.59
TO 4	A	70,319	2695.30	35.46	44.33
TO 4	B	71,157	2727.40	35.89	44.86
TO 4	C	72,687	2786.10	36.66	45.83
TO 5	A	73,947	2834.40	37.29	46.61
TO 5	B	75,327	2887.30	37.99	47.49
TO 6	A	76,797	2943.60	38.73	48.41
TO 6	B	78,260	2999.70	39.47	49.34
TO 7	A	79,997	3066.30	40.35	50.44
TO 7	B	81,462	3122.40	41.08	51.35

3. By deleting the table appearing in clause 12.3 and inserting the following:

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Information Technology Officer (ITO)					
ITO 1	A	59,543	2282.30	30.03	37.54
ITO 1	B	61,187	2345.30	30.86	38.58
ITO 1	C	62,856	2409.30	31.70	39.63
ITO 1	D	64,130	2458.10	32.34	40.43

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
ITO 1	E	65,371	2505.70	32.97	41.21
ITO 1	F	67,068	2570.70	33.83	42.29
ITO 1	G	69,545	2665.70	35.08	43.85
ITO 2	A	71,395	2736.60	36.01	45.01
ITO 2	B	73,044	2799.80	36.84	46.05
ITO 2	C	74,855	2869.20	37.75	47.19
ITO 2	D	76,501	2932.30	38.58	48.23
ITO 3	A	80,143	3071.90	40.42	50.53
ITO 3	B	82,316	3155.20	41.52	51.90
ITO 3	C	84,494	3238.60	42.61	53.26
ITO 4	A	89,243	3420.70	45.01	56.26
ITO 4	B	92,031	3527.50	46.41	58.01
ITO 5	A	97,089	3721.40	48.97	61.21
Legal Officer (LO)					
LO 1	A	60,278	2310.50	30.40	38.00
LO 1	B	62,354	2390.00	31.45	39.31
LO 1	C	64,101	2457.00	32.33	40.41
LO 1	D	65,812	2522.60	33.19	41.49
LO 1	E	67,981	2605.70	34.29	42.86
LO 1	F	70,143	2688.60	35.38	44.23
LO 1	G	72,147	2765.40	36.39	45.49
LO 1	H	74,312	2848.40	37.48	46.85
LO 1	I	76,310	2925.00	38.49	48.11
LO 2	A	80,059	3068.70	40.38	50.48
LO 2	B	81,151	3110.50	40.93	51.16
LO 2	C	82,249	3152.60	41.48	51.85
LO 2	D	83,345	3194.60	42.03	52.54
LO 3	A	88,324	3385.50	44.55	55.69
LO 3	B	89,599	3434.30	45.19	56.49
LO 3	C	90,870	3483.00	45.83	57.29
LO 4	A	96,333	3692.40	48.58	60.73
LO 4	B	98,410	3772.00	49.63	62.04
LO 5	A	102,168	3916.10	51.53	64.41
Engineer/ Scientist (ES)					

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
ES 1	A	56,439	2163.30	28.46	35.58
ES 1	B	57,269	2195.10	28.88	36.10
ES 1	C	59,421	2277.60	29.97	37.46
ES 1	D	60,878	2333.40	30.70	38.38
ES 1	E	63,282	2425.60	31.92	39.90
ES 1	F	65,740	2519.80	33.16	41.45
ES 1	G	67,211	2576.20	33.90	42.38
ES 2	A	69,460	2662.40	35.03	43.79
ES 2	B	71,072	2724.20	35.84	44.80
ES 2	C	72,383	2774.40	36.51	45.64
ES 2	D	73,696	2824.80	37.17	46.46
ES 3	A	76,079	2916.10	38.37	47.96
ES 3	B	77,954	2988.00	39.32	49.15
ES 3	C	79,234	3037.00	39.96	49.95
ES 3	D	81,714	3132.10	41.21	51.51
ES 4	A	84,498	3238.80	42.62	53.28
ES 4	B	85,950	3294.50	43.35	54.19
ES 4	C	88,324	3385.50	44.55	55.69
ES 5	A	92,563	3547.90	46.68	58.35
ES 5	B	94,908	3637.80	47.87	59.84
ES 5	C	97,248	3727.50	49.05	61.31

4. By deleting the table appearing in clause 12.4 and inserting the following:

	Work Value Level	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
		\$	\$	\$	\$
Field worker (FW)					
FW 1	1	53,102	2035.40	26.78	33.48
FW 2	2	54,172	2076.40	27.32	34.15
FW 3	3	55,754	2137.00	28.12	35.15

5. By deleting the table appearing in clause 15.1(a) and inserting the following:

Allowance	Payable	% of standard rate (\$2136.80)	\$
First aid	fortnightly	1.41	30.13
Stand by	per night	1.42	30.34
Stand by	per day and night	2.84	60.69

6. By deleting the table appearing in clause 33.1 and inserting the following:

Position Title	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
Calltaker	55,600	2131.10	28.04	35.05
Dispatcher	64,951	2489.60	32.76	40.95
Team leader	74,114	2840.80	37.38	46.73

7. By deleting the table appearing in clause 33.2 and inserting the following:

Position Title	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
Trainee officer	48,145	1845.40	24.28	30.35
Operational support officer	51,302	1966.40	25.87	32.34
Manager	70,020	2683.90	35.31	44.14

8. By deleting the table appearing in clause 38.2 and inserting the following:

Classification	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
Road Worker (RW)				
RW 1-1	49,463	1895.90	24.95	31.19
RW 1-2	50,021	1917.30	25.23	31.54
RW 1-3	51,726	1982.70	26.09	32.61
RW 1-4	52,480	2011.60	26.47	33.09
RW 2-1	53,065	2034.00	26.76	33.45

Classification	Minimum Annual Rate	Minimum Fortnightly Rate	Minimum Hourly Rate	Minimum Casual Hourly Rate
	\$	\$	\$	\$
RW 2-2	53,817	2062.80	27.14	33.93
RW 2-3	54,608	2093.10	27.54	34.43
RW 3-1	55,748	2136.80	28.12	35.15
RW 3-2	56,525	2166.60	28.51	35.64
RW 4-1	60,367	2313.90	30.45	38.06
RW 4-2	61,840	2370.30	31.19	38.99
RW 4-3	63,458	2432.30	32.00	40.00
Works Manager (WM)				
WM 1-1	65,449	2508.70	33.01	41.26
WM 1-2	66,613	2553.30	33.60	42.00
WM 1-3	68,240	2615.60	34.42	43.03
WM 2-1	70,486	2701.70	35.55	44.44
WM 2-2	72,015	2760.30	36.32	45.40
WM 2-3	73,551	2819.20	37.09	46.36
WM 3-1	76,177	2919.90	38.42	48.03
WM 3-2	77,955	2988.00	39.32	49.15
WM 3-3	79,741	3056.50	40.22	50.28
Surveillance Manager (SM)				
SM 1-1	65,449	2508.70	33.01	41.26
SM 1-2	66,613	2553.30	33.60	42.00
SM 1-3	68,240	2615.60	34.42	43.03
SM 2-1	70,486	2701.70	35.55	44.44
SM 2-2	72,015	2760.30	36.32	45.40
SM 2-3	73,551	2819.20	37.09	46.36
SM 3-1	76,177	2919.90	38.42	48.03
SM 3-2	77,955	2988.00	39.32	49.15
SM 3-3	79,741	3056.50	40.22	50.28

9. By deleting clause E.5 and inserting the following:

E.5 Minimum Wages

E.5.1 Minimum wages for full-time traineeships

(a) Wage Level A

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	412.70	454.40	540.50
Plus 1 year out of school	454.40	540.50	629.00
Plus 2 years out of school	540.50	629.00	732.00
Plus 3 years out of school	629.00	732.00	838.00
Plus 4 years out of school	732.00	838.00	
Plus 5 or more years out of school	838.00		

(b) Wage Level B

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	412.70	454.40	526.70
Plus 1 year out of school	454.40	526.70	605.90
Plus 2 years out of school	526.70	605.90	710.60
Plus 3 years out of school	605.90	710.60	810.40
Plus 4 years out of school	710.60	810.40	
Plus 5 or more years out of school	810.40		

(c) Wage Level C

Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level I–III traineeship whose training

package and AQF certificate levels are allocated to Wage Level C by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	412.70	454.40	526.70
Plus 1 year out of school	454.40	526.70	595.60
Plus 2 years out of school	526.70	595.60	665.40
Plus 3 years out of school	595.60	665.40	741.20
Plus 4 years out of school	665.40	741.20	
Plus 5 or more years out of school	741.20		

(d) AQF Certificate Level IV traineeships

- (i) Subject to clause E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time AQF Certificate Level IV traineeship are the minimum wages for the relevant full-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause E.5.3 of this schedule, the minimum wages for an adult trainee undertaking a full-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of	Second and
	traineeship	subsequent years of
	per week	per week
	\$	\$
Wage level A	869.80	902.80
Wage level B	841.20	873.20
Wage level C	769.40	798.50

E.5.2 Minimum wages for part-time traineeships

(a) Wage Level A

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.57	14.95	17.77
Plus 1 year out of school	14.95	17.77	20.69
Plus 2 years out of school	17.77	20.69	24.07
Plus 3 years out of school	20.69	24.07	27.57
Plus 4 years out of school	24.07	27.57	
Plus 5 or more years out of school	27.57		

(b) Wage Level B

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level B by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.57	14.95	17.34
Plus 1 year out of school	14.95	17.34	19.93
Plus 2 years out of school	17.34	19.93	23.38
Plus 3 years out of school	19.93	23.38	26.66
Plus 4 years out of school	23.38	26.66	
Plus 5 or more years out of school	26.66		

(c) Wage Level C

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by Appendix E1 are:

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	13.57	14.95	17.34
Plus 1 year out of school	14.95	17.34	19.58
Plus 2 years out of school	17.34	19.58	21.89
Plus 3 years out of school	19.58	21.89	24.37
Plus 4 years out of school	21.89	24.37	
Plus 5 or more years out of school	24.37		

(d) School-based traineeships

Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Levels A, B or C by Appendix E1 are as follows when the trainee works ordinary hours:

Year of schooling	
Year 11 or lower	Year 12
per hour	per hour
\$	\$
13.57	14.95

(e) AQF Certificate Level IV traineeships

- (i) Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for a trainee undertaking a part-time AQF Certificate Level IV traineeship are the minimum wages for the relevant part-time AQF Certificate Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clauses E.5.2(f) and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking a part-time AQF Certificate Level IV traineeship are as follows, provided that the relevant wage level is that for the relevant AQF Certificate Level III traineeship:

Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
Wage level A	28.62	29.69
Wage level B	27.68	28.72
Wage level C	25.31	26.27

(f) Calculating the actual minimum wage

- (i)** Where the full-time ordinary hours of work are not 38 or an average of 38 per week, the appropriate hourly minimum wage is obtained by multiplying the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii)** Where the approved training for a part-time traineeship is provided fully off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule applies to each ordinary hour worked by the trainee.
- (iii)** Where the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum wage in clauses E.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

E.5.3 Other minimum wage provisions

- (a)** An employee who was employed by an employer immediately prior to becoming a trainee with that employer must not suffer a reduction in their minimum wage per week or per hour by virtue of becoming a trainee. Casual loadings will be disregarded when determining whether the employee has suffered a reduction in their minimum wage.
- (b)** If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, where a higher minimum wage is provided for the new AQF certificate level.

E.5.4 Default wage rate

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by Appendix E1 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to Wage Level B.

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