



# DRAFT DETERMINATION

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

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

**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 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:

- 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	848.50	22.33
Pharmacy assistant level 2	868.80	22.86
Pharmacy assistant level 3	899.50	23.67
Pharmacy assistant level 4	936.50	24.64
Pharmacy student—1st year of course	848.50	22.33
Pharmacy student—2nd year of course	868.80	22.86

<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 student—3rd year of course	899.50	23.67
Pharmacy student—4th year of course	936.50	24.64
Pharmacy intern—1st half of training	948.90	24.97
Pharmacy intern—2nd half of training	981.30	25.82
Pharmacist	1165.60	30.67
Experienced pharmacist	1276.60	33.59
Pharmacist in charge	1306.70	34.39
Pharmacist manager	1456.00	38.32

2. By deleting the words “1 November 2020” in clause 16.5(b) and inserting “1 July 2021”.
3. By deleting the amount “\$37.56” appearing in clause 19.9 and inserting “\$38.50”.
4. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours Monday to Friday</b>			
	<b>Between 8.00 am and 7.00 pm</b>	<b>Between 7.00 am and 8.00 am</b>	<b>Between 7.00 pm and 9.00 pm</b>	<b>Between 9.00 pm and 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	22.33	33.50	27.91	33.50
Pharmacy assistant level 2	22.86	34.29	28.58	34.29
Pharmacy assistant level 3	23.67	35.51	29.59	35.51
Pharmacy assistant level 4	24.64	36.96	30.80	36.96
Pharmacy student—1st year of course	22.33	33.50	27.91	33.50
Pharmacy student—2nd year of course	22.86	34.29	28.58	34.29

	<b>Ordinary hours Monday to Friday</b>			
	<b>Between 8.00 am and 7.00 pm</b>	<b>Between 7.00 am and 8.00 am</b>	<b>Between 7.00 pm and 9.00 pm</b>	<b>Between 9.00 pm and 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 student—3rd year of course	23.67	35.51	29.59	35.51
Pharmacy student—4th year of course	24.64	36.96	30.80	36.96
Pharmacy intern—1st half of training	24.97	37.46	31.21	37.46
Pharmacy intern—2nd half of training	25.82	38.73	32.28	38.73
Pharmacist	30.67	46.01	38.34	46.01
Experienced pharmacist	33.59	50.39	41.99	50.39
Pharmacist in charge	34.39	51.59	42.99	51.59
Pharmacist manager	38.32	57.48	47.90	57.48

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>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>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	27.91	44.66	33.50	39.08	44.66	33.50	50.24
Pharmacy assistant level 2	28.58	45.72	34.29	40.01	45.72	34.29	51.44
Pharmacy assistant level 3	29.59	47.34	35.51	41.42	47.34	35.51	53.26
Pharmacy assistant level 4	30.80	49.28	36.96	43.12	49.28	36.96	55.44
Pharmacy student—1st year of course	27.91	44.66	33.50	39.08	44.66	33.50	50.24

	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	
	<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	28.58	45.72	34.29	40.01	45.72	34.29	51.44
Pharmacy student—3rd year of course	29.59	47.34	35.51	41.42	47.34	35.51	53.26
Pharmacy student—4th year of course	30.80	49.28	36.96	43.12	49.28	36.96	55.44
Pharmacy intern—1st half of training	31.21	49.94	37.46	43.70	49.94	37.46	56.18
Pharmacy intern—2nd half of training	32.28	51.64	38.73	45.19	51.64	38.73	58.10
Pharmacist	38.34	61.34	46.01	53.67	61.34	46.01	69.01
Experienced pharmacist	41.99	67.18	50.39	58.78	67.18	50.39	75.58
Pharmacist in charge	42.99	68.78	51.59	60.18	68.78	51.59	77.38
Pharmacist manager	47.90	76.64	57.48	67.06	76.64	57.48	86.22

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	33.50	44.66	44.66	55.83
Pharmacy assistant level 2	34.29	45.72	45.72	57.15
Pharmacy assistant level 3	35.51	47.34	47.34	59.18
Pharmacy assistant level 4	36.96	49.28	49.28	61.60

	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 student—1st year of course	33.50	44.66	44.66	55.83
Pharmacy student—2nd year of course	34.29	45.72	45.72	57.15
Pharmacy student—3rd year of course	35.51	47.34	47.34	59.18
Pharmacy student—4th year of course	36.96	49.28	49.28	61.60
Pharmacy intern—1st half of training	37.46	49.94	49.94	62.43
Pharmacy intern—2nd half of training	38.73	51.64	51.64	64.55
Pharmacist	46.01	61.34	61.34	76.68
Experienced pharmacist	50.39	67.18	67.18	83.98
Pharmacist in charge	51.59	68.78	68.78	85.98
Pharmacist manager	57.48	76.64	76.64	95.80

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

	Ordinary hours Monday to Friday			
	Between 8.00 am and 7.00 pm	Between 7.00 am and 8.00 am	Between 7.00 pm and 9.00 pm	Between 9.00 pm and midnight
	<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 assistant level 1	27.91	39.08	33.50	39.08
Pharmacy assistant level 2	28.58	40.01	34.29	40.01
Pharmacy assistant level 3	29.59	41.42	35.51	41.42
Pharmacy assistant level 4	30.80	43.12	36.96	43.12
Pharmacy student—1st year of course	27.91	39.08	33.50	39.08
Pharmacy student—2nd year of course	28.58	40.01	34.29	40.01

	Ordinary hours Monday to Friday			
	Between 8.00 am and 7.00 pm	Between 7.00 am and 8.00 am	Between 7.00 pm and 9.00 pm	Between 9.00 pm and midnight
	% of minimum hourly rate			
	125%	175%	150%	175%
	\$	\$	\$	\$
Pharmacy student—3rd year of course	29.59	41.42	35.51	41.42
Pharmacy student—4th year of course	30.80	43.12	36.96	43.12
Pharmacy intern—1st half of training	31.21	43.70	37.46	43.70
Pharmacy intern—2nd half of training	32.28	45.19	38.73	45.19
Pharmacist	38.34	53.67	46.01	53.67
Experienced pharmacist	41.99	58.78	50.39	58.78
Pharmacist in charge	42.99	60.18	51.59	60.18
Pharmacist manager	47.90	67.06	57.48	67.06

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

	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 1	33.50	50.24	39.08	44.66	50.24	39.08	55.83
Pharmacy assistant level 2	34.29	51.44	40.01	45.72	51.44	40.01	57.15
Pharmacy assistant level 3	35.51	53.26	41.42	47.34	53.26	41.42	59.18
Pharmacy assistant level 4	36.96	55.44	43.12	49.28	55.44	43.12	61.60
Pharmacy student—1st year of course	33.50	50.24	39.08	44.66	50.24	39.08	55.83
Pharmacy student—2nd year of course	34.29	51.44	40.01	45.72	51.44	40.01	57.15

	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 student—3rd year of course	35.51	53.26	41.42	47.34	53.26	41.42	59.18
Pharmacy student—4th year of course	36.96	55.44	43.12	49.28	55.44	43.12	61.60
Pharmacy intern—1st half of training	37.46	56.18	43.70	49.94	56.18	43.70	62.43
Pharmacy intern—2nd half of training	38.73	58.10	45.19	51.64	58.10	45.19	64.55
Pharmacist	46.01	69.01	53.67	61.34	69.01	53.67	76.68
Experienced pharmacist	50.39	75.58	58.78	67.18	75.58	58.78	83.98
Pharmacist in charge	51.59	77.38	60.18	68.78	77.38	60.18	85.98
Pharmacist manager	57.48	86.22	67.06	76.64	86.22	67.06	95.80

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

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

Allowance	Clause	% of standard rate	\$	Payable
Home medicine reviews or residential medication management reviews – 10% of minimum weekly rate for a pharmacist	19.2	–	106.40	per week
Broken Hill allowance	19.9	4.28	38.50	per week

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

PRESIDENT