



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

HORSE AND GREYHOUND TRAINING AWARD 2020
[MA000008]

Racing industry

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

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 13.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Stable employee (on commencement with employer)	753.80	19.84
Stablehand Grade 1 (after 3 months' continuous employment with the employer)	775.40	20.41
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	805.10	21.19

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Track rider ¹	805.10	21.19
Stable foreman	877.60	23.09
Training assistant	905.10	23.82
Trainer	957.60	25.20

2. By deleting the table appearing in clause 13.4(a)(i) and inserting the following:

Relevant attribute of the person at the time of entering into a training agreement as an apprentice		
Year of apprenticeship	% of minimum rate for relevant classification	Apprentice jockey minimum weekly rate
		\$
1st year	50	402.55
2nd year	60	483.06
3rd year	75	603.83
4th year	90	724.59
Adult apprentice in 1st year ¹		644.08
Adult apprentice in 2nd and subsequent years ¹		753.80

3. By deleting the table appearing in clause 13.4(a)(ii) and inserting the following:

Relevant attribute of the person at the time of entering into a training agreement as an apprentice		
Year of apprenticeship	% of minimum rate for relevant classification	Apprentice jockey minimum weekly rate
		\$
1st year	55	442.81
2nd year	65	523.32
3rd year	75	603.83
4th year	95	764.85
Adult apprentice in 1st year ¹		644.08
Adult apprentice in 2nd and subsequent years ¹		2nd and 3rd year 753.80

Relevant attribute of the person at the time of entering into a training agreement as an apprentice		
Year of apprenticeship	% of minimum rate for relevant classification	Apprentice jockey minimum weekly rate
		\$
		4th year 764.85

4. By deleting the year “2019” in clause 13.9(b) and inserting “2020”.
5. By deleting the table appearing in clause A.1.1 and inserting the following:

Employee classification	Ordinary hours	Public holiday
	% of minimum hourly rate	
	100%	200%
	\$	\$
Stable employee (on commencement with employer)	19.84	39.68
Stablehand Grade 1 (after 3 months’ continuous employment with the employer)	20.41	40.82
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	21.19	42.38
Track rider	21.19	42.38
Stable foreman	23.09	46.18
Training assistant	23.82	47.64
Trainer	25.20	50.40

6. By deleting the table appearing in clause A.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	200%
	\$	\$	\$	\$
Stable employee (on commencement with employer)	29.76	39.68	39.68	39.68
Stablehand Grade 1 (after 3 months’ continuous employment with the employer)	30.62	40.82	40.82	40.82

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	200%
	\$	\$	\$	\$
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	31.79	42.38	42.38	42.38
Track rider	31.79	42.38	42.38	42.38
Stable foreman	34.64	46.18	46.18	46.18
Training assistant	35.73	47.64	47.64	47.64
Trainer	37.80	50.40	50.40	50.40

7. By deleting the table appearing in clause A.2.2 and inserting the following:

	Casual hourly rate
	% of casual hourly rate
	100%
	\$
Stable employee (on commencement with employer)	24.80
Stablehand Grade 1 (after 3 months' continuous employment with the employer)	25.51
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	26.49
Track rider	26.49
Stable foreman	28.86
Training assistant	29.78
Trainer	31.50

8. By deleting the table appearing in clause A.2.3 and inserting the following:

	Monday to Saturday		Sunday
	First 3 hours	After 3 hours	
	% of casual hourly rate		
	150%	200%	200%
	\$	\$	\$
Stable employee (on commencement with employer)	37.20	49.60	49.60
Stablehand Grade 1 (after 3 months' continuous employment with the employer)	38.27	51.02	51.02
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	39.74	52.98	52.98
Track rider	39.74	52.98	52.98
Stable foreman	43.29	57.72	57.72
Training assistant	44.67	59.56	59.56
Trainer	47.25	63.00	63.00

B. This determination comes into operation on 1 February 2021. 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 February 2021.

PRESIDENT