

# 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 Cooks.

### **1.1 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	

<b>Level</b>	<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Annual rate (where applicable) (full-time employee)</b>
		<b>\$</b>	<b>\$</b>	<b>\$</b>
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 Doorman/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 <del>Cook (tradesperson) grade 3</del> 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	
Level 4	<del>Cook (tradesperson) grade 3</del>			45,761
Level 5	Child care worker grade 2 Clerical supervisor <del>Cook (tradesperson) grade 4</del> 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	
Level 5	<del>Cook (tradesperson) grade 4</del>			48,628
Level 6	<del>Cook (tradesperson) grade 5</del> Child care worker grade 3	957.60	25.20	
Level 6	Club manager of a club with a gross annual revenue of less than \$500,000 <del>Cook (tradesperson) grade 5</del>	957.60	25.20	49,932

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
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 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) Cooks level 4-6 inclusive in clause 18.3**

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

- clause 15—Ordinary hours of work;
- clause 17.2—Meal breaks;
- clause 19.2(c)—Broken periods of work allowance
- 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 Cook's Level 4-6 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

DRAFT