



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

HOSPITALITY INDUSTRY (GENERAL) AWARD 2020
[MA000009]

Hospitality industry

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 18.1 and inserting the following:

Column 1 Employee classification	Column 2 Employee stream and grade	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
Introductory level		812.60	21.38
Level 1	Food and beverage attendant grade 1; Guest service grade 1; Kitchen attendant grade 1	834.80	21.97
Level 2	Clerical grade 1; Cook grade 1;	865.20	22.77

Column 1 Employee classification	Column 2 Employee stream and grade	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
	Door person/security officer grade 1; Food and beverage attendant grade 2; Front office grade 1; Gardener grade 1; Guest service grade 2; Kitchen attendant grade 2; Leisure attendant grade 1; Storeperson grade 1		
Level 3	Clerical grade 2; Cook grade 2; Food and beverage attendant grade 3; Fork-lift driver; Front office grade 2; Gardener grade 2; Guest service grade 3; Handyperson; Kitchen attendant grade 3; Leisure attendant grade 2; Storeperson grade 2; Timekeeper/security officer grade 2	893.60	23.52
Level 4	Clerical grade 3; Cook (tradesperson) grade 3; Food and beverage attendant (tradesperson) grade 4; Front office grade 3; Gardener grade 3 (tradesperson); Guest service grade 4; Leisure attendant grade 3; Storeperson grade 3	940.90	24.76
Level 5	Clerical supervisor; Cook (tradesperson) grade 4; Food and beverage supervisor; Front office supervisor; Gardener grade 4 (tradesperson); Guest service supervisor	999.90	26.31
Level 6	Cook (tradesperson) grade 5	1026.60	27.02

2. By deleting the amount “\$51,130” appearing in clause 18.2 and inserting “\$53,482”.

3. By deleting the table appearing in clause 18.3 and inserting the following:

Column 1 Employee classification	Column 2 Employee stream and grade	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
Introductory level		834.80	21.97
Level 1	Casino electronic gaming employee grade 1	882.90	23.23
Level 2	Casino electronic gaming employee grade 2; Casino equipment technician grade 1; Casino table gaming employee grade 1; Customer liaison officer; Gaming finance employee grade 1	911.40	23.98
Level 3	Casino equipment technician grade 2; Gaming finance employee grade 2; Security officer grade 1	940.90	24.76
Level 3A	Casino table gaming employee grade 2	985.10	25.92
Level 4	Casino equipment technician grade 3; Gaming finance employee grade 3; Security officer grade 2	999.90	26.31
Level 5	Casino table gaming employee grade 3; Gaming finance employee grade 4	1029.70	27.10
Level 6	Casino table gaming employee grade 4; Gaming finance employee grade 5; Surveillance operator	1059.30	27.88

4. By deleting the table appearing in clause 19.1(b) and inserting the following:

Column 1 Year of apprenticeship	Column 2 % of standard weekly rate	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
1st year	55%	517.50	13.62
2nd year	65%	611.59	16.09
3rd year	80%	752.72	19.81
4th year	95%	893.86	23.52

5. By deleting the table appearing in clause 19.2(b) and inserting the following:

Column 1 Stage of apprenticeship	Column 2 How minimum weekly rate is calculated	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
1st 6 months	70% of the standard weekly rate	658.63	17.33
2nd 6 months	85% of the standard weekly rate	799.77	21.05
3rd 6 months	Midway between the minimum rate prescribed for Food and beverage attendant grade 2 in Table 3—Minimum rates and the standard weekly rate	903.05	23.76
4th 6 months	Midway between the rate specified for the 3rd 6 months and the standard weekly rate	921.98	24.26

6. By deleting the words “November 2021” in clause 21.2 and inserting “October 2022”.
7. By deleting the amount “\$0.36” appearing in clause 26.3(a) and inserting “\$0.37”.
8. By deleting the amounts “\$2.70” and “\$13.49” appearing in clause 26.3(b) and inserting “\$2.82” and “\$14.11” respectively.
9. By deleting the amount “\$10.79” appearing in clause 26.12(b)(i) and inserting “\$11.29”.
10. By deleting the amounts “\$2.16” and “\$10.79” appearing in clause 26.12(b)(ii) and inserting “\$2.26” and “\$11.29” respectively.

11. By deleting the table appearing in clause 26.13(b) and inserting the following:

Column 1 Number of employees supervised	Column 2 Allowance per week
	\$
Up to 5	18.82
6 to 10	25.87
11 to 20	29.17
More than 20	48.93

12. By deleting the amount “\$2.97” appearing in clause 26.14(b)(i) and inserting “\$3.10”.
13. By deleting the amount “\$4.50” appearing in clause 26.14(b)(ii) and inserting “\$4.70”.
14. By deleting the amount “\$53.97” appearing in clause 26.15(b)(i) and inserting “\$56.45”.
15. By deleting the amounts “\$2.37” and “\$3.55” wherever they appear in clause 29.2 and inserting “\$2.48” and “\$3.71” respectively.
16. By deleting the table appearing in clause 37.5 and inserting the following:

Column 1 Service provided by employer	Column 2 Deduction	Column 3 Payable
	\$	
Single room and 3 meals a day	235.23	per week
Shared room and 3 meals a day	229.35	per week
Single room only, no meals	223.47	per week
Shared room only, no meals	217.59	per week

17. By deleting the table appearing in clause 37.6 and inserting the following:

Column 1 Service provided by employer	Column 2 Age	Column 3 Deduction	Payable
		\$	
Single room and 3 meals a day	15 years of age and under	105.85	per week
	16 years of age	129.38	per week
	17 years of age	164.66	per week
	18 years of age	188.18	per week

Column 1 Service provided by employer	Column 2 Age	Column 3 Deduction	Payable
		\$	
	19 years of age	211.71	per week
Shared room and 3 meals a day	15 years of age and under	103.21	per week
	16 years of age	126.14	per week
	17 years of age	160.55	per week
	18 years of age	183.48	per week
	19 years of age	206.42	per week
Single room only; no meals	15 years of age and under	100.56	per week
	16 years of age	122.91	per week
	17 years of age	156.43	per week
	18 years of age	178.78	per week
	19 years of age	201.12	per week
Shared room only; no meals	15 years of age and under	97.92	per week
	16 years of age	119.67	per week
	17 years of age	152.31	per week
	18 years of age	174.07	per week
	19 years of age	195.83	per week

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

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Introductory level	21.38	26.73	32.07	48.11
Level 1	21.97	27.46	32.96	49.43
Level 2	22.77	28.46	34.16	51.23
Level 3	23.52	29.40	35.28	52.92
Level 4	24.76	30.95	37.14	55.71
Level 5	26.31	32.89	39.47	59.20
Level 6	27.02	33.78	40.53	60.80

19. By deleting the table appearing in clause B.2.2 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Introductory level	32.07	42.76	42.76	48.11
Level 1	32.96	43.94	43.94	49.43
Level 2	34.16	45.54	45.54	51.23
Level 3	35.28	47.04	47.04	52.92
Level 4	37.14	49.52	49.52	55.71
Level 5	39.47	52.62	52.62	59.20
Level 6	40.53	54.04	54.04	60.80

20. By deleting the table appearing in clause B.2.3 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory level	26.73	32.07	37.42	53.45
Level 1	27.46	32.96	38.45	54.93
Level 2	28.46	34.16	39.85	56.93
Level 3	29.40	35.28	41.16	58.80
Level 4	30.95	37.14	43.33	61.90
Level 5	32.89	39.47	46.04	65.78
Level 6	33.78	40.53	47.29	67.55

21. By deleting the table appearing in clause B.2.4 and inserting the following:

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory level	32.07	42.76	42.76	53.45
Level 1	32.96	43.94	43.94	54.93
Level 2	34.16	45.54	45.54	56.93
Level 3	35.28	47.04	47.04	58.80
Level 4	37.14	49.52	49.52	61.90
Level 5	39.47	52.62	52.62	65.78
Level 6	40.53	54.04	54.04	67.55

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

	Ordinary hours ¹	Saturday	Sunday	Public holiday
		% of junior hourly rate²		
	100%	125%	150%	225%
	\$	\$	\$	\$
Introductory Level				
16 years of age and under	10.69	13.36	16.04	24.05
17 years of age	12.83	16.04	19.25	28.87
18 years of age	14.97	18.71	22.46	33.68
19 years of age	18.17	22.71	27.26	40.88
20 years of age	21.38	26.73	32.07	48.11
Level 1				
16 years of age and under	10.99	13.74	16.49	24.73
17 years of age	13.18	16.48	19.77	29.66
18 years of age	15.38	19.23	23.07	34.61
19 years of age	18.67	23.34	28.01	42.01
20 years of age	21.97	27.46	32.96	49.43

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Level 2				
16 years of age and under	11.39	14.24	17.09	25.63
17 years of age	13.66	17.08	20.49	30.74
18 years of age	15.94	19.93	23.91	35.87
19 years of age	19.35	24.19	29.03	43.54
20 years of age	22.77	28.46	34.16	51.23
Level 3				
16 years of age and under	11.76	14.70	17.64	26.46
17 years of age	14.11	17.64	21.17	31.75
18 years of age	16.46	20.58	24.69	37.04
19 years of age	19.99	24.99	29.99	44.98
20 years of age	23.52	29.40	35.28	52.92
Level 4				
16 years of age and under	12.38	15.48	18.57	27.86
17 years of age	14.86	18.58	22.29	33.44
18 years of age	17.33	21.66	26.00	38.99
19 years of age	21.05	26.31	31.58	47.36
20 years of age	24.76	30.95	37.14	55.71
Level 5				
16 years of age and under	13.16	16.45	19.74	29.61
17 years of age	15.79	19.74	23.69	35.53
18 years of age	18.42	23.03	27.63	41.45
19 years of age	22.36	27.95	33.54	50.31
20 years of age	26.31	32.89	39.47	59.20

23. By deleting the table appearing in clause B.3.3 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate ¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Introductory Level				
16 years of age and under	16.04	21.38	21.38	24.05
17 years of age	19.25	25.66	25.66	28.87
18 years of age	22.46	29.94	29.94	33.68
19 years of age	27.26	36.34	36.34	40.88
20 years of age	32.07	42.76	42.76	48.11
Level 1				
16 years of age and under	16.49	21.98	21.98	24.73
17 years of age	19.77	26.36	26.36	29.66
18 years of age	23.07	30.76	30.76	34.61
19 years of age	28.01	37.34	37.34	42.01
20 years of age	32.96	43.94	43.94	49.43
Level 2				
16 years of age and under	17.09	22.78	22.78	25.63
17 years of age	20.49	27.32	27.32	30.74
18 years of age	23.91	31.88	31.88	35.87
19 years of age	29.03	38.70	38.70	43.54
20 years of age	34.16	45.54	45.54	51.23
Level 3				
16 years of age and under	17.64	23.52	23.52	26.46
17 years of age	21.17	28.22	28.22	31.75
18 years of age	24.69	32.92	32.92	37.04
19 years of age	29.99	39.98	39.98	44.98
20 years of age	35.28	47.04	47.04	52.92
Level 4				
16 years of age and under	18.57	24.76	24.76	27.86
17 years of age	22.29	29.72	29.72	33.44

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
18 years of age	26.00	34.66	34.66	38.99
19 years of age	31.58	42.10	42.10	47.36
20 years of age	37.14	49.52	49.52	55.71
Level 5				
16 years of age and under	19.74	26.32	26.32	29.61
17 years of age	23.69	31.58	31.58	35.53
18 years of age	27.63	36.84	36.84	41.45
19 years of age	33.54	44.72	44.72	50.31
20 years of age	39.47	52.62	52.62	59.20

24. By deleting the table appearing in clause B.3.4 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory Level				
16 years of age and under	13.36	16.04	18.71	26.73
17 years of age	16.04	19.25	22.45	32.08
18 years of age	18.71	22.46	26.20	37.43
19 years of age	22.71	27.26	31.80	45.43
20 years of age	26.73	32.07	37.42	53.45
Level 1				
16 years of age and under	13.74	16.49	19.23	27.48
17 years of age	16.48	19.77	23.07	32.95
18 years of age	19.23	23.07	26.92	38.45
19 years of age	23.34	28.01	32.67	46.68
20 years of age	27.46	32.96	38.45	54.93

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Level 2				
16 years of age and under	14.24	17.09	19.93	28.48
17 years of age	17.08	20.49	23.91	34.15
18 years of age	19.93	23.91	27.90	39.85
19 years of age	24.19	29.03	33.86	48.38
20 years of age	28.46	34.16	39.85	56.93
Level 3				
16 years of age and under	14.70	17.64	20.58	29.40
17 years of age	17.64	21.17	24.69	35.28
18 years of age	20.58	24.69	28.81	41.15
19 years of age	24.99	29.99	34.98	49.98
20 years of age	29.40	35.28	41.16	58.80
Level 4				
16 years of age and under	15.48	18.57	21.67	30.95
17 years of age	18.58	22.29	26.01	37.15
18 years of age	21.66	26.00	30.33	43.33
19 years of age	26.31	31.58	36.84	52.63
20 years of age	30.95	37.14	43.33	61.90
Level 5				
16 years of age and under	16.45	19.74	23.03	32.90
17 years of age	19.74	23.69	27.63	39.48
18 years of age	23.03	27.63	32.24	46.05
19 years of age	27.95	33.54	39.13	55.90
20 years of age	32.89	39.47	46.04	65.78

25. By deleting the table appearing in clause B.3.5 and inserting the following:

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory Level				
16 years of age and under	16.04	21.38	21.38	26.73
17 years of age	19.25	25.66	25.66	32.08
18 years of age	22.46	29.94	29.94	37.43
19 years of age	27.26	36.34	36.34	45.43
20 years of age	32.07	42.76	42.76	53.45
Level 1				
16 years of age and under	16.49	21.98	21.98	27.48
17 years of age	19.77	26.36	26.36	32.95
18 years of age	23.07	30.76	30.76	38.45
19 years of age	28.01	37.34	37.34	46.68
20 years of age	32.96	43.94	43.94	54.93
Level 2				
16 years of age and under	17.09	22.78	22.78	28.48
17 years of age	20.49	27.32	27.32	34.15
18 years of age	23.91	31.88	31.88	39.85
19 years of age	29.03	38.70	38.70	48.38
20 years of age	34.16	45.54	45.54	56.93
Level 3				
16 years of age and under	17.64	23.52	23.52	29.40
17 years of age	21.17	28.22	28.22	35.28
18 years of age	24.69	32.92	32.92	41.15
19 years of age	29.99	39.98	39.98	49.98
20 years of age	35.28	47.04	47.04	58.80
Level 4				
16 years of age and under	18.57	24.76	24.76	30.95
17 years of age	22.29	29.72	29.72	37.15

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
18 years of age	26.00	34.66	34.66	43.33
19 years of age	31.58	42.10	42.10	52.63
20 years of age	37.14	49.52	49.52	61.90
Level 5				
16 years of age and under	19.74	26.32	26.32	32.90
17 years of age	23.69	31.58	31.58	39.48
18 years of age	27.63	36.84	36.84	46.05
19 years of age	33.54	44.72	44.72	55.90
20 years of age	39.47	52.62	52.62	65.78

26. By deleting the table appearing in clause B.4.2 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior hourly rate ²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Introductory Level				
15 years of age and under	9.62	12.03	14.43	21.65
16 years of age	11.76	14.70	17.64	26.46
17 years of age	13.90	17.38	20.85	31.28
18 years of age	16.04	20.05	24.06	36.09
19 years of age	19.24	24.05	28.86	43.29
20 years of age	21.38	26.73	32.07	48.11
Level 2				
15 years of age and under	10.25	12.81	15.38	23.06
16 years of age	12.52	15.65	18.78	28.17
17 years of age	14.80	18.50	22.20	33.30
18 years of age	17.08	21.35	25.62	38.43
19 years of age	20.49	25.61	30.74	46.10

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
20 years of age	22.77	28.46	34.16	51.23
Level 3				
15 years of age and under	10.58	13.23	15.87	23.81
16 years of age	12.94	16.18	19.41	29.12
17 years of age	15.29	19.11	22.94	34.40
18 years of age	17.64	22.05	26.46	39.69
19 years of age	21.17	26.46	31.76	47.63
20 years of age	23.52	29.40	35.28	52.92
Level 4				
15 years of age and under	11.14	13.93	16.71	25.07
16 years of age	13.62	17.03	20.43	30.65
17 years of age	16.09	20.11	24.14	36.20
18 years of age	18.57	23.21	27.86	41.78
19 years of age	22.28	27.85	33.42	50.13
20 years of age	24.76	30.95	37.14	55.71
Level 5				
15 years of age and under	11.84	14.80	17.76	26.64
16 years of age	14.47	18.09	21.71	32.56
17 years of age	17.10	21.38	25.65	38.48
18 years of age	19.73	24.66	29.60	44.39
19 years of age	23.68	29.60	35.52	53.28
20 years of age	26.31	32.89	39.47	59.20

27. By deleting the table appearing in clause B.4.3 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Introductory Level				
15 years of age and under	14.43	19.24	19.24	21.65
16 years of age	17.64	23.52	23.52	26.46
17 years of age	20.85	27.80	27.80	31.28
18 years of age	24.06	32.08	32.08	36.09
19 years of age	28.86	38.48	38.48	43.29
20 years of age	32.07	42.76	42.76	48.11
Level 2				
15 years of age and under	15.38	20.50	20.50	23.06
16 years of age	18.78	25.04	25.04	28.17
17 years of age	22.20	29.60	29.60	33.30
18 years of age	25.62	34.16	34.16	38.43
19 years of age	30.74	40.98	40.98	46.10
20 years of age	34.16	45.54	45.54	51.23
Level 3				
15 years of age and under	15.87	21.16	21.16	23.81
16 years of age	19.41	25.88	25.88	29.12
17 years of age	22.94	30.58	30.58	34.40
18 years of age	26.46	35.28	35.28	39.69
19 years of age	31.76	42.34	42.34	47.63
20 years of age	35.28	47.04	47.04	52.92
Level 4				
15 years of age and under	16.71	22.28	22.28	25.07
16 years of age	20.43	27.24	27.24	30.65
17 years of age	24.14	32.18	32.18	36.20
18 years of age	27.86	37.14	37.14	41.78
19 years of age	33.42	44.56	44.56	50.13
20 years of age	37.14	49.52	49.52	55.71

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Level 5				
15 years of age and under	17.76	23.68	23.68	26.64
16 years of age	21.71	28.94	28.94	32.56
17 years of age	25.65	34.20	34.20	38.48
18 years of age	29.60	39.46	39.46	44.39
19 years of age	35.52	47.36	47.36	53.28
20 years of age	39.47	52.62	52.62	59.20

28. By deleting the table appearing in clause B.4.4 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory Level				
15 years of age and under	12.03	14.43	16.84	24.05
16 years of age	14.70	17.64	20.58	29.40
17 years of age	17.38	20.85	24.33	34.75
18 years of age	20.05	24.06	28.07	40.10
19 years of age	24.05	28.86	33.67	48.10
20 years of age	26.73	32.07	37.42	53.45
Level 2				
15 years of age and under	12.81	15.38	17.94	25.63
16 years of age	15.65	18.78	21.91	31.30
17 years of age	18.50	22.20	25.90	37.00
18 years of age	21.35	25.62	29.89	42.70
19 years of age	25.61	30.74	35.86	51.23
20 years of age	28.46	34.16	39.85	56.93
Level 3				
15 years of age and under	13.23	15.87	18.52	26.45

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior hourly rate ²			
	125%	150%	175%	250%
	\$	\$	\$	\$
16 years of age	16.18	19.41	22.65	32.35
17 years of age	19.11	22.94	26.76	38.23
18 years of age	22.05	26.46	30.87	44.10
19 years of age	26.46	31.76	37.05	52.93
20 years of age	29.40	35.28	41.16	58.80
Level 4				
15 years of age and under	13.93	16.71	19.50	27.85
16 years of age	17.03	20.43	23.84	34.05
17 years of age	20.11	24.14	28.16	40.23
18 years of age	23.21	27.86	32.50	46.43
19 years of age	27.85	33.42	38.99	55.70
20 years of age	30.95	37.14	43.33	61.90
Level 5				
15 years of age and under	14.80	17.76	20.72	29.60
16 years of age	18.09	21.71	25.32	36.18
17 years of age	21.38	25.65	29.93	42.75
18 years of age	24.66	29.60	34.53	49.33
19 years of age	29.60	35.52	41.44	59.20
20 years of age	32.89	39.47	46.04	65.78

29. By deleting the table appearing in clause B.4.5 and inserting the following:

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory Level				
15 years of age and under	14.43	19.24	19.24	24.05
16 years of age	17.64	23.52	23.52	29.40
17 years of age	20.85	27.80	27.80	34.75

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
18 years of age	24.06	32.08	32.08	40.10
19 years of age	28.86	38.48	38.48	48.10
20 years of age	32.07	42.76	42.76	53.45
Level 2				
15 years of age and under	15.38	20.50	20.50	25.63
16 years of age	18.78	25.04	25.04	31.30
17 years of age	22.20	29.60	29.60	37.00
18 years of age	25.62	34.16	34.16	42.70
19 years of age	30.74	40.98	40.98	51.23
20 years of age	34.16	45.54	45.54	56.93
Level 3				
15 years of age and under	15.87	21.16	21.16	26.45
16 years of age	19.41	25.88	25.88	32.35
17 years of age	22.94	30.58	30.58	38.23
18 years of age	26.46	35.28	35.28	44.10
19 years of age	31.76	42.34	42.34	52.93
20 years of age	35.28	47.04	47.04	58.80
Level 4				
15 years of age and under	16.71	22.28	22.28	27.85
16 years of age	20.43	27.24	27.24	34.05
17 years of age	24.14	32.18	32.18	40.23
18 years of age	27.86	37.14	37.14	46.43
19 years of age	33.42	44.56	44.56	55.70
20 years of age	37.14	49.52	49.52	61.90
Level 5				
15 years of age and under	17.76	23.68	23.68	29.60
16 years of age	21.71	28.94	28.94	36.18
17 years of age	25.65	34.20	34.20	42.75
18 years of age	29.60	39.46	39.46	49.33

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
19 years of age	35.52	47.36	47.36	59.20
20 years of age	39.47	52.62	52.62	65.78

30. By deleting the table appearing in clause B.5.1 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Managerial staff (Hotels)	27.07	33.84	40.61	60.91

31. By deleting the table appearing in clause B.5.2 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Managerial staff (Hotels)	40.61	54.14	54.14	60.91

32. By deleting the table appearing in clause B.5.3 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Managerial staff (Hotels)	33.84	40.61	47.37	67.68

33. By deleting the table appearing in clause B.5.4 and inserting the following:

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Managerial staff (Hotels)	40.61	54.14	54.14	67.68

34. By deleting the table appearing in clause B.6.1 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Introductory level	21.97	27.46	32.96	49.43
Level 1	23.23	29.04	34.85	52.27
Level 2	23.98	29.98	35.97	53.96
Level 3	24.76	30.95	37.14	55.71
Level 3A	25.92	32.40	38.88	58.32
Level 4	26.31	32.89	39.47	59.20
Level 5	27.10	33.88	40.65	60.98
Level 6	27.88	34.85	41.82	62.73

35. By deleting the table appearing in clause B.6.2 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Introductory level	32.96	43.94	43.94	49.43
Level 1	34.85	46.46	46.46	52.27
Level 2	35.97	47.96	47.96	53.96
Level 3	37.14	49.52	49.52	55.71

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Level 3A	38.88	51.84	51.84	58.32
Level 4	39.47	52.62	52.62	59.20
Level 5	40.65	54.20	54.20	60.98
Level 6	41.82	55.76	55.76	62.73

36. By deleting the table appearing in clause B.6.3 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory level	27.46	32.96	38.45	54.93
Level 1	29.04	34.85	40.65	58.08
Level 2	29.98	35.97	41.97	59.95
Level 3	30.95	37.14	43.33	61.90
Level 3A	32.40	38.88	45.36	64.80
Level 4	32.89	39.47	46.04	65.78
Level 5	33.88	40.65	47.43	67.75
Level 6	34.85	41.82	48.79	69.70

37. By deleting the table appearing in clause B.6.4 and inserting the following:

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory level	32.96	43.94	43.94	54.93
Level 1	34.85	46.46	46.46	58.08
Level 2	35.97	47.96	47.96	59.95

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 3	37.14	49.52	49.52	61.90
Level 3A	38.88	51.84	51.84	64.80
Level 4	39.47	52.62	52.62	65.78
Level 5	40.65	54.20	54.20	67.75
Level 6	41.82	55.76	55.76	69.70

38. By deleting the table appearing in clause B.7.2 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Introductory Level				
18 years of age	15.38	19.23	23.07	34.61
19 years of age	18.67	23.34	28.01	42.01
20 years of age	21.97	27.46	32.96	49.43
Level 1				
18 years of age	16.26	20.33	24.39	36.59
19 years of age	19.75	24.69	29.63	44.44
20 years of age	23.23	29.04	34.85	52.27
Level 2				
18 years of age	16.79	20.99	25.19	37.78
19 years of age	20.38	25.48	30.57	45.86
20 years of age	23.98	29.98	35.97	53.96
Level 3				
18 years of age	17.33	21.66	26.00	38.99
19 years of age	21.05	26.31	31.58	47.36
20 years of age	24.76	30.95	37.14	55.71
Level 3A				
18 years of age	18.14	22.68	27.21	40.82

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
19 years of age	22.03	27.54	33.05	49.57
20 years of age	25.92	32.40	38.88	58.32
Level 4				
18 years of age	18.42	23.03	27.63	41.45
19 years of age	22.36	27.95	33.54	50.31
20 years of age	26.31	32.89	39.47	59.20
Level 5				
18 years of age	18.97	23.71	28.46	42.68
19 years of age	23.04	28.80	34.56	51.84
20 years of age	27.10	33.88	40.65	60.98
Level 6				
18 years of age	19.52	24.40	29.28	43.92
19 years of age	23.70	29.63	35.55	53.33
20 years of age	27.88	34.85	41.82	62.73

39. By deleting the table appearing in clause B.7.3 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Introductory Level				
18 years of age	23.07	30.76	30.76	34.61
19 years of age	28.01	37.34	37.34	42.01
20 years of age	32.96	43.94	43.94	49.43
Level 1				
18 years of age	24.39	32.52	32.52	36.59
19 years of age	29.63	39.50	39.50	44.44
20 years of age	34.85	46.46	46.46	52.27

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Level 2				
18 years of age	25.19	33.58	33.58	37.78
19 years of age	30.57	40.76	40.76	45.86
20 years of age	35.97	47.96	47.96	53.96
Level 3				
18 years of age	26.00	34.66	34.66	38.99
19 years of age	31.58	42.10	42.10	47.36
20 years of age	37.14	49.52	49.52	55.71
Level 3A				
18 years of age	27.21	36.28	36.28	40.82
19 years of age	33.05	44.06	44.06	49.57
20 years of age	38.88	51.84	51.84	58.32
Level 4				
18 years of age	27.63	36.84	36.84	41.45
19 years of age	33.54	44.72	44.72	50.31
20 years of age	39.47	52.62	52.62	59.20
Level 5				
18 years of age	28.46	37.94	37.94	42.68
19 years of age	34.56	46.08	46.08	51.84
20 years of age	40.65	54.20	54.20	60.98
Level 6				
18 years of age	29.28	39.04	39.04	43.92
19 years of age	35.55	47.40	47.40	53.33
20 years of age	41.82	55.76	55.76	62.73

40. By deleting the table appearing in clause B.7.4 and inserting the following:

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory Level				
18 years of age	19.23	23.07	26.92	38.45
19 years of age	23.34	28.01	32.67	46.68
20 years of age	27.46	32.96	38.45	54.93
Level 1				
18 years of age	20.33	24.39	28.46	40.65
19 years of age	24.69	29.63	34.56	49.38
20 years of age	29.04	34.85	40.65	58.08
Level 2				
18 years of age	20.99	25.19	29.38	41.98
19 years of age	25.48	30.57	35.67	50.95
20 years of age	29.98	35.97	41.97	59.95
Level 3				
18 years of age	21.66	26.00	30.33	43.33
19 years of age	26.31	31.58	36.84	52.63
20 years of age	30.95	37.14	43.33	61.90
Level 3A				
18 years of age	22.68	27.21	31.75	45.35
19 years of age	27.54	33.05	38.55	55.08
20 years of age	32.40	38.88	45.36	64.80
Level 4				
18 years of age	23.03	27.63	32.24	46.05
19 years of age	27.95	33.54	39.13	55.90
20 years of age	32.89	39.47	46.04	65.78
Level 5				
18 years of age	23.71	28.46	33.20	47.43
19 years of age	28.80	34.56	40.32	57.60
20 years of age	33.88	40.65	47.43	67.75

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Level 6				
18 years of age	24.40	29.28	34.16	48.80
19 years of age	29.63	35.55	41.48	59.25
20 years of age	34.85	41.82	48.79	69.70

41. By deleting the table appearing in clause B.7.5 and inserting the following:

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory Level				
18 years of age	23.07	30.76	30.76	38.45
19 years of age	28.01	37.34	37.34	46.68
20 years of age	32.96	43.94	43.94	54.93
Level 1				
18 years of age	24.39	32.52	32.52	40.65
19 years of age	29.63	39.50	39.50	49.38
20 years of age	34.85	46.46	46.46	58.08
Level 2				
18 years of age	25.19	33.58	33.58	41.98
19 years of age	30.57	40.76	40.76	50.95
20 years of age	35.97	47.96	47.96	59.95
Level 3				
18 years of age	26.00	34.66	34.66	43.33
19 years of age	31.58	42.10	42.10	52.63
20 years of age	37.14	49.52	49.52	61.90
Level 3A				
18 years of age	27.21	36.28	36.28	45.35

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
19 years of age	33.05	44.06	44.06	55.08
20 years of age	38.88	51.84	51.84	64.80
Level 4				
18 years of age	27.63	36.84	36.84	46.05
19 years of age	33.54	44.72	44.72	55.90
20 years of age	39.47	52.62	52.62	65.78
Level 5				
18 years of age	28.46	37.94	37.94	47.43
19 years of age	34.56	46.08	46.08	57.60
20 years of age	40.65	54.20	54.20	67.75
Level 6				
18 years of age	29.28	39.04	39.04	48.80
19 years of age	35.55	47.40	47.40	59.25
20 years of age	41.82	55.76	55.76	69.70

42. By deleting the table appearing in clause B.8.2 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior apprentice hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
1st year	13.62	17.03	20.43	30.65
2nd year	16.09	20.11	24.14	36.20
3rd year	19.81	24.76	29.72	44.57
4th year – not attained standard of proficiency	23.52	29.40	35.28	52.92
4th year – attained standard of proficiency	24.76	30.95	37.14	55.71

43. By deleting the table appearing in clause B.8.3 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior apprentice hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
1st year	20.43	27.24	27.24	30.65
2nd year	24.14	32.18	32.18	36.20
3rd year	29.72	39.62	39.62	44.57
4th year – not attained standard of proficiency	35.28	47.04	47.04	52.92
4th year – attained standard of proficiency	37.14	49.52	49.52	55.71

44. By deleting the table appearing in clause B.8.4 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
		% of junior apprentice hourly rate²		
	100%	125%	150%	225%
	\$	\$	\$	\$
1st 6 months	17.33	21.66	26.00	38.99
2nd 6 months	21.05	26.31	31.58	47.36
3rd 6 months	23.76	29.70	35.64	53.46
4th 6 months – not attained standard of proficiency	24.26	30.33	36.39	54.59
4th 6 months – attained standard of proficiency	24.76	30.95	37.14	55.71

45. By deleting the table appearing in clause B.8.5 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior apprentice hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
1st 6 months	26.00	34.66	34.66	38.99
2nd 6 months	31.58	42.10	42.10	47.36
3rd 6 months	35.64	47.52	47.52	53.46
4th 6 months – not attained standard of proficiency	36.39	48.52	48.52	54.59
4th 6 months – attained standard of proficiency	37.14	49.52	49.52	55.71

46. By deleting the table appearing in clause B.9.2 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
		% of adult apprentice hourly rate²		
	100%	125%	150%	225%
	\$	\$	\$	\$
1st year	19.81	24.76	29.72	44.57
2nd year	21.38	26.73	32.07	48.11
3rd year	21.38	26.73	32.07	48.11
4th year – not attained standard of proficiency	23.52	29.40	35.28	52.92
4th year – attained standard of proficiency	24.76	30.95	37.14	55.71

47. By deleting the table appearing in clause B.9.3 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of adult apprentice hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
1st year	29.72	39.62	39.62	44.57
2nd year	32.07	42.76	42.76	48.11
3rd year	32.07	42.76	42.76	48.11
4th year – not attained standard of proficiency	35.28	47.04	47.04	52.92
4th year – attained standard of proficiency	37.14	49.52	49.52	55.71

48. By deleting the table appearing in clause B.9.4 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of adult apprentice hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
1st 6 months	19.81	24.76	29.72	44.57
2nd 6 months	21.05	26.31	31.58	47.36
3rd 6 months	23.76	29.70	35.64	53.46
4th 6 months – not attained standard of proficiency	24.26	30.33	36.39	54.59
4th 6 months – attained standard of proficiency	24.76	30.95	37.14	55.71

49. By deleting the table appearing in clause B.9.5 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of adult apprentice hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
1st 6 months	29.72	39.62	39.62	44.57
2nd 6 months	31.58	42.10	42.10	47.36
3rd 6 months	35.64	47.52	47.52	53.46
4th 6 months – not attained standard of proficiency	36.39	48.52	48.52	54.59
4th 6 months – attained standard of proficiency	37.14	49.52	49.52	55.71

50. By deleting the amount “\$899.50” appearing in clause C.1.1 and inserting “\$940.90”.

51. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard weekly rate	\$	Payable
Fork-lift driver allowance—Part-time or casual fork-lift driver—prior to 23 January 2020 (see C.1.2 for the rate from 23 January 2020) ¹	26.3(b)	0.3	2.82	per day
Fork-lift driver allowance—Part-time or casual maximum payment—prior to 23 January 2020 (see C.1.2 for the rate from 23 January 2020) ¹	26.3(b)	1.5	14.11	per week
First aid allowance—Full-time employee	26.12(b)(i)	1.2	11.29	per week
First aid allowance—Part-time or casual employee	26.12(b)(ii)	0.24	2.26	per day
First aid allowance—Part-time or casual maximum payment	26.12(b)(ii)	1.2	11.29	per week
Airport catering—supervisory allowance—Up to 5 employees	26.13(b)	2.0	18.82	per week
Airport catering—supervisory allowance—6 to 10 employees	26.13(b)	2.75	25.87	per week

Allowance	Clause	% of standard weekly rate	\$	Payable
Airport catering—supervisory allowance—11 to 20 employees	26.13(b)	3.1	29.17	per week
Airport catering—supervisory allowance—More than 20 employees	26.13(b)	5.2	48.93	per week
Split shift allowance—2 hours and up to 3 hours	26.14(b)(i)	0.33	3.10	per day
Split shift allowance—More than 3 hours	26.14(b)(ii)	0.5	4.70	per day
Overnight stay allowance—outside ordinary business operating hours	26.15(b)(i)	6.0	56.45	per overnight stay period

52. By deleting the amount “\$23.67” appearing in clause C.1.2 and inserting “\$24.76”.

53. By deleting the table appearing in clause C.1.2 and inserting the following:

Allowance	Clause	% of standard hourly rate	\$	Payable
Fork-lift driver allowance ¹	26.3(a)	1.5	0.37	per hour

54. By deleting the amount “\$23.67” appearing in clause C.3 and inserting “\$24.76”.

55. By deleting the table appearing in clause C.3 and inserting the following:

Penalty	Clause	% of standard hourly rate	\$	Payable
Monday to Friday—7.00 pm to midnight	29.2	10.0	2.48	per hour or part thereof
Monday to Friday—midnight to 7.00 am	29.2	15.0	3.71	per hour or part thereof

56. By deleting rows 1 to 4, after the header row, of the table appearing in clause C.4.1 and inserting the following:

Single room and 3 meals a day	25% of standard weekly rate	235.23	per week
Shared room and 3 meals a day	97.5% of 25% of standard weekly rate	229.35	per week

Single room only, no meals	95% of 25% of standard weekly rate	223.47	per week
Shared room only, no meals	92.5% of 25% of standard weekly rate	217.59	per week

57. By deleting rows 1 to 18, after the header row, of the table appearing in clause C.4.2 and inserting the following:

Column 1 Service provided by employer	Column 2 Age	Column 3 % of deduction of adult rate	Column 4 Deduction	Column 5 Payable
			\$	
Single room and 3 meals a day	15 years of age and under	45%	105.85	per week
	16 years of age	55%	129.38	per week
	17 years of age	70%	164.66	per week
	18 years of age	80%	188.18	per week
	19 years of age	90%	211.71	per week
Shared room and 3 meals a day	15 years of age and under	45%	103.21	per week
	16 years of age	55%	126.14	per week
	17 years of age	70%	160.55	per week
	18 years of age	80%	183.48	per week
	19 years of age	90%	206.42	per week
Single room only; no meals	15 years of age and under	45%	100.56	per week
	16 years of age	55%	122.91	per week
	17 years of age	70%	156.43	per week
	18 years of age	80%	178.78	per week
	19 years of age	90%	201.12	per week
Shared room only; no meals	15 years of age and under	45%	97.92	per week
	16 years of age	55%	119.67	per week
	17 years of age	70%	152.31	per week
	18 years of age	80%	174.07	per week
	19 years of age	90%	195.83	per week

58. By deleting the table appearing in clause K.5.2 and inserting the following:

	Loaded Rate Percentages					
	110.20%	120.00%	116.95%	123.40%	126.85%	131.05%
	\$	\$	\$	\$	\$	\$
Level 3	25.92	28.22	27.51	29.02	29.84	30.82
Level 4	27.29	29.71	28.96	30.55	31.41	32.45
Level 5	28.99	31.57	30.77	32.47	33.37	34.48
Level 6	29.78	32.42	31.60	33.34	34.27	35.41

59. By deleting the table appearing in clause K.5.3 and inserting the following:

	Loaded Rate Percentages					
	110.20%	120.00%	116.95%	123.40%	126.85%	131.05%
	\$	\$	\$	\$	\$	\$
Level 3	27.29	29.71	28.96	30.55	31.41	32.45
Level 3A	28.56	31.10	30.31	31.99	32.88	33.97
Level 4	28.99	31.57	30.77	32.47	33.37	34.48
Level 5	29.86	32.52	31.69	33.44	34.38	35.51
Level 6	30.72	33.46	32.61	34.40	35.37	36.54

60. By deleting the amounts “\$3.55” and “\$1.53” appearing in the example in clause K.5.5 and inserting “\$3.71” and “\$1.60” respectively.

B. This determination comes into operation on 1 October 2022. In accordance with s.286(5) of the *Fair Work Act 2009* 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 October 2022.

PRESIDENT