



# DETERMINATION

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

**Annual Wage Review 2022–23**  
(C2023/1)

**AMUSEMENT, EVENTS AND RECREATION AWARD 2020**  
[MA000080]

Amusement, events and recreation industry

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

SYDNEY, 20 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 [[\[2023\] FWC FB 3500](#)], the above award is varied as follows:

- By deleting the table appearing in clause 16.1 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Introductory level employee	859.30	22.61
Grade 1	882.80	23.23
Grade 2	914.90	24.08
Grade 3	945.00	24.87
Grade 4	995.00	26.18
Grade 5	1026.20	27.01
Grade 6	1057.30	27.82
Grade 7	1085.60	28.57

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Grade 8	1140.70	30.02
Grade 9	1263.20	33.24
Grade 10	1343.10	35.34

2. By deleting the year “2022” in clause 16.6(b) and inserting “2023”.

3. By deleting the table appearing in clause 18.2(b) and inserting the following:

<b>Classification</b>	<b>Flexible loading allowance</b>		<b>Supervisory loading allowance</b>	
	<b>\$ per week</b>	<b>\$ per hour</b>	<b>\$ per week</b>	<b>\$ per hour</b>
General hand	65.67	1.73	N/A	N/A
Exhibition technician	70.65	1.86	31.84	0.84
Supervisory exhibition technician	74.63	1.96	63.68	1.68

4. By deleting the amount “\$50.15” appearing in clause 18.2(c) and inserting “\$53.03”.

5. By deleting the amounts “\$18.82” and “\$0.50” appearing in clause 18.2(d) and inserting “\$19.90” and “\$0.52” respectively.

6. By deleting the amounts “\$28.23” and “\$0.74” appearing in clause 18.2(e) and inserting “\$29.85” and “\$0.79” respectively.

7. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level employee	22.61	33.92	56.53
Grade 1	23.23	34.85	58.08
Grade 2	24.08	36.12	60.20
Grade 3	24.87	37.31	62.18
Grade 4	26.18	39.27	65.45
Grade 5	27.01	40.52	67.53

	<b>Ordinary hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 6	27.82	41.73	69.55
Grade 7	28.57	42.86	71.43
Grade 8	30.02	45.03	75.05
Grade 9	33.24	49.86	83.10
Grade 10	35.34	53.01	88.35

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

	<b>Monday to Sunday</b>		<b>Public holiday</b>
	<b>First 3 hours</b>	<b>After 3 hours</b>	
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level employee	33.92	45.22	56.53
Grade 1	34.85	46.46	58.08
Grade 2	36.12	48.16	60.20
Grade 3	37.31	49.74	62.18
Grade 4	39.27	52.36	65.45
Grade 5	40.52	54.02	67.53
Grade 6	41.73	55.64	69.55
Grade 7	42.86	57.14	71.43
Grade 8	45.03	60.04	75.05
Grade 9	49.86	66.48	83.10
Grade 10	53.01	70.68	88.35

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

	<b>Ordinary hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>175%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level employee	28.26	39.57	62.18
Grade 1	29.04	40.65	63.88
Grade 2	30.10	42.14	66.22
Grade 3	31.09	43.52	68.39
Grade 4	32.73	45.82	72.00
Grade 5	33.76	47.27	74.28
Grade 6	34.78	48.69	76.51
Grade 7	35.71	50.00	78.57
Grade 8	37.53	52.54	82.56
Grade 9	41.55	58.17	91.41
Grade 10	44.18	61.85	97.19

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

	<b>Ordinary hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of junior hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Introductory level employee</b>			
Under 17 years	12.44	18.66	31.10
17 years	14.70	22.05	36.75
18 years	16.96	25.44	42.40
19 years	19.22	28.83	48.05
<b>Grade 1</b>			
Under 17 years	12.78	19.17	31.95
17 years	15.10	22.65	37.75
18 years	17.42	26.13	43.55
19 years	19.75	29.63	49.38
<b>Grade 2</b>			

	Ordinary hours	Sunday	Public holiday
	% of junior hourly rate		
	100%	150%	250%
	\$	\$	\$
Under 17 years	13.24	19.86	33.10
17 years	15.65	23.48	39.13
18 years	18.06	27.09	45.15
19 years	20.47	30.71	51.18
<b>Grade 3</b>			
Under 17 years	13.68	20.52	34.20
17 years	16.17	24.26	40.43
18 years	18.65	27.98	46.63
19 years	21.14	31.71	52.85

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

	Monday to Sunday		Public holiday
	First 3 hours	After 3 hours	
	% of junior hourly rate		
	150%	200%	250%
	\$	\$	\$
<b>Introductory level employee</b>			
Under 17 years	18.66	24.88	31.10
17 years	22.05	29.40	36.75
18 years	25.44	33.92	42.40
19 years	28.83	38.44	48.05
<b>Grade 1</b>			
Under 17 years	19.17	25.56	31.95
17 years	22.65	30.20	37.75
18 years	26.13	34.84	43.55
19 years	29.63	39.50	49.38
<b>Grade 2</b>			
Under 17 years	19.86	26.48	33.10
17 years	23.48	31.30	39.13

	Monday to Sunday		Public holiday
	First 3 hours	After 3 hours	
	% of junior hourly rate		
	150%	200%	250%
	\$	\$	\$
18 years	27.09	36.12	45.15
19 years	30.71	40.94	51.18
<b>Grade 3</b>			
Under 17 years	20.52	27.36	34.20
17 years	24.26	32.34	40.43
18 years	27.98	37.30	46.63
19 years	31.71	42.28	52.85

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

	Ordinary hours	Sunday	Public holiday
	% of junior hourly rate		
	125%	175%	275%
	\$	\$	\$
<b>Introductory level employee</b>			
Under 17 years	15.55	21.77	34.21
17 years	18.38	25.73	40.43
18 years	21.20	29.68	46.64
19 years	24.03	33.64	52.86
<b>Grade 1</b>			
Under 17 years	15.98	22.37	35.15
17 years	18.88	26.43	41.53
18 years	21.78	30.49	47.91
19 years	24.69	34.56	54.31
<b>Grade 2</b>			
Under 17 years	16.55	23.17	36.41
17 years	19.56	27.39	43.04
18 years	22.58	31.61	49.67
19 years	25.59	35.82	56.29

	<b>Ordinary hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of junior hourly rate</b>		
	<b>125%</b>	<b>175%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Grade 3</b>			
Under 17 years	17.10	23.94	37.62
17 years	20.21	28.30	44.47
18 years	23.31	32.64	51.29
19 years	26.43	37.00	58.14

13. By deleting the table appearing in clause C.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate</b>	
	<b>100%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
Grade 2 (General hand)	25.81	51.62
Grade 4 (Exhibition technician)	28.88	57.76
Grade 5 (Supervisory exhibition technician)	30.65	61.30

14. By deleting the table appearing in clause C.2.2 and inserting the following:

	<b>Monday to Sunday</b>			<b>Public holiday</b>
	<b>All work in excess of 12 hours per shift or 56 hours in a week</b>	<b>Work in excess of 76 hours in a 2 week roster cycle</b>		<b>All hours worked</b>
		<b>First 24 hours</b>	<b>After 24 hours</b>	
	<b>% of ordinary hourly rate</b>			
	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 2 (General hand)	51.62	38.72	51.62	51.62
Grade 4 (Exhibition technician)	57.76	43.32	57.76	57.76
Grade 5 (Supervisory exhibition technician)	61.30	45.98	61.30	61.30

15. By deleting the table appearing in clause C.3.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>125%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
Grade 2 (General hand)	30.10	48.16
Grade 4 (Exhibition technician)	32.73	52.36
Grade 5 (Supervisory exhibition technician)	33.76	54.02

16. By deleting the amount “\$940.90” appearing in clause D.1.1 and inserting “\$995.00”.

17. By deleting the table appearing in clause D.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Special allowances for exhibition employees—full-time and part-time—general hand—flexible loading allowance*	18.2(b)	6.6	65.67	per week
Special allowances for exhibition employees—full-time and part-time—exhibition technician—flexible loading allowance*	18.2(b)	7.1	70.65	per week
Special allowances for exhibition employees—full-time and part-time—exhibition technician—supervisory loading allowance*	18.2(b)	3.2	31.84	per week
Special allowances for exhibition employees—full-time and part-time—supervisory exhibition technician—flexible loading allowance*	18.2(b)	7.5	74.63	per week
Special allowances for exhibition employees—full-time and part-time—supervisory exhibition technician—supervisory loading allowance*	18.2(b)	6.4	63.68	per week



<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Special allowances for exhibition employees—full-time and part-time—general hand—flexible loading allowance*	18.2(b)	6.6	1.73	per hour
Special allowances for exhibition employees—full-time and part-time—exhibition technician—flexible loading allowance*	18.2(b)	7.1	1.86	per hour
Special allowances for exhibition employees—full-time and part-time—exhibition technician—supervisory loading allowance*	18.2(b)	3.2	0.84	per hour
Special allowances for exhibition employees—full-time and part-time—supervisory exhibition technician—flexible loading allowance*	18.2(b)	7.5	1.96	per hour
Special allowances for exhibition employees—full-time and part-time—supervisory exhibition technician—supervisory loading allowance*	18.2(b)	6.4	1.68	per hour
Employee in charge of golf links with more than 18 holes, bowling greens or lawn tennis courts	18.2(c)	5.33	53.03	per week
First aid allowance—weekly	18.2(d)	2.0	19.90	per week
First aid allowance—hourly	18.2(d)	Weekly allowance / 38	0.52	per hour

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
In charge of tractor plant allowance—weekly	18.2(e)	3.0	29.85	per week
In charge of tractor plant allowance—hourly	18.2(e)	Weekly allowance / 38	0.79	per hour

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

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