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FAIR WORK COMMISSION

DRAFT DETERMINATION

Fair Work Act 2009

s.157 – FWC may vary modern award if necessary, to achieve modern awards objective

Award flexibility – Hospitality and Retail Sectors
(AM2020/103)

Registered and Licensed Clubs Award 2020
[MA000058]

Registered and licensed clubs industry

JUSTICE ROSS, PRESIDENT

MELBOURNE, XX YYY 2021

Variation to the Registered and Licensed Clubs Award 2020.

[A] Further to the decision [[2021] FWCFB XX] issued by the Full Bench on XX XXX 2021, the above award is varied as follows:

1. By updating Clause 18.3 to add in salaries for Level 4 to 6 employees.

Adult employee rates

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Introductory		753.80	19.84	

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Level 1	Food and beverage attendant grade 1 Golf trainee year 1 Guest service grade 1 Kitchen attendant grade 1	775.40	20.41	
Level 2	Child care worker grade 1 Clerical grade 1 Cook grade 1 Doorperson/Security officer grade 1 Food and beverage attendant grade 2 Golf trainee years 2 and 3 Front office grade 1 Guest service grade 2 Kitchen attendant grade 2 Leisure attendant grade 1 Maintenance and horticultural employee level 1 Storeperson grade 1	805.10	21.19	
Level 3	Clerical grade 2 Cook grade 2 Food and beverage and gaming attendant grade 3 Forklift driver Front office grade 2 Guest service grade 3 Handyperson Kitchen attendant grade 3 Leisure attendant grade 2 Fitness instructor Maintenance and horticultural employee level 2 Storeperson grade 2 Timekeeper/Security officer grade 2	832.80	21.92	

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Level 4	Clerical grade 3 Cook (tradesperson) grade 3 Food and beverage attendant (tradesperson) grade 4 Front office grade 3 Guest service grade 4 Leisure attendant grade 3 Maintenance and horticultural level 3 (tradesperson) Storeperson grade 3	877.60	23.09	45,761
Level 5	Child care worker grade 2 Clerical supervisor Cook (tradesperson) grade 4 Food and beverage and gaming attendant grade 5 Assistant or Teaching Professional Front office supervisor Guest service superviso Maintenance and horticultural level 4	932.60	24.54	48,628
Level 6	Cook (tradesperson) grade 5 Child care worker grade 3	957.60	25.20	49,932
Level 6	Club manager of a club with a gross annual revenue of less than \$500,000	957.60	25.20	49,932
Level 7	Level A manager	981.70	25.83	51,189
Level 8	Level B manager Maintenance and horticultural management level 1	1023.20	26.93	53,353
Level 9	Level C manager	1036.80	27.28	54,062
Level 10	Level D manager	1074.90	28.29	56,048

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Level 11	Level E manager Maintenance and horticultural management level 2	1114.10	29.32	58,092
Level 12	Level F manager Lead golf professional	1184.60	31.17	61,768
Level 13	Level G manager	1207.80	31.78	62,978

NOTE: See **Error! Reference source not found.** for a summary of hourly rates of pay, including overtime and penalty rates.

2. By inserting the following sub section (c) into clause 18.4.

(c) Employee levels 4–6 inclusive in clause 18.3 (other than Maintenance and horticultural levels 1-4)

(i) Subject to the requirements of the NES, the provision of clauses:

- clause 15—Ordinary hours of work;
- clause 17.2—Meal breaks;
- clause 22—Overtime; and
- clause 24—Penalty rates (other than penalty rate provisions relating to public holidays (see clause 24 – Penalty rates));

will not apply to Level 4-6 employees (other than Maintenance and horticultural employees) receiving a salary of 20% in excess of the minimum annual rates for the appropriate classification prescribed in Schedule A – Classification Definition.

[2] The determination shall operate on and from XX YYY 2021.

BY THE COMMISSION