



# DRAFT DETERMINATION

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

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

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 – Supported wage system.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], it is ordered that the awards listed in Appendix A be varied as follows:

1. By deleting the minimum amount payable of “\$106” wherever appearing in the Supported Wage System schedule and inserting “\$109”.

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

**APPENDIX A to the Expert Panel determination**

<b>Award title</b>	<b>Award ID</b>
Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020	MA000115
Aboriginal Legal Rights Movement Award 2016	MA000139
Aged Care Award 2010	MA000018
Airline Operations—Ground Staff Award 2020	MA000048
Airport Employees Award 2020	MA000049
Airservices Australia Enterprise Award 2016	MA000141
Alpine Resorts Award 2020	MA000092
Aluminium Industry Award 2020	MA000060
Amusement, Events and Recreation Award 2020	MA000080
Animal Care and Veterinary Services Award 2020	MA000118
Aquaculture Industry Award 2020	MA000114
Asphalt Industry Award 2020	MA000054
Australia Post Enterprise Award 2015	MA000137
Australian Capital Territory Public Sector Enterprise Award 2016	MA000146
Australian Federal Police Enterprise Award 2016	MA000142
Australian Government Industry Award 2016	MA000153
Australian Nuclear Science and Technology Organisation (ANSTO) Enterprise Award 2016	MA000144
Australian Public Service Enterprise Award 2015	MA000124
Banking, Finance and Insurance Award 2020	MA000019
Broadcasting, Recorded Entertainment and Cinemas Award 2020	MA000091
Business Equipment Award 2020	MA000021
Car Parking Award 2020	MA000095
Cement, Lime and Quarrying Award 2020	MA000055
Cemetery Industry Award 2020	MA000070
Children's Services Award 2010	MA000120
Christmas Island Administration Enterprise Award 2016	MA000149
Chullora Printing Award 2015	MA000127
Cleaning Services Award 2020	MA000022
Clerks—Private Sector Award 2020	MA000002
Coal Export Terminals Award 2020	MA000045
Commercial Sales Award 2020	MA000083

<b>Award title</b>	<b>Award ID</b>
Concrete Products Award 2020	MA000056
Contract Call Centres Award 2020	MA000023
Cotton Ginning Award 2020	MA000024
CSIRO Enterprise Award 2016	MA000148
Dry Cleaning and Laundry Industry Award 2020	MA000096
Educational Services (Post-Secondary Education) Award 2020	MA000075
Educational Services (Schools) General Staff Award 2020	MA000076
Electrical Power Industry Award 2020	MA000088
Electrical, Electronic and Communications Contracting Award 2020	MA000025
Fast Food Industry Award 2020	MA000003
Fitness Industry Award 2020	MA000094
Food, Beverage and Tobacco Manufacturing Award 2020	MA000073
Funeral Industry Award 2020	MA000105
Gardening and Landscaping Services Award 2020	MA000101
Gas Industry Award 2020	MA000061
General Retail Industry Award 2020	MA000004
Graphic Arts, Printing and Publishing Award 2020	MA000026
Hair and Beauty Industry Award 2020	MA000005
Health Professionals and Support Services Award 2020	MA000027
Health Professionals, Medical Scientists and Support Services (Victoria) State Reference Public Sector Modern Award 2018	MA000157
Higher Education Industry—General Staff—Award 2020	MA000007
Horse and Greyhound Training Award 2020	MA000008
Horticulture Award 2020	MA000028
Hospitality Industry (General) Award 2020	MA000009
Hydrocarbons Industry (Upstream) Award 2020	MA000062
Joinery and Building Trades Award 2020	MA000029
Labour Market Assistance Industry Award 2020	MA000099
Legal Services Award 2020	MA000116
Live Performance Award 2020	MA000081
Local Government Industry Award 2020	MA000112
Mannequins and Models Award 2020	MA000117
Manufacturing and Associated Industries and Occupations Award 2020	MA000010
Marine Tourism and Charter Vessels Award 2020	MA000093

<b>Award title</b>	<b>Award ID</b>
Market and Social Research Award 2020	MA000030
Meat Industry Award 2020	MA000059
Metropolitan Newspapers (South Australia and Tasmania) Printing Award 2015	MA000130
Mining Industry Award 2020	MA000011
Miscellaneous Award 2020	MA000104
Mobile Crane Hiring Award 2020	MA000032
Northern Territory News Award 2015	MA000129
Northern Territory Public Sector Enterprise Award 2016	MA000151
Note Printing Australia Award 2016	MA000156
Nursery Award 2020	MA000033
Oil Refining and Manufacturing Award 2020	MA000072
Parliamentary Departments Staff Enterprise Award 2016	MA000145
Passenger Vehicle Transportation Award 2020	MA000063
Pastoral Award 2020	MA000035
Pest Control Industry Award 2020	MA000097
Pharmaceutical Industry Award 2020	MA000069
Pharmacy Industry Award 2020	MA000012
Plumbing and Fire Sprinklers Award 2020	MA000036
Port Authorities Award 2020	MA000051
Poultry Processing Award 2020	MA000074
Premixed Concrete Award 2020	MA000057
Printing Industry—Herald & Weekly Times—Production Award 2015	MA000126
Queensland Newspapers Pty Ltd Printing (Murarrie) Award 2015	MA000128
Racing Clubs Events Award 2020	MA000013
Racing Industry Ground Maintenance Award 2020	MA000014
Rail Industry Award 2020	MA000015
Real Estate Industry Award 2020	MA000106
Registered and Licensed Clubs Award 2020	MA000058
Reserve Bank of Australia Award 2016	MA000140
Restaurant Industry Award 2020	MA000119
Road Transport (Long Distance Operations) Award 2020	MA000039
Road Transport and Distribution Award 2020	MA000038
Salt Industry Award 2020	MA000107

<b>Award title</b>	<b>Award ID</b>
Seafood Processing Award 2020	MA000068
Silviculture Award 2020	MA000040
Social, Community, Home Care and Disability Services Industry Award 2010	MA000100
Sporting Organisations Award 2020	MA000082
State Government Agencies Award 2020	MA000121
Stevedoring Industry Award 2020	MA000053
Storage Services and Wholesale Award 2020	MA000084
Sugar Industry Award 2020	MA000087
Surveying Award 2020	MA000066
Telecommunications Services Award 2020	MA000041
Telstra Award 2015	MA000123
Textile, Clothing, Footwear and Associated Industries Award 2020	MA000017
Timber Industry Award 2020	MA000071
Transport (Cash in Transit) Award 2020	MA000042
Travelling Shows Award 2020	MA000102
Vehicle Repair, Services and Retail Award 2020	MA000089
Victorian Government Schools - Early Childhood - Award 2016	MA000152
Victorian Government Schools Award 2016	MA000155
Victorian Local Government (Early Childhood Education Employees) Award 2016	MA000150
Victorian Local Government Award 2015	MA000132
Victorian Public Service Award 2016	MA000135
Victorian State Government Agencies Award 2015	MA000134
Viterra Bulk Handling and Storage of Grains, Pulses and Minerals Award 2015	MA000136
Waste Management Award 2020	MA000043
Water Industry Award 2020	MA000113
Wine Industry Award 2020	MA000090
Wool Storage, Sampling and Testing Award 2020	MA000044