



# DRAFT DETERMINATION

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

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

**REGISTERED AND LICENSED CLUBS AWARD 2020**  
[MA000058]

Licensed and registered clubs

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 18.3 and inserting the following:

<b>Level</b>	<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Annual rate (where applicable) (full-time employee)</b>
		<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory		891.50	23.46	
Level 1	Food and beverage attendant grade 1 PGA Associate year 1 Guest service grade 1 Kitchen attendant grade 1	915.90	24.10	
Level 2	Child care worker grade 1 Clerical grade 1	949.20	24.98	

<b>Level</b>	<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Annual rate (where applicable) (full-time employee)</b>
		<b>\$</b>	<b>\$</b>	<b>\$</b>
	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			
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	980.40	25.80	
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	1032.30	27.17	

<b>Level</b>	<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Annual rate (where applicable) (full-time employee)</b>
		\$	\$	\$
	horticultural level 3 (tradesperson) Storeperson grade 3			
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	1097.10	28.87	
Level 6	Cook (tradesperson) grade 5 Child care worker grade 3	1126.30	29.64	
Level 6	Club manager of a club with a gross annual revenue of less than \$500,000	1126.30	29.64	58,728
Level 7	Level A manager	1154.70	30.39	60,209
Level 8	Level B manager Maintenance and horticultural management level 1	1203.60	31.67	62,759
Level 9	Level C manager	1219.60	32.09	63,593
Level 10	Level D manager	1264.50	33.28	65,935
Level 11	Level E manager Maintenance and horticultural management level 2	1310.60	34.49	68,338
Level 12	Level F manager Lead golf professional	1393.50	36.67	72,661
Level 13	Level G manager	1420.80	37.39	74,085

2. By deleting the year “2023” in clause 18.8(b) and inserting “2024”.
3. By deleting the amount “\$11.94” appearing in clause 19.2(b) and inserting “\$12.39”.
4. By deleting the amount “\$3.98” appearing in clause 19.2(c) and inserting “\$4.13”.
5. By deleting the amount “\$2.62” appearing in clause 24.4(a)(i) and inserting “\$2.72”.
6. By deleting the amount “\$3.93” appearing in clause 24.4(a)(ii) and inserting “\$4.08”.
7. By deleting the table appearing in clause B.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory	23.46	35.19	41.06	58.65
Level 1	24.10	36.15	42.18	60.25
Level 2	24.98	37.47	43.72	62.45
Level 3	25.80	38.70	45.15	64.50
Level 4	27.17	40.76	47.55	67.93
Level 5	28.87	43.31	50.52	72.18
Level 6	29.64	44.46	51.87	74.10
Level 7	30.39	45.59	53.18	75.98
Level 8	31.67	47.51	55.42	79.18
Level 9	32.09	48.14	56.16	80.23
Level 10	33.28	49.92	58.24	83.20
Level 11	34.49	51.74	60.36	86.23
Level 12	36.67	55.01	64.17	91.68
Level 13	37.39	56.09	65.43	93.48

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

	<b>Ordinary hours</b>	<b>Saturday after 12 noon – first 2 hours</b>	<b>Saturday after 12 noon – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory	23.46	35.19	46.92	46.92	58.65
Level 2/Maintenance and horticulture employee Level 1	24.98	37.47	49.96	49.96	62.45
Level 3/Maintenance and horticulture employee Level 2	25.80	38.70	51.60	51.60	64.50
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	27.17	40.76	54.34	54.34	67.93
Level 5/Maintenance and horticulture employee Level 4	28.87	43.31	57.74	57.74	72.18
Level 8/Maintenance and horticulture management Level 1	31.67	47.51	63.34	63.34	79.18
Level 11/Maintenance and horticulture management Level 2	34.49	51.74	68.98	68.98	86.23

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

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>					
	<b>150%</b>	<b>200%</b>	<b>175%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory	35.19	46.92	41.06	46.92	46.92	58.65
Level 1	36.15	48.20	42.18	48.20	48.20	60.25

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>					
	<b>150%</b>	<b>200%</b>	<b>175%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 2/Maintenance and horticulture employee Level 1	37.47	49.96	43.72	49.96	49.96	62.45
Level 3/Maintenance and horticulture employee Level 2	38.70	51.60	45.15	51.60	51.60	64.50
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	40.76	54.34	47.55	54.34	54.34	67.93
Level 5/Maintenance and horticulture employee Level 4	43.31	57.74	50.52	57.74	57.74	72.18
Level 6	44.46	59.28	51.87	59.28	59.28	74.10
Level 7	45.59	60.78	53.18	60.78	60.78	75.98
Level 8/Maintenance and horticulture management Level 1	47.51	63.34	55.42	63.34	63.34	79.18
Level 9	48.14	64.18	56.16	64.18	64.18	80.23
Level 10	49.92	66.56	58.24	66.56	66.56	83.20
Level 11/Maintenance and horticulture management Level 2	51.74	68.98	60.36	68.98	68.98	86.23
Level 12	55.01	73.34	64.17	73.34	73.34	91.68
Level 13	56.09	74.78	65.43	74.78	74.78	93.48

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

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate <sup>1</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory	29.33	35.19	41.06	58.65
Level 1	30.13	36.15	42.18	60.25
Level 2	31.23	37.47	43.72	62.45
Level 3	32.25	38.70	45.15	64.50
Level 4	33.96	40.76	47.55	67.93
Level 5	36.09	43.31	50.52	72.18
Level 6	37.05	44.46	51.87	74.10
Level 7	37.99	45.59	53.18	75.98
Level 8	39.59	47.51	55.42	79.18
Level 9	40.11	48.14	56.16	80.23
Level 10	41.60	49.92	58.24	83.20
Level 11	43.11	51.74	60.36	86.23
Level 12	45.84	55.01	64.17	91.68
Level 13	46.74	56.09	65.43	93.48

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

	<b>Ordinary hours</b>	<b>Saturday after 12 noon – first 2 hours</b>	<b>Saturday after 12 noon – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>125%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory	29.33	35.19	46.92	46.92	58.65
Level 2/Maintenance and horticulture employee Level 1	31.23	37.47	49.96	49.96	62.45

	<b>Ordinary hours</b>	<b>Saturday after 12 noon – first 2 hours</b>	<b>Saturday after 12 noon – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>125%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 3/Maintenance and horticulture employee Level 2	32.25	38.70	51.60	51.60	64.50
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	33.96	40.76	54.34	54.34	67.93
Level 5/Maintenance and horticulture employee Level 4	36.09	43.31	57.74	57.74	72.18
Level 8/Maintenance and horticulture management Level 1	39.59	47.51	63.34	63.34	79.18
Level 11/Maintenance and horticulture management Level 2	43.11	51.74	68.98	68.98	86.23

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

<b>Age</b>	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of junior hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Introductory level employee</b>				
Under 18 years of age	14.08	21.12	24.64	35.20
18 years	16.42	24.63	28.74	41.05
19 years	19.94	29.91	34.90	49.85
<b>Level 1</b>				
Under 18 years of age	14.46	21.69	25.31	36.15
18 years	16.87	25.31	29.52	42.18
19 years	20.49	30.74	35.86	51.23



Age	Ordinary hours	Saturday	Sunday	Public holiday
	% of junior hourly rate <sup>1</sup>			
	100%	150%	175%	250%
	\$	\$	\$	\$
<b>Level 2</b>				
Under 18 years of age	14.99	22.49	26.23	37.48
18 years	17.49	26.24	30.61	43.73
19 years	21.23	31.85	37.15	53.08
<b>Level 3</b>				
Under 18 years of age	15.48	23.22	27.09	38.70
18 years	18.06	27.09	31.61	45.15
19 years	21.93	32.90	38.38	54.83
<b>Level 4</b>				
Under 18 years of age	16.30	24.45	28.53	40.75
18 years	19.02	28.53	33.29	47.55
19 years	23.09	34.64	40.41	57.73
<b>Level 5</b>				
19 years	24.54	36.81	42.95	61.35

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 <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
<b>Introductory</b>				
Under 18 years of age	21.12	28.16	28.16	35.20
18 years	24.63	32.84	32.84	41.05
19 years	29.91	39.88	39.88	49.85
<b>Level 2/Maintenance and horticulture employee Level 1</b>				
Under 18 years of age	22.49	29.98	29.98	37.48
18 years	26.24	34.98	34.98	43.73

Age	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of junior hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
19 years	31.85	42.46	42.46	53.08
<b>Level 3/Maintenance and horticulture employee Level 2</b>				
Under 18 years of age	23.22	30.96	30.96	38.70
18 years	27.09	36.12	36.12	45.15
19 years	32.90	43.86	43.86	54.83
<b>Level 4/Maintenance and horticulture employee Level 3 (tradesperson)</b>				
Under 18 years of age	24.45	32.60	32.60	40.75
18 years	28.53	38.04	38.04	47.55
19 years	34.64	46.18	46.18	57.73
<b>Level 5/Maintenance and horticulture employee Level 4</b>				
19 years	36.81	49.08	49.08	61.35

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 <sup>1</sup>					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
<b>Introductory</b>						
Under 18 years of age	21.12	28.16	24.64	28.16	28.16	35.20
18 years	24.63	32.84	28.74	32.84	32.84	41.05
19 years	29.91	39.88	34.90	39.88	39.88	49.85

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 <sup>1</sup>					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
<b>Level 1</b>						
Under 18 years of age	21.69	28.92	25.31	28.92	28.92	36.15
18 years	25.31	33.74	29.52	33.74	33.74	42.18
19 years	30.74	40.98	35.86	40.98	40.98	51.23
<b>Level 2/Maintenance and horticulture employee Level 1</b>						
Under 18 years of age	22.49	29.98	26.23	29.98	29.98	37.48
18 years	26.24	34.98	30.61	34.98	34.98	43.73
19 years	31.85	42.46	37.15	42.46	42.46	53.08
<b>Level 3/Maintenance and horticulture employee Level 2</b>						
Under 18 years of age	23.22	30.96	27.09	30.96	30.96	38.70
18 years	27.09	36.12	31.61	36.12	36.12	45.15
19 years	32.90	43.86	38.38	43.86	43.86	54.83
<b>Level 4/Maintenance and horticulture employee Level 3 (tradesperson)</b>						
Under 18 years of age	24.45	32.60	28.53	32.60	32.60	40.75
18 years	28.53	38.04	33.29	38.04	38.04	47.55
19 years	34.64	46.18	40.41	46.18	46.18	57.73
<b>Level 5/Maintenance and horticulture employee Level 4</b>						
19 years	36.81	49.08	42.95	49.08	49.08	61.35

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 <sup>1</sup>			
	125%	150%	175%	250%
	\$	\$	\$	\$
<b>Introductory level employee</b>				
Under 18 years of age	17.60	21.12	24.64	35.20
18 years	20.53	24.63	28.74	41.05
19 years	24.93	29.91	34.90	49.85
<b>Level 1</b>				
Under 18 years of age	18.08	21.69	25.31	36.15
18 years	21.09	25.31	29.52	42.18
19 years	25.61	30.74	35.86	51.23
<b>Level 2</b>				
Under 18 years of age	18.74	22.49	26.23	37.48
18 years	21.86	26.24	30.61	43.73
19 years	26.54	31.85	37.15	53.08
<b>Level 3</b>				
Under 18 years of age	19.35	23.22	27.09	38.70
18 years	22.58	27.09	31.61	45.15
19 years	27.41	32.90	38.38	54.83
<b>Level 4</b>				
Under 18 years of age	20.38	24.45	28.53	40.75
18 years	23.78	28.53	33.29	47.55
19 years	28.86	34.64	40.41	57.73
<b>Level 5</b>				
19 years	30.68	36.81	42.95	61.35

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 <sup>1</sup>				
	125%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
<b>Introductory</b>					
Under 18 years of age	17.60	21.12	28.16	28.16	35.20
18 years	20.53	24.63	32.84	32.84	41.05
19 years	24.93	29.91	39.88	39.88	49.85
<b>Level 2/Maintenance and horticulture employee Level 1</b>					
Under 18 years of age	18.74	22.49	29.98	29.98	37.48
18 years	21.86	26.24	34.98	34.98	43.73
19 years	26.54	31.85	42.46	42.46	53.08
<b>Level 3/Maintenance and horticulture employee Level 2</b>					
Under 18 years of age	19.35	23.22	30.96	30.96	38.70
18 years	22.58	27.09	36.12	36.12	45.15
19 years	27.41	32.90	43.86	43.86	54.83
<b>Level 4/Maintenance and horticulture employee Level 3 (tradesperson)</b>					
Under 18 years of age	20.38	24.45	32.60	32.60	40.75
18 years	23.78	28.53	38.04	38.04	47.55
19 years	28.86	34.64	46.18	46.18	57.73
<b>Level 5/Maintenance and horticulture employee Level 4</b>					
19 years	30.68	36.81	49.08	49.08	61.35

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

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of apprentice hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	14.94	22.41	26.15	37.35
2nd year	17.66	26.49	30.91	44.15
3rd year	21.74	32.61	38.05	54.35
4th year – Not attained a standard of proficiency	25.81	38.72	45.17	64.53
4th year – Attained a standard of proficiency <sup>2</sup>	27.17	40.76	47.55	67.93

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

	<b>Ordinary hours</b>	<b>Saturday after 12 noon – first 2 hours</b>	<b>Saturday after 12 noon – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of apprentice hourly rate<sup>1</sup></b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	14.94	22.41	29.88	29.88	37.35
2nd year	17.66	26.49	35.32	35.32	44.15
3rd year	21.74	32.61	43.48	43.48	54.35
4th year	25.81	38.72	51.62	51.62	64.53

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

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of apprentice hourly rate<sup>1</sup></b>					
	<b>150%</b>	<b>200%</b>	<b>175%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	22.41	29.88	26.15	29.88	29.88	37.35
2nd year	26.49	35.32	30.91	35.32	35.32	44.15

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of apprentice hourly rate<sup>1</sup></b>					
	<b>150%</b>	<b>200%</b>	<b>175%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
3rd year	32.61	43.48	38.05	43.48	43.48	54.35
4th year – Not attained a standard of proficiency	38.72	51.62	45.17	51.62	51.62	64.53
4th year – Attained a standard of proficiency <sup>2</sup>	40.76	54.34	47.55	54.34	54.34	67.93

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

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of apprentice hourly rate<sup>1</sup></b>					
	<b>150%</b>	<b>200%</b>	<b>175%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	22.41	29.88	26.15	29.88	29.88	37.35
2nd year	26.49	35.32	30.91	35.32	35.32	44.15
3rd year	32.61	43.48	38.05	43.48	43.48	54.35
4th year	38.72	51.62	45.17	51.62	51.62	64.53

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

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% adult apprentice hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	21.74	32.61	38.05	54.35
2nd year	23.46	35.19	41.06	58.65
3rd year	23.46	35.19	41.06	58.65

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% adult apprentice hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
4th year – Not attained a standard of proficiency	25.81	38.72	45.17	64.53
4th year – Attained a standard of proficiency <sup>2</sup>	27.17	40.76	47.55	67.93

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

	<b>Ordinary hours</b>	<b>Saturday after 12 noon – first 2 hours</b>	<b>Saturday after 12 noon – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of adult apprentice hourly rate<sup>1</sup></b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	21.74	32.61	43.48	43.48	54.35
2nd year	23.46	35.19	46.92	46.92	58.65
3rd year	23.46	35.19	46.92	46.92	58.65
4th year	25.81	38.72	51.62	51.62	64.53

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

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of adult apprentice hourly rate<sup>1</sup></b>					
	<b>150%</b>	<b>200%</b>	<b>175%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	32.61	43.48	38.05	43.48	43.48	54.35
2nd year	35.19	46.92	41.06	46.92	46.92	58.65
3rd year	35.19	46.92	41.06	46.92	46.92	58.65
4th year – Not attained a standard of proficiency	38.72	51.62	45.17	51.62	51.62	64.53



	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of adult apprentice hourly rate<sup>1</sup></b>					
	<b>150%</b>	<b>200%</b>	<b>175%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
4th year – Attained a standard of proficiency <sup>2</sup>	40.76	54.34	47.55	54.34	54.34	67.93

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

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of adult apprentice hourly rate<sup>1</sup></b>					
	<b>150%</b>	<b>200%</b>	<b>175%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	32.61	43.48	38.05	43.48	43.48	54.35
2nd year	35.19	46.92	41.06	46.92	46.92	58.65
3rd year	35.19	46.92	41.06	46.92	46.92	58.65
4th year	38.72	51.62	45.17	51.62	51.62	64.53

25. By deleting the amount “\$26.18” appearing in clause B.7 and inserting “\$27.17”.

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

<b>Penalty rate</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Monday to Friday, 7.00 pm to midnight	24.4(a)(i)	10.0	2.72	per hour
Monday to Friday, midnight to 7.00 am	24.4(a)(ii)	15.0	4.08	per hour

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

28. 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 allowance <sup>1</sup>	19.2(b)	45.6	12.39	per week
Broken periods of work allowance	19.2(c)	15.2	4.13	per day per each broken work period

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