



DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

AUSTRALIAN GOVERNMENT INDUSTRY AWARD 2016

[MA000153]

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 12.3(a) and inserting the following:

Classification Level	Minimum Annual Pay Rate (36.75 hours per week) \$	Minimum Hourly Pay Rate \$
AG level 1	52,778	27.53
AG level 2	57,149	29.81
AG level 3	62,096	32.39
AG level 4	65,930	34.39
AG level 5	71,298	37.19
AG level 6	75,228	39.24
AG level 7	85,255	44.47
AG level 8	92,463	48.23

Classification Level	Minimum Annual Pay Rate (36.75 hours per week) \$	Minimum Hourly Pay Rate \$
TRAINEES		
Cadet (practical training)	52,778	27.53
Trainee (Technical)	55,367	28.88

2. By deleting the amounts “\$14.26”, “\$17.52” and “\$21.50” appearing in clause 13.5 and inserting “\$14.76”, “\$18.14” and “\$22.26” respectively.

3. By deleting the table appearing in clause F.5.4 and inserting the following:

Classification Level	Minimum Annual Pay Rate (36.75 hours/week) \$	Minimum Hourly Pay Rate \$
AFTRS level 1	53,929	28.13
AFTRS level 2	58,530	30.53
AFTRS level 3	63,572	33.16
AFTRS level 4	67,694	35.31
AFTRS level 5	73,042	38.10
AFTRS level 6	77,471	40.41
AFTRS level 7	88,456	46.14
AFTRS level 8	93,575	48.81
Teaching/Training level B	83,012	43.30
Teaching/Training level C	99,518	51.91
Teaching/Training level D	114,510	59.73
Teaching/Training level E	139,298	72.66

4. By deleting the amounts “1274.20” and “2548.36” appearing in clause H.6.1 and inserting “1318.89” and “2637.73” respectively.

5. By deleting the amount “\$25,959.06” appearing in clause H.8.3 and inserting “\$26,869.43”.

6. By deleting the amount “\$25,959.06” appearing in clause H.10.1(a) and inserting “\$26,869.43”.

7. By deleting the table appearing in clause H.11.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Community language allowance – CLA rate 1	H.6.1	Yearly	4424.31	1318.89

Allowance	Clause	Payable	% of standard rate	\$
Community language allowance – CLA rate 2	H.6.1	Yearly	8848.48	2637.73
District Allowance – Eligible dependant/eligible partner income	H.8.3	Yearly income less than	90135.64	26,869.43
District Allowance – Eligible dependant/eligible partner income	H.10.1(a)	Yearly income less than	90135.64	26,869.43

8. By deleting the amount “\$38.04” appearing in clause I.5.1 and inserting “\$39.37”.
9. By deleting the amount “\$9978.87” appearing in clause I.6.1(a) and inserting “\$10,328.82”.
10. By deleting the amount “\$7708.92” appearing in clause I.6.1(b) and inserting “\$7979.26”.
11. By deleting the table appearing in clause I.17.4 and inserting the following:

Classification Level	Pay point	Annual salary \$	Hourly rate (inclusive of leave loading) \$
AMSA Level 7	1st point	120,223	62.71
	Minimum	118,229	61.67
AMSA Level 6	4th point	114,587	59.77
	3rd point	108,605	56.65
	2nd point	102,662	53.55
	1st point	96,700	50.44
	Minimum	88,916	46.38
AMSA Level 5	5th point	84,047	43.84
	4th point	82,053	42.80
	3rd point	80,040	41.75
	2nd point	78,027	40.70
	1st Point	75,956	39.62
	Minimum	73,924	38.56
AMSA Level 4	4th point	72,774	37.96
	3rd point	71,068	37.07
	2nd point	69,381	36.19
	1st Point	66,122	34.49

Classification Level	Pay point	Annual salary \$	Hourly rate (inclusive of leave loading) \$
	Minimum	63,284	33.01
AMSA Level 3	4th point	64,262	33.52
	3rd point	61,655	32.16
	2nd point	60,524	31.57
	1st Point	58,990	30.77
	Minimum	57,495	29.99
AMSA Level 2	3rd point	56,133	29.28
	2nd point	54,542	28.45
	1st Point	53,066	27.68
	Minimum	51,398	26.81
AMSA Level 1	3rd point	50,555	26.37
	2nd point	49,193	25.66
	1st Point	47,813	24.94
	Minimum	46,567	24.29

12. By deleting the table appearing in clause I.18.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Field allowance	I.5.1	Per day	132.08	39.37
International Labour Organization allowance – port office	I.6.1(a)	Annually	34648.85	10,328.82
International Labour Organization allowance – Canberra office	I.6.1(b)	Annually	26767.07	7979.26

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

Remuneration Band	Minimum Salary per annum \$
Graduate trainee (Band 1)	48,880
1	52,093
2	65,033
3	83,178
4	111,352

14. By deleting the amount "\$1.92" appearing in clause K.3.1 and inserting "\$1.98".
15. By deleting the amount "\$3.48" appearing in clause K.3.2 and inserting "\$3.60".
16. By deleting the amount "\$5.10" appearing in clause K.3.3(a) and inserting "\$5.28".
17. By deleting the amount "\$6.39" appearing in clause K.3.3(b) and inserting "\$6.62".
18. By deleting the amount "\$10.00" appearing in clause K.3.4 and inserting "\$10.35".
19. By deleting the amount "\$4.49" appearing in clause K.3.5 and inserting "\$4.65".
20. By deleting the amount "\$30.42" appearing in clause K.3.6(a)(i) and inserting "\$31.49".
21. By deleting the amount "\$36.68" appearing in clause K.3.6(a)(ii) and inserting "\$37.96".
22. By deleting the amount "\$43.93" appearing in clause K.3.6(a)(iii) and inserting "\$45.48".
23. By deleting the amount "\$1.75" appearing in clause K.3.8(a)(i) and inserting "\$1.82".
24. By deleting the amount "\$2.31" appearing in clause K.3.8(a)(ii) and inserting "\$2.39".
25. By deleting the table appearing in clause K.16.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Insanitary allowance	K.3.1	Per day	6.65	1.98
Aquatic ponds	K.3.2	Per day	12.08	3.60
Spray gangs	K.3.3(a)	Per day	17.7	5.28
Spray gangs – high pressure spray equipment	K.3.3(b)	Per day	22.2	6.62
Work in rain	K.3.4	Per day	34.71	10.35
Heights (trees)	K.3.5	Per day	15.6	4.65
Leading hands (not more than 5 employees)	K.3.6(a)(i)	Per week	105.62	31.49
Leading hands (6-10 employees)	K.3.6(a)(ii)	Per week	127.35	37.96
Leading hands (more than 10 employees)	K.3.6(a)(iii)	Per week	152.55	45.48
Spray work (GSO 8)	K.3.8(a)(i)	Per day	6.09	1.82
Spray work (GSO 8 – high pressure equipment)	K.3.8(a)(ii)	Per day	8.01	2.39

26. By deleting the amount “\$9.73” appearing in clause L.4.4 and inserting “\$10.07”.
27. By deleting the amounts “\$15.92” and “\$11.93” appearing in clause L.4.5 and inserting “\$16.48” and “\$12.34” respectively.
28. By deleting the amount “\$2024.11” appearing in clause L.9.1 and inserting “\$2095.09”.
29. By deleting the table appearing in clause L.13 and inserting the following:

Classification Level	Stream	Minimum Annual Pay Rate (36.75 hours per week) \$	Hourly rate \$
Airworthiness Officer A	Air Safety Regulator	73,541	38.36
Airworthiness Officer B		83,970	43.80
Airworthiness Officer C		93,479	48.76
Airworthiness Officer D		99,921	52.12
Flying Operations Inspector Level 1	Flying Operations	104,733	54.63
Flying Operations Inspector Level 2		109,487	57.11
Level 3 - 29,000 to 50,000kg		125,687	65.56
Level 3 - 50,000 to 70,000kg		133,700	69.74
Level 3 - 70,000 to 140,000kg		140,928	73.51
Level 3 - 140,000kg to 250,000kg		152,987	79.80
Level 3 - over 250,000kg		180,344	94.07
Manager Flying Operations	Manager	128,045	66.79

30. By deleting the amount “\$10,116.87” appearing in clause L.14.4(b) and inserting “\$10,471.66”.
31. By deleting the table appearing in clause L.15.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Allowance for travel at difficult times	L.4.4	each continuous period	33.77	10.07
Flying disability allowance – aerial surveillance	L.4.5	hourly	55.27	16.48

Allowance	Clause	Payable	% of standard rate	\$
Flying disability allowance – on the job training	L.4.5	hourly	41.41	12.34
Loss of license allowance for premium reimbursement	L.9.1	annually	7028.15	2095.09
Team Leader	L.14.4(b)	annually	35128.01	10,471.66

32. By deleting the table appearing in clause M.2.1 and inserting the following:

Classification	Minimum salary
	\$
Electorate Officer A	62,832
Electorate Officer B	65,276
Electorate Officer C	71,977

33. By deleting the amount “\$1.40” appearing in clause N.3.1 and inserting “\$1.45”.
34. By deleting the amount “\$1.00” appearing in clause N.3.2 and inserting “\$1.03”.
35. By deleting the amount “\$1.40” appearing in clause N.3.3 and inserting “\$1.45”.
36. By deleting the amount “\$1.00” appearing in clause N.3.4 and inserting “\$1.03”.
37. By deleting the amount “\$1.03” appearing in clause N.4.1 and inserting “\$1.06”.
38. By deleting the amount “\$0.81” appearing in clause N.4.2 and inserting “\$0.84”.
39. By deleting the amounts “\$5.99” and “\$1.23” appearing in clause N.5 and inserting “\$6.20” and “\$1.27” respectively.
40. By deleting the table appearing in clause N.10.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Welding				
Aluminium MIG	N.3.1	hourly	4.87	1.45
Aluminium TIG	N.3.2	hourly	3.47	1.03
Plasma arc process	N.3.3	hourly	4.87	1.45
Other welding	N.3.4	hourly	3.47	1.03

Allowance	Clause	Payable	% of standard rate	\$
Epoxy-based materials—with catalyst hardener and reactive additives or two-page catalyst systems	N.4.1	hourly	3.56	1.06
Epoxy-based materials—in close proximity	N.4.2	hourly	2.81	0.84
Scaffolding				
For the first four hours or part thereof	N.5	first four hours	20.8	6.20
Per additional hour	N.5	hourly	4.26	1.27

41. By deleting the amount “\$1899.32” appearing in clause O.7.2 and inserting “\$1965.92”.
42. By deleting the table appearing in clause O.7.4(a) and inserting the following:

Classification	Annual allowance \$
Cadet Journalist	2153.22
Level 1 Journalist	2880.92
Level 2 Journalist	3879.92
Level 3 and 4 Journalist	4224.14

43. By deleting the amount “\$68,179.78” appearing in clause O.11.1(a) and inserting “\$70,570.81”.
44. By deleting the amount “\$68,179.78” appearing in clause O.12.7(a) and inserting “\$70,570.81”.
45. By deleting the table appearing in clause O.20.3(b) and inserting the following:

Classification	\$
Cadet Journalist	49,443
Broadcaster 1; Broadcaster Journalist Level 1	60,211
Broadcaster 2; Broadcaster Journalist Level 2	74,435
Broadcaster 3; Broadcaster Journalist Level 3	79,575
Journalist Level 1	60,211
Journalist Level 2	74,435
Journalist Level 3	79,575
Journalist Level 4	91,058

Classification	\$
Operations Officer Level 1	50,988
Operations Officer Level 2	63,210
Operations Officer Level 3	69,324
Operations Officer Level 4	75,343
Operations Officer Level 5	77,602
Operations Officer Level 6	79,193
Information Technology Officer Level 1	58,550
Information Technology Officer Level 2	61,630
Information Technology Officer Level 3	67,870
Information Technology Officer Level 4	75,343

46. By deleting the table appearing in clause O.21.1(b) and inserting the following:

Allowance	Clause	Payable	% of standard rate	\$
Language Allowance	O.7.2	Annually	6594.85	1965.92
Visual Display Terminal Allowances—Cadet Journalist	O.7.4(a)	Annually	7223.14	2153.22
Visual Display Terminal Allowances—Level 1 Journalist	O.7.4(a)	Annually	9664.26	2880.92
Visual Display Terminal Allowances—Level 2 Journalist	O.7.4(a)	Annually	13015.5	3879.92
Visual Display Terminal Allowances—Level 3 and 4 Journalist	O.7.4(a)	Annually	14170.21	4224.14
Level 4 Journalist—per annum amount for calculation of overtime	O.11.1(a)	Annual	236735.4	70,570.81
Level 4 Journalist—per annum amount for calculation of overtime	O.12.7(a)	Annual	236735.4	70,570.81

47. By deleting clause S.5 and inserting the following:

S.5 Minimum Wages

S.5.1 Minimum wages for full-time traineeships

(a) Wage Level A

Subject to clause S.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 S1 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 S.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 S1 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 S.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 S1 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 S.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 S.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

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

Subject to clauses S.5.2(f) and S.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 S1 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 S.5.2(f) and S.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 S1 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 S.5.2(f) and S.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 S1 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 S.5.2(f) and S.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 S1 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 S.5.2(f) and S.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 S.5.2(f) and S.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 S.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 S.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 S.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

S.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.

S.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 S1 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