



# DRAFT DETERMINATION

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

**Annual Wage Review 2023–24**  
(C2024/1)

**RACING INDUSTRY GROUND MAINTENANCE AWARD 2020**  
[MA000014]

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 15.1 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	891.50	23.46
Maintenance and Horticultural Employee Level 1	926.60	24.38
Maintenance and Horticultural Employee Level 2	996.10	26.21
Tradesperson	1032.30	27.17
Trackwork and Pool Supervisor	1113.40	29.30
Management Employee Level 1	1194.50	31.43
Management Employee Level 2	1318.40	34.69

2. By deleting the year “2023” in clause 15.7(b) and inserting “2024”.
3. By deleting the amount “\$19.90” appearing in clause 17.2(a) and inserting “\$20.65”.
4. By deleting the table appearing in clause 17.2(b)(i) and inserting the following:

<b>In charge of:</b>	<b>\$ per week</b>
1–2 other employees	20.65
3–6 other employees	41.29
More than 6 other employees	51.62

5. By deleting the amount “\$29.85” appearing in clause 17.2(c) and inserting “\$30.97”.
6. By deleting the table appearing in clause B.2.1 and inserting the following:

	<b>Ordinary rates</b>	<b>Morning work<sup>1</sup></b>	<b>Evening work<sup>2</sup></b>	<b>Work outside of ordinary hours due to water restrictions<sup>3</sup></b>
	<b>% of ordinary hourly rate <sup>4</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>115%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	23.46	29.33	26.98	35.19
Maintenance and Horticultural Employee Level 1	24.38	30.48	28.04	36.57
Maintenance and Horticultural Employee Level 2	26.21	32.76	30.14	39.32
Tradesperson	27.17	N/A	31.25	40.76
Trackwork and Pool Supervisor	29.30	N/A	33.70	43.95
Management Employee Level 1	31.43	N/A	36.14	47.15
Management Employee Level 2	34.69	N/A	39.89	52.04

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

	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>		
	<b>125%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	29.33	41.06	58.65
Maintenance and Horticultural Employee Level 1	30.48	42.67	60.95
Maintenance and Horticultural Employee Level 2	32.76	45.87	65.53
Tradesperson	33.96	47.55	67.93
Trackwork and Pool Supervisor	36.63	51.28	73.25
Management Employee Level 1	39.29	55.00	78.58
Management Employee Level 2	43.36	60.71	86.73

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

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After first 2 hours</b>	<b>All overtime hours worked</b>	<b>All hours worked</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>
Introductory level	35.19	46.92	46.92	58.65
Maintenance and Horticultural Employee Level 1	36.57	48.76	48.76	60.95
Maintenance and Horticultural Employee Level 2	39.32	52.42	52.42	65.53
Tradesperson	40.76	54.34	54.34	67.93
Trackwork and Pool Supervisor	43.95	58.60	58.60	73.25

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After first 2 hours	All overtime hours worked	All hours worked
	% of ordinary hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
Management Employee Level 1	47.15	62.86	62.86	78.58
Management Employee Level 2	52.04	69.38	69.38	86.73

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

	Ordinary rates	Morning work <sup>1</sup>	Evening work <sup>2</sup>	Work outside of ordinary hours due to water restrictions <sup>3</sup>
	% of ordinary hourly rate <sup>4</sup>			
	125%	150%	140%	175%
	\$	\$	\$	\$
Introductory level	29.33	35.19	32.84	41.06
Maintenance and Horticultural Employee Level 1	30.48	36.57	34.13	42.67
Maintenance and Horticultural Employee Level 2	32.76	39.32	36.69	45.87
Tradesperson	33.96	N/A	38.04	47.55
Trackwork and Pool Supervisor	36.63	N/A	41.02	51.28
Management Employee Level 1	39.29	N/A	44.00	55.00
Management Employee Level 2	43.36	N/A	48.57	60.71

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

	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>		
	<b>150%</b>	<b>200%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	35.19	46.92	64.52
Maintenance and Horticultural Employee Level 1	36.57	48.76	67.05
Maintenance and Horticultural Employee Level 2	39.32	52.42	72.08
Tradesperson	40.76	54.34	74.72
Trackwork and Pool Supervisor	43.95	58.60	80.58
Management Employee Level 1	47.15	62.86	86.43
Management Employee Level 2	52.04	69.38	95.40

11. By deleting the table appearing in clause B.4 and inserting the following:

	<b>Night cleaning<sup>1</sup></b>
	<b>% ordinary hourly rate</b>
	<b>155%</b>
	<b>\$</b>
Introductory level	36.36
Maintenance and Horticultural Employee Level 1	37.79
Maintenance and Horticultural Employee Level 2	40.63
Tradesperson	42.11
Trackwork and Pool Supervisor	45.42
Management Employee Level 1	48.72
Management Employee Level 2	53.77

12. By deleting the amount “\$995.00” appearing in clause C.1.1 and inserting “\$1032.30”.

13. 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 attendant allowance	17.2(a)	2.0	20.65	per week
Leading hand allowance— 1–2 employees	17.2(b)(i)	2.0	20.65	per week
Leading hand allowance— 3–6 employees	17.2(b)(i)	4.0	41.29	per week
Leading hand allowance— more than 6 employees	17.2(b)(i)	5.0	51.62	per week
Employee in charge of tractor plant	17.2(c)	3.0	30.97	per week

- 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