



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## **Annual Wage Review 2024–25** (C2025/1)

### **HEALTH PROFESSIONALS, MEDICAL SCIENTISTS AND SUPPORT SERVICES (VICTORIA) STATE REFERENCE PUBLIC SECTOR MODERN AWARD 2018** [MA000157]

Health and welfare services

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 12.2(a) and inserting the following:

<b>Level</b>	<b>Weekly rate \$</b>
Wage/Skill Group 1	1005.20
Wage/Skill Group 2	1028.80
Wage/Skill Group 3	1045.00
Wage/Skill Group 4	1053.50
Wage/Skill Group 5	1070.00
Wage/Skill Group 6	1081.60
Wage/Skill Group 7	1099.70
Wage/Skill Group 8	1114.50

<b>Level</b>	<b>Weekly rate \$</b>
Wage/Skill Group 9	1134.30
Wage/Skill Group 10	1177.30
Wage/Skill Group 11	1218.60

2. By deleting the amounts “\$6.33” and “\$13.08” appearing in clause 12.2(a)(i) and inserting “\$6.55” and “\$13.54” respectively.

3. By deleting the amounts “\$9.18” and “\$16.64” appearing in clause 12.2(a)(ii) and inserting “\$9.50” and “\$17.23” respectively.

4. By deleting the table appearing in clause 12.2(b) and inserting the following:

<b>Grade/ Level</b>	<b>Weekly rate \$</b>
Dental technician level I	1115.90
Dental technician level II	1212.90
Foreperson dental technician	1343.20
Dental laboratory manager	1485.00

5. By deleting the amounts “\$10.68” and “\$25.60” appearing in clause 12.2(b)(i) and inserting “\$11.05” and “\$26.49” respectively.

6. By deleting the table appearing in clause 12.2(d) and inserting the following:

<b>Grade Level</b>	<b>Weekly rate \$</b>
Dental nurse level I	1104.40
Dental nurse level II	1127.90
Dental nurse level III	1140.40
Dental nurse level IV	1158.60
Deputy superintending dental nurse	1281.20
Advanced dental technician	1331.30

7. By deleting the amounts “\$6.51” and “\$13.52” appearing in clause 12.2(d)(i) and inserting “\$6.74” and “\$14.00” respectively.

8. By deleting the table appearing in clause 12.3(b) and inserting the following:

<b>UG1 classifications</b>	<b>Weekly rate \$</b>
1st year of experience after qualification	1102.00
2nd year of experience after qualification	1161.40
3rd year of experience after qualification	1212.20
4th year of experience after qualification	1276.30
5th year of experience after qualification	1325.10
6th year of experience after qualification	1374.30
<b>Grade 2</b>	
1st year of experience at this level	1374.30
2nd year of experience at this level	1433.00
3rd year of experience at this level	1489.60
4th year of experience at this level	1551.50
<b>Grade 3</b>	
1st year of experience at this level	1620.00
2nd year of experience at this level	1666.90
3rd year of experience at this level	1703.80
4th year of experience at this level	1781.90

9. By deleting the table appearing in clause 12.3(c) and inserting the following:

	<b>Weekly rate \$</b>
Deputy chief medical record administrator	
Grade 1 as defined	1620.00
Grade 2 as defined	1666.90
Deputy chief G 1 (MIT, NMT & cardiac tech only)	
1st year of experience at this level	1620.00
2nd year of experience at this level	1666.90
Deputy chief G 2 (MIT, NMT & cardiac tech only)	
1st year of experience at this level	1666.90
2nd year of experience at this level	1703.80
3rd year of experience at this level	1781.90

	<b>Weekly rate \$</b>
All other Chief G 1 (except Medical Record Administrator Chief Grade 1, Recreation Therapist, Music Therapist and Research Technologist) and all other Deputy Chief (except Music Therapist, Research Technologist, Medical Librarian and Recreation Therapist)	
1st year of experience at this level	1620.00
2nd year of experience at this level	1666.90
3rd year of experience at this level	1703.80
Medical record admin chief G 1 and RTT G 2a	
1st year of experience at this level	1620.00
2nd year of experience at this level	1666.90
Medical record administrator chief G 2	
1st year of experience at this level	1666.90
2nd year of experience at this level	1703.80
Medical record administrator chief G 3	
1st year of experience at this level	1781.90
2nd year of experience at this level	1849.80
RTT grade 2(a)	
1st year of experience at this level	1620.00
2nd year of experience at this level	1666.90
RTT grade 2(b)	
1st year of experience at this level	1703.80
2nd year of experience at this level	1781.90
RTT grade 2(c)	1849.80
All other Chief G 2 (except Medical Record Administrator, Music Therapist, Research Technologist and Recreation Therapist)	
1st year of experience at this level	1781.90
2nd year of experience at this level	1849.80
All chief G 3 (except Medical Record Administrator, Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator and Recreation Therapist)	1971.70

	<b>Weekly rate \$</b>
All Chief Grade 4 (except Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator, Recreation Therapist and Medical Record Administrator)	2105.90
All Chief G 5 (except Music Therapist, Research Technologist, Medical Librarian, Podiatrist, Medical Photographer/Illustrator, Nuclear Medicine Technologist, Speech Pathologist, Recreation Therapist, Medical Record Administrator and Orthoptist) and RTT G 4	2444.70
RTT grade 5	2536.10

10. By deleting the table appearing in clause 12.3(d) and inserting the following:

	<b>Weekly rate \$</b>
Grade 1 qualified	
1st year of experience after qualification	1001.70
2nd year of experience after qualification	1038.60
3rd year of experience after qualification	1073.60
4th year of experience after qualification	1098.80
5th year of experience after qualification	1127.00
6th year of experience after qualification	1155.70
7th year of experience after qualification	1183.70
8th year of experience after qualification	1212.20
Grade 2	
1st year of experience at this level	1212.20
2nd year of experience at this level	1250.10
3rd year of experience at this level	1287.60
4th year of experience at this level	1323.60
Medical technician/renal dialysis technician	
1st year of experience	1001.70
2nd year of experience	1038.60
3rd year of experience	1052.60
4th year of experience	1066.50

	<b>Weekly rate \$</b>
5th year of experience	1086.30
6th year of experience	1107.60

11. By deleting the table appearing in clause 12.3(e) and inserting the following:

	<b>Weekly rate \$</b>
Child psychotherapy Level 1	
1st year of experience	1092.50
2nd year of experience	1133.30
3rd year of experience	1182.40
4th year of experience	1229.10
5th year of experience	1278.80
6th year of experience	1325.30
7th year of experience	1378.10
Child psychotherapy Level 2	
1st year of experience	1449.70
2nd year of experience	1466.30
3rd year of experience	1520.40
4th year of experience	1559.80
Child psychotherapy Level 3	
1st year of experience	1628.70
2nd year of experience	1677.80
3rd year of experience	1728.50
Child psychotherapy Level 4	
1st year of experience	1785.50
2nd year of experience	1840.70
3rd year of experience	1913.90

12. By deleting the table appearing in clause 12.3(f) and inserting the following:

	<b>Weekly rate \$</b>
Unqualified	
1st year of experience	999.40

	<b>Weekly rate \$</b>
2nd year of experience	1031.60
3rd year of experience and thereafter	1068.40
Qualified welfare worker class I	
1st year of experience	984.60
2nd year of experience	1029.70
3rd year of experience	1048.00
4th year of experience	1077.00
5th year of experience	1102.00
6th year of experience	1137.60
7th year of experience and thereafter	1161.70
Class II	
1st year of experience	1102.00
2nd year of experience	1137.60
3rd year of experience	1160.90
4th year of experience and thereafter	1198.80
Class III	
1st year of experience	1198.80
2nd year of experience	1234.00
3rd year of experience and thereafter	1263.00
Class IV	
1st year of experience	1291.20
2nd year of experience	1323.00
3rd year of experience	1349.60

13. By deleting the table appearing in clause 12.3(g) and inserting the following:

	<b>Weekly rate \$</b>
Community development workers Class I	
1st year of experience	1055.00
2nd year of experience	1087.10
3rd year of experience	1122.80
4th year of experience	1157.80

	<b>Weekly rate \$</b>
<b>Class II(a)</b>	
1st year of experience	1087.10
2nd year of experience	1122.80
3rd year of experience	1157.80
4th year of experience	1193.50
5th year of experience	1232.30
6th year of experience	1269.80
7th year of experience	1286.10
8th year of experience	1339.70
9th year of experience	1377.40
10th year of experience	1411.60
<b>Class II(b)</b>	
1st year of experience	1339.70
2nd year of experience	1377.40
3rd year of experience	1411.60
4th year of experience	1449.20
5th year of experience	1484.40
6th year of experience	1522.40
<b>Class III</b>	
1st year of experience	1449.20
2nd year of experience	1484.40
3rd year of experience and thereafter	1522.40

14. By deleting the table appearing in clause 12.3(h) and inserting the following:

	<b>Weekly rate \$</b>
<b>Grade 1 qualified</b>	
On commencement/appointment	1335.40
2nd year of experience after qualification	1357.10
3rd year of experience after qualification	1380.90
4th year of experience after qualification	1433.90
5th year of experience after qualification	1458.80



	<b>Weekly rate \$</b>
6th year of experience after qualification	1483.30
Grade 2	
1st year of experience at this level	1550.00
2nd year of experience at this level	1581.40
3rd year of experience at this level	1612.90
Grade 3 senior clinician	
1st year of experience at this level	1690.80
2nd year of experience at this level	1721.40
3rd year of experience at this level	1752.60
Grade 4 principal	
1st year of experience at this level	1883.00
2nd year of experience at this level	1937.00
3rd year of experience at this level	1991.00

15. By deleting the table appearing in clause 12.4(b) and inserting the following:

	<b>Weekly rate \$</b>
Grade I	
1st year of experience after qualification	1074.60
2nd year of experience after qualification	1134.00
3rd year of experience after qualification	1184.90
4th year of experience after qualification	1248.80
5th year of experience after qualification	1297.70
6th year of experience after qualification and thereafter	1347.10
Grade II	
On appointment	1347.10
2nd year after appointment	1405.60
3rd year after appointment	1462.20
4th year after appointment and thereafter	1523.90
Grade III	
On appointment	1592.50
2nd year after appointment	1639.80

	<b>Weekly rate \$</b>
3rd year after appointment	1676.20
4th year after appointment and thereafter	1754.40

16. By deleting the table appearing in clause 12.4(c) and inserting the following:

	<b>Weekly rate \$</b>
<b>Grade 1</b>	
1st year of experience after qualification	1074.60
2nd year of experience after qualification	1134.00
3rd year of experience after qualification	1184.90
4th year of experience after qualification	1248.80
5th year of experience after qualification	1297.70
6th year of experience after qualification and thereafter	1347.10
<b>Grade 2</b>	
1st year of experience after certification	1405.60
2nd year of experience after certification	1462.20
3rd year of experience after certification	1523.90
4th year of experience after certification	1592.50
5th year of experience after certification	1639.80
6th year of experience after certification	1676.20
7th year of experience after certification and thereafter	1754.40
<b>Grade 3</b>	
On appointment	1822.30
2nd year after appointment	1905.50
3rd year after appointment and thereafter	2021.70

17. By deleting the table appearing in clause 12.4(d) and inserting the following:

	<b>Weekly rate \$</b>
<b>Grade 1</b>	
1st year of experience after qualification	1088.00
2nd year of experience after qualification	1119.50
3rd year of experience after qualification	1167.60

	<b>Weekly rate \$</b>
4th year of experience after qualification	1223.90
5th year of experience after qualification	1289.20
6th year of experience after qualification and thereafter	1350.90
<b>Grade 2</b>	
1st year	1389.90
2nd year	1427.20
3rd year	1464.10
4th year and thereafter	1500.90
<b>Grade 3</b>	
1st year	1552.50
2nd year	1597.90
3rd year	1643.00
4th year and thereafter	1685.80
<b>Grade 4</b>	
1st year	1773.00
2nd year	1825.50
3rd year	1878.10
4th year and thereafter	1930.70

18. By deleting the table appearing in clause 12.4(e) and inserting the following:

	<b>Weekly rate \$</b>
<b>Grade I</b>	
1st year of experience after qualification	1074.60
2nd year of experience after qualification	1134.00
3rd year of experience after qualification	1184.90
4th year of experience after qualification	1248.80
5th year of experience after qualification	1297.70
6th year of experience after qualification and thereafter	1347.10
<b>Grade II</b>	
On appointment	1347.10
2nd year after appointment	1405.60

	<b>Weekly rate \$</b>
3rd year after appointment	1462.20
4th year after appointment and thereafter	1523.90
Grade III	
On appointment	1592.50
2nd year after appointment	1639.80
3rd year after appointment	1676.20
4th year after appointment and thereafter	1754.40
Grade IV	
On appointment and during 2nd year after appointment	1822.30
During 3rd and 4th years after appointment	1905.50
Thereafter	2021.70
Grade V	2436.80
Principal Scientist	2266.70
Deputy Director (Scientist)	2266.70
Director (Scientist)	2508.70

19. By deleting the table appearing in clause 12.4(f) and inserting the following:

	<b>Weekly rate \$</b>
Grade I	
First year of experience after registration	1134.00
Second year	1184.90
Third year	1248.80
Fourth year	1297.70
Fifth year and thereafter	1347.10
Pharmacist grade 2	
On appointment	1347.10
Second year	1405.60
Third year	1462.20
Fourth year and thereafter	1523.90
Pharmacist In Charge	
On appointment	1592.50

	<b>Weekly rate \$</b>
2nd year	1639.80
3rd year and thereafter	1676.20
Group 2	1788.80
Group 1B	1822.30
Group 1A	1905.50

20. By deleting the table appearing in clause 12.4(g) and inserting the following:

	<b>Weekly rate \$</b>
<b>Grade I</b>	
1st year	1059.70
2nd year	1099.90
3rd year	1148.50
4th year	1194.60
5th year	1243.90
6th year	1289.90
7th year	1342.30
<b>Grade II</b>	
1st year	1413.20
2nd year	1448.10
3rd year	1483.20
4th year	1522.90
<b>Grade III</b>	
1st year	1590.50
2nd year	1644.00
3rd year	1689.40
<b>Grade IV</b>	
1st year	1757.90
2nd year	1813.10
3rd year	1886.70

21. By deleting the table appearing in clause 13.9(b) and inserting the following:

	<b>Per week \$</b>	<b>% of standard rate</b>
In their second year	10.04	0.938
In their third year	34.85	3.257
In their fourth year	60.08	5.615

22. By deleting the table appearing in clause 13.9(c) and inserting the following:

	<b>Per week \$</b>	<b>% of standard rate</b>
In their first year	98.69	9.223
In their second year	125.87	11.764
In their third year	153.33	14.33
In their fourth year	181.97	17.007

23. By deleting clause E.5 and inserting the following:

#### **E.5.1 Minimum wages for full-time traineeships**

##### **(a) Wage Level A**

Subject to clause E.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 E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
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 E.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 E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>Per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
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 E.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 E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
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 E.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 E.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 traineeship	Second and subsequent years of traineeship
	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

#### **E.5.2 Minimum wages for part-time traineeships**

##### **(a) Wage Level A**

Subject to clauses E.5.2(f) and E.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 E1 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 E.5.2(f) and E.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 E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
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 E.5.2(f) and E.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 E1 are:

	<b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	13.57	14.95	17.34
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 E.5.2(f) and E.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 E1 are as follows when the trainee works ordinary hours:

<b>Year of schooling</b>	
<b>Year 11 or lower</b>	<b>Year 12</b>
<b>per hour</b>	<b>per hour</b>
<b>\$</b>	<b>\$</b>
13.57	14.95

**(e) AQF Certificate Level IV traineeships**

- (i) Subject to clauses E.5.2(f) and E.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 E.5.2(f) and E.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:

<b>Wage level</b>	<b>First year of traineeship</b>	<b>Second and subsequent years of traineeship</b>
	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>
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 E.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 E.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 E.5.2(a)–(e) of this schedule minus 20% applies to each ordinary hour worked by the trainee.

**E.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.

**E.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 E1 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