



# STATEMENT

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

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

JUSTICE HATCHER, PRESIDENT

SYDNEY, 24 DECEMBER 2024

*Annual Wage Review 2024–25 – research program confirmed.*

[1] On 13 December 2024, I issued a [Statement](#) on the timetable and draft research program for the Annual Wage Review 2024–25 (2024–25 Review). Submissions on the draft research program were sought by 23 December 2024. One submission was received and published to the Fair Work Commission’s website.

[2] In its submission, the [ACTU](#) supported the research program for the 2024–25 Review and expressed an interest in ‘continued research on the adequacy of minimum wages, having regard to the observations of the Panel at paragraph 173 of 2022–23 [Decision](#).’ In the [Annual Wage Review 2023–24 Decision](#), the Expert Panel provided an update on these earlier observations and stated that:

We note that in the *AWR 2023 decision* the Expert Panel said that there should be a comprehensive review of the NMW by reference to the budget standards research and other relevant material to arrive at a NMW amount which is set having proper regard to the needs of the low paid and the other considerations in s 284(1) of the FW Act. However, as already stated, we have now come to the view that it is not currently possible to identify persons to whom the NMW actually applies, and the number of such persons is likely to be very small. In light of this, unless any evidence to the contrary emerges, we do not consider that such a review would be a practical proposition.<sup>1</sup>

[3] Interested parties continue to be invited to present any emerging evidence, not previously submitted, on persons to whom the NMW actually applies in their submissions to the 2024–25 Review. In regard to the conduct of research more broadly, the Expert Panel is not restricted to undertaking research on topics listed for the forthcoming or future annual wage reviews and will continue to monitor the economic and social environment and update previous research as necessary, as is common practice.

[4] The draft research program, as published on 13 December 2024, is now confirmed.



PRESIDENT

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<sup>1</sup> [Annual Wage Review 2023–24 \[2024\] FWCFB 3500 \[84\]](#).