



# DECISION

*Fair Work Act 2009*

s 160—Variation of modern award to remove ambiguity or uncertainty or correct error

## ***Sugar Industry Award 2020 — Overtime rates for casual bulk terminals operations employees*** (AM2025/24)

Sugar industry

JUSTICE HATCHER, PRESIDENT

SYDNEY, 11 DECEMBER 2025

*Matter on the Fair Work Commission's own initiative – Sugar Industry Award 2020 – overtime rates for casual bulk terminals operations employees other than shiftworkers – provisional views confirmed – modern award varied.*

[1] On 24 November 2025, the Commission commenced a matter to address an identified error at clause D.3.4 of the *Sugar Industry Award 2020* (Sugar Award).<sup>1</sup> The background to this matter and my *provisional* views as to the required next steps are set out in a Statement dated 24 November 2025.<sup>2</sup> A draft determination was published alongside this Statement.

[2] In this November Statement, I invited interested parties to file written submissions in response to my *provisional* views and the draft determination by 5 December 2025.<sup>3</sup> The Commission received 2 submissions, from Queensland Sugar Limited<sup>4</sup> and the Australian Workers' Union.<sup>5</sup> Neither party opposes the proposed variation.

[3] I confirm that the Sugar Award will be varied in the same terms set out in the draft determination under s 160 of the *Fair Work Act 2009*. A final determination is published alongside this Decision and will be operative from 15 December 2025.



PRESIDENT

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<sup>1</sup> [MA000087].

<sup>2</sup> [\[2025\] FWC 3507](#) [2]–[11].

<sup>3</sup> [\[2025\] FWC 3507](#) [12].

<sup>4</sup> Queensland Sugar Limited, [Submission](#) dated 5 December 2025.

<sup>5</sup> Australian Workers' Union, [Submission](#) dated 8 December 2025.