



DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

CSIRO ENTERPRISE AWARD 2016

[MA000148]

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:

Employee classification	Annual (full-time employees)	Weekly (full-time employees)	Hourly (other than casual employee)
	\$	\$	\$
Level 1	51,036	978.30	26.62
Level 2 (“standard rate”)	56,262	1078.50	29.35
Level 3	67,116	1286.60	35.01
Level 4	80,852	1549.90	42.17
Level 5	92,107	1765.60	48.04
Level 6	100,217	1921.10	52.27
Level 7	118,980	2280.80	62.06

Employee classification	Annual (full-time employees)	Weekly (full-time employees)	Hourly (other than casual employee)
	\$	\$	\$
Level 8	138,774	2660.20	72.39
Level 9	177,275	3398.20	92.47

2. By deleting the amount “\$36,588” appearing in clause 10.2 and inserting “\$37,869”.
3. By deleting the amount “\$729.40” appearing in clause 11.3(a) and inserting “\$754.95”.
4. By deleting the amount “\$906.54” appearing in clause 11.3(b) and inserting “\$938.30”.
5. By deleting the amount “\$1104.52” appearing in clause 11.3(c) and inserting “\$1143.21”.
6. By deleting the amount “\$916.96” appearing in clause 11.4(b)(i) and inserting “\$949.08”.
7. By deleting the table appearing in clause 11.4(b)(ii) and inserting the following:

Number of days	Maximum annual allowance
	\$
5–40	172.56
41–80	506.90
81 or more	1024.58

8. By deleting the amount “\$39.39” appearing in clause 11.5 and inserting “\$40.77”.
9. By deleting the amount “\$355.32” appearing in clause 13.3(a) and inserting “\$367.77”.
10. By deleting the amount “\$26.88” appearing in clause 13.3(b) and inserting “\$27.83”.
11. By deleting the table appearing in clause B.1 and inserting the following:

	Day	Saturday	Sunday
	Ordinary	140%	200%
	\$	\$	\$
Level 1	26.62	37.27	53.24
Level 2	29.35	41.09	58.70
Level 3	35.01	49.01	70.02
Level 4	42.17	59.04	84.34
Level 5	48.04	67.26	96.08

	Day	Saturday	Sunday
	Ordinary	140%	200%
	\$	\$	\$
Level 6	52.27	73.18	104.54
Level 7	62.06	86.88	124.12
Level 8	72.39	101.35	144.78
Level 9	92.47	129.46	184.94

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

	Monday – Friday	Saturday – first 3 hours	Saturday – after 3 hours	Sunday – all day	Public holiday – all day
	150%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 1	39.93	39.93	53.24	53.24	66.55
Level 2	44.03	44.03	58.70	58.70	73.38
Level 3	52.52	52.52	70.02	70.02	87.53
Level 4	63.26	63.26	84.34	84.34	105.43
Level 5	72.06	72.06	96.08	96.08	120.10
Level 6	78.41	78.41	104.54	104.54	130.68
Level 7	93.09	93.09	124.12	124.12	155.15
Level 8	108.59	108.59	144.78	144.78	180.98
Level 9	138.71	138.71	184.94	184.94	231.18

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

	Day	Night	Permanent Night	Saturday	Sunday	Public holiday
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Level 1	26.62	30.61	34.61	39.93	53.24	66.55
Level 2	29.35	33.75	38.16	44.03	58.70	73.38
Level 3	35.01	40.26	45.51	52.52	70.02	87.53
Level 4	42.17	48.50	54.82	63.26	84.34	105.43
Level 5	48.04	55.25	62.45	72.06	96.08	120.10
Level 6	52.27	60.11	67.95	78.41	104.54	130.68

	Day	Night	Permanent Night	Saturday	Sunday	Public holiday
	100%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Level 7	62.06	71.37	80.68	93.09	124.12	155.15
Level 8	72.39	83.25	94.11	108.59	144.78	180.98
Level 9	92.47	106.34	120.21	138.71	184.94	231.18

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

	Monday – Friday	Saturday – all day	Sunday – all day	Public holiday – all day
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	39.93	53.24	53.24	66.55
Level 2	44.03	58.70	58.70	73.38
Level 3	52.52	70.02	70.02	87.53
Level 4	63.26	84.34	84.34	105.43
Level 5	72.06	96.08	96.08	120.10
Level 6	78.41	104.54	104.54	130.68
Level 7	93.09	124.12	124.12	155.15
Level 8	108.59	144.78	144.78	180.98
Level 9	138.71	184.94	184.94	231.18

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

	Day	Night	Saturday	Sunday
	125%	140%	175%	225%
	\$	\$	\$	\$
Level 1	33.28	37.27	46.59	59.90
Level 2	36.69	41.09	51.36	66.04
Level 3	43.76	49.01	61.27	78.77
Level 4	52.71	59.04	73.80	94.88
Level 5	60.05	67.26	84.07	108.09

	Day	Night	Saturday	Sunday
	125%	140%	175%	225%
	\$	\$	\$	\$
Level 6	65.34	73.18	91.47	117.61
Level 7	77.58	86.88	108.61	139.64
Level 8	90.49	101.35	126.68	162.88
Level 9	115.59	129.46	161.82	208.06

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

	Monday - Friday	Saturday – first 3 hours	Saturday – after 3 hours	Sunday – all day	Public holiday – all day
	150%	150%	200%	200%	200%
	\$	\$	\$	\$	\$
Level 1	39.93	39.93	53.24	53.24	53.24
Level 2	44.03	44.03	58.70	58.70	58.70
Level 3	52.52	52.52	70.02	70.02	70.02
Level 4	63.26	63.26	84.34	84.34	84.34
Level 5	72.06	72.06	96.08	96.08	96.08
Level 6	78.41	78.41	104.54	104.54	104.54
Level 7	93.09	93.09	124.12	124.12	124.12
Level 8	108.59	108.59	144.78	144.78	144.78
Level 9	138.71	138.71	184.94	184.94	184.94

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

	Day	Night	Saturday	Sunday
	125%	140%	175%	225%
	\$	\$	\$	\$
Level 1	33.28	37.27	46.59	59.90
Level 2	36.69	41.09	51.36	66.04
Level 3	43.76	49.01	61.27	78.77
Level 4	52.71	59.04	73.80	94.88

	Day	Night	Saturday	Sunday
	125%	140%	175%	225%
	\$	\$	\$	\$
Level 5	60.05	67.26	84.07	108.09
Level 6	65.34	73.18	91.47	117.61
Level 7	77.58	86.88	108.61	139.64
Level 8	90.49	101.35	126.68	162.88
Level 9	115.59	129.46	161.82	208.06

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

	Monday – Friday	Saturday – all day	Sunday – all day	Public holiday – all day
	150%	200%	200%	200%
	\$	\$	\$	\$
Level 1	39.93	53.24	53.24	53.24
Level 2	44.03	58.70	58.70	58.70
Level 3	52.52	70.02	70.02	70.02
Level 4	63.26	84.34	84.34	84.34
Level 5	72.06	96.08	96.08	96.08
Level 6	78.41	104.54	104.54	104.54
Level 7	93.09	124.12	124.12	124.12
Level 8	108.59	144.78	144.78	144.78
Level 9	138.71	184.94	184.94	184.94

19. By deleting the amount “\$1042.00” appearing in clause C.1 and inserting “\$1078.50”.

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

Allowance	Payable	\$	% of standard rate
St John’s Ambulance Emergency First Aid (Level 1)	per annum	754.95	70.0
St John’s Ambulance Apply First Aid (Level 2)	per annum	938.30	87.0

Allowance	Payable	\$	% of standard rate
St John's Ambulance Occupational First Aid (Level 1)	per annum	1143.21	106.0
Australian Animal Health Laboratory	per annum	949.08	88.0
Secure (5–40 days in previous 12 months)	maximum per year	172.56	16.0
Secure (41–80 days in previous 12 months)	maximum per year	506.90	47.0
Secure (81 or more days in previous 12 months)	maximum per year	1024.58	95.0
Diving	per day	40.77	3.78
Sea duty (seagoing)	per day	367.77	34.1
Sea duty (transit)	per day	27.83	2.58

21. 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

	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
	\$	\$	\$	\$	\$	\$
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