



# DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

## Annual Wage Review 2019–20 (C2020/1)

### PHARMACY INDUSTRY AWARD 2020 [MA000012]

Pharmacy operations

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 16.1 and inserting the following:

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Pharmacy assistant level 1	827.80	21.78
Pharmacy assistant level 2	847.60	22.31
Pharmacy assistant level 3	877.60	23.09
Pharmacy assistant level 4	913.70	24.04
Pharmacy student—1st year of course	827.80	21.78
Pharmacy student—2nd year	847.60	22.31

<b>Column 1</b> <b>Employee classification</b>	<b>Column 2</b> <b>Minimum weekly rate</b> <b>(full-time employee)</b>	<b>Column 3</b> <b>Minimum hourly rate</b>
of course		
Pharmacy student—3rd year of course	877.60	23.09
Pharmacy student—4th year of course	913.70	24.04
Pharmacy intern—1st half of training	925.80	24.36
Pharmacy intern—2nd half of training	957.40	25.19
Pharmacist	1137.20	29.93
Experienced Pharmacist	1245.50	32.78
Pharmacist in Charge	1274.80	33.55
Pharmacist Manager	1420.50	37.38

2. By deleting the year “2019” in clause 16.5(b) and inserting “2020”.
3. By deleting the amount "\$36.92" appearing in clause 19.9 and inserting "\$37.56".
4. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours Monday to Friday</b>			
	<b>8.00 am to 7.00 pm</b>	<b>Morning— 7.00 am to 8.00 am</b>	<b>Evening— 7.00 pm to 9.00 pm</b>	<b>Evening— 9.00 pm to midnight</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>150%</b>	<b>125%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pharmacy assistant level 1	21.78	32.67	27.23	32.67
Pharmacy assistant level 2	22.31	33.47	27.89	33.47
Pharmacy assistant level 3	23.09	34.64	28.86	34.64
Pharmacy assistant level 4	24.04	36.06	30.05	36.06
Pharmacy student—1st year of course	21.78	32.67	27.23	32.67
Pharmacy student—2nd year of course	22.31	33.47	27.89	33.47
Pharmacy student—3rd	23.09	34.64	28.86	34.64

	<b>Ordinary hours Monday to Friday</b>			
	<b>8.00 am to 7.00 pm</b>	<b>Morning— 7.00 am to 8.00 am</b>	<b>Evening— 7.00 pm to 9.00 pm</b>	<b>Evening— 9.00 pm to midnight</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>150%</b>	<b>125%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
year of course				
Pharmacy student—4th year of course	24.04	36.06	30.05	36.06
Pharmacy intern—1st half of training	24.36	36.54	30.45	36.54
Pharmacy intern—2nd half of training	25.19	37.79	31.49	37.79
Pharmacist	29.93	44.90	37.41	44.90
Experienced Pharmacist	32.78	49.17	40.98	49.17
Pharmacist in Charge	33.55	50.33	41.94	50.33
Pharmacist Manager	37.38	56.07	46.73	56.07

5. By deleting the table appearing in clause B.1.2 and inserting the following:

	<b>Saturday</b>				<b>Sunday</b>		<b>Public holidays All day</b>
	<b>Between 8.00 am and 6.00 pm</b>	<b>Between 7.00 am and 8.00 am</b>	<b>Between 6.00 pm and 9.00 pm</b>	<b>Before 9.00 pm and midnight</b>	<b>Before 7.00 am and after 9.00 pm</b>	<b>Between 7.00 am and 9.00 pm</b>	
	<b>% of minimum hourly rate</b>						
	<b>125%</b>	<b>200%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>	<b>150%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pharmacy assistant level 1	27.23	43.56	32.67	38.12	43.56	32.67	49.01
Pharmacy assistant level 2	27.89	44.62	33.47	39.04	44.62	33.47	50.20
Pharmacy assistant level 3	28.86	46.18	34.64	40.41	46.18	34.64	51.95
Pharmacy assistant level 4	30.05	48.08	36.06	42.07	48.08	36.06	54.09
Pharmacy student—1st year of course	27.23	43.56	32.67	38.12	43.56	32.67	49.01

	Saturday				Sunday		Public holidays All day
	Between 8.00 am and 6.00 pm	Between 7.00 am and 8.00 am	Between 6.00 pm and 9.00 pm	Before 9.00 pm and midnight	Before 7.00 am and after 9.00 pm	Between 7.00 am and 9.00 pm	
	<b>% of minimum hourly rate</b>						
	<b>125%</b>	<b>200%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>	<b>150%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pharmacy student—2nd year of course	27.89	44.62	33.47	39.04	44.62	33.47	50.20
Pharmacy student—3rd year of course	28.86	46.18	34.64	40.41	46.18	34.64	51.95
Pharmacy student—4th year of course	30.05	48.08	36.06	42.07	48.08	36.06	54.09
Pharmacy intern—1st half of training	30.45	48.72	36.54	42.63	48.72	36.54	54.81
Pharmacy intern—2nd half of training	31.49	50.38	37.79	44.08	50.38	37.79	56.68
Pharmacist	37.41	59.86	44.90	52.38	59.86	44.9	67.34
Experienced Pharmacist	40.98	65.56	49.17	57.37	65.56	49.17	73.76
Pharmacist in Charge	41.94	67.10	50.33	58.71	67.10	50.33	75.49
Pharmacist Manager	46.73	74.76	56.07	65.42	74.76	56.07	84.11

6. By deleting the table appearing in clause B.1.3 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pharmacy assistant level 1	32.67	43.56	43.56	54.45
Pharmacy assistant level 2	33.47	44.62	44.62	55.78

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pharmacy assistant level 3	34.64	46.18	46.18	57.73
Pharmacy assistant level 4	36.06	48.08	48.08	60.10
Pharmacy student—1st year of course	32.67	43.56	43.56	54.45
Pharmacy student—2nd year of course	33.47	44.62	44.62	55.78
Pharmacy student—3rd year of course	34.64	46.18	46.18	57.73
Pharmacy student—4th year of course	36.06	48.08	48.08	60.10
Pharmacy intern—1st half of training	36.54	48.72	48.72	60.90
Pharmacy intern—2nd half of training	37.79	50.38	50.38	62.98
Pharmacist	44.90	59.86	59.86	74.83
Experienced Pharmacist	49.17	65.56	65.56	81.95
Pharmacist in Charge	50.33	67.10	67.10	83.88
Pharmacist Manager	56.07	74.76	74.76	93.45

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

	Ordinary hours Monday to Friday			
	8.00 am to 7.00 pm	Morning—7.00 am to 8.00 am	Evening—7.00 pm to 9.00 pm	Evening—9.00 pm to midnight
	% of minimum hourly rate			
	125%	175%	150%	175%
	\$	\$	\$	\$
Pharmacy assistant level 1	27.23	38.12	32.67	38.12
Pharmacy assistant level 2	27.89	39.04	33.47	39.04
Pharmacy assistant level 3	28.86	40.41	34.64	40.41
Pharmacy assistant level 4	30.05	42.07	36.06	42.07

	<b>Ordinary hours Monday to Friday</b>			
	<b>8.00 am to 7.00 pm</b>	<b>Morning—7.00 am to 8.00 am</b>	<b>Evening—7.00 pm to 9.00 pm</b>	<b>Evening—9.00 pm to midnight</b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>175%</b>	<b>150%</b>	<b>175%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pharmacy student—1st year of course	27.23	38.12	32.67	38.12
Pharmacy student—2nd year of course	27.89	39.04	33.47	39.04
Pharmacy student—3rd year of course	28.86	40.41	34.64	40.41
Pharmacy student—4th year of course	30.05	42.07	36.06	42.07
Pharmacy intern—1st half of training	30.45	42.63	36.54	42.63
Pharmacy intern—2nd half of training	31.49	44.08	37.79	44.08
Pharmacist	37.41	52.38	44.90	52.38
Experienced Pharmacist	40.98	57.37	49.17	57.37
Pharmacist in Charge	41.94	58.71	50.33	58.71
Pharmacist Manager	46.73	65.42	56.07	65.42

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

	<b>Saturday</b>				<b>Sunday</b>		<b>Public holidays All day</b>
	<b>Between 8.00 am and 6.00 pm</b>	<b>Between 7.00 am and 8.00 am</b>	<b>Between 6.00 pm and 9.00 pm</b>	<b>Between 9.00 pm and midnight</b>	<b>Before 7.00 am and after 9.00 pm</b>	<b>Between 7.00 am and 9.00 pm</b>	
	<b>% of minimum hourly rate</b>						
	<b>150%</b>	<b>225%</b>	<b>175%</b>	<b>200%</b>	<b>225%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pharmacy assistant level 1	32.67	49.01	38.12	43.56	49.01	38.12	54.45
Pharmacy assistant level 2	33.47	50.20	39.04	44.62	50.20	39.04	55.78
Pharmacy assistant level 3	34.64	51.95	40.41	46.18	51.95	40.41	57.73

	Saturday				Sunday		Public holidays All day
	Between 8.00 am and 6.00 pm	Between 7.00 am and 8.00 am	Between 6.00 pm and 9.00 pm	Between 9.00 pm and midnight	Before 7.00 am and after 9.00 pm	Between 7.00 am and 9.00 pm	
	% of minimum hourly rate						
	150%	225%	175%	200%	225%	175%	250%
	\$	\$	\$	\$	\$	\$	\$
Pharmacy assistant level 4	36.06	54.09	42.07	48.08	54.09	42.07	60.10
Pharmacy student—1st year of course	32.67	49.01	38.12	43.56	49.01	38.12	54.45
Pharmacy student—2nd year of course	33.47	50.20	39.04	44.62	50.20	39.04	55.78
Pharmacy student—3rd year of course	34.64	51.95	40.41	46.18	51.95	40.41	57.73
Pharmacy student—4th year of course	36.06	54.09	42.07	48.08	54.09	42.07	60.10
Pharmacy intern—1st half of training	36.54	54.81	42.63	48.72	54.81	42.63	60.90
Pharmacy intern—2nd half of training	37.79	56.68	44.08	50.38	56.68	44.08	62.98
Pharmacist	44.90	67.34	52.38	59.86	67.34	52.38	74.83
Experienced Pharmacist	49.17	73.76	57.37	65.56	73.76	57.37	81.95
Pharmacist in Charge	50.33	75.49	58.71	67.10	75.49	58.71	83.88
Pharmacist Manager	56.07	84.11	65.42	74.76	84.11	65.42	93.45

9. By deleting the amount “\$862.50” appearing in clause C.1.1 and inserting “\$877.60”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Home medicine reviews or residential medication management reviews	19.1	–	106.40	per week
Broken Hill allowance	19.8	4.28	37.56	per week

B. This determination comes into operation on 1 July 2020. 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 2020.

PRESIDENT