



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

AUSTRALIAN BROADCASTING CORPORATION ENTERPRISE AWARD 2016 [MA000147]

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:

1. By deleting the table appearing in clause 20.5 and inserting the following:

Classification	Annual award rate
	\$
Announcer	59,996
	60,414
	63,850
Engineer: Class 1	60,116
Engineer: Class 2	75,313
Engineer: Class 3	84,130
Engineer: Class 4	93,979
Legal Officer	61,210

Classification	Annual award rate
	\$
Senior Legal Officer	88,357
Librarian Class 1	59,057
Librarian Class 2	71,313
Sports Broadcaster: Grade 1	53,838
Sports Broadcaster: Grade 2	66,874
Sports Broadcaster: Grade 3	72,998
Broadcast Engineer Officer 1	65,184
Broadcast Engineer Officer 2	72,316
Broadcast Engineer Officer 3	77,038
Broadcast Engineer Officer 4	79,382
Broadcast Engineer Officer 5	83,239
Broadcast Engineer Officer 6	86,368
Broadcast Engineer Officer Trainee	57,357
Cadet Engineer	47,992
Costume Maker: Grade 1	53,068
Costume Maker: Grade 2	54,939
Costume Maker: Grade 3	56,857
Designer's Assistant	59,430
Assistant Designer	69,255
Designer	72,935
Senior Production Designer	77,056
Senior Designer, Grade 1 Victoria	81,675
Senior Designer, Grade 2 Head Officer	84,870
Drafting Assistant: Grade 2	59,430
Senior Drafting Officer	72,935
Executive Producer: Grade 1	85,237
Executive Producer: Grade 2	95,674
Co-ordinator, TV Drama	104,122
Graphics Designer	69,255
Photographer: Grade 1	59,485
Photographer: Grade 2	66,772
Photographer: Grade 3	73,846

Classification	Annual award rate
	\$
Senior Photographer	78,055
Producer: Grade 1	66,041
	67,372
	68,656
	69,939
	71,270
Producer: Grade 2	72,408
	73,712
	75,041
Producer: Grade 3	76,202
	77,488
	78,753
Producer: Grade 4	80,063
	81,363
	82,672
Producer: Grade 5	85,237
	87,877
	90,449
Producer: Merit	95,674
	98,242
Supervisor, TV Transmission: Vic, Qld, SA, WA and Tas	83,999
Television Assistant: 1	54,061
Television Assistant: 2	57,177
Television Assistant: 3	58,256
Television Assistant: 4	60,468
Senior Television Assistant (Prod Operations)	63,616
Television Lighting Electrician	59,996
Senior Television Lighting Electrician	64,207
Transmission Officer (TV)	75,380
Administrative Officer 1	51,911
Administrative Officer 2	56,677

Classification	Annual award rate
	\$
Administrative Officer 3	61,724
Administrative Officer 4	65,943
Administrative Officer 5	69,967
Administrative Officer 6	70,946
Administrative Officer 7	83,720
Administrative Officer 8	88,081
Assistant Shop Manager 1	56,677
Assistant Shop Manager 2	59,349
Assistant Shop Manager 3	62,907
Assistant Shop Manager 4	63,876
Broadcaster Level 1	56,677
	57,622
	58,569
Broadcaster Level 2	59,349
	62,907
	65,051
	68,625
	71,229
Broadcaster Level 3	73,575
	75,922
Broadcaster Level 4	78,439
	81,034
	82,379
Broadcaster Level 5	83,720
	85,061
	86,407
	88,081
	89,758
Broadcaster Level 6	91,435
	93,113
	96,178
	96,466

Classification	Annual award rate
	\$
	98,996
Broadcaster Level 7	101,842
Building and Services Officer 1	50,400
Building and Services Officer 2	53,424
Building and Services Officer 3	57,622
Building and Services Officer 4	62,907
Building and Services Officer 5	65,943
Building and Services Officer 6	69,967
Building and Services Officer 7	75,922
Design and Development Officer 1	56,677
Design and Development Officer 2	65,051
Design and Development Officer 3	72,316
Design and Development Officer 4	79,694
Design and Development Officer 5	89,758
Information Technologist 1	63,876
Information Technologist 2	73,575
Information Technologist 3	83,720
Information Technologist 4	93,113
Information Technologist 5	101,842
Make Up Artist Trainee	55,725
Make Up Artist 1	57,622
Make Up Artist 2	63,876
Make Up Artist 3	71,229
Production Support Officer Level 1	56,677
Production Support Officer Level 2 – Strand 1	61,724
Production Support Officer Level 2 – Strand 2	62,907
Production Support Officer Level 2 – Strand 3	63,876
Production Support Officer Level 3 – Strand 1	65,051
Production Support Officer Level 3 – Strand 2	65,943
Production Support Officer Level 3 – Strand 3	67,287
Product Support Officer Level 4 – Strand 1 (Merit level)	68,625

Classification	Annual award rate
	\$
Production Support Officer Level 4 – Strand 2 (Merit level)	69,967
Production Support Officer Level 4 – Strand 3 (Merit level)	71,229
Production Support Officer Level 5 – Strands 1, 2 & 3 (Merit Level)	72,316
Production Support Officer Level 6 – Strand 1 (Merit Level)	77,179
Production Support Officer Level 7 – Strand 4 (Merit Level)	79,694
Professional Officer (R&D) 1	56,677
Professional Officer (R&D) 2	65,051
Professional Officer (R&D) 3	73,575
Professional Officer (R&D) 4	82,379
Professional Officer (R&D) 5	91,435
Professional Officer (R&D) 6	98,996
Property Officer 1	51,911
Property Officer 2	54,404
Property Officer 3	57,622
Property Officer 4	60,533
Property Officer 5	62,907
Technical Services Officer 1	56,677
Technical Services Officer 2	65,051
Technical Services Officer 3	72,316
Technical Services Officer 4	79,694
Technical Services Officer 5	86,407
Sales Assistant	54,404
Scenic Workshop Officer 1	57,622
Scenic Workshop Officer 2	62,907
Scenic Workshop Officer 3	65,943
Scenic Workshop Officer 4	71,229
Broadbanded TOPO 1	56,677
	57,622

Classification	Annual award rate
	\$
	59,349
Broadbanded TOPO 2	60,533
	61,724
	63,876
	65,051
	65,943
Broadbanded TOPO 3	66,053
	69,967
	71,229
	72,316
	73,575
Broadbanded TOPO Merit	75,922
	77,179
	79,694
	81,034
	83,720
TOPO Technical Producer	75,922
TOPO Senior (BAPH)	71,229
TOPO Senior (NSW/Vic)	75,922
TOPO Shift Senior	71,229
TOPO Shift Supervisor	75,922
TOPO Technical Producer/Lighting Director	75,922
Senior TOPO	85,061
Senior TOPO Merit	88,081
Extended Range TOPO	93,113

2. By deleting the amount “\$121,473” appearing in clause 29.2 and inserting “\$125,725”.
3. By deleting the amount “\$121,473” appearing in clause 29.3 and inserting “\$125,725”.
4. By deleting the amount “\$121,473” appearing in clause 29.4 and inserting “\$125,725”.

5. By deleting the table appearing in clause 30.8 and inserting the following:

Classification	Annual award rate
	\$
Journalists and Reporters	
Band 3 Level 6	101,842
Band 3 Level 5	90,453
Band 3 Level 4	82,450
Band 2 Level 3	76,970
	79,663
	81,057
Band 2 Level 2	71,918
	72,989
	74,358
Band 1 Level 1	60,626
	63,125
	66,605
	69,307
Top point	125,725
Band 1: Cadet Journalist or Trainee Reporter	53,830
Publicity/Public Relations Officer - Grade 1	63,515
Publicity/Public Relations Officer - Grade 2	70,057
Publicity/Public Relations Officer - Grade 3	78,861

6. By deleting the amount “\$58,576” appearing in clause 32.1 and inserting “\$60,626”.
7. By deleting the table appearing in clause 59.1 and inserting the following:

	Weekly rate	Daily rate	Hourly rate
	\$	\$	\$
Lead	1952.50	390.50	48.81
Co-lead (2)	1710.20	342.04	42.76
Cast A	1301.30	260.26	32.53
Cast B	963.30	192.66	24.08
Cast	1240.40	248.08	31.01

8. By deleting the table appearing in clause 59.2 and inserting the following:

	Weekly rate	Daily rate	Hourly rate
	\$	\$	\$
Lead	2144.10	470.28	82.80
Co-lead (2)	1938.60	434.75	75.32
Performer	1381.90	307.77	52.47
Special extra	984.10	265.06	40.97
Extra	881.90	223.72	37.10

9. By deleting the amount “\$27.54” appearing in clause 63.2(b) and inserting “\$28.50”.
10. By deleting the amount “\$62.61” appearing in clause 70.2(a) and inserting “\$64.80”.
11. By deleting the amount “\$12.24” appearing in clause 79 and inserting “\$12.66”.

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