



# DRAFT DETERMINATION

s.285—Annual wage review

*Fair Work  
Act 2009*

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

### NURSERY AWARD 2020 [MA000033]

Nursery 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 15.1(a) and inserting the following:

<b>Classification</b>	<b>Minimum weekly rates (full-time employees)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Grade 1A	772.60	20.33
Grade 1B	794.80	20.92
Grade 2	809.40	21.30
Grade 3	848.50	22.33
Grade 4	899.50	23.67

**Item A.2 was amended on 23 June 2021 to insert the correct date of reference to the National Training Wage in the *Miscellaneous Award 2020***

<b>Classification</b>	<b>Minimum weekly rates (full-time employees)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Grade 5	993.80	26.15
Grade 6	1082.00	28.47

2. By deleting the year “1 February 2020” in clause 15.6(b) and inserting “1 November 2021”.
3. By deleting the amount “\$14.55” appearing in clause 18.3(a) and inserting “\$14.91”.
4. By deleting the table appearing in clause B.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1A	20.33	25.41	40.66	50.83
Grade 1B	20.92	26.15	41.84	52.30
Grade 2	21.30	26.63	42.60	53.25
Grade 3	22.33	27.91	44.66	55.83
Grade 4	23.67	29.59	47.34	59.18
Grade 5	26.15	32.69	52.30	65.38
Grade 6	28.47	35.59	56.94	71.18

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

	<b>First 3 hours Monday to Saturday</b>	<b>After first 3 hours Monday to Saturday</b>	<b>Sunday</b>	<b>Public holiday</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>
Grade 1A	30.50	40.66	40.66	50.83
Grade 1B	31.38	41.84	41.84	52.30
Grade 2	31.95	42.60	42.60	53.25
Grade 3	33.50	44.66	44.66	55.83
Grade 4	35.51	47.34	47.34	59.18
Grade 5	39.23	52.30	52.30	65.38
Grade 6	42.71	56.94	56.94	71.18

6. By deleting the table appearing in clause B.3.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1A	25.41	30.50	45.74	55.91
Grade 1B	26.15	31.38	47.07	57.53
Grade 2	26.63	31.95	47.93	58.58
Grade 3	27.91	33.50	50.24	61.41
Grade 4	29.59	35.51	53.26	65.09
Grade 5	32.69	39.23	58.84	71.91
Grade 6	35.59	42.71	64.06	78.29

7. By deleting the amount “\$20.78” appearing in clause C.1.1 and inserting “\$21.30”.

8. 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>
First aid allowance <sup>1</sup>	18.3(a)	70.0	14.91	per week

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