



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

HOSPITALITY INDUSTRY (GENERAL) AWARD 2020
[MA000009]

Hospitality industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] 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		859.30	22.61
Level 1	Food and beverage attendant grade 1; Guest service grade 1; Kitchen attendant grade 1	882.80	23.23
Level 2	Clerical grade 1; Cook grade 1;	914.90	24.08

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	945.00	24.87
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	995.00	26.18
Level 5	Clerical supervisor; Cook (tradesperson) grade 4; Food and beverage supervisor; Front office supervisor; Gardener grade 4 (tradesperson); Guest service supervisor	1057.40	27.83
Level 6	Cook (tradesperson) grade 5	1085.60	28.57

2. By deleting the amount “\$53,482” appearing in clause 18.2 and inserting “\$56,557”.

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		882.80	23.23
Level 1	Casino electronic gaming employee grade 1	933.70	24.57
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	963.80	25.36
Level 3	Casino equipment technician grade 2; Gaming finance employee grade 2; Security officer grade 1	995.00	26.18
Level 3A	Casino table gaming employee grade 2	1041.70	27.41
Level 4	Casino equipment technician grade 3; Gaming finance employee grade 3; Security officer grade 2	1057.40	27.83
Level 5	Casino table gaming employee grade 3; Gaming finance employee grade 4	1088.90	28.66
Level 6	Casino table gaming employee grade 4; Gaming finance employee grade 5; Surveillance operator	1120.20	29.48

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%	547.25	14.40
2nd year	65%	646.75	17.02
3rd year	80%	796.00	20.95
4th year	95%	945.25	24.88

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	696.50	18.33
2nd 6 months	85% of the standard weekly rate	845.75	22.26
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	954.95	25.13
4th 6 months	Midway between the rate specified for the 3rd 6 months and the standard weekly rate	974.98	25.66

6. By deleting the words “October 2022” in clause 21.2 and inserting “July 2023”.

7. By deleting the amount “\$0.37” appearing in clause 26.3(a) and inserting “\$0.39”.

8. By deleting the amounts “\$2.82” and “\$14.11” appearing in clause 26.3(b) and inserting “\$2.99” and “\$14.93” respectively.

9. By deleting the amount “\$11.29” appearing in clause 26.12(b)(i) and inserting “\$11.94”.

10. By deleting the amounts “\$2.26” and “\$11.29” appearing in clause 26.12(b)(ii) and inserting “\$2.39” and “\$11.94” 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	19.90
6 to 10	27.36
11 to 20	30.85
More than 20	51.74

12. By deleting the amount “\$3.10” appearing in clause 26.14(b)(i) and inserting “\$3.28”.
13. By deleting the amount “\$4.70” appearing in clause 26.14(b)(ii) and inserting “\$4.98”.
14. By deleting the amount “\$56.45” appearing in clause 26.15(b)(i) and inserting “\$59.70”.
15. By deleting the amounts “\$2.48” and “\$3.71” wherever it appears in clause 29.2 and inserting “\$2.62” and “\$3.93” 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	248.75	per week
Shared room and 3 meals a day	242.53	per week
Single room only, no meals	236.31	per week
Shared room only, no meals	230.09	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	111.94	per week
	16 years of age	136.81	per week
	17 years of age	174.13	per week

Column 1 Service provided by employer	Column 2 Age	Column 3 Deduction	Payable
		\$	
	18 years of age	199.00	per week
	19 years of age	223.88	per week
Shared room and 3 meals a day	15 years of age and under	109.14	per week
	16 years of age	133.39	per week
	17 years of age	169.77	per week
	18 years of age	194.02	per week
	19 years of age	218.28	per week
Single room only; no meals	15 years of age and under	106.34	per week
	16 years of age	129.97	per week
	17 years of age	165.42	per week
	18 years of age	189.05	per week
	19 years of age	212.68	per week
Shared room only; no meals	15 years of age and under	103.54	per week
	16 years of age	126.55	per week
	17 years of age	161.06	per week
	18 years of age	184.07	per week
	19 years of age	207.08	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	22.61	28.26	33.92	50.87
Level 1	23.23	29.04	34.85	52.27
Level 2	24.08	30.10	36.12	54.18
Level 3	24.87	31.09	37.31	55.96
Level 4	26.18	32.73	39.27	58.91

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Level 5	27.83	34.79	41.75	62.62
Level 6	28.57	35.71	42.86	64.28

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	33.92	45.22	45.22	50.87
Level 1	34.85	46.46	46.46	52.27
Level 2	36.12	48.16	48.16	54.18
Level 3	37.31	49.74	49.74	55.96
Level 4	39.27	52.36	52.36	58.91
Level 5	41.75	55.66	55.66	62.62
Level 6	42.86	57.14	57.14	64.28

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

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory level	28.26	33.92	39.57	56.53
Level 1	29.04	34.85	40.65	58.08
Level 2	30.10	36.12	42.14	60.20
Level 3	31.09	37.31	43.52	62.18
Level 4	32.73	39.27	45.82	65.45
Level 5	34.79	41.75	48.70	69.58
Level 6	35.71	42.86	50.00	71.43

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	33.92	45.22	45.22	56.53
Level 1	34.85	46.46	46.46	58.08
Level 2	36.12	48.16	48.16	60.20
Level 3	37.31	49.74	49.74	62.18
Level 4	39.27	52.36	52.36	65.45
Level 5	41.75	55.66	55.66	69.58
Level 6	42.86	57.14	57.14	71.43

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	11.31	14.14	16.97	25.45
17 years of age	13.57	16.96	20.36	30.53
18 years of age	15.83	19.79	23.75	35.62
19 years of age	19.22	24.03	28.83	43.25
20 years of age	22.61	28.26	33.92	50.87
Level 1				
16 years of age and under	11.62	14.53	17.43	26.15
17 years of age	13.94	17.43	20.91	31.37
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

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Level 2				
16 years of age and under	12.04	15.05	18.06	27.09
17 years of age	14.45	18.06	21.68	32.51
18 years of age	16.86	21.08	25.29	37.94
19 years of age	20.47	25.59	30.71	46.06
20 years of age	24.08	30.10	36.12	54.18
Level 3				
16 years of age and under	12.44	15.55	18.66	27.99
17 years of age	14.92	18.65	22.38	33.57
18 years of age	17.41	21.76	26.12	39.17
19 years of age	21.14	26.43	31.71	47.57
20 years of age	24.87	31.09	37.31	55.96
Level 4				
16 years of age and under	13.09	16.36	19.64	29.45
17 years of age	15.71	19.64	23.57	35.35
18 years of age	18.33	22.91	27.50	41.24
19 years of age	22.25	27.81	33.38	50.06
20 years of age	26.18	32.73	39.27	58.91
Level 5				
16 years of age and under	13.92	17.40	20.88	31.32
17 years of age	16.70	20.88	25.05	37.58
18 years of age	19.48	24.35	29.22	43.83
19 years of age	23.66	29.58	35.49	53.24
20 years of age	27.83	34.79	41.75	62.62
16 years of age and under	11.31	14.14	16.97	25.45
17 years of age	13.57	16.96	20.36	30.53
18 years of age	15.83	19.79	23.75	35.62
19 years of age	19.22	24.03	28.83	43.25
20 years of age	22.61	28.26	33.92	50.87

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	16.97	22.62	22.62	25.45
17 years of age	20.36	27.14	27.14	30.53
18 years of age	23.75	31.66	31.66	35.62
19 years of age	28.83	38.44	38.44	43.25
20 years of age	33.92	45.22	45.22	50.87
Level 1				
16 years of age and under	17.43	23.24	23.24	26.15
17 years of age	20.91	27.88	27.88	31.37
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
Level 2				
16 years of age and under	18.06	24.08	24.08	27.09
17 years of age	21.68	28.90	28.90	32.51
18 years of age	25.29	33.72	33.72	37.94
19 years of age	30.71	40.94	40.94	46.06
20 years of age	36.12	48.16	48.16	54.18
Level 3				
16 years of age and under	18.66	24.88	24.88	27.99
17 years of age	22.38	29.84	29.84	33.57
18 years of age	26.12	34.82	34.82	39.17
19 years of age	31.71	42.28	42.28	47.57
20 years of age	37.31	49.74	49.74	55.96
Level 4				
16 years of age and under	19.64	26.18	26.18	29.45
17 years of age	23.57	31.42	31.42	35.35

	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	27.50	36.66	36.66	41.24
19 years of age	33.38	44.50	44.50	50.06
20 years of age	39.27	52.36	52.36	58.91
Level 5				
16 years of age and under	20.88	27.84	27.84	31.32
17 years of age	25.05	33.40	33.40	37.58
18 years of age	29.22	38.96	38.96	43.83
19 years of age	35.49	47.32	47.32	53.24
20 years of age	41.75	55.66	55.66	62.62

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	14.14	16.97	19.79	28.28
17 years of age	16.96	20.36	23.75	33.93
18 years of age	19.79	23.75	27.70	39.58
19 years of age	24.03	28.83	33.64	48.05
20 years of age	28.26	33.92	39.57	56.53
Level 1				
16 years of age and under	14.53	17.43	20.34	29.05
17 years of age	17.43	20.91	24.40	34.85
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

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior hourly rate ²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Level 2				
16 years of age and under	15.05	18.06	21.07	30.10
17 years of age	18.06	21.68	25.29	36.13
18 years of age	21.08	25.29	29.51	42.15
19 years of age	25.59	30.71	35.82	51.18
20 years of age	30.10	36.12	42.14	60.20
Level 3				
16 years of age and under	15.55	18.66	21.77	31.10
17 years of age	18.65	22.38	26.11	37.30
18 years of age	21.76	26.12	30.47	43.53
19 years of age	26.43	31.71	37.00	52.85
20 years of age	31.09	37.31	43.52	62.18
Level 4				
16 years of age and under	16.36	19.64	22.91	32.73
17 years of age	19.64	23.57	27.49	39.28
18 years of age	22.91	27.50	32.08	45.83
19 years of age	27.81	33.38	38.94	55.63
20 years of age	32.73	39.27	45.82	65.45
Level 5				
16 years of age and under	17.40	20.88	24.36	34.80
17 years of age	20.88	25.05	29.23	41.75
18 years of age	24.35	29.22	34.09	48.70
19 years of age	29.58	35.49	41.41	59.15
20 years of age	34.79	41.75	48.70	69.58

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	16.97	22.62	22.62	28.28
17 years of age	20.36	27.14	27.14	33.93
18 years of age	23.75	31.66	31.66	39.58
19 years of age	28.83	38.44	38.44	48.05
20 years of age	33.92	45.22	45.22	56.53
Level 1				
16 years of age and under	17.43	23.24	23.24	29.05
17 years of age	20.91	27.88	27.88	34.85
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				
16 years of age and under	18.06	24.08	24.08	30.10
17 years of age	21.68	28.90	28.90	36.13
18 years of age	25.29	33.72	33.72	42.15
19 years of age	30.71	40.94	40.94	51.18
20 years of age	36.12	48.16	48.16	60.20
Level 3				
16 years of age and under	18.66	24.88	24.88	31.10
17 years of age	22.38	29.84	29.84	37.30
18 years of age	26.12	34.82	34.82	43.53
19 years of age	31.71	42.28	42.28	52.85
20 years of age	37.31	49.74	49.74	62.18
Level 4				
16 years of age and under	19.64	26.18	26.18	32.73
17 years of age	23.57	31.42	31.42	39.28

	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	27.50	36.66	36.66	45.83
19 years of age	33.38	44.50	44.50	55.63
20 years of age	39.27	52.36	52.36	65.45
Level 5				
16 years of age and under	20.88	27.84	27.84	34.80
17 years of age	25.05	33.40	33.40	41.75
18 years of age	29.22	38.96	38.96	48.70
19 years of age	35.49	47.32	47.32	59.15
20 years of age	41.75	55.66	55.66	69.58
16 years of age and under	16.97	22.62	22.62	28.28
17 years of age	20.36	27.14	27.14	33.93
18 years of age	23.75	31.66	31.66	39.58
19 years of age	28.83	38.44	38.44	48.05
20 years of age	33.92	45.22	45.22	56.53

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	10.17	12.71	15.26	22.88
16 years of age	12.44	15.55	18.66	27.99
17 years of age	14.70	18.38	22.05	33.08
18 years of age	16.96	21.20	25.44	38.16
19 years of age	20.35	25.44	30.53	45.79
20 years of age	22.61	28.26	33.92	50.87

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Level 2				
15 years of age and under	10.84	13.55	16.26	24.39
16 years of age	13.24	16.55	19.86	29.79
17 years of age	15.65	19.56	23.48	35.21
18 years of age	18.06	22.58	27.09	40.64
19 years of age	21.67	27.09	32.51	48.76
20 years of age	24.08	30.10	36.12	54.18
Level 3				
15 years of age and under	11.19	13.99	16.79	25.18
16 years of age	13.68	17.10	20.52	30.78
17 years of age	16.17	20.21	24.26	36.38
18 years of age	18.65	23.31	27.98	41.96
19 years of age	22.38	27.98	33.57	50.36
20 years of age	24.87	31.09	37.31	55.96
Level 4				
15 years of age and under	11.78	14.73	17.67	26.51
16 years of age	14.40	18.00	21.60	32.40
17 years of age	17.02	21.28	25.53	38.30
18 years of age	19.64	24.55	29.46	44.19
19 years of age	23.56	29.45	35.34	53.01
20 years of age	26.18	32.73	39.27	58.91
Level 5				
15 years of age and under	12.52	15.65	18.78	28.17
16 years of age	15.31	19.14	22.97	34.45
17 years of age	18.09	22.61	27.14	40.70
18 years of age	20.87	26.09	31.31	46.96
19 years of age	25.05	31.31	37.58	56.36
20 years of age	27.83	34.79	41.75	62.62

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	15.26	20.34	20.34	22.88
16 years of age	18.66	24.88	24.88	27.99
17 years of age	22.05	29.40	29.40	33.08
18 years of age	25.44	33.92	33.92	38.16
19 years of age	30.53	40.70	40.70	45.79
20 years of age	33.92	45.22	45.22	50.87
Level 2				
15 years of age and under	16.26	21.68	21.68	24.39
16 years of age	19.86	26.48	26.48	29.79
17 years of age	23.48	31.30	31.30	35.21
18 years of age	27.09	36.12	36.12	40.64
19 years of age	32.51	43.34	43.34	48.76
20 years of age	36.12	48.16	48.16	54.18
Level 3				
15 years of age and under	16.79	22.38	22.38	25.18
16 years of age	20.52	27.36	27.36	30.78
17 years of age	24.26	32.34	32.34	36.38
18 years of age	27.98	37.30	37.30	41.96
19 years of age	33.57	44.76	44.76	50.36
20 years of age	37.31	49.74	49.74	55.96
Level 4				
15 years of age and under	17.67	23.56	23.56	26.51
16 years of age	21.60	28.80	28.80	32.40
17 years of age	25.53	34.04	34.04	38.30
18 years of age	29.46	39.28	39.28	44.19
19 years of age	35.34	47.12	47.12	53.01

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
20 years of age	39.27	52.36	52.36	58.91
Level 5				
15 years of age and under	18.78	25.04	25.04	28.17
16 years of age	22.97	30.62	30.62	34.45
17 years of age	27.14	36.18	36.18	40.70
18 years of age	31.31	41.74	41.74	46.96
19 years of age	37.58	50.10	50.10	56.36
20 years of age	41.75	55.66	55.66	62.62

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	12.71	15.26	17.80	25.43
16 years of age	15.55	18.66	21.77	31.10
17 years of age	18.38	22.05	25.73	36.75
18 years of age	21.20	25.44	29.68	42.40
19 years of age	25.44	30.53	35.61	50.88
20 years of age	28.26	33.92	39.57	56.53
Level 2				
15 years of age and under	13.55	16.26	18.97	27.10
16 years of age	16.55	19.86	23.17	33.10
17 years of age	19.56	23.48	27.39	39.13
18 years of age	22.58	27.09	31.61	45.15
19 years of age	27.09	32.51	37.92	54.18
20 years of age	30.10	36.12	42.14	60.20

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior hourly rate ²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Level 3				
15 years of age and under	13.99	16.79	19.58	27.98
16 years of age	17.10	20.52	23.94	34.20
17 years of age	20.21	24.26	28.30	40.43
18 years of age	23.31	27.98	32.64	46.63
19 years of age	27.98	33.57	39.17	55.95
20 years of age	31.09	37.31	43.52	62.18
Level 4				
15 years of age and under	14.73	17.67	20.62	29.45
16 years of age	18.00	21.60	25.20	36.00
17 years of age	21.28	25.53	29.79	42.55
18 years of age	24.55	29.46	34.37	49.10
19 years of age	29.45	35.34	41.23	58.90
20 years of age	32.73	39.27	45.82	65.45
Level 5				
15 years of age and under	15.65	18.78	21.91	31.30
16 years of age	19.14	22.97	26.79	38.28
17 years of age	22.61	27.14	31.66	45.23
18 years of age	26.09	31.31	36.52	52.18
19 years of age	31.31	37.58	43.84	62.63
20 years of age	34.79	41.75	48.70	69.58

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 rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory Level				
15 years of age and under	15.26	20.34	20.34	25.43
16 years of age	18.66	24.88	24.88	31.10
17 years of age	22.05	29.40	29.40	36.75
18 years of age	25.44	33.92	33.92	42.40
19 years of age	30.53	40.70	40.70	50.88
20 years of age	33.92	45.22	45.22	56.53
Level 2				
15 years of age and under	16.26	21.68	21.68	27.10
16 years of age	19.86	26.48	26.48	33.10
17 years of age	23.48	31.30	31.30	39.13
18 years of age	27.09	36.12	36.12	45.15
19 years of age	32.51	43.34	43.34	54.18
20 years of age	36.12	48.16	48.16	60.20
Level 3				
15 years of age and under	16.79	22.38	22.38	27.98
16 years of age	20.52	27.36	27.36	34.20
17 years of age	24.26	32.34	32.34	40.43
18 years of age	27.98	37.30	37.30	46.63
19 years of age	33.57	44.76	44.76	55.95
20 years of age	37.31	49.74	49.74	62.18
Level 4				
15 years of age and under	17.67	23.56	23.56	29.45
16 years of age	21.60	28.80	28.80	36.00
17 years of age	25.53	34.04	34.04	42.55
18 years of age	29.46	39.28	39.28	49.10
19 years of age	35.34	47.12	47.12	58.90

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
20 years of age	39.27	52.36	52.36	65.45
Level 5				
15 years of age and under	18.78	25.04	25.04	31.30
16 years of age	22.97	30.62	30.62	38.28
17 years of age	27.14	36.18	36.18	45.23
18 years of age	31.31	41.74	41.74	52.18
19 years of age	37.58	50.10	50.10	62.63
20 years of age	41.75	55.66	55.66	69.58

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)	28.62	35.78	42.93	64.40

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)	42.93	57.24	57.24	64.40

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

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Managerial staff (Hotels)	35.78	42.93	50.09	71.55

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)	42.93	57.24	57.24	71.55

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

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Introductory level	23.23	29.04	34.85	52.27
Level 1	24.57	30.71	36.86	55.28
Level 2	25.36	31.70	38.04	57.06
Level 3	26.18	32.73	39.27	58.91
Level 3A	27.41	34.26	41.12	61.67
Level 4	27.83	34.79	41.75	62.62
Level 5	28.66	35.83	42.99	64.49
Level 6	29.48	36.85	44.22	66.33

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	34.85	46.46	46.46	52.27
Level 1	36.86	49.14	49.14	55.28
Level 2	38.04	50.72	50.72	57.06
Level 3	39.27	52.36	52.36	58.91
Level 3A	41.12	54.82	54.82	61.67
Level 4	41.75	55.66	55.66	62.62
Level 5	42.99	57.32	57.32	64.49
Level 6	44.22	58.96	58.96	66.33

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	29.04	34.85	40.65	58.08
Level 1	30.71	36.86	43.00	61.43
Level 2	31.70	38.04	44.38	63.40
Level 3	32.73	39.27	45.82	65.45
Level 3A	34.26	41.12	47.97	68.53
Level 4	34.79	41.75	48.70	69.58
Level 5	35.83	42.99	50.16	71.65
Level 6	36.85	44.22	51.59	73.70

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 rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory level	34.85	46.46	46.46	58.08
Level 1	36.86	49.14	49.14	61.43
Level 2	38.04	50.72	50.72	63.40
Level 3	39.27	52.36	52.36	65.45
Level 3A	41.12	54.82	54.82	68.53
Level 4	41.75	55.66	55.66	69.58
Level 5	42.99	57.32	57.32	71.65
Level 6	44.22	58.96	58.96	73.70

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 rate ²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Introductory Level				
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 1				
18 years of age	17.20	21.50	25.80	38.70
19 years of age	20.88	26.10	31.32	46.98
20 years of age	24.57	30.71	36.86	55.28
Level 2				
18 years of age	17.75	22.19	26.63	39.94
19 years of age	21.56	26.95	32.34	48.51
20 years of age	25.36	31.70	38.04	57.06

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Level 3				
18 years of age	18.33	22.91	27.50	41.24
19 years of age	22.25	27.81	33.38	50.06
20 years of age	26.18	32.73	39.27	58.91
Level 3A				
18 years of age	19.19	23.99	28.79	43.18
19 years of age	23.30	29.13	34.95	52.43
20 years of age	27.41	34.26	41.12	61.67
Level 4				
18 years of age	19.48	24.35	29.22	43.83
19 years of age	23.66	29.58	35.49	53.24
20 years of age	27.83	34.79	41.75	62.62
Level 5				
18 years of age	20.06	25.08	30.09	45.14
19 years of age	24.36	30.45	36.54	54.81
20 years of age	28.66	35.83	42.99	64.49
Level 6				
18 years of age	20.64	25.80	30.96	46.44
19 years of age	25.06	31.33	37.59	56.39
20 years of age	29.48	36.85	44.22	66.33
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

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	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
Level 1				
18 years of age	25.80	34.40	34.40	38.70
19 years of age	31.32	41.76	41.76	46.98
20 years of age	36.86	49.14	49.14	55.28
Level 2				
18 years of age	26.63	35.50	35.50	39.94
19 years of age	32.34	43.12	43.12	48.51
20 years of age	38.04	50.72	50.72	57.06
Level 3				
18 years of age	27.50	36.66	36.66	41.24
19 years of age	33.38	44.50	44.50	50.06
20 years of age	39.27	52.36	52.36	58.91
Level 3A				
18 years of age	28.79	38.38	38.38	43.18
19 years of age	34.95	46.60	46.60	52.43
20 years of age	41.12	54.82	54.82	61.67
Level 4				
18 years of age	29.22	38.96	38.96	43.83
19 years of age	35.49	47.32	47.32	53.24
20 years of age	41.75	55.66	55.66	62.62
Level 5				
18 years of age	30.09	40.12	40.12	45.14
19 years of age	36.54	48.72	48.72	54.81

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
20 years of age	42.99	57.32	57.32	64.49
Level 6				
18 years of age	30.96	41.28	41.28	46.44
19 years of age	37.59	50.12	50.12	56.39
20 years of age	44.22	58.96	58.96	66.33

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

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory Level				
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 1				
18 years of age	21.50	25.80	30.10	43.00
19 years of age	26.10	31.32	36.54	52.20
20 years of age	30.71	36.86	43.00	61.43
Level 2				
18 years of age	22.19	26.63	31.06	44.38
19 years of age	26.95	32.34	37.73	53.90
20 years of age	31.70	38.04	44.38	63.40
Level 3				
18 years of age	22.91	27.50	32.08	45.83
19 years of age	27.81	33.38	38.94	55.63
20 years of age	32.73	39.27	45.82	65.45

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Level 3A				
18 years of age	23.99	28.79	33.58	47.98
19 years of age	29.13	34.95	40.78	58.25
20 years of age	34.26	41.12	47.97	68.53
Level 4				
18 years of age	24.35	29.22	34.09	48.70
19 years of age	29.58	35.49	41.41	59.15
20 years of age	34.79	41.75	48.70	69.58
Level 5				
18 years of age	25.08	30.09	35.11	50.15
19 years of age	30.45	36.54	42.63	60.90
20 years of age	35.83	42.99	50.16	71.65
Level 6				
18 years of age	25.80	30.96	36.12	51.60
19 years of age	31.33	37.59	43.86	62.65
20 years of age	36.85	44.22	51.59	73.70

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	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 1				
18 years of age	25.80	34.40	34.40	43.00

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
19 years of age	31.32	41.76	41.76	52.20
20 years of age	36.86	49.14	49.14	61.43
Level 2				
18 years of age	26.63	35.50	35.50	44.38
19 years of age	32.34	43.12	43.12	53.90
20 years of age	38.04	50.72	50.72	63.40
Level 3				
18 years of age	27.50	36.66	36.66	45.83
19 years of age	33.38	44.50	44.50	55.63
20 years of age	39.27	52.36	52.36	65.45
Level 3A				
18 years of age	28.79	38.38	38.38	47.98
19 years of age	34.95	46.60	46.60	58.25
20 years of age	41.12	54.82	54.82	68.53
Level 4				
18 years of age	29.22	38.96	38.96	48.70
19 years of age	35.49	47.32	47.32	59.15
20 years of age	41.75	55.66	55.66	69.58
Level 5				
18 years of age	30.09	40.12	40.12	50.15
19 years of age	36.54	48.72	48.72	60.90
20 years of age	42.99	57.32	57.32	71.65
Level 6				
18 years of age	30.96	41.28	41.28	51.60
19 years of age	37.59	50.12	50.12	62.65
20 years of age	44.22	58.96	58.96	73.70

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

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior apprentice hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
1st year	14.40	18.00	21.60	32.40
2nd year	17.02	21.28	25.53	38.30
3rd year	20.95	26.19	31.43	47.14
4th year – not attained standard of proficiency	24.88	31.10	37.32	55.98
4th year – attained standard of proficiency	26.18	32.73	39.27	58.91

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	21.60	28.80	28.80	32.40
2nd year	25.53	34.04	34.04	38.30
3rd year	31.43	41.90	41.90	47.14
4th year – not attained standard of proficiency	37.32	49.76	49.76	55.98
4th year – attained standard of proficiency	39.27	52.36	52.36	58.91

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

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior apprentice hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
1st 6 months	18.33	22.91	27.50	41.24
2nd 6 months	22.26	27.83	33.39	50.09
3rd 6 months	25.13	31.41	37.70	56.54
4th 6 months – not attained standard of proficiency	25.66	32.08	38.49	57.74
4th 6 months – attained standard of proficiency	26.18	32.73	39.27	58.91

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	27.50	36.66	36.66	41.24
2nd 6 months	33.39	44.52	44.52	50.09
3rd 6 months	37.70	50.26	50.26	56.54
4th 6 months – not attained standard of proficiency	38.49	51.32	51.32	57.74
4th 6 months – attained standard of proficiency	39.27	52.36	52.36	58.91

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

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of adult apprentice hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
1st year	20.95	26.19	31.43	47.14
2nd year	22.61	28.26	33.92	50.87
3rd year	22.61	28.26	33.92	50.87
4th year – not attained standard of proficiency	24.88	31.10	37.32	55.98
4th year – attained standard of proficiency	26.18	32.73	39.27	58.91

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	31.43	41.90	41.90	47.14
2nd year	33.92	45.22	45.22	50.87
3rd year	33.92	45.22	45.22	50.87
4th year – not attained standard of proficiency	37.32	49.76	49.76	55.98
4th year – attained standard of proficiency	39.27	52.36	52.36	58.91

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

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of adult apprentice hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
1st 6 months	20.95	26.19	31.43	47.14
2nd 6 months	22.26	27.83	33.39	50.09
3rd 6 months	25.13	31.41	37.70	56.54
4th 6 months – not attained standard of proficiency	25.66	32.08	38.49	57.74
4th 6 months – attained standard of proficiency	26.18	32.73	39.27	58.91

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	31.43	41.90	41.90	47.14
2nd 6 months	33.39	44.52	44.52	50.09
3rd 6 months	37.70	50.26	50.26	56.54
4th 6 months – not attained standard of proficiency	38.49	51.32	51.32	57.74
4th 6 months – attained standard of proficiency	39.27	52.36	52.36	58.91

50. By deleting the amount “\$940.90” appearing in clause C.1.1 and inserting “\$995.00”.

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	2.99	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	14.93	per week
First aid allowance—Full-time employee	26.12(b)(i)	1.2	11.94	per week
First aid allowance—Part-time or casual employee	26.12(b)(ii)	0.24	2.39	per day
First aid allowance—Part-time or casual maximum payment	26.12(b)(ii)	1.2	11.94	per week
Airport catering—supervisory allowance—Up to 5 employees	26.13(b)	2.0	19.90	per week
Airport catering—supervisory allowance—6 to 10 employees	26.13(b)	2.75	27.36	per week
Airport catering—supervisory allowance—11 to 20 employees	26.13(b)	3.1	30.85	per week
Airport catering—supervisory allowance—More than 20 employees	26.13(b)	5.2	51.74	per week
Split shift allowance—2 hours and up to 3 hours	26.14(b)(i)	0.33	3.28	per day
Split shift allowance—More than 3 hours	26.14(b)(ii)	0.5	4.98	per day
Overnight stay allowance—outside ordinary business operating hours	26.15(b)(i)	6.0	59.70	per overnight stay period

52. By deleting the amount “\$24.76” appearing in clause C.1.2 and inserting “\$26.18”.

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	0.39	per hour

54. By deleting the amount “\$24.76” appearing in clause C.3 and inserting “\$26.18”.

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	2.62	per hour or part thereof
Monday to Friday— midnight to 7.00 am	29.2	15.0	3.93	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	248.75	per week
Shared room and 3 meals a day	97.5% of 25% of standard weekly rate	242.53	per week
Single room only, no meals	95% of 25% of standard weekly rate	236.31	per week
Shared room only, no meals	92.5% of 25% of standard weekly rate	230.09	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:

Single room and 3 meals a day	15 years of age and under	45%	111.94	per week
	16 years of age	55%	136.81	per week
	17 years of age	70%	174.13	per week
	18 years of age	80%	199.00	per week
	19 years of age	90%	223.88	per week
Shared room and 3 meals a day	15 years of age and under	45%	109.14	per week

	16 years of age	55%	133.39	per week
	17 years of age	70%	169.77	per week
	18 years of age	80%	194.02	per week
	19 years of age	90%	218.28	per week
Single room only; no meals	15 years of age and under	45%	106.34	per week
	16 years of age	55%	129.97	per week
	17 years of age	70%	165.42	per week
	18 years of age	80%	189.05	per week
	19 years of age	90%	212.68	per week
Shared room only; no meals	15 years of age and under	45%	103.54	per week
	16 years of age	55%	126.55	per week
	17 years of age	70%	161.06	per week
	18 years of age	80%	184.07	per week
	19 years of age	90%	207.08	per week

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

	Loaded Rate Percentages						
	110.20%	110.30%	120.00%	116.95%	123.40%	126.85%	131.05%
	\$	\$	\$	\$	\$	\$	\$
Level 3	–	27.43	29.84	29.09	30.69	31.55	32.59
Level 4	28.85	–	31.42	30.62	32.31	33.21	34.31
Level 5	30.67	–	33.40	32.55	34.34	35.30	36.47
Level 6	31.48	–	34.28	33.41	35.26	36.24	37.44

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

	Loaded Rate Percentages					
	110.20%	120.00%	116.95%	123.40%	126.85%	131.05%
	\$	\$	\$	\$	\$	\$
Level 3	28.85	31.42	30.62	32.31	33.21	34.31
Level 3A	30.21	32.89	32.06	33.82	34.77	35.92
Level 4	30.67	33.40	32.55	34.34	35.30	36.47
Level 5	31.58	34.39	33.52	35.37	36.36	37.56

	Loaded Rate Percentages					
	110.20%	120.00%	116.95%	123.40%	126.85%	131.05%
	\$	\$	\$	\$	\$	\$
Level 6	32.49	35.38	34.48	36.38	37.40	38.63

60. By deleting the amounts “\$3.71” and “\$1.60” appearing in the example in clause I.5.5 and inserting “\$3.93” and “\$1.70” respectively.

B. This determination comes into operation on 1 July 2023. 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 July 2023.

PRESIDENT