



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

AUSTRALIAN NUCLEAR SCIENCE AND TECHNOLOGY ORGANISATION (ANSTO) ENTERPRISE AWARD 2016 [MA000144]

Commonwealth employment

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 10.1 and inserting the following:

Classification	Annual salary	Weekly rate	Hourly rate
	\$	\$	\$
Administrative Officer Stream			
ASO Level 1	51,377	984.90	26.80
ASO Level 2	55,111	1056.40	28.75
ASO Level 3	59,614	1142.80	31.10
ASO Level 4	63,896	1224.80	33.33
ASO Level 5	68,652	1316.00	35.81
ASO Level 6	74,944	1436.60	39.09
SO Level 1	81,701	1566.20	42.62
SO Level 2	89,516	1716.00	46.69
SO Level 3	100,680	1930.00	52.52

Classification	Annual salary	Weekly rate	Hourly rate
	\$	\$	\$
Craftsperson Stream			
CP Level 1	48,890	937.20	25.50
CP Level 2	50,506	968.20	26.34
CP Level 3	53,131	1018.50	27.71
CP Level 4	56,134	1076.10	29.28
CP Level 5	58,453	1120.50	30.49
CP Level 6	60,582	1161.30	31.60
CP Level 7	62,626	1200.50	32.67
CP Level 8	66,112	1267.30	34.48
CP Level 9	70,410	1349.70	36.73
Professional Stream			
PO Level 1	59,614	1142.80	31.10
PO Level 2	73,305	1405.20	38.24
SPO Level 1	81,701	1566.20	42.62
SPO Level 2	89,516	1716.00	46.69
SPO Level 3	100,680	1930.00	52.52
Research Stream			
Post Doc	70,410	1349.70	36.73
RS	73,305	1405.20	38.24
SRS	89,516	1716.00	46.69
PRS	102,239	1959.90	53.33
Technical Stream			
TO Level 1	56,297	1079.20	29.37
TO Level 2	59,614	1142.80	31.10
TO Level 3	66,112	1267.30	34.48
TO Level 4	73,305	1405.20	38.24
STO Level 1	83,578	1602.10	43.60
STO Level 2	91,651	1756.90	47.81
Senior Management— Corporate Management			
Corporate Level 1 (Band 1)	104,161	1996.70	54.33
Corporate Level 2 (Band 2)	121,010	2319.70	63.12
Corporate Level 3 (Band 3)	154,193	2955.80	80.43
Senior Management— Research (RS)			
SPRS	119,357	2288.00	62.26
CRS	135,288	2593.40	70.57

Classification	Annual salary	Weekly rate	Hourly rate
	\$	\$	\$
Senior Management— Research Support (Senior Specialist)			
Senior Specialist Level 1	104,161	1996.70	54.33
Senior Specialist Level 2	121,010	2319.70	63.12
Senior Specialist Level 3	154,193	2955.80	80.43

2. By deleting the amount “\$30.49” appearing in clause 11.2 and inserting “\$31.56”.
3. By deleting the amount “\$2.03” appearing in clause 11.3 and inserting “\$2.10”.
4. By deleting the amount “\$35.75” appearing in clause 11.5(a) and inserting “\$37.00”.
5. By deleting the table appearing in clause B.1 and inserting the following:

Day
Ordinary rate — 100%
\$

Administrative Officer Stream

ASO Level 1	26.80
ASO Level 2	28.75
ASO Level 3	31.10
ASO Level 4	33.33
ASO Level 5	35.81
ASO Level 6	39.09
SO Level 1	42.62
SO Level 2	46.69
SO Level 3	52.52

Craftsperson Stream

CP Level 1	25.50
CP Level 2	26.34
CP Level 3	27.71
CP Level 4	29.28
CP Level 5	30.49
CP Level 6	31.60

	Day Ordinary rate — 100% \$
CP Level 7	32.67
CP Level 8	34.48
CP Level 9	36.73
<i>Professional Stream</i>	
PO Level 1	31.10
PO Level 2	38.24
SPO Level 1	42.62
SPO Level 2	46.69
SPO Level 3	52.52
<i>Research Stream</i>	
Post Doc	36.73
RS	38.24
SRS	46.69
PRS	53.33
<i>Technical Stream</i>	
TO Level 1	29.37
TO Level 2	31.10
TO Level 3	34.48
TO Level 4	38.24
STO Level 1	43.60
STO Level 2	47.81
<i>Senior Management— Corporate Management</i>	
Corporate Level 1 (Band 1)	54.33
Corporate Level 2 (Band 2)	63.12
Corporate Level 3 (Band 3)	80.43
<i>Senior Management—Research (RS)</i>	
SPRS	62.26
CRS	70.57

Day
Ordinary rate — 100%
\$

*Senior Management—Research
Support (Senior Specialist)*

Senior Specialist Level 1	54.33
Senior Specialist Level 2	63.12
Senior Specialist Level 3	80.43

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

	Mon - Sat – first 3 hours	Mon - Sat – after 3 hours	Sunday – all day	Public holiday – all day
	150%	200%	200%	250%
	\$	\$	\$	\$
<i>Administrative Officer Stream</i>				
ASO Level 1	40.20	53.60	53.60	67.00
ASO Level 2	43.13	57.50	57.50	71.88
ASO Level 3	46.65	62.20	62.20	77.75
ASO Level 4	50.00	66.66	66.66	83.33
ASO Level 5	53.72	71.62	71.62	89.53
ASO Level 6	58.64	78.18	78.18	97.73
SO Level 1	63.93	85.24	85.24	106.55
SO Level 2	70.04	93.38	93.38	116.73
SO Level 3	78.78	105.04	105.04	131.30
<i>Craftsperson Stream</i>				
CP Level 1	38.25	51.00	51.00	63.75
CP Level 2	39.51	52.68	52.68	65.85
CP Level 3	41.57	55.42	55.42	69.28
CP Level 4	43.92	58.56	58.56	73.20
CP Level 5	45.74	60.98	60.98	76.23
CP Level 6	47.40	63.20	63.20	79.00
CP Level 7	49.01	65.34	65.34	81.68
CP Level 8	51.72	68.96	68.96	86.20
CP Level 9	55.10	73.46	73.46	91.83

	Mon - Sat – first 3 hours 150% \$	Mon - Sat – after 3 hours 200% \$	Sunday – all day 200% \$	Public holiday – all day 250% \$
<i>Professional Stream</i>				
PO Level 1	46.65	62.20	62.20	77.75
PO Level 2	57.36	76.48	76.48	95.60
SPO Level 1	63.93	85.24	85.24	106.55
SPO Level 2	70.04	93.38	93.38	116.73
SPO Level 3	78.78	105.04	105.04	131.30
<i>Research Stream</i>				
Post Doc	55.10	73.46	73.46	91.83
RS	57.36	76.48	76.48	95.60
SRS	70.04	93.38	93.38	116.73
PRS	80.00	106.66	106.66	133.33
<i>Technical Stream</i>				
TO Level 1	44.06	58.74	58.74	73.43
TO Level 2	46.65	62.20	62.20	77.75
TO Level 3	51.72	68.96	68.96	86.20
TO Level 4	57.36	76.48	76.48	95.60
STO Level 1	65.40	87.20	87.20	109.00
STO Level 2	71.72	95.62	95.62	119.53
<i>Senior Management— Corporate Management</i>				
Corporate Level 1 (Band 1)	81.50	108.66	108.66	135.83
Corporate Level 2 (Band 2)	94.68	126.24	126.24	157.80
Corporate Level 3 (Band 3)	120.65	160.86	160.86	201.08
<i>Senior Management— Research (RS)</i>				
SPRS	93.39	124.52	124.52	155.65
CRS	105.86	141.14	141.14	176.43

	Mon - Sat – first 3 hours	Mon - Sat – after 3 hours	Sunday – all day	Public holiday – all day
	150%	200%	200%	250%
	\$	\$	\$	\$
<i>Senior Management— Research Support (Senior Specialist)</i>				
Senior Specialist Level 1	81.50	108.66	108.66	135.83
Senior Specialist Level 2	94.68	126.24	126.24	157.80
Senior Specialist Level 3	120.65	160.86	160.86	201.08

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

	Day	Night	Continuous Night	Saturday	Sunday	Public holiday
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
<i>Administrative Officer Stream</i>						
ASO Level 1	26.80	30.82	34.84	40.20	53.60	67.00
ASO Level 2	28.75	33.06	37.38	43.13	57.50	71.88
ASO Level 3	31.10	35.77	40.43	46.65	62.20	77.75
ASO Level 4	33.33	38.33	43.33	50.00	66.66	83.33
ASO Level 5	35.81	41.18	46.55	53.72	71.62	89.53
ASO Level 6	39.09	44.95	50.82	58.64	78.18	97.73
SO Level 1	42.62	49.01	55.41	63.93	85.24	106.55
SO Level 2	46.69	53.69	60.70	70.04	93.38	116.73
SO Level 3	52.52	60.40	68.28	78.78	105.04	131.30
<i>Craftsperson Stream</i>						
CP Level 1	25.50	29.33	33.15	38.25	51.00	63.75
CP Level 2	26.34	30.29	34.24	39.51	52.68	65.85
CP Level 3	27.71	31.87	36.02	41.57	55.42	69.28
CP Level 4	29.28	33.67	38.06	43.92	58.56	73.20
CP Level 5	30.49	35.06	39.64	45.74	60.98	76.23
CP Level 6	31.60	36.34	41.08	47.40	63.20	79.00
CP Level 7	32.67	37.57	42.47	49.01	65.34	81.68
CP Level 8	34.48	39.65	44.82	51.72	68.96	86.20
CP Level 9	36.73	42.24	47.75	55.10	73.46	91.83

	Day	Night	Continuous Night	Saturday	Sunday	Public holiday
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
<i>Professional Stream</i>						
PO Level 1	31.10	35.77	40.43	46.65	62.20	77.75
PO Level 2	38.24	43.98	49.71	57.36	76.48	95.60
SPO Level 1	42.62	49.01	55.41	63.93	85.24	106.55
SPO Level 2	46.69	53.69	60.70	70.04	93.38	116.73
SPO Level 3	52.52	60.40	68.28	78.78	105.04	131.30
<i>Research Stream</i>						
Post Doc	36.73	42.24	47.75	55.10	73.46	91.83
RS	38.24	43.98	49.71	57.36	76.48	95.60
SRS	46.69	53.69	60.70	70.04	93.38	116.73
PRS	53.33	61.33	69.33	80.00	106.66	133.33
<i>Technical Stream</i>						
TO Level 1	29.37	33.78	38.18	44.06	58.74	73.43
TO Level 2	31.10	35.77	40.43	46.65	62.20	77.75
TO Level 3	34.48	39.65	44.82	51.72	68.96	86.20
TO Level 4	38.24	43.98	49.71	57.36	76.48	95.60
STO Level 1	43.60	50.14	56.68	65.40	87.20	109.00
STO Level 2	47.81	54.98	62.15	71.72	95.62	119.53
<i>Senior Management—Corporate Management</i>						
Corporate Level 1 (Band 1)	54.33	62.48	70.63	81.50	108.66	135.83
Corporate Level 2 (Band 2)	63.12	72.59	82.06	94.68	126.24	157.80
Corporate Level 3 (Band 3)	80.43	92.49	104.56	120.65	160.86	201.08
<i>Senior Management—Research (RS)</i>						
SPRS	62.26	71.60	80.94	93.39	124.52	155.65
CRS	70.57	81.16	91.74	105.86	141.14	176.43
<i>Senior Management—Research Support (Senior Specialist)</i>						
Senior Specialist Level 1	54.33	62.48	70.63	81.50	108.66	135.83
Senior Specialist Level 2	63.12	72.59	82.06	94.68	126.24	157.80
Senior Specialist Level 3	80.43	92.49	104.56	120.65	160.86	201.08

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

	Mon - Fri – first 3 hours	Mon - Fri – after 3 hours	Sat and Sun – all day	Public holiday – all day
	150%	200%	200%	250%
	\$	\$	\$	\$
<i>Administrative Officer Stream</i>				
ASO Level 1	40.20	53.60	53.60	67.00
ASO Level 2	43.13	57.50	57.50	71.88
ASO Level 3	46.65	62.20	62.20	77.75
ASO Level 4	50.00	66.66	66.66	83.33
ASO Level 5	53.72	71.62	71.62	89.53
ASO Level 6	58.64	78.18	78.18	97.73
SO Level 1	63.93	85.24	85.24	106.55
SO Level 2	70.04	93.38	93.38	116.73
SO Level 3	78.78	105.04	105.04	131.30
<i>Craftsperson Stream</i>				
CP Level 1	38.25	51.00	51.00	63.75
CP Level 2	39.51	52.68	52.68	65.85
CP Level 3	41.57	55.42	55.42	69.28
CP Level 4	43.92	58.56	58.56	73.20
CP Level 5	45.74	60.98	60.98	76.23
CP Level 6	47.40	63.20	63.20	79.00
CP Level 7	49.01	65.34	65.34	81.68
CP Level 8	51.72	68.96	68.96	86.20
CP Level 9	55.10	73.46	73.46	91.83
<i>Professional Stream</i>				
PO Level 1	46.65	62.20	62.20	77.75
PO Level 2	57.36	76.48	76.48	95.60
SPO Level 1	63.93	85.24	85.24	106.55
SPO Level 2	70.04	93.38	93.38	116.73
SPO Level 3	78.78	105.04	105.04	131.30
<i>Research Stream</i>				
Post Doc	55.10	73.46	73.46	91.83
RS	57.36	76.48	76.48	95.60

	Mon - Fri – first 3 hours	Mon - Fri – after 3 hours	Sat and Sun – all day	Public holiday – all day
	150%	200%	200%	250%
	\$	\$	\$	\$
SRS	70.04	93.38	93.38	116.73
PRS	80.00	106.66	106.66	133.33
<i>Technical Stream</i>				
TO Level 1	44.06	58.74	58.74	73.43
TO Level 2	46.65	62.20	62.20	77.75
TO Level 3	51.72	68.96	68.96	86.20
TO Level 4	57.36	76.48	76.48	95.60
STO Level 1	65.40	87.20	87.20	109.00
STO Level 2	71.72	95.62	95.62	119.53
<i>Senior Management— Corporate Management</i>				
Corporate Level 1 (Band 1)	81.50	108.66	108.66	135.83
Corporate Level 2 (Band 2)	94.68	126.24	126.24	157.80
Corporate Level 3 (Band 3)	120.65	160.86	160.86	201.08
<i>Senior Management— Research (RS)</i>				
SPRS	93.39	124.52	124.52	155.65
CRS	105.86	141.14	141.14	176.43
<i>Senior Management— Research Support (Senior Specialist)</i>				
Senior Specialist Level 1	81.50	108.66	108.66	135.83
Senior Specialist Level 2	94.68	126.24	126.24	157.80
Senior Specialist Level 3	120.65	160.86	160.86	201.08

9. By deleting the amount “\$28.29” appearing in clause C.1 and inserting “\$29.28”.

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

Allowance	Payable	% of the standard rate	\$
Electrician's licence	per week	107.78	31.56
Plumber's licence	per hour	7.16	2.10
On call	per night or day	126.38	37.00

11. By deleting clause E.5.1 and inserting the following:

E.5.1 Minimum wages for traineeships

(a) Wage Level A

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level A by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part- time hourly	Full-time weekly	Part- time hourly
	\$	\$	\$	\$	\$	\$
School leaver	412.70	13.57	454.40	14.95	540.50	17.77
Plus 1 year out of school	454.40	14.95	540.50	17.77	629.00	20.69
Plus 2 years out of school	540.50	17.77	629.00	20.69	732.00	24.07
Plus 3 years out of school	629.00	20.69	732.00	24.07	838.00	27.57
Plus 4 years out of school	732.00	24.07	838.00	27.57		
Plus 5 or more years out of school	838.00	27.57				

(b) Wage Level B

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III

traineeship whose training package and AQF certificate levels are allocated to Wage Level B by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	412.70	13.57	454.40	14.95	526.70	17.34
Plus 1 year out of school	454.40	14.95	526.70	17.34	605.90	19.93
Plus 2 years out of school	526.70	17.34	605.90	19.93	710.60	23.38
Plus 3 years out of school	605.90	19.93	710.60	23.38	810.40	26.66
Plus 4 years out of school	710.60	23.38	810.40	26.66		
Plus 5 or more years out of school	810.40	26.66				

(c) Wage Level C

Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a full-time or part-time AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to Wage Level C by clause E.7 are:

	Highest year of schooling completed					
	Year 10		Year 11		Year 12	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$	\$	\$
School leaver	412.70	13.57	454.40	14.95	526.70	17.34
Plus 1 year out of school	454.40	14.95	526.70	17.34	595.60	19.58
Plus 2 years out of school	526.70	17.34	595.60	19.58	665.40	21.89
Plus 3 years out of school	595.60	19.58	665.40	21.89	741.20	24.37
Plus 4 years out of school	665.40	21.89	741.20	24.37		
Plus 5 or more years out of school	741.20	24.37				

(d) AQF Certificate Level IV traineeships

- (i) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for a trainee undertaking a traineeship are the minimum wages for the relevant Level III traineeship with the addition of 3.8% to those minimum wages.
- (ii) Subject to clause E.5.2 and E.5.3 of this schedule, the minimum wages for an adult trainee undertaking an 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	
	Full-time weekly	Part-time hourly	Full-time weekly	Part-time hourly
	\$	\$	\$	\$
Wage Level A	869.80	28.62	902.80	29.69
Wage Level B	841.20	27.68	873.20	28.72
Wage Level C	769.40	25.31	798.50	26.27

(e) School-based traineeships

Subject to clauses E.5.2 and E.5.3 of this schedule, the minimum hourly wages for a trainee undertaking a school-based Wage Levels A or B traineeship 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

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