



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

FAST FOOD INDUSTRY AWARD 2020
[MA000003]

Fast food industry

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

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 15.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Fast food employee level 1	974.80	25.65
Fast food employee level 2	1032.30	27.17
Fast food employee level 3— in charge of one or no person	1048.20	27.58
Fast food employee level 3— in charge of 2 or more people	1061.10	27.92

2. By deleting the year “2023” in clause 15.4(b) and inserting “2024”.
3. By deleting the amount “\$42.58” appearing in clause 17.2 and inserting “\$44.19”.

4. By deleting the amount “\$0.34” appearing in clause 17.3(a) and inserting “\$0.35”.
5. By deleting the amounts “\$0.52” and “\$0.86” appearing in clause 17.3(b) and inserting “\$0.54” and “\$0.89” respectively.
6. By deleting the table appearing in clause A.1.1 and inserting the following:

	Ordinary hours	Evening work – Monday to Friday – between 10.00 pm and midnight	Evening work – Monday to Friday – after midnight and before 6.00 am	Saturday	Sunday – level 1	Sunday – levels 2 and 3	Public holiday
	% of minimum hourly rate						
	100%	110%	115%	125%	125%	150%	225%
	\$	\$	\$	\$	\$	\$	\$
Fast food employee level 1	25.65	28.22	29.50	32.06	32.06	–	57.71
Fast food employee level 2	27.17	29.89	31.25	33.96	–	40.76	61.13
Fast food employee level 3—in charge of one or no person	27.58	30.34	31.72	34.48	–	41.37	62.06
Fast food employee level 3—in charge of 2 or more people	27.92	30.71	32.11	34.90	–	41.88	62.82

7. By deleting the table appearing in clause A.1.2 and inserting the following:

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday – all hours	Public holiday – all hours
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Fast food employee level 1	38.48	51.30	51.30	64.13
Fast food employee level 2	40.76	54.34	54.34	67.93
Fast food employee level 3—in charge of one or no person	41.37	55.16	55.16	68.95
Fast food employee level 3—in charge of 2 or more people	41.88	55.84	55.84	69.80

8. By deleting the table appearing in clause A.2.1 and inserting the following:

	Ordinary hours	Evening work – Monday to Friday – between 10.00 pm and midnight	Evening work – Monday to Friday – after midnight and before 6.00 am	Saturday	Sunday – level 1	Sunday – levels 2 and 3	Public holiday
	% of minimum hourly rate						
	125%	135%	140%	150%	150%	175%	250%
	\$	\$	\$	\$	\$	\$	\$
Fast food employee level 1	32.06	34.63	35.91	38.48	38.48	–	64.13
Fast food employee level 2	33.96	36.68	38.04	40.76	–	47.55	67.93
Fast food employee level 3—in charge of one or no person	34.48	37.23	38.61	41.37	–	48.27	68.95
Fast food employee level 3—in charge of 2 or more people	34.90	37.69	39.09	41.88	–	48.86	69.80

9. By deleting the table appearing in clause A.2.2 and inserting the following:

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday – all hours	Public holiday – all hours
	% of minimum hourly rate			
	175%	225%	225%	275%
	\$	\$	\$	\$
Fast food employee level 1	44.89	57.71	57.71	70.54
Fast food employee level 2	47.55	61.13	61.13	74.72
Fast food employee level 3—in charge of one or no person	48.27	62.06	62.06	75.85
Fast food employee level 3—in charge of 2 or more people	48.86	62.82	62.82	76.78

10. By deleting the table appearing in clause A.3.2 and inserting the following:

Age	Ordinary hours	Evening work – Monday to Friday – between 10.00 pm and midnight	Evening work – Monday to Friday – after midnight and before 6.00 am	Saturday	Sunday – level 1	Sunday – levels 2 and 3	Public holiday
	% of junior hourly rate						
	100%	110%	115%	125%	125%	150%	225%
	\$	\$	\$	\$	\$	\$	\$
Fast Food Level 1							
Under 16 years	10.26	11.29	11.80	12.83	12.83	–	23.09
16 years	12.83	14.11	14.75	16.04	16.04	–	28.87
17 years	15.39	16.93	17.70	19.24	19.24	–	34.63
18 years	17.96	19.76	20.65	22.45	22.45	–	40.41
19 years	20.52	22.57	23.60	25.65	25.65	–	46.17
20 years	23.09	25.40	26.55	28.86	28.86	–	51.95
Fast Food Level 2							
Under 16 years	10.87	11.96	12.50	13.59	–	16.31	24.46
16 years	13.58	14.94	15.62	16.98	–	20.37	30.56
17 years	16.30	17.93	18.75	20.38	–	24.45	36.68
18 years	19.02	20.92	21.87	23.78	–	28.53	42.80
19 years	21.73	23.90	24.99	27.16	–	32.60	48.89
20 years	24.45	26.90	28.12	30.56	–	36.68	55.01
Fast food level 3— in charge of one or no person							
Under 16 years	11.03	12.13	12.68	13.79	–	16.55	24.82
16 years	13.79	15.17	15.86	17.24	–	20.69	31.03
17 years	16.55	18.21	19.03	20.69	–	24.83	37.24
18 years	19.31	21.24	22.21	24.14	–	28.97	43.45
19 years	22.07	24.28	25.38	27.59	–	33.11	49.66
20 years	24.83	27.31	28.55	31.04	–	37.25	55.87
Fast food level 3— in charge of 2 or more people							
Under 16 years	11.17	12.29	12.85	13.96	–	16.76	25.13
16 years	13.96	15.36	16.05	17.45	–	20.94	31.41
17 years	16.75	18.43	19.26	20.94	–	25.13	37.69
18 years	19.55	21.51	22.48	24.44	–	29.33	43.99

Age	Ordinary hours	Evening work – Monday to Friday – between 10.00 pm and midnight	Evening work – Monday to Friday – after midnight and before 6.00 am	Saturday	Sunday – level 1	Sunday – levels 2 and 3	Public holiday
	% of junior hourly rate						
	100%	110%	115%	125%	125%	150%	225%
	\$	\$	\$	\$	\$	\$	\$
19 years	22.34	24.57	25.69	27.93	–	33.51	50.27
20 years	25.13	27.64	28.90	31.41	–	37.70	56.54

11. By deleting the table appearing in clause A.3.3 and inserting the following:

Age	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday – all hours	Public holiday – all hours
	% of junior hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Fast Food Level 1				
Under 16 years	15.39	20.52	20.52	25.65
16 years	19.25	25.66	25.66	32.08
17 years	23.09	30.78	30.78	38.48
18 years	26.94	35.92	35.92	44.90
19 years	30.78	41.04	41.04	51.30
20 years	34.64	46.18	46.18	57.73
Fast Food Level 2				
Under 16 years	16.31	21.74	21.74	27.18
16 years	20.37	27.16	27.16	33.95
17 years	24.45	32.60	32.60	40.75
18 years	28.53	38.04	38.04	47.55
19 years	32.60	43.46	43.46	54.33
20 years	36.68	48.90	48.90	61.13
Fast food level 3—in charge of one or no person				
Under 16 years	16.55	22.06	22.06	27.58
16 years	20.69	27.58	27.58	34.48
17 years	24.83	33.10	33.10	41.38
18 years	28.97	38.62	38.62	48.28
19 years	33.11	44.14	44.14	55.18

Age	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday – all hours	Public holiday – all hours
	% of junior hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
20 years	37.25	49.66	49.66	62.08
Fast food level 3—in charge of 2 or more people				
Under 16 years	16.76	22.34	22.34	27.93
16 years	20.94	27.92	27.92	34.90
17 years	25.13	33.50	33.50	41.88
18 years	29.33	39.10	39.10	48.88
19 years	33.51	44.68	44.68	55.85
20 years	37.70	50.26	50.26	62.83

12. By deleting the table appearing in clause A.3.4 and inserting the following:

Age	Ordinary hours	Evening work – Monday to Friday – between 10.00 pm and midnight	Evening work – Monday to Friday – after midnight and before 6.00 am	Saturday	Sunday – level 1	Sunday – levels 2 and 3	Public holiday
	% of junior hourly rate						
	125%	135%	140%	150%	150%	175%	250%
	\$	\$	\$	\$	\$	\$	\$
Fast Food Level 1							
Under 16 years	12.83	13.85	14.36	15.39	15.39	–	25.65
16 years	16.04	17.32	17.96	19.25	19.25	–	32.08
17 years	19.24	20.78	21.55	23.09	23.09	–	38.48
18 years	22.45	24.25	25.14	26.94	26.94	–	44.90
19 years	25.65	27.70	28.73	30.78	30.78	–	51.30
20 years	28.86	31.17	32.33	34.64	34.64	–	57.73
Fast Food Level 2							
Under 16 years	13.59	14.67	15.22	16.31	–	19.02	27.18
16 years	16.98	18.33	19.01	20.37	–	23.77	33.95
17 years	20.38	22.01	22.82	24.45	–	28.53	40.75
18 years	23.78	25.68	26.63	28.53	–	33.29	47.55
19 years	27.16	29.34	30.42	32.60	–	38.03	54.33

Age	Ordinary hours	Evening work – Monday to Friday – between 10.00 pm and midnight	Evening work – Monday to Friday – after midnight and before 6.00 am	Saturday	Sunday – level 1	Sunday – levels 2 and 3	Public holiday
	% of junior hourly rate						
	125%	135%	140%	150%	150%	175%	250%
	\$	\$	\$	\$	\$	\$	\$
20 years	30.56	33.01	34.23	36.68	–	42.79	61.13
Fast food level 3—in charge of one or no person							
Under 16 years	13.79	14.89	15.44	16.55	–	19.30	27.58
16 years	17.24	18.62	19.31	20.69	–	24.13	34.48
17 years	20.69	22.34	23.17	24.83	–	28.96	41.38
18 years	24.14	26.07	27.03	28.97	–	33.79	48.28
19 years	27.59	29.79	30.90	33.11	–	38.62	55.18
20 years	31.04	33.52	34.76	37.25	–	43.45	62.08
Fast food level 3—in charge of 2 or more people							
Under 16 years	13.96	15.08	15.64	16.76	–	19.55	27.93
16 years	17.45	18.85	19.54	20.94	–	24.43	34.90
17 years	20.94	22.61	23.45	25.13	–	29.31	41.88
18 years	24.44	26.39	27.37	29.33	–	34.21	48.88
19 years	27.93	30.16	31.28	33.51	–	39.10	55.85
20 years	31.41	33.93	35.18	37.70	–	43.98	62.83

13. By deleting the table appearing in clause A.3.5 and inserting the following:

Age	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday – all hours	Public holiday – all hours
	% of junior hourly rate			
	175%	225%	225%	275%
	\$	\$	\$	\$
Fast Food Level 1				
Under 16 years	17.96	23.09	23.09	28.22
16 years	22.45	28.87	28.87	35.28
17 years	26.93	34.63	34.63	42.32

Age	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday – all hours	Public holiday – all hours
	% of junior hourly rate			
	175%	225%	225%	275%
	\$	\$	\$	\$
18 years	31.43	40.41	40.41	49.39
19 years	35.91	46.17	46.17	56.43
20 years	40.41	51.95	51.95	63.50
Fast Food Level 2				
Under 16 years	19.02	24.46	24.46	29.89
16 years	23.77	30.56	30.56	37.35
17 years	28.53	36.68	36.68	44.83
18 years	33.29	42.80	42.80	52.31
19 years	38.03	48.89	48.89	59.76
20 years	42.79	55.01	55.01	67.24
Fast food level 3—in charge of one or no person				
Under 16 years	19.30	24.82	24.82	30.33
16 years	24.13	31.03	31.03	37.92
17 years	28.96	37.24	37.24	45.51
18 years	33.79	43.45	43.45	53.10
19 years	38.62	49.66	49.66	60.69
20 years	43.45	55.87	55.87	68.28
Fast food level 3—in charge of 2 or more people				
Under 16 years	19.55	25.13	25.13	30.72
16 years	24.43	31.41	31.41	38.39
17 years	29.31	37.69	37.69	46.06
18 years	34.21	43.99	43.99	53.76
19 years	39.10	50.27	50.27	61.44
20 years	43.98	56.54	56.54	69.11

14. By deleting the amount “\$26.18” appearing in clause B.1.1 and inserting “\$27.17”.

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

Allowance	Clause	% of standard rate	\$	Payable
Broken Hill allowance	17.2	162.64	44.19	per week
Cold work allowance—cold chambers; stocking and refilling refrigerated storages	17.3(a)	1.3	0.35	per hour
Cold work allowance—cold chambers; below 0°C—additional to clause 17.3(a)	17.3(b)	2.0	0.54	per hour
Cold work allowance—cold chambers; below 0°C—total amount	17.3(b)	Sum of both cold work allowances	0.89	per hour

- B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT