



DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2025 (C2025/1)

AMUSEMENT, EVENTS AND RECREATION AWARD 2020 [MA000080]

Amusement, events and recreation industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT MILLHOUSE
DEPUTY PRESIDENT O'NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, 19 JUNE 2025

Annual Wage Review 2025.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2025 on 3 June 2025 [[\[2025\] FWC FB 3500](#)], the above award is varied as follows:

- By deleting the table appearing in clause 16.1 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Introductory level employee	922.70	24.28
Grade 1	948.00	24.95
Grade 2	982.40	25.85
Grade 3	1014.70	26.70
Grade 4	1068.40	28.12
Grade 5	1102.00	29.00
Grade 6	1135.30	29.88

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Grade 7	1165.70	30.68
Grade 8	1224.90	32.23
Grade 9	1356.50	35.70
Grade 10	1442.30	37.96

2. By deleting the year “2024” in clause 16.6(b) and inserting “2025”.
3. By deleting the table appearing in clause 18.2(b) and inserting the following:

Classification	Flexible loading allowance		Supervisory loading allowance	
	\$ per week	\$ per hour	\$ per week	\$ per hour
General hand	70.51	1.86	N/A	N/A
Exhibition technician	75.86	2.00	34.19	0.90
Supervisory exhibition technician	80.13	2.11	68.38	1.80

4. By deleting the amount “\$55.02” appearing in clause 18.2(c) and inserting “\$56.95”.
5. By deleting the amounts “\$20.65” and “\$0.54” appearing in clause 18.2(d) and inserting “\$21.37” and “\$0.56” respectively.
6. By deleting the amounts “\$30.97” and “\$0.82” appearing in clause 18.2(e) and inserting “\$32.05” and “\$0.84” respectively.
7. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Sunday	Public holiday
	% of minimum hourly rate		
	100%	150%	250%
	\$	\$	\$
Introductory level employee	24.28	36.42	60.70
Grade 1	24.95	37.43	62.38
Grade 2	25.85	38.78	64.63

	Ordinary hours	Sunday	Public holiday
	% of minimum hourly rate		
	100%	150%	250%
	\$	\$	\$
Grade 3	26.70	40.05	66.75
Grade 4	28.12	42.18	70.30
Grade 5	29.00	43.50	72.50
Grade 6	29.88	44.82	74.70
Grade 7	30.68	46.02	76.70
Grade 8	32.23	48.35	80.58
Grade 9	35.70	53.55	89.25
Grade 10	37.96	56.94	94.90

8. By deleting the table appearing in clause B.1.2 and inserting the following:

	Monday to Sunday		Public holiday
	First 3 hours	After 3 hours	
	% of minimum hourly rate		
	150%	200%	250%
	\$	\$	\$
Introductory level employee	36.42	48.56	60.70
Grade 1	37.43	49.90	62.38
Grade 2	38.78	51.70	64.63
Grade 3	40.05	53.40	66.75
Grade 4	42.18	56.24	70.30
Grade 5	43.50	58.00	72.50
Grade 6	44.82	59.76	74.70
Grade 7	46.02	61.36	76.70
Grade 8	48.35	64.46	80.58
Grade 9	53.55	71.40	89.25
Grade 10	56.94	75.92	94.90

9. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Sunday	Public holiday
	% of minimum hourly rate		
	125%	175%	275%
	\$	\$	\$
Introductory level employee	30.35	42.49	66.77
Grade 1	31.19	43.66	68.61
Grade 2	32.31	45.24	71.09
Grade 3	33.38	46.73	73.43
Grade 4	35.15	49.21	77.33
Grade 5	36.25	50.75	79.75
Grade 6	37.35	52.29	82.17
Grade 7	38.35	53.69	84.37
Grade 8	40.29	56.40	88.63
Grade 9	44.63	62.48	98.18
Grade 10	47.45	66.43	104.39

10. By deleting the table appearing in clause B.3.1 and inserting the following:

	Ordinary hours	Sunday	Public holiday
	% of junior hourly rate		
	100%	150%	250%
	\$	\$	\$
Introductory level employee			
Under 17 years	13.35	20.03	33.38
17 years	15.78	23.67	39.45
18 years	18.21	27.32	45.53
19 years	20.64	30.96	51.60
Grade 1			
Under 17 years	13.72	20.58	34.30
17 years	16.22	24.33	40.55
18 years	18.71	28.07	46.78
19 years	21.21	31.82	53.03

	Ordinary hours	Sunday	Public holiday
	% of junior hourly rate		
	100%	150%	250%
	\$	\$	\$
Grade 2			
Under 17 years	14.22	21.33	35.55
17 years	16.80	25.20	42.00
18 years	19.39	29.09	48.48
19 years	21.97	32.96	54.93
Grade 3			
Under 17 years	14.69	22.04	36.73
17 years	17.36	26.04	43.40
18 years	20.03	30.05	50.08
19 years	22.70	34.05	56.75

11. By deleting the table appearing in clause B.3.2 and inserting the following:

	Monday to Sunday		Public holiday
	First 3 hours	After 3 hours	
	% of junior hourly rate		
	150%	200%	250%
	\$	\$	\$
Introductory level employee			
Under 17 years	20.03	26.70	33.38
17 years	23.67	31.56	39.45
18 years	27.32	36.42	45.53
19 years	30.96	41.28	51.60
Grade 1			
Under 17 years	20.58	27.44	34.30
17 years	24.33	32.44	40.55
18 years	28.07	37.42	46.78
19 years	31.82	42.42	53.03
Grade 2			
Under 17 years	21.33	28.44	35.55

	Monday to Sunday		Public holiday
	First 3 hours	After 3 hours	
	% of junior hourly rate		
	150%	200%	250%
	\$	\$	\$
17 years	25.20	33.60	42.00
18 years	29.09	38.78	48.48
19 years	32.96	43.94	54.93
Grade 3			
Under 17 years	22.04	29.38	36.73
17 years	26.04	34.72	43.40
18 years	30.05	40.06	50.08
19 years	34.05	45.40	56.75

12. By deleting the table appearing in clause B.4.1 and inserting the following:

	Ordinary hours	Sunday	Public holiday
	% of junior hourly rate		
	125%	175%	275%
	\$	\$	\$
Introductory level employee			
Under 17 years	16.69	23.36	36.71
17 years	19.73	27.62	43.40
18 years	22.76	31.87	50.08
19 years	25.80	36.12	56.76
Grade 1			
Under 17 years	17.15	24.01	37.73
17 years	20.28	28.39	44.61
18 years	23.39	32.74	51.45
19 years	26.51	37.12	58.33
Grade 2			
Under 17 years	17.78	24.89	39.11
17 years	21.00	29.40	46.20
18 years	24.24	33.93	53.32

	Ordinary hours	Sunday	Public holiday
	% of junior hourly rate		
	125%	175%	275%
	\$	\$	\$
19 years	27.46	38.45	60.42
Grade 3			
Under 17 years	18.36	25.71	40.40
17 years	21.70	30.38	47.74
18 years	25.04	35.05	55.08
19 years	28.38	39.73	62.43

13. By deleting the table appearing in clause C.2.1 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate	
	100%	200%
	\$	\$
Grade 2 (General hand)	27.71	55.42
Grade 4 (Exhibition technician)	31.02	62.04
Grade 5 (Supervisory exhibition technician)	32.91	65.82

14. By deleting the table appearing in clause C.2.2 and inserting the following:

	Monday to Sunday			Public holiday
	All work in excess of 12 hours per shift or 56 hours in a week	Work in excess of 76 hours in a 2 week roster cycle		All hours worked
		First 24 hours	After 24 hours	
	% of ordinary hourly rate			
	200%	150%	200%	200%
	\$	\$	\$	\$
Grade 2 (General hand)	55.42	41.57	55.42	55.42
Grade 4 (Exhibition technician)	62.04	46.53	62.04	62.04
Grade 5 (Supervisory exhibition technician)	65.82	49.37	65.82	65.82

15. By deleting the table appearing in clause C.3.1 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	125%	200%
	\$	\$
Grade 2 (General hand)	32.31	51.70
Grade 4 (Exhibition technician)	35.15	56.24
Grade 5 (Supervisory exhibition technician)	36.25	58.00

16. By deleting the amount “\$1032.30” appearing in clause D.1.1 and inserting “\$1068.40”.
17. By deleting the table appearing in clause D.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Special allowances for exhibition employees—full-time and part-time—general hand—flexible loading allowance*	18.2(b)	6.6	70.51	per week
Special allowances for exhibition employees—full-time and part-time—exhibition technician—flexible loading allowance*	18.2(b)	7.1	75.86	per week
Special allowances for exhibition employees—full-time and part-time—exhibition technician—supervisory loading allowance*	18.2(b)	3.2	34.19	per week
Special allowances for exhibition employees—full-time and part-time—supervisory exhibition technician—flexible loading allowance*	18.2(b)	7.5	80.13	per week
Special allowances for exhibition employees—full-time and part-time—supervisory exhibition technician—supervisory loading allowance*	18.2(b)	6.4	68.38	per week

Allowance	Clause	% of standard rate	\$	Payable
Special allowances for exhibition employees—full-time and part-time—general hand—flexible loading allowance*	18.2(b)	6.6	1.86	per hour
Special allowances for exhibition employees—full-time and part-time—exhibition technician—flexible loading allowance*	18.2(b)	7.1	2.00	per hour
Special allowances for exhibition employees—full-time and part-time—exhibition technician—supervisory loading allowance*	18.2(b)	3.2	0.90	per hour
Special allowances for exhibition employees—full-time and part-time—supervisory exhibition technician—flexible loading allowance*	18.2(b)	7.5	2.11	per hour
Special allowances for exhibition employees—full-time and part-time—supervisory exhibition technician—supervisory loading allowance*	18.2(b)	6.4	1.80	per hour
Employee in charge of golf links with more than 18 holes, bowling greens or lawn tennis courts	18.2(c)	5.33	56.95	per week
First aid allowance—weekly	18.2(d)	2.0	21.37	per week
First aid allowance—hourly	18.2(d)	Weekly allowance / 38	0.56	per hour

Allowance	Clause	% of standard rate	\$	Payable
In charge of tractor plant allowance—weekly	18.2(e)	3.0	32.05	per week
In charge of tractor plant allowance—hourly	18.2(e)	Weekly allowance / 38	0.84	per hour

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

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