



DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

VICTORIAN PUBLIC SERVICE AWARD 2016

[MA000135]

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 8.2 and inserting the following:

VPS Structure	Value range	Salary (\$ Min)	Salary (\$ Max)
Grade 1	1.1	49,993	56,254
Grade 2	2.1	57,863	64,734
	2.2	65,779	72,061
Grade 3	3.1	73,506	80,753
	3.2	82,201	87,998
Grade 4	4.1	89,609	100,879
Grade 5	5.1	102,491	112,634
	5.2	112,635	122,779
Grade 6	6.1	124,387	144,431
	6.2	144,434	164,475

VPS Structure	Value range	Salary (\$ Min)	Salary (\$ Max)
Senior Technical Specialist	7.1	166,854	186,176
	7.2	186,177	205,493
	7.3	205,494	224,812

2. By deleting the table appearing in clause 8.3(b) and inserting the following:

Legal Officer structure	Value range	Salary Minimum \$
Articled Clerk		62,931
Solicitor 1	1.1	69,365
Solicitor 2	2.1	Base of VPS Grade 3 Value Range 1
	2.2	Base of VPS Grade 3 Value Range 2
Solicitor 3	3	Base of VPS Grade 4
Senior Solicitor	SS.1	Base of VPS Grade 5, Value Range 1
	SS.2	Base of VPS Grade 5, Value Range 2
Principal Solicitor	PS.1	Base of VPS Grade 6, Value Range 1
	PS.2	Base of VPS Grade 6, Value Range 2
VPS Senior Technical Specialist	STS	VPS Senior Technical Specialist

3. By deleting the table appearing in clause 8.6 and inserting the following:

COG structure	Salary (\$ Min)	Salary (\$ Max)
COG 1 Trainee	57,118	
COG 2A Prison Officer	Base of VPS Grade 2, Value Range 1	72,506
COG 2B Prison Officer	Base of VPS Grade 3, Value Range 1	84,097
COG 3 Senior Prison Officer/Industry Officer	85,546	91,931
COG 4 Operations Manager/Industry Supervisor	93,810	Top of VPS Grade 5, Value Range 1
COG 5 General Manager	Base of VPS Grade 5, Value Range 2	Top of VPS Grade 6, Value Range 1
COG 6 Senior General Manager	Base of VPS Grade 6, Value Range 2	Top of VPS Grade 6, Value Range 2

4. By deleting the tables appearing in clause 8.7 and inserting the following tables:

Table 6—Child Protection Practitioner (CPP) stream

CPP Structure	Value range	Salary (\$ Min)	Salary (\$ Max)
CPP Grade 2	2.1	58,392	Top of VPS Grade 2, Value Range 2
CPP Grade 3	3.1	Base of VPS Grade 3, Value Range 1	Top of VPS Grade 3, Value Range 2
CPP Grade 4	4.1	Base of VPS Grade 4, Value Range 1	Top of VPS Grade 4, Value Range 1
CPP Grade 5	5.1	Base of VPS Grade 5, Value Range 1	Top of VPS Grade 5, Value Range 1
	5.2	Base of VPS Grade 5, Value Range 2	Top of VPS Grade 5, Value Range 2
CPP Grade 6	6.1	Base of VPS Grade 6, Value Range 1	Top of VPS Grade 6, Value Range 1
	6.2	Base of VPS Grade 6, Value Range 2	Top of VPS Grade 6, Value Range 2

Table 7—Children, Youth and Families (CYF) stream

CYF Structure	Value range	Salary (\$ Min)	Salary (\$ Max)
CYF Grade 1	1.1	56,011	67,381
CYF Grade 2	2.1	67,554	82,948
CYF Grade 3	3.1	85,314	95,963
CYF Grade 4	4.1	97,119	107,158
CYF Grade 5	5.1	107,161	Top of VPS Grade 5, Value Range 1
	5.2	Base of VPS Grade 5, Value Range 2	Top of VPS Grade 5, Value Range 2
CYF Grade 6	6.1	Base of VPS Grade 6, Value Range 1	Top of VPS Grade 6, Value Range 1
	6.2	Base of VPS Grade 6, Value Range 2	Top of VPS Grade 6, Value Range 2

5. By deleting the table appearing in clause 8.8 and inserting the following:

YJW Structure	Value range	Salary (\$ Min)	Salary (\$ Max)
YJW Grade 1	1.1	58,117	71,722
YJW Grade 2	2.1	73,153	83,187
YJW Grade 3	3.1	84,609	93,582
YJW Grade 4	4.1	94,633	106,530
YJW Grade 5	5.1	106,690	111,535
	5.2	111,817	121,838
YJW Grade 6	6.1	123,433	127,140
	6.2	143,240	163,045

6. By deleting the table appearing in clause 8.9 and inserting the following:

HSO and HCSO Structure	Value range	Salary (\$ Min)	Salary (\$ Max)
HSO 1	1.1	Base of VPS Grade 2 Value Range 1	
HSO 2	2.1	Base of VPS Grade 2 Value Range 2	
	2.2	Base of VPS Grade 3 Value Range 1	
HSO 3	3.1	Base of VPS Grade 3 Value Range 2	
HCSO unqualified		Base of VPS Grade 2 Value Range 1	
HSCO qualified Level 1 (Cert. III)		59,034	Top of VPS Grade 2, Value Range 1
HSCO qualified Level 2 (Cert. IV)		Base of VPS Grade 2 Value Range 2	Top of VPS Grade 2, Value Range 2

7. By deleting the table appearing in clause 8.10. and inserting the following:

Sheriff's Officer structure	Salary (\$ Min)	Salary (\$ Max)
Sheriff's Officer Trainee	Base of VPS Grade 2, Value Range 1	
Sheriff's Officer	Base of VPS Grade 2, Value Range 2	Top of VPS Grade 2, Value Range 2
Senior Sheriff's Officer	Base of VPS Grade 3, Value Range 1	84,097
Assistant District Supervisor	85,546	Top of VPS Grade 3, Value Range 2

Sheriff's Officer structure	Salary (\$ Min)	Salary (\$ Max)
District Supervisor	Base of VPS Grade 4	
Divisional Operations Manager	Base of VPS Grade 5, Value Range 1	
Regional Operations Manager	Base of VPS Grade 6, Value Range 1	
Deputy Sheriff	Base of VPS Grade 6, Value Range 2	

8. By deleting the table appearing in clause 8.11 and inserting the following:

Community Corrections Officer structure	Salary (\$ Min)	Salary (\$ Max)
Trainee Community Corrections Officer	Base of VPS Grade 2, Value Range 1	
Community Corrections Officer	Base of VPS Grade 2, Value Range 2	Top of Grade 2, Value Range 2
Leading Community Corrections Officer	Base of VPS Grade 3, Value Range 1	84,097
Senior Community Corrections Officer	85,546	91,931
Officer in Charge	93,810	101,327
Location Manager	Base of VPS Grade 5	
General Manager	Base of VPS Grade 6	

9. By deleting the table appearing in clause 8.13 and inserting the following:

Forensic Officer structure	Salary (\$ Min)	Salary (\$ Max)
Forensic Officer Level 1	63,517	68,494
Forensic Officer Level 2	72,930	79,867
Forensic Officer Level 3	89,889	98,589
Forensic Officer Level 4	100,793	110,628
Forensic Officer Level 5	117,751	126,848
Forensic Officer Level 6	137,134	147,815
Forensic Officer Level 7	157,728	170,089

10. By deleting the table appearing in clause 8.14 and inserting the following:

Nursing Employee structure		Salary
		\$
Enrolled Nurse:		
Pay Point 1		56,744
Pay Point 2		57,539
Pay Point 3		58,326
Pay Point 4		59,115
Pay Point 5		59,744
Registered Nurse:		
Grade 3B	Year 1	79,500
	Year 2 and thereafter	80,896
Grade 4A	Year 1	82,679
	Year 2 and thereafter	84,466
Grade 4B	Year 1	86,071
	Year 2 and thereafter	87,860
Grade 5B		92,089
Grade 6		101,501

11. By deleting the tables appearing in clause 8.15 and inserting the following tables:

Table 15—Disability Development and Support Officer (DDSO) structure

DDSO Structure		Salary
		\$
DDSO 1 - Unqualified	Year 1	54,785
	Year 2	56,007
	Year 3	57,796
	Year 4	59,064
DDSO 1Q - Qualified (Cert IV)	Year 1	60,330
	Year 2	61,601
	Year 3	63,449
	Year 4	64,083
DDSO 2 - Cert IV	Year 1	64,718
	Year 2	65,539
	Year 3	66,815

DDSO Structure		Salary
		\$
DDSO 2A - Adv. Diploma (Cert VI)	Year 1	64,147
	Year 2	66,301
	Year 3	69,070
	Year 4	71,511
	Year 5	74,117
	Year 6	76,724
	Year 7	79,335
	Year 8	81,943
DDSO 3 - Cert IV	Year 1	69,413
	Year 2	70,741
	Year 3	72,103
	Year 4	73,447
	Year 5	74,789
	Year 6	75,921
DDSO 3A - Adv. Diploma (Cert VI)	Year 1	81,726
	Year 2	82,660
	Year 3	84,389
	Year 4	86,078
	Year 5	88,045
DDSO 4	Year 1	93,015
	Year 2	94,978
	Year 3	96,928
	Year 4	98,881
DDSO 5		107,946
DDSO 6		115,547
DDSO 7		123,151
DDSO 8		131,836
DDSO 9		144,866

Table 16—Trades and Support Services Structure

Trades and Support Services Structure		Salary
		\$
Facility Service Officer (FSO)		
FSO-1	Year 1	54,617
	Year 2	55,256
	Year 3	55,889
	Year 4	57,223
FSO-2	Year 1	56,847
	Year 2	57,796
	Year 3	58,751
	Year 4	60,085
FSO-3	Year 1	60,130
	Year 2	61,507
	Year 3	62,794
	Year 4	63,797
FSO-4	Year 1	64,262
	Year 2	65,611
	Year 3	67,414
	Year 4	68,747
FSO-5	Year 1	70,329
	Year 2	71,664
Trades		
Level 1 - Trades Assistant (TA 1)	Year 1	56,847
	Year 2	57,796
	Year 3	58,751
	Year 4	60,085
Level 2 - Tradesperson (TA 2)	Year 1	61,928
	Year 2	63,310
	Year 3	65,112
	Year 4	65,994
Level 3 - Trades Coordinator		
Level 3 G1 (TA 3)	Year 1	69,532
	Year 2	71,649
	Year 3	72,987
Level 3 G2 (TA 4)		79,071

Trades and Support Services Structure		Salary
		\$
Level 4 - Trades Coordinator (formerly Maintenance Manager)		93,906
Level 4 - Trades Coordinator (formerly Senior Maintenance Manager)		95,492

12. By deleting the table appearing in clause 8.16 and inserting the following:

Band	Salary Point	Salary
		\$
Ongoing Staff		
Band 1	1	52,712
	2	54,711
	3	55,417
	4	56,473
	5	57,527
Band 2	1	58,583
	2	59,639
	3	60,694
	4	61,747
Band 3	1	63,507
	2	64,228
	3	65,375
	4	66,066
Band 4	1	67,207
	2	68,351
	3	69,496
	4	70,641
Project fire fighters		
Band 1	1	51,275
	2	53,177
	3	53,824
	4	54,846
	5	55,864
Band 2	1	56,885
	2	57,906
	3	58,926
	4	59,946

Band	Salary Point	Salary
		\$
Band 3	1	61,647
	2	62,754
	3	63,441
	4	64,546
Band 4	1	65,199
	2	66,306
	3	67,411
	4	68,515

13. By deleting the table appearing in clause 8.17(b) and inserting the following:

Qualification	Salary minimum
	\$
Certificate III (Trade qualification)	58,728
Relevant degree or Diploma	62,914
Certificate IV	64,588
Mandatory 3 year degree	67,272
Mandatory 4 year degree	69,365

14. By deleting the table appearing in clause 12.1(a) and inserting the following:

Allowance	Payable	% of standard rate (\$57,863)	\$
First aid	Per fortnight	0.0445	25.75
Sleepover allowance	Per night	0.1712	99.06
Stand-by	Per night	0.053	30.67
Stand-by	Per day and night	0.105	60.76

15. By deleting the amount “\$100,720” appearing in clause 17.3(a) and inserting “\$104,246”.

16. By deleting the amount “\$72,879” appearing in clause 17.5(a) and inserting “\$75,430”.

17. By deleting the amount “\$37.82” appearing in clause 19.3 and inserting “\$39.14”.

18. By deleting the amount “\$95,364” appearing in clause 20.5(b) and inserting “\$98,703”.

19. By deleting clause P.5 and inserting the following:

P.5 Minimum Wages

P.5.1 Minimum wages for full-time traineeships

(a) Wage Level A

Subject to clause P.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 P1 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 P.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 P1 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 P.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 P1 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 P.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 P.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
	per week	of traineeship
	\$	per week
	\$	\$
Wage level A	869.80	902.80
Wage level B	841.20	873.20
Wage level C	769.40	798.50

P.5.2 Minimum wages for part-time traineeships**(a) Wage Level A**

Subject to clauses P.5.2(f) and P.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 P1 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 P.5.2(f) and P.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 P1 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 P.5.2(f) and P.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 P1 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

	Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
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 P.5.2(f) and P.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 P1 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 P.5.2(f) and P.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 P.5.2(f) and P.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 P.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 P.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 P.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

P.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.

P.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 P1 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