



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

REGISTERED AND LICENSED CLUBS AWARD 2020
[MA000058]

Licensed and registered clubs

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

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

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Introductory		859.30	22.61	
Level 1	Food and beverage attendant grade 1 PGA Associate year 1 Guest service grade 1 Kitchen attendant grade 1	882.80	23.23	

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Level 2	Child care worker grade 1 Clerical grade 1 Cook grade 1 Doorperson/Security officer grade 1 Food and beverage attendant grade 2 PGA Associate years 2 and 3 Front office grade 1 Guest service grade 2 Kitchen attendant grade 2 Leisure attendant grade 1 Maintenance and horticultural employee level 1 Storeperson grade 1	914.90	24.08	
Level 3	Clerical grade 2 Cook grade 2 Food and beverage and gaming attendant grade 3 Forklift driver Front office grade 2 Guest service grade 3 Handyperson Kitchen attendant grade 3 Leisure attendant grade 2 Fitness instructor Maintenance and horticultural employee level 2 Storeperson grade 2 Timekeeper/Security officer grade 2	945.00	24.87	

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Level 4	Clerical grade 3 Cook (tradesperson) grade 3 Food and beverage attendant (tradesperson) grade 4 Front office grade 3 Guest service grade 4 Leisure attendant grade 3 Maintenance and horticultural level 3 (tradesperson) Storeperson grade 3	995.00	26.18	
Level 5	Child care worker grade 2 Clerical supervisor Cook (tradesperson) grade 4 Food and beverage and gaming attendant grade 5 Assistant or Teaching Professional Front office supervisor Guest service supervisor Maintenance and horticultural level 4	1057.40	27.83	
Level 6	Cook (tradesperson) grade 5 Child care worker grade 3	1085.60	28.57	
Level 6	Club manager of a club with a gross annual revenue of less than \$500,000	1085.60	28.57	56,606
Level 7	Level A manager	1113.00	29.29	58,035
Level 8	Level B manager Maintenance and horticultural management level 1	1160.10	30.53	60,491
Level 9	Level C manager	1175.50	30.93	61,294
Level 10	Level D manager	1218.80	32.07	63,552

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Level 11	Level E manager Maintenance and horticultural management level 2	1263.20	33.24	65,867
Level 12	Level F manager Lead golf professional	1343.10	35.34	70,033
Level 13	Level G manager	1369.40	36.04	71,404

2. By deleting the words “October 2022” in clause 18.8(b) and inserting “July 2023”.
3. By deleting the amount “\$11.29” appearing in clause 19.2(b) and inserting “\$11.94”.
4. By deleting the amount “\$3.76” appearing in clause 19.2(c) and inserting “\$3.98”.
5. By deleting the amount “\$2.48” appearing in clause 24.4(a)(i) and inserting “\$2.62”.
6. By deleting the amount “\$3.71” appearing in clause 24.4(a)(ii) and inserting “\$3.93”.
7. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
Introductory	22.61	33.92	39.57	56.53
Level 1	23.23	34.85	40.65	58.08
Level 2	24.08	36.12	42.14	60.20
Level 3	24.87	37.31	43.52	62.18
Level 4	26.18	39.27	45.82	65.45
Level 5	27.83	41.75	48.70	69.58
Level 6	28.57	42.86	50.00	71.43
Level 7	29.29	43.94	51.26	73.23
Level 8	30.53	45.80	53.43	76.33
Level 9	30.93	46.40	54.13	77.33

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
Level 10	32.07	48.11	56.12	80.18
Level 11	33.24	49.86	58.17	83.10
Level 12	35.34	53.01	61.85	88.35
Level 13	36.04	54.06	63.07	90.10

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

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of ordinary hourly rate¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Introductory	22.61	33.92	45.22	45.22	56.53
Level 2/Maintenance and horticulture employee Level 1	24.08	36.12	48.16	48.16	60.20
Level 3/Maintenance and horticulture employee Level 2	24.87	37.31	49.74	49.74	62.18
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	26.18	39.27	52.36	52.36	65.45
Level 5/Maintenance and horticulture employee Level 4	27.83	41.75	55.66	55.66	69.58
Level 8/Maintenance and horticulture management Level 1	30.53	45.80	61.06	61.06	76.33
Level 11/Maintenance and horticulture management Level 2	33.24	49.86	66.48	66.48	83.10

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

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of ordinary hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
Introductory	33.92	45.22	39.57	45.22	45.22	56.53
Level 1	34.85	46.46	40.65	46.46	46.46	58.08
Level 2/Maintenance and horticulture employee Level 1	36.12	48.16	42.14	48.16	48.16	60.20
Level 3/Maintenance and horticulture employee Level 2	37.31	49.74	43.52	49.74	49.74	62.18
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	39.27	52.36	45.82	52.36	52.36	65.45
Level 5/Maintenance and horticulture employee Level 4	41.75	55.66	48.70	55.66	55.66	69.58
Level 6	42.86	57.14	50.00	57.14	57.14	71.43
Level 7	43.94	58.58	51.26	58.58	58.58	73.23
Level 8/Maintenance and horticulture management Level 1	45.80	61.06	53.43	61.06	61.06	76.33
Level 9	46.40	61.86	54.13	61.86	61.86	77.33
Level 10	48.11	64.14	56.12	64.14	64.14	80.18
Level 11/Maintenance and horticulture management Level 2	49.86	66.48	58.17	66.48	66.48	83.10
Level 12	53.01	70.68	61.85	70.68	70.68	88.35
Level 13	54.06	72.08	63.07	72.08	72.08	90.10

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate ¹			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory	28.26	33.92	39.57	56.53
Level 1	29.04	34.85	40.65	58.08
Level 2	30.10	36.12	42.14	60.20
Level 3	31.09	37.31	43.52	62.18
Level 4	32.73	39.27	45.82	65.45
Level 5	34.79	41.75	48.70	69.58
Level 6	35.71	42.86	50.00	71.43
Level 7	36.61	43.94	51.26	73.23
Level 8	38.16	45.80	53.43	76.33
Level 9	38.66	46.40	54.13	77.33
Level 10	40.09	48.11	56.12	80.18
Level 11	41.55	49.86	58.17	83.10
Level 12	44.18	53.01	61.85	88.35
Level 13	45.05	54.06	63.07	90.10

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

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of ordinary hourly rate¹				
	125%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Introductory	28.26	33.92	45.22	45.22	56.53
Level 2/Maintenance and horticulture employee Level 1	30.10	36.12	48.16	48.16	60.20

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of ordinary hourly rate¹				
	125%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 3/Maintenance and horticulture employee Level 2	31.09	37.31	49.74	49.74	62.18
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	32.73	39.27	52.36	52.36	65.45
Level 5/Maintenance and horticulture employee Level 4	34.79	41.75	55.66	55.66	69.58
Level 8/Maintenance and horticulture management Level 1	38.16	45.80	61.06	61.06	76.33
Level 11/Maintenance and horticulture management Level 2	41.55	49.86	66.48	66.48	83.10

12. By deleting the table appearing in clause B.4.1 and inserting the following:

Age	Ordinary hours	Saturday	Sunday	Public holiday
	% of junior hourly rate¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
Introductory level employee				
17 years or under	13.57	20.36	23.75	33.93
18 years	15.83	23.75	27.70	39.58
19 years	19.22	28.83	33.64	48.05
Level 1				
17 years or under	13.94	20.91	24.40	34.85
18 years	16.26	24.39	28.46	40.65
19 years	19.75	29.63	34.56	49.38

Age	Ordinary hours	Saturday	Sunday	Public holiday
	% of junior hourly rate ¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
Level 2				
17 years or under	14.45	21.68	25.29	36.13
18 years	16.86	25.29	29.51	42.15
19 years	20.47	30.71	35.82	51.18
Level 3				
17 years or under	14.92	22.38	26.11	37.30
18 years	17.41	26.12	30.47	43.53
19 years	21.14	31.71	37.00	52.85
Level 4				
17 years or under	15.71	23.57	27.49	39.28
18 years	18.33	27.50	32.08	45.83
19 years	22.25	33.38	38.94	55.63
Level 5				
19 years	23.66	35.49	41.41	59.15

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

Age	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory				
17 years or under	20.36	27.14	27.14	33.93
18 years	23.75	31.66	31.66	39.58
19 years	28.83	38.44	38.44	48.05

Age	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 2/Maintenance and horticulture employee Level 1				
17 years or under	21.68	28.90	28.90	36.13
18 years	25.29	33.72	33.72	42.15
19 years	30.71	40.94	40.94	51.18
Level 3/Maintenance and horticulture employee Level 2				
17 years or under	22.38	29.84	29.84	37.30
18 years	26.12	34.82	34.82	43.53
19 years	31.71	42.28	42.28	52.85
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)				
17 years or under	23.57	31.42	31.42	39.28
18 years	27.50	36.66	36.66	45.83
19 years	33.38	44.50	44.50	55.63
Level 5/Maintenance and horticulture employee Level 4				
19 years	35.49	47.32	47.32	59.15

14. By deleting the table appearing in clause B.4.3 and inserting the following:

Age	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
Introductory						
17 years or under	20.36	27.14	23.75	27.14	27.14	33.93
18 years	23.75	31.66	27.70	31.66	31.66	39.58
19 years	28.83	38.44	33.64	38.44	38.44	48.05
Level 1						
17 years or under	20.91	27.88	24.40	27.88	27.88	34.85
18 years	24.39	32.52	28.46	32.52	32.52	40.65
19 years	29.63	39.50	34.56	39.50	39.50	49.38
Level 2/Maintenance and horticulture employee Level 1						
17 years or under	21.68	28.90	25.29	28.90	28.90	36.13
18 years	25.29	33.72	29.51	33.72	33.72	42.15
19 years	30.71	40.94	35.82	40.94	40.94	51.18
Level 3/Maintenance and horticulture employee Level 2						
17 years or under	22.38	29.84	26.11	29.84	29.84	37.30
18 years	26.12	34.82	30.47	34.82	34.82	43.53
19 years	31.71	42.28	37.00	42.28	42.28	52.85
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)						
17 years or under	23.57	31.42	27.49	31.42	31.42	39.28

Age	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
18 years	27.50	36.66	32.08	36.66	36.66	45.83
19 years	33.38	44.50	38.94	44.50	44.50	55.63
Level 5/Maintenance and horticulture employee Level 4						
19 years	35.49	47.32	41.41	47.32	47.32	59.15

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

Age	Ordinary hours	Saturday	Sunday	Public holiday
	% of junior hourly rate ¹			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory level employee				
17 years or under	16.96	20.36	23.75	33.93
18 years	19.79	23.75	27.70	39.58
19 years	24.03	28.83	33.64	48.05
Level 1				
17 years or under	17.43	20.91	24.40	34.85
18 years	20.33	24.39	28.46	40.65
19 years	24.69	29.63	34.56	49.38
Level 2				
17 years or under	18.06	21.68	25.29	36.13
18 years	21.08	25.29	29.51	42.15
19 years	25.59	30.71	35.82	51.18
Level 3				
17 years or under	18.65	22.38	26.11	37.30

Age	Ordinary hours	Saturday	Sunday	Public holiday
	% of junior hourly rate ¹			
	125%	150%	175%	250%
	\$	\$	\$	\$
18 years	21.76	26.12	30.47	43.53
19 years	26.43	31.71	37.00	52.85
Level 4				
17 years or under	19.64	23.57	27.49	39.28
18 years	22.91	27.50	32.08	45.83
19 years	27.81	33.38	38.94	55.63
Level 5				
19 years	29.58	35.49	41.41	59.15

16. By deleting the table appearing in clause B.5.2 and inserting the following:

Age	Ordinary hours	Saturday after 12 noon–first 2 hours	Saturday after 12 noon–after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹				
	125%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Introductory					
17 years or under	16.96	20.36	27.14	27.14	33.93
18 years	19.79	23.75	31.66	31.66	39.58
19 years	24.03	28.83	38.44	38.44	48.05
Level 2/Maintenance and horticulture employee Level 1					
17 years or under	18.06	21.68	28.90	28.90	36.13
18 years	21.08	25.29	33.72	33.72	42.15
19 years	25.59	30.71	40.94	40.94	51.18
Level 3/Maintenance and horticulture employee Level 2					
17 years or under	18.65	22.38	29.84	29.84	37.30

Age	Ordinary hours	Saturday after 12 noon– first 2 hours	Saturday after 12 noon– after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹				
	125%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
18 years	21.76	26.12	34.82	34.82	43.53
19 years	26.43	31.71	42.28	42.28	52.85
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)					
17 years or under	19.64	23.57	31.42	31.42	39.28
18 years	22.91	27.50	36.66	36.66	45.83
19 years	27.81	33.38	44.50	44.50	55.63
Level 5/Maintenance and horticulture employee Level 4					
19 years	29.58	35.49	47.32	47.32	59.15

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of apprentice hourly rate ¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
1st year	14.40	21.60	25.20	36.00
2nd year	17.02	25.53	29.79	42.55
3rd year	20.94	31.41	36.65	52.35
4th year – Not attained a standard of proficiency	24.87	37.31	43.52	62.18
4th year – Attained a standard of proficiency ²	26.18	39.27	45.82	65.45

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

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of apprentice hourly rate¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
1st year	14.40	21.60	28.80	28.80	36.00
2nd year	17.02	25.53	34.04	34.04	42.55
3rd year	20.94	31.41	41.88	41.88	52.35
4th year	24.87	37.31	49.74	49.74	62.18

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

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of apprentice hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
1st year	21.60	28.80	25.20	28.80	28.80	36.00
2nd year	25.53	34.04	29.79	34.04	34.04	42.55
3rd year	31.41	41.88	36.65	41.88	41.88	52.35
4th year – Not attained a standard of proficiency	37.31	49.74	43.52	49.74	49.74	62.18
4th year – Attained a standard of proficiency ²	39.27	52.36	45.82	52.36	52.36	65.45

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

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of apprentice hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
1st year	21.60	28.80	25.20	28.80	28.80	36.00
2nd year	25.53	34.04	29.79	34.04	34.04	42.55
3rd year	31.41	41.88	36.65	41.88	41.88	52.35
4th year	37.31	49.74	43.52	49.74	49.74	62.18

21. By deleting the table appearing in clause B.6.5 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% adult apprentice hourly rate¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
1st year	20.94	31.41	36.65	52.35
2nd year	22.61	33.92	39.57	56.53
3rd year	22.61	33.92	39.57	56.53
4th year – Not attained a standard of proficiency	24.87	37.31	43.52	62.18
4th year – Attained a standard of proficiency ²	26.18	39.27	45.82	65.45

22. By deleting the table appearing in clause B.6.6 and inserting the following:

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of adult apprentice hourly rate¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
1st year	20.94	31.41	41.88	41.88	52.35
2nd year	22.61	33.92	45.22	45.22	56.53
3rd year	22.61	33.92	45.22	45.22	56.53
4th year	24.87	37.31	49.74	49.74	62.18

23. By deleting the table appearing in clause B.6.7 and inserting the following:

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of adult apprentice hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
1st year	31.41	41.88	36.65	41.88	41.88	52.35
2nd year	33.92	45.22	39.57	45.22	45.22	56.53
3rd year	33.92	45.22	39.57	45.22	45.22	56.53
4th year – Not attained a standard of proficiency	37.31	49.74	43.52	49.74	49.74	62.18
4th year – Attained a standard of proficiency ²	39.27	52.36	45.82	52.36	52.36	65.45

24. By deleting the table appearing in clause B.6.8 and inserting the following:

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of adult apprentice hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
1st year	31.41	41.88	36.65	41.88	41.88	52.35
2nd year	33.92	45.22	39.57	45.22	45.22	56.53
3rd year	33.92	45.22	39.57	45.22	45.22	56.53
4th year	37.31	49.74	43.52	49.74	49.74	62.18

25. By deleting the amount “\$24.76” appearing in clause B.7 and inserting “\$26.18”.

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

Penalty rate	Clause	% of standard rate	\$	Payable
Monday to Friday, 7.00 pm to midnight	24.4(a)(i)	10.0	2.62	per hour
Monday to Friday, midnight to 7.00 am	24.4(a)(ii)	15.0	3.93	per hour

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

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance ¹	19.2(b)	45.6	11.94	per week

Allowance	Clause	% of standard rate	\$	Payable
Broken periods of work allowance	19.2(c)	15.2	3.98	per day per each broken work period

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT