



# DRAFT DETERMINATION

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

**Annual Wage Review 2020–21**  
(C2021/1)

**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 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

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

<b>Column 1</b> <b>Employee classification</b>	<b>Column 2</b> <b>Employee stream and grade</b>	<b>Column 3</b> <b>Minimum weekly rate</b> <b>(full-time employee)</b>	<b>Column 4</b> <b>Minimum hourly rate</b>
		<b>\$</b>	<b>\$</b>
Introductory level		772.60	20.33
Level 1	Food and beverage attendant grade 1; Guest service grade 1; Kitchen attendant grade 1	794.80	20.92
Level 2	Clerical grade 1; Cook grade 1;	825.20	21.72

<b>Column 1</b> <b>Employee classification</b>	<b>Column 2</b> <b>Employee stream and grade</b>	<b>Column 3</b> <b>Minimum weekly rate</b> <b>(full-time employee)</b>	<b>Column 4</b> <b>Minimum hourly rate</b>
		<b>\$</b>	<b>\$</b>
	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	853.60	22.46
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	899.50	23.67
Level 5	Clerical supervisor; Cook (tradesperson) grade 4; Food and beverage supervisor; Front office supervisor; Gardener grade 4 (tradesperson); Guest service supervisor	955.90	25.16
Level 6	Cook (tradesperson) grade 5	981.50	25.83

2. By deleting the amount “\$49,883” appearing in clause 18.2 and inserting “\$51,130”.

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

<b>Column 1</b> <b>Employee classification</b>	<b>Column 2</b> <b>Employee stream and grade</b>	<b>Column 3</b> <b>Minimum weekly rate (full-time employee)</b>	<b>Column 4</b> <b>Minimum hourly rate</b>
		\$	\$
Introductory level		794.80	20.92
Level 1	Casino electronic gaming employee grade 1	842.90	22.18
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	871.30	22.93
Level 3	Casino equipment technician grade 2; Gaming finance employee grade 2; Security officer grade 1	899.50	23.67
Level 3A	Casino table gaming employee grade 2	941.80	24.78
Level 4	Casino equipment technician grade 3; Gaming finance employee grade 3; Security officer grade 2	955.90	25.16
Level 5	Casino table gaming employee grade 3; Gaming finance employee grade 4	984.40	25.91
Level 6	Casino table gaming employee grade 4; Gaming finance employee grade 5; Surveillance operator	1012.70	26.65

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

<b>Column 1</b> <b>Year of apprenticeship</b>	<b>Column 2</b> <b>% of standard weekly rate</b>	<b>Column 3</b> <b>Minimum weekly rate (full-time employee)</b>	<b>Column 4</b> <b>Minimum hourly rate</b>
		\$	\$
1st year	55%	494.73	13.02
2nd year	65%	584.68	15.39
3rd year	80%	719.60	18.94
4th year	95%	854.53	22.49

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

<b>Column 1</b> <b>Stage of apprenticeship</b>	<b>Column 2</b> <b>How minimum weekly rate is calculated</b>	<b>Column 3</b> <b>Minimum weekly rate</b> <b>(full-time employee)</b>	<b>Column 4</b> <b>Minimum hourly rate</b>
		<b>\$</b>	<b>\$</b>
1st 6 months	70% of the standard weekly rate	629.65	16.57
2nd 6 months	85% of the standard weekly rate	764.58	20.12
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	862.35	22.69
4th 6 months	Midway between the rate specified for the 3rd 6 months and the standard weekly rate	880.93	23.18

6. By deleting the words “1 February 2021” in clause 21.2 and inserting “1 November 2021”.

7. By deleting the amount “\$0.35” appearing in clause 26.3(a) and inserting “\$0.36”.

8. By deleting the amounts “\$2.63” and “\$13.16” appearing in clause 26.3(b) and inserting “\$2.70” and “\$13.49” respectively.

9. By deleting the amount “\$10.53” appearing in clause 26.12(b)(i) and inserting “\$10.79”.

10. By deleting the amounts “\$2.11” and “\$10.53” appearing in clause 26.12(b)(ii) and inserting “\$2.16” and “\$10.79” respectively.

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

<b>Column 1</b> <b>Number of employees supervised</b>	<b>Column 2</b> <b>Allowance per week</b>
	\$
Up to 5	17.99
6 to 10	24.74
11 to 20	27.88
More than 20	46.77

12. By deleting the amount “\$2.90” appearing in clause 26.14(b)(i) and inserting “\$2.97”.
13. By deleting the amount “\$4.39” appearing in clause 26.14(b)(ii) and inserting “\$4.50”.
14. By deleting the amount “\$52.66” appearing in clause 26.15(b)(i) and inserting “\$53.97”.
15. By deleting the amounts “\$2.31” and “\$3.46” wherever they appear in clause 29.2 and inserting “\$2.37” and “\$3.55” respectively.
16. By deleting the table appearing in clause 37.5 and inserting the following:

<b>Column 1</b> <b>Service provided by employer</b>	<b>Column 2</b> <b>Deduction</b>	<b>Column 3</b> <b>Payable</b>
	\$	
Single room and 3 meals a day	224.88	per week
Shared room and 3 meals a day	219.26	per week
Single room only, no meals	213.64	per week
Shared room only, no meals	208.01	per week

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

<b>Column 1</b> <b>Service provided by employer</b>	<b>Column 2</b> <b>Age</b>	<b>Column 3</b> <b>Deduction</b>	<b>Payable</b>
		\$	
Single room and 3 meals a day	15 years of age and under	101.20	per week
	16 years of age	123.68	per week
	17 years of age	157.42	per week

<b>Column 1</b> <b>Service provided by employer</b>	<b>Column 2</b> <b>Age</b>	<b>Column 3</b> <b>Deduction</b>	<b>Payable</b>
		<b>\$</b>	
	18 years of age	179.90	per week
	19 years of age	202.39	per week
Shared room and 3 meals a day	15 years of age and under	98.67	per week
	16 years of age	120.59	per week
	17 years of age	153.48	per week
	18 years of age	175.41	per week
	19 years of age	197.33	per week
Single room only; no meals	15 years of age and under	96.14	per week
	16 years of age	117.50	per week
	17 years of age	149.55	per week
	18 years of age	170.91	per week
	19 years of age	192.28	per week
Shared room only; no meals	15 years of age and under	93.60	per week
	16 years of age	114.41	per week
	17 years of age	145.61	per week
	18 years of age	166.41	per week
	19 years of age	187.21	per week

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

	<b>Ordinary hours<sup>1</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	20.33	25.41	30.50	45.74
Level 1	20.92	26.15	31.38	47.07
Level 2	21.72	27.15	32.58	48.87
Level 3	22.46	28.08	33.69	50.54
Level 4	23.67	29.59	35.51	53.26

	<b>Ordinary hours<sup>1</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 5	25.16	31.45	37.74	56.61
Level 6	25.83	32.29	38.75	58.12

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

	<b>Monday to Friday</b>		<b>Weekends and rostered days off</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	30.50	40.66	40.66	45.74
Level 1	31.38	41.84	41.84	47.07
Level 2	32.58	43.44	43.44	48.87
Level 3	33.69	44.92	44.92	50.54
Level 4	35.51	47.34	47.34	53.26
Level 5	37.74	50.32	50.32	56.61
Level 6	38.75	51.66	51.66	58.12

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

	<b>Ordinary hours<sup>1</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	25.41	30.50	35.58	50.83
Level 1	26.15	31.38	36.61	52.30
Level 2	27.15	32.58	38.01	54.30
Level 3	28.08	33.69	39.31	56.15
Level 4	29.59	35.51	41.42	59.18
Level 5	31.45	37.74	44.03	62.90
Level 6	32.29	38.75	45.20	64.58

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		
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	30.50	40.66	40.66	50.83
Level 1	31.38	41.84	41.84	52.30
Level 2	32.58	43.44	43.44	54.30
Level 3	33.69	44.92	44.92	56.15
Level 4	35.51	47.34	47.34	59.18
Level 5	37.74	50.32	50.32	62.90
Level 6	38.75	51.66	51.66	64.58

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

	Ordinary hours <sup>1</sup>	Saturday	Sunday	Public holiday
	<b>% of junior hourly rate<sup>2</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Introductory Level</b>				
16 years of age and under	10.17	12.71	15.26	22.88
17 years of age	12.20	15.25	18.30	27.45
18 years of age	14.23	17.79	21.35	32.02
19 years of age	17.28	21.60	25.92	38.88
20 years of age	20.33	25.41	30.50	45.74
<b>Level 1</b>				
16 years of age and under	10.46	13.08	15.69	23.54
17 years of age	12.55	15.69	18.83	28.24
18 years of age	14.64	18.30	21.96	32.94
19 years of age	17.78	22.23	26.67	40.01
20 years of age	20.92	26.15	31.38	47.07
<b>Level 2</b>				

	<b>Ordinary hours<sup>1</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of junior hourly rate<sup>2</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
16 years of age and under	10.86	13.58	16.29	24.44
17 years of age	13.03	16.29	19.55	29.32
18 years of age	15.20	19.00	22.80	34.20
19 years of age	18.46	23.08	27.69	41.54
20 years of age	21.72	27.15	32.58	48.87
<b>Level 3</b>				
16 years of age and under	11.23	14.04	16.85	25.27
17 years of age	13.48	16.85	20.22	30.33
18 years of age	15.72	19.65	23.58	35.37
19 years of age	19.09	23.86	28.64	42.95
20 years of age	22.46	28.08	33.69	50.54
<b>Level 4</b>				
16 years of age and under	11.84	14.80	17.76	26.64
17 years of age	14.20	17.75	21.30	31.95
18 years of age	16.57	20.71	24.86	37.28
19 years of age	20.12	25.15	30.18	45.27
20 years of age	23.67	29.59	35.51	53.26
<b>Level 5</b>				
16 years of age and under	12.58	15.73	18.87	28.31
17 years of age	15.10	18.88	22.65	33.98
18 years of age	17.61	22.01	26.42	39.62
19 years of age	21.39	26.74	32.09	48.13
20 years of age	25.16	31.45	37.74	56.61

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

	<b>Monday to Friday</b>		<b>Weekends and rostered days off</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of junior hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>

	\$	\$	\$	\$
<b>Introductory Level</b>				
16 years of age and under	15.26	20.34	20.34	22.88
17 years of age	18.30	24.40	24.40	27.45
18 years of age	21.35	28.46	28.46	32.02
19 years of age	25.92	34.56	34.56	38.88
20 years of age	30.50	40.66	40.66	45.74
<b>Level 1</b>				
16 years of age and under	15.69	20.92	20.92	23.54
17 years of age	18.83	25.10	25.10	28.24
18 years of age	21.96	29.28	29.28	32.94
19 years of age	26.67	35.56	35.56	40.01
20 years of age	31.38	41.84	41.84	47.07
<b>Level 2</b>				
16 years of age and under	16.29	21.72	21.72	24.44
17 years of age	19.55	26.06	26.06	29.32
18 years of age	22.80	30.40	30.40	34.20
19 years of age	27.69	36.92	36.92	41.54
20 years of age	32.58	43.44	43.44	48.87
<b>Level 3</b>				
16 years of age and under	16.85	22.46	22.46	25.27
17 years of age	20.22	26.96	26.96	30.33
18 years of age	23.58	31.44	31.44	35.37
19 years of age	28.64	38.18	38.18	42.95
20 years of age	33.69	44.92	44.92	50.54
<b>Level 4</b>				
16 years of age and under	17.76	23.68	23.68	26.64
17 years of age	21.30	28.40	28.40	31.95
18 years of age	24.86	33.14	33.14	37.28
19 years of age	30.18	40.24	40.24	45.27
20 years of age	35.51	47.34	47.34	53.26
<b>Level 5</b>				
16 years of age and under	18.87	25.16	25.16	28.31
17 years of age	22.65	30.20	30.20	33.98

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	<b>% of junior hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
18 years of age	26.42	35.22	35.22	39.62
19 years of age	32.09	42.78	42.78	48.13
20 years of age	37.74	50.32	50.32	56.61

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

	Ordinary hours <sup>1</sup>	Saturday	Sunday	Public holiday
	<b>% of junior hourly rate<sup>2</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Introductory Level</b>				
16 years of age and under	12.71	15.26	17.80	25.43
17 years of age	15.25	18.30	21.35	30.50
18 years of age	17.79	21.35	24.90	35.58
19 years of age	21.60	25.92	30.24	43.20
20 years of age	25.41	30.50	35.58	50.83
<b>Level 1</b>				
16 years of age and under	13.08	15.69	18.31	26.15
17 years of age	15.69	18.83	21.96	31.38
18 years of age	18.30	21.96	25.62	36.60
19 years of age	22.23	26.67	31.12	44.45
20 years of age	26.15	31.38	36.61	52.30
<b>Level 2</b>				
16 years of age and under	13.58	16.29	19.01	27.15
17 years of age	16.29	19.55	22.80	32.58
18 years of age	19.00	22.80	26.60	38.00
19 years of age	23.08	27.69	32.31	46.15
20 years of age	27.15	32.58	38.01	54.30
<b>Level 3</b>				

	Ordinary hours <sup>1</sup>	Saturday	Sunday	Public holiday
	% of junior hourly rate <sup>2</sup>			
	125%	150%	175%	250%
	\$	\$	\$	\$
16 years of age and under	14.04	16.85	19.65	28.08
17 years of age	16.85	20.22	23.59	33.70
18 years of age	19.65	23.58	27.51	39.30
19 years of age	23.86	28.64	33.41	47.73
20 years of age	28.08	33.69	39.31	56.15
<b>Level 4</b>				
16 years of age and under	14.80	17.76	20.72	29.60
17 years of age	17.75	21.30	24.85	35.50
18 years of age	20.71	24.86	29.00	41.43
19 years of age	25.15	30.18	35.21	50.30
20 years of age	29.59	35.51	41.42	59.18
<b>Level 5</b>				
16 years of age and under	15.73	18.87	22.02	31.45
17 years of age	18.88	22.65	26.43	37.75
18 years of age	22.01	26.42	30.82	44.03
19 years of age	26.74	32.09	37.43	53.48
20 years of age	31.45	37.74	44.03	62.90

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 rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
<b>Introductory Level</b>				
16 years of age and under	15.26	20.34	20.34	25.43
17 years of age	18.30	24.40	24.40	30.50
18 years of age	21.35	28.46	28.46	35.58
19 years of age	25.92	34.56	34.56	43.20

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
20 years of age	30.50	40.66	40.66	50.83
<b>Level 1</b>				
16 years of age and under	15.69	20.92	20.92	26.15
17 years of age	18.83	25.10	25.10	31.38
18 years of age	21.96	29.28	29.28	36.60
19 years of age	26.67	35.56	35.56	44.45
20 years of age	31.38	41.84	41.84	52.30
<b>Level 2</b>				
16 years of age and under	16.29	21.72	21.72	27.15
17 years of age	19.55	26.06	26.06	32.58
18 years of age	22.80	30.40	30.40	38.00
19 years of age	27.69	36.92	36.92	46.15
20 years of age	32.58	43.44	43.44	54.30
<b>Level 3</b>				
16 years of age and under	16.85	22.46	22.46	28.08
17 years of age	20.22	26.96	26.96	33.70
18 years of age	23.58	31.44	31.44	39.30
19 years of age	28.64	38.18	38.18	47.73
20 years of age	33.69	44.92	44.92	56.15
<b>Level 4</b>				
16 years of age and under	17.76	23.68	23.68	29.60
17 years of age	21.30	28.40	28.40	35.50
18 years of age	24.86	33.14	33.14	41.43
19 years of age	30.18	40.24	40.24	50.30
20 years of age	35.51	47.34	47.34	59.18
<b>Level 5</b>				
16 years of age and under	18.87	25.16	25.16	31.45
17 years of age	22.65	30.20	30.20	37.75
18 years of age	26.42	35.22	35.22	44.03

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	<b>% of junior hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
19 years of age	32.09	42.78	42.78	53.48
20 years of age	37.74	50.32	50.32	62.90

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

	Ordinary hours <sup>1</sup>	Saturday	Sunday	Public holiday
	<b>% of junior hourly rate<sup>2</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Introductory Level</b>				
15 years of age and under	9.15	11.44	13.73	20.59
16 years of age	11.18	13.98	16.77	25.16
17 years of age	13.21	16.51	19.82	29.72
18 years of age	15.25	19.06	22.88	34.31
19 years of age	18.30	22.88	27.45	41.18
20 years of age	20.33	25.41	30.50	45.74
<b>Level 2</b>				
15 years of age and under	9.77	12.21	14.66	21.98
16 years of age	11.95	14.94	17.93	26.89
17 years of age	14.12	17.65	21.18	31.77
18 years of age	16.29	20.36	24.44	36.65
19 years of age	19.55	24.44	29.33	43.99
20 years of age	21.72	27.15	32.58	48.87
<b>Level 3</b>				
15 years of age and under	10.11	12.64	15.17	22.75
16 years of age	12.35	15.44	18.53	27.79
17 years of age	14.60	18.25	21.90	32.85
18 years of age	16.85	21.06	25.28	37.91
19 years of age	20.21	25.26	30.32	45.47

	<b>Ordinary hours<sup>1</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of junior hourly rate<sup>2</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
20 years of age	22.46	28.08	33.69	50.54
<b>Level 4</b>				
15 years of age and under	10.65	13.31	15.98	23.96
16 years of age	13.02	16.28	19.53	29.30
17 years of age	15.39	19.24	23.09	34.63
18 years of age	17.75	22.19	26.63	39.94
19 years of age	21.30	26.63	31.95	47.93
20 years of age	23.67	29.59	35.51	53.26
<b>Level 5</b>				
15 years of age and under	11.32	14.15	16.98	25.47
16 years of age	13.84	17.30	20.76	31.14
17 years of age	16.35	20.44	24.53	36.79
18 years of age	18.87	23.59	28.31	42.46
19 years of age	22.64	28.30	33.96	50.94
20 years of age	25.16	31.45	37.74	56.61

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		
	<b>% of junior hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Introductory Level</b>				
15 years of age and under	13.73	18.30	18.30	20.59
16 years of age	16.77	22.36	22.36	25.16
17 years of age	19.82	26.42	26.42	29.72
18 years of age	22.88	30.50	30.50	34.31
19 years of age	27.45	36.60	36.60	41.18
20 years of age	30.50	40.66	40.66	45.74
<b>Level 2</b>				
15 years of age and under	14.66	19.54	19.54	21.98
16 years of age	17.93	23.90	23.90	26.89
17 years of age	21.18	28.24	28.24	31.77
18 years of age	24.44	32.58	32.58	36.65
19 years of age	29.33	39.10	39.10	43.99
20 years of age	32.58	43.44	43.44	48.87
<b>Level 3</b>				
15 years of age and under	15.17	20.22	20.22	22.75
16 years of age	18.53	24.70	24.70	27.79
17 years of age	21.90	29.20	29.20	32.85
18 years of age	25.28	33.70	33.70	37.91
19 years of age	30.32	40.42	40.42	45.47
20 years of age	33.69	44.92	44.92	50.54
<b>Level 4</b>				
15 years of age and under	15.98	21.30	21.30	23.96
16 years of age	19.53	26.04	26.04	29.30
17 years of age	23.09	30.78	30.78	34.63
18 years of age	26.63	35.50	35.50	39.94
19 years of age	31.95	42.60	42.60	47.93

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	<b>% of junior hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
20 years of age	35.51	47.34	47.34	53.26
<b>Level 5</b>				
15 years of age and under	16.98	22.64	22.64	25.47
16 years of age	20.76	27.68	27.68	31.14
17 years of age	24.53	32.70	32.70	36.79
18 years of age	28.31	37.74	37.74	42.46
19 years of age	33.96	45.28	45.28	50.94
20 years of age	37.74	50.32	50.32	56.61

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

	Ordinary hours <sup>1</sup>	Saturday	Sunday	Public holiday
	<b>% of junior hourly rate<sup>2</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Introductory Level</b>				
15 years of age and under	11.44	13.73	16.01	22.88
16 years of age	13.98	16.77	19.57	27.95
17 years of age	16.51	19.82	23.12	33.03
18 years of age	19.06	22.88	26.69	38.13
19 years of age	22.88	27.45	32.03	45.75
20 years of age	25.41	30.50	35.58	50.83
<b>Level 2</b>				
15 years of age and under	12.21	14.66	17.10	24.43
16 years of age	14.94	17.93	20.91	29.88
17 years of age	17.65	21.18	24.71	35.30
18 years of age	20.36	24.44	28.51	40.73
19 years of age	24.44	29.33	34.21	48.88
20 years of age	27.15	32.58	38.01	54.30

	<b>Ordinary hours<sup>1</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of junior hourly rate<sup>2</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 3</b>				
15 years of age and under	12.64	15.17	17.69	25.28
16 years of age	15.44	18.53	21.61	30.88
17 years of age	18.25	21.90	25.55	36.50
18 years of age	21.06	25.28	29.49	42.13
19 years of age	25.26	30.32	35.37	50.53
20 years of age	28.08	33.69	39.31	56.15
<b>Level 4</b>				
15 years of age and under	13.31	15.98	18.64	26.63
16 years of age	16.28	19.53	22.79	32.55
17 years of age	19.24	23.09	26.93	38.48
18 years of age	22.19	26.63	31.06	44.38
19 years of age	26.63	31.95	37.28	53.25
20 years of age	29.59	35.51	41.42	59.18
<b>Level 5</b>				
15 years of age and under	14.15	16.98	19.81	28.30
16 years of age	17.30	20.76	24.22	34.60
17 years of age	20.44	24.53	28.61	40.88
18 years of age	23.59	28.31	33.02	47.18
19 years of age	28.30	33.96	39.62	56.60
20 years of age	31.45	37.74	44.03	62.90

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		
	<b>% of junior hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Introductory Level</b>				
15 years of age and under	13.73	18.30	18.30	22.88
16 years of age	16.77	22.36	22.36	27.95
17 years of age	19.82	26.42	26.42	33.03
18 years of age	22.88	30.50	30.50	38.13
19 years of age	27.45	36.60	36.60	45.75
20 years of age	30.50	40.66	40.66	50.83
<b>Level 2</b>				
15 years of age and under	14.66	19.54	19.54	24.43
16 years of age	17.93	23.90	23.90	29.88
17 years of age	21.18	28.24	28.24	35.30
18 years of age	24.44	32.58	32.58	40.73
19 years of age	29.33	39.10	39.10	48.88
20 years of age	32.58	43.44	43.44	54.30
<b>Level 3</b>				
15 years of age and under	15.17	20.22	20.22	25.28
16 years of age	18.53	24.70	24.70	30.88
17 years of age	21.90	29.20	29.20	36.50
18 years of age	25.28	33.70	33.70	42.13
19 years of age	30.32	40.42	40.42	50.53
20 years of age	33.69	44.92	44.92	56.15
<b>Level 4</b>				
15 years of age and under	15.98	21.30	21.30	26.63
16 years of age	19.53	26.04	26.04	32.55
17 years of age	23.09	30.78	30.78	38.48
18 years of age	26.63	35.50	35.50	44.38
19 years of age	31.95	42.60	42.60	53.25

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	<b>% of junior hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
20 years of age	35.51	47.34	47.34	59.18
<b>Level 5</b>				
15 years of age and under	16.98	22.64	22.64	28.30
16 years of age	20.76	27.68	27.68	34.60
17 years of age	24.53	32.70	32.70	40.88
18 years of age	28.31	37.74	37.74	47.18
19 years of age	33.96	45.28	45.28	56.60
20 years of age	37.74	50.32	50.32	62.90

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

	Ordinary hours <sup>1</sup>	Saturday	Sunday	Public holiday
	<b>% of ordinary hourly rate<sup>2</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Managerial staff (Hotels)	25.88	32.35	38.82	58.23

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		
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Managerial staff (Hotels)	38.82	51.76	51.76	58.23

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

	<b>Ordinary hours<sup>1</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Managerial staff (Hotels)	32.35	38.82	45.29	64.70

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

	<b>Monday to Friday</b>		<b>Weekends</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Managerial staff (Hotels)	38.82	51.76	51.76	64.70

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

	<b>Ordinary hours<sup>1</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	20.92	26.15	31.38	47.07
Level 1	22.18	27.73	33.27	49.91
Level 2	22.93	28.66	34.40	51.59
Level 3	23.67	29.59	35.51	53.26
Level 3A	24.78	30.98	37.17	55.76
Level 4	25.16	31.45	37.74	56.61
Level 5	25.91	32.39	38.87	58.30
Level 6	26.65	33.31	39.98	59.96

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

	<b>Monday to Friday</b>		<b>Weekends and rostered days off</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		

	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	31.38	41.84	41.84	47.07
Level 1	33.27	44.36	44.36	49.91
Level 2	34.40	45.86	45.86	51.59
Level 3	35.51	47.34	47.34	53.26
Level 3A	37.17	49.56	49.56	55.76
Level 4	37.74	50.32	50.32	56.61
Level 5	38.87	51.82	51.82	58.30
Level 6	39.98	53.30	53.30	59.96

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

	<b>Ordinary hours<sup>1</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	26.15	31.38	36.61	52.30
Level 1	27.73	33.27	38.82	55.45
Level 2	28.66	34.40	40.13	57.33
Level 3	29.59	35.51	41.42	59.18
Level 3A	30.98	37.17	43.37	61.95
Level 4	31.45	37.74	44.03	62.90
Level 5	32.39	38.87	45.34	64.78
Level 6	33.31	39.98	46.64	66.63

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

	<b>Monday to Friday</b>		<b>Weekends</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	31.38	41.84	41.84	52.30

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	33.27	44.36	44.36	55.45
Level 2	34.40	45.86	45.86	57.33
Level 3	35.51	47.34	47.34	59.18
Level 3A	37.17	49.56	49.56	61.95
Level 4	37.74	50.32	50.32	62.90
Level 5	38.87	51.82	51.82	64.78
Level 6	39.98	53.30	53.30	66.63

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

	Ordinary hours <sup>1</sup>	Saturday	Sunday	Public holiday
	<b>% of junior hourly rate<sup>2</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Introductory Level</b>				
18 years of age	14.64	18.30	21.96	32.94
19 years of age	17.78	22.23	26.67	40.01
20 years of age	20.92	26.15	31.38	47.07
<b>Level 1</b>				
18 years of age	15.53	19.41	23.30	34.94
19 years of age	18.85	23.56	28.28	42.41
20 years of age	22.18	27.73	33.27	49.91
<b>Level 2</b>				
18 years of age	16.05	20.06	24.08	36.11
19 years of age	19.49	24.36	29.24	43.85
20 years of age	22.93	28.66	34.40	51.59
<b>Level 3</b>				
18 years of age	16.57	20.71	24.86	37.28
19 years of age	20.12	25.15	30.18	45.27

	Ordinary hours <sup>1</sup>	Saturday	Sunday	Public holiday
	% of junior hourly rate <sup>2</sup>			
	100%	125%	150%	225%
	\$	\$	\$	\$
20 years of age	23.67	29.59	35.51	53.26
<b>Level 3A</b>				
18 years of age	17.35	21.69	26.03	39.04
19 years of age	21.06	26.33	31.59	47.39
20 years of age	24.78	30.98	37.17	55.76
<b>Level 4</b>				
18 years of age	17.61	22.01	26.42	39.62
19 years of age	21.39	26.74	32.09	48.13
20 years of age	25.16	31.45	37.74	56.61
<b>Level 5</b>				
18 years of age	18.14	22.68	27.21	40.82
19 years of age	22.02	27.53	33.03	49.55
20 years of age	25.91	32.39	38.87	58.30
<b>Level 6</b>				
18 years of age	18.66	23.33	27.99	41.99
19 years of age	22.65	28.31	33.98	50.96
20 years of age	26.65	33.31	39.98	59.96

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 rate <sup>1</sup>			
	150%	200%	200%	225%
	\$	\$	\$	\$
<b>Introductory Level</b>				
18 years of age	21.96	29.28	29.28	32.94
19 years of age	26.67	35.56	35.56	40.01
20 years of age	31.38	41.84	41.84	47.07
<b>Level 1</b>				

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	<b>% of junior hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
18 years of age	23.30	31.06	31.06	34.94
19 years of age	28.28	37.70	37.70	42.41
20 years of age	33.27	44.36	44.36	49.91
<b>Level 2</b>				
18 years of age	24.08	32.10	32.10	36.11
19 years of age	29.24	38.98	38.98	43.85
20 years of age	34.40	45.86	45.86	51.59
<b>Level 3</b>				
18 years of age	24.86	33.14	33.14	37.28
19 years of age	30.18	40.24	40.24	45.27
20 years of age	35.51	47.34	47.34	53.26
<b>Level 3A</b>				
18 years of age	26.03	34.70	34.70	39.04
19 years of age	31.59	42.12	42.12	47.39
20 years of age	37.17	49.56	49.56	55.76
<b>Level 4</b>				
18 years of age	26.42	35.22	35.22	39.62
19 years of age	32.09	42.78	42.78	48.13
20 years of age	37.74	50.32	50.32	56.61
<b>Level 5</b>				
18 years of age	27.21	36.28	36.28	40.82
19 years of age	33.03	44.04	44.04	49.55
20 years of age	38.87	51.82	51.82	58.30
<b>Level 6</b>				
18 years of age	27.99	37.32	37.32	41.99
19 years of age	33.98	45.30	45.30	50.96
20 years of age	39.98	53.30	53.30	59.96

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

	<b>Ordinary hours<sup>1</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of junior hourly rate<sup>2</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Introductory Level</b>				
18 years of age	18.30	21.96	25.62	36.60
19 years of age	22.23	26.67	31.12	44.45
20 years of age	26.15	31.38	36.61	52.30
<b>Level 1</b>				
18 years of age	19.41	23.30	27.18	38.83
19 years of age	23.56	28.28	32.99	47.13
20 years of age	27.73	33.27	38.82	55.45
<b>Level 2</b>				
18 years of age	20.06	24.08	28.09	40.13
19 years of age	24.36	29.24	34.11	48.73
20 years of age	28.66	34.40	40.13	57.33
<b>Level 3</b>				
18 years of age	20.71	24.86	29.00	41.43
19 years of age	25.15	30.18	35.21	50.30
20 years of age	29.59	35.51	41.42	59.18
<b>Level 3A</b>				
18 years of age	21.69	26.03	30.36	43.38
19 years of age	26.33	31.59	36.86	52.65
20 years of age	30.98	37.17	43.37	61.95
<b>Level 4</b>				
18 years of age	22.01	26.42	30.82	44.03
19 years of age	26.74	32.09	37.43	53.48
20 years of age	31.45	37.74	44.03	62.90
<b>Level 5</b>				
18 years of age	22.68	27.21	31.75	45.35
19 years of age	27.53	33.03	38.54	55.05
20 years of age	32.39	38.87	45.34	64.78

	<b>Ordinary hours<sup>1</sup></b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of junior hourly rate<sup>2</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 6</b>				
18 years of age	23.33	27.99	32.66	46.65
19 years of age	28.31	33.98	39.64	56.63
20 years of age	33.31	39.98	46.64	66.63

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

	<b>Monday to Friday</b>		<b>Weekends</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of junior hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Introductory Level</b>				
18 years of age	21.96	29.28	29.28	36.60
19 years of age	26.67	35.56	35.56	44.45
20 years of age	31.38	41.84	41.84	52.30
<b>Level 1</b>				
18 years of age	23.30	31.06	31.06	38.83
19 years of age	28.28	37.70	37.70	47.13
20 years of age	33.27	44.36	44.36	55.45
<b>Level 2</b>				
18 years of age	24.08	32.10	32.10	40.13
19 years of age	29.24	38.98	38.98	48.73
20 years of age	34.40	45.86	45.86	57.33
<b>Level 3</b>				
18 years of age	24.86	33.14	33.14	41.43
19 years of age	30.18	40.24	40.24	50.30
20 years of age	35.51	47.34	47.34	59.18
<b>Level 3A</b>				
18 years of age	26.03	34.70	34.70	43.38

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
19 years of age	31.59	42.12	42.12	52.65
20 years of age	37.17	49.56	49.56	61.95
<b>Level 4</b>				
18 years of age	26.42	35.22	35.22	44.03
19 years of age	32.09	42.78	42.78	53.48
20 years of age	37.74	50.32	50.32	62.90
<b>Level 5</b>				
18 years of age	27.21	36.28	36.28	45.35
19 years of age	33.03	44.04	44.04	55.05
20 years of age	38.87	51.82	51.82	64.78
<b>Level 6</b>				
18 years of age	27.99	37.32	37.32	46.65
19 years of age	33.98	45.30	45.30	56.63
20 years of age	39.98	53.30	53.30	66.63

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

	Ordinary hours <sup>1</sup>	Saturday	Sunday	Public holiday
	% of junior apprentice hourly rate <sup>2</sup>			
	100%	125%	150%	225%
	\$	\$	\$	\$
1st year	13.02	16.28	19.53	29.30
2nd year	15.39	19.24	23.09	34.63
3rd year	18.94	23.68	28.41	42.62
4th year – not attained standard of proficiency	22.49	28.11	33.74	50.60
4th year – attained standard of proficiency	23.67	29.59	35.51	53.26

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		
	<b>% of junior apprentice hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	19.53	26.04	26.04	29.30
2nd year	23.09	30.78	30.78	34.63
3rd year	28.41	37.88	37.88	42.62
4th year – not attained standard of proficiency	33.74	44.98	44.98	50.60
4th year – attained standard of proficiency	35.51	47.34	47.34	53.26

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

	Ordinary hours <sup>1</sup>	Saturday	Sunday	Public holiday
	<b>% of junior apprentice hourly rate<sup>2</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st 6 months	16.57	20.71	24.86	37.28
2nd 6 months	20.12	25.15	30.18	45.27
3rd 6 months	22.69	28.36	34.04	51.05
4th 6 months – not attained standard of proficiency	23.18	28.98	34.77	52.16
4th 6 months – attained standard of proficiency	23.67	29.59	35.51	53.26

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		
	<b>% of junior apprentice hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>

	\$	\$	\$	\$
1st 6 months	24.86	33.14	33.14	37.28
2nd 6 months	30.18	40.24	40.24	45.27
3rd 6 months	34.04	45.38	45.38	51.05
4th 6 months – not attained standard of proficiency	34.77	46.36	46.36	52.16
4th 6 months – attained standard of proficiency	35.51	47.34	47.34	53.26

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

	Ordinary hours <sup>1</sup>	Saturday	Sunday	Public holiday
	% of adult apprentice hourly rate <sup>2</sup>			
	100%	125%	150%	225%
	\$	\$	\$	\$
1st year	18.94	23.68	28.41	42.62
2nd year	20.33	25.41	30.50	45.74
3rd year	20.33	25.41	30.50	45.74
4th year – not attained standard of proficiency	22.49	28.11	33.74	50.60
4th year – attained standard of proficiency	23.67	29.59	35.51	53.26

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 rate <sup>1</sup>			
	150%	200%	200%	225%
	\$	\$	\$	\$
1st year	28.41	37.88	37.88	42.62
2nd year	30.50	40.66	40.66	45.74
3rd year	30.50	40.66	40.66	45.74
4th year – not attained standard of proficiency	33.74	44.98	44.98	50.60
4th year – attained	35.51	47.34	47.34	53.26

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	<b>% of adult apprentice hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
standard of proficiency				

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

	Ordinary hours <sup>1</sup>	Saturday	Sunday	Public holiday
	<b>% of adult apprentice hourly rate<sup>2</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st 6 months	18.94	23.68	28.41	42.62
2nd 6 months	20.12	25.15	30.18	45.27
3rd 6 months	22.69	28.36	34.04	51.05
4th 6 months – not attained standard of proficiency	23.18	28.98	34.77	52.16
4th 6 months – attained standard of proficiency	23.67	29.59	35.51	53.26

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		
	<b>% of adult apprentice hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st 6 months	28.41	37.88	37.88	42.62
2nd 6 months	30.18	40.24	40.24	45.27
3rd 6 months	34.04	45.38	45.38	51.05
4th 6 months – not attained standard of proficiency	34.77	46.36	46.36	52.16
4th 6 months – attained	35.51	47.34	47.34	53.26

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	<b>% of adult apprentice hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
standard of proficiency				

50. By deleting the amount “\$877.60” appearing in clause C.1.1 and inserting “\$899.50”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard weekly rate</b>	<b>\$</b>	<b>Payable</b>
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)	26.3(b)	0.3	2.70	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)	26.3(b)	1.5	13.49	per week
First aid allowance—Full-time employee	26.12(b)(i)	1.2	10.79	per week
First aid allowance—Part-time or casual employee	26.12(b)(ii)	0.24	2.16	per day
First aid allowance—Part-time or casual maximum payment	26.12(b)(ii)	1.2	10.79	per week
Airport catering—supervisory allowance—Up to 5 employees	26.13(b)	2.0	17.99	per week
Airport catering—supervisory allowance—6 to 10 employees	26.13(b)	2.75	24.74	per week
Airport catering—supervisory allowance—11 to 20 employees	26.13(b)	3.1	27.88	per week
Airport catering—supervisory allowance—More than 20 employees	26.13(b)	5.2	46.77	per week
Split shift allowance—2 hours and up to 3 hours	26.14(b)(i)	0.33	2.97	per day
Split shift allowance—More than 3	26.14(b)(ii)	0.5	4.50	per day

<b>Allowance</b>	<b>Clause</b>	<b>% of standard weekly rate</b>	<b>\$</b>	<b>Payable</b>
hours				
Overnight stay allowance—outside ordinary business operating hours	26.15(b)(i)	6.0	53.97	per overnight stay period

52. By deleting the amount “\$23.09” appearing in clause C.1.2 and inserting “\$23.67”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard hourly rate</b>	<b>\$</b>	<b>Payable</b>
Fork-lift driver allowance	26.3(a)	1.5	0.36	per hour

54. By deleting the amount “\$23.09” appearing in clause C.3 and inserting “\$23.67”.

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

<b>Penalty</b>	<b>Clause</b>	<b>% of standard hourly rate</b>	<b>\$</b>	<b>Payable</b>
Monday to Friday—7.00 pm to midnight	29.2	10.0	2.37	per hour or part thereof
Monday to Friday—midnight to 7.00 am	29.2	15.0	3.55	per hour or part thereof

56. By deleting the table appearing in clause C.4.1 and inserting the following:

<b>Column 1</b> <b>Service provided by employer</b>	<b>Column 2</b> <b>% of standard weekly rate</b>	<b>Column 3</b> <b>Deduction</b>	<b>Column 4</b> <b>Payable</b>
		\$	
Single room and 3 meals a day	25% of standard weekly rate	224.88	per week
Shared room and 3 meals a day	97.5% of 25% of standard weekly rate	219.26	per week
Single room only, no meals	95% of 25% of standard weekly rate	213.64	per week

<b>Column 1</b> <b>Service provided by employer</b>	<b>Column 2</b> <b>% of standard weekly rate</b>	<b>Column 3</b> <b>Deduction</b>	<b>Column 4</b> <b>Payable</b>
		\$	
Shared room only, no meals	92.5% of 25% of standard weekly rate	208.01	per week
A meal	–	To be confirmed*	per meal

\*This value will be adjusted by the September quarter 2021 Consumer Price Index data.

57. By deleting the table appearing in clause C.4.2 and inserting the following:

<b>Column 1</b> <b>Service provided by employer</b>	<b>Column 2</b> <b>Age</b>	<b>Column 3</b> <b>% of deduction of adult rate</b>	<b>Column 4</b> <b>Deduction</b>	<b>Column 5</b> <b>Payable</b>
			\$	
Single room and 3 meals a day	15 years of age and under	45%	101.20	per week
	16 years of age	55%	123.68	per week
	17 years of age	70%	157.42	per week
	18 years of age	80%	179.90	per week
	19 years of age	90%	202.39	per week
Shared room and 3 meals a day	15 years of age and under	45%	98.67	per week
	16 years of age	55%	120.59	per week
	17 years of age	70%	153.48	per week
	18 years of age	80%	175.41	per week
	19 years of age	90%	197.33	per week
Single room only; no meals	15 years of age and under	45%	96.14	per week
	16 years of age	55%	117.50	per week
	17 years of age	70%	149.55	per week
	18 years of age	80%	170.91	per week
	19 years of age	90%	192.28	per week
Shared room only; no meals	15 years of age and under	45%	93.60	per week
	16 years of age	55%	114.41	per week

<b>Column 1</b> <b>Service provided</b> <b>by employer</b>	<b>Column 2</b> <b>Age</b>	<b>Column 3</b> <b>% of</b> <b>deduction of</b> <b>adult rate</b>	<b>Column 4</b> <b>Deduction</b>	<b>Column 5</b> <b>Payable</b>
			\$	
	17 years of age	70%	145.61	per week
	18 years of age	80%	166.41	per week
	19 years of age	90%	187.21	per week
A meal	Same rate all ages	-	To be confirmed*	per meal

\*This value will be adjusted by the September quarter 2021 Consumer Price Index data.

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

PRESIDENT