



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

HORSE AND GREYHOUND TRAINING AWARD 2020
[MA000008]

Racing 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:

- By deleting the table appearing in clause 13.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Stable employee (on commencement with employer)	891.50	23.46
Stablehand Grade 1 (after 3 months’ continuous employment with the employer)	915.90	24.10
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	949.20	24.98
Track rider ¹	949.20	24.98

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Stable foreman	1032.30	27.17
Training assistant	1064.70	28.02
Trainer	1126.30	29.64

2. By deleting the table appearing in clause 13.4(a)(i) and inserting the following:

Relevant attribute of the person at the time of entering into a training agreement as an apprentice		
Year of apprenticeship	% of minimum rate for relevant classification	Apprentice jockey minimum weekly rate
		\$
1st year	50	474.60
2nd year	60	569.52
3rd year	75	711.90
4th year	90	854.28
Adult apprentice in 1st year ¹		759.36
Adult apprentice in 2nd and subsequent years ¹		891.50

3. By deleting the table appearing in clause 13.4(a)(ii) and inserting the following:

Relevant attribute of the person at the time of entering into a training agreement as an apprentice		
Year of apprenticeship	% of minimum rate for relevant classification	Apprentice jockey minimum weekly rate
		\$
1st year	55	522.06
2nd year	65	616.98
3rd year	75	711.90
4th year	95	901.74
Adult apprentice in 1st year ¹		759.36
Adult apprentice in 2nd and subsequent years ¹		2nd and 3rd year 891.50 4th year 901.74

4. By deleting the year “2023” in clause 13.9(b) and inserting “2024”.
5. By deleting the table appearing in clause A.1.1 and inserting the following:

Employee classification	Ordinary hours	Public holiday
	% of minimum hourly rate	
	100%	200%
	\$	\$
Stable employee (on commencement with employer)	23.46	46.92
Stablehand Grade 1 (after 3 months’ continuous employment with the employer)	24.10	48.20
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	24.98	49.96
Track rider	24.98	49.96
Stable foreman	27.17	54.34
Training assistant	28.02	56.04
Trainer	29.64	59.28

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

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	200%
	\$	\$	\$	\$
Stable employee (on commencement with employer)	35.19	46.92	46.92	46.92
Stablehand Grade 1 (after 3 months’ continuous employment with the employer)	36.15	48.20	48.20	48.20
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	37.47	49.96	49.96	49.96
Track rider	37.47	49.96	49.96	49.96
Stable foreman	40.76	54.34	54.34	54.34
Training assistant	42.03	56.04	56.04	56.04

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	200%
	\$	\$	\$	\$
Trainer	44.46	59.28	59.28	59.28

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

	Casual hourly rate
	% of casual hourly rate
	100%
	\$
Stable employee (on commencement with employer)	29.33
Stablehand Grade 1 (after 3 months' continuous employment with the employer)	30.13
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	31.23
Track rider	31.23
Stable foreman	33.96
Training assistant	35.03
Trainer	37.05

8. By deleting the table appearing in clause A.2.3 and inserting the following:

	Monday to Saturday		Sunday
	First 3 hours	After 3 hours	
	% of casual hourly rate		
	150%	200%	200%
	\$	\$	\$
Stable employee (on commencement with employer)	44.00	58.66	58.66

	Monday to Saturday		Sunday
	First 3 hours	After 3 hours	
	% of casual hourly rate		
	150%	200%	200%
	\$	\$	\$
Stablehand Grade 1 (after 3 months' continuous employment with the employer)	45.20	60.26	60.26
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	46.85	62.46	62.46
Track rider	46.85	62.46	62.46
Stable foreman	50.94	67.92	67.92
Training assistant	52.55	70.06	70.06
Trainer	55.58	74.10	74.10

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