



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

GARDENING AND LANDSCAPING SERVICES AWARD 2020
[MA000101]

Gardening services

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:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
Gardener/Landscaper	\$	\$
Introductory Level	891.50	23.46
Level 1	915.90	24.10
Level 2	949.20	24.98
Level 3	991.30	26.09
Level 4	1032.30	27.17
Level 5	1064.70	28.02

- By deleting the year “2023” in clause 15.9(b) and inserting “2024”.

3. By deleting the table appearing in clause 17.3(a)(i) and inserting the following:

In charge of:	\$ per week
1–2 employees	20.65
3–6 employees	41.29
7–9 employees	51.62
10 or more employees	72.26

4. By deleting the amount “\$5.97” appearing in clause 17.3(b) and inserting “\$6.19”.
5. By deleting the amount “\$19.90” appearing in clause 17.3(c) and inserting “\$20.65”.
6. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Where an employer is subject to water restrictions		Public holidays
		Monday to Friday—outside 6 am to 6 pm	Saturday—before 6 am	
	% of ordinary hourly rate¹			
	100%	150%	150%	250%
	\$	\$	\$	\$
Introductory Level	23.46	35.19	35.19	58.65
Level 1	24.10	36.15	36.15	60.25
Level 2	24.98	37.47	37.47	62.45
Level 3	26.09	39.14	39.14	65.23
Level 4	27.17	40.76	40.76	67.93
Level 5	28.02	42.03	42.03	70.05

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

	Monday to Sunday		Public holidays
	First 2 hours	After 2 hours	
	% of ordinary hourly rate¹		
	150%	200%	250%
	\$	\$	\$
Introductory Level	35.19	46.92	58.65
Level 1	36.15	48.20	60.25
Level 2	37.47	49.96	62.45

	Monday to Sunday		Public holidays
	First 2 hours	After 2 hours	
	% of ordinary hourly rate¹		
	150%	200%	250%
	\$	\$	\$
Level 3	39.14	52.18	65.23
Level 4	40.76	54.34	67.93
Level 5	42.03	56.04	70.05

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

	Ordinary hours	Where an employer is subject to water restrictions		Public holidays
		Monday to Friday—outside 6 am to 6 pm	Saturday—before 6 am	
	% of ordinary hourly rate¹			
	125%	175%	175%	275%
	\$	\$	\$	\$
Introductory Level	29.33	41.06	41.06	64.52
Level 1	30.13	42.18	42.18	66.28
Level 2	31.23	43.72	43.72	68.70
Level 3	32.61	45.66	45.66	71.75
Level 4	33.96	47.55	47.55	74.72
Level 5	35.03	49.04	49.04	77.06

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

Age	Junior weekly rate	Junior hourly rate—ordinary hours	Where an employer is subject to water restrictions		Public holidays
			Monday to Friday—outside 6 am to 6 pm	Saturday—before 6 am	
	% of junior hourly rate¹				
	100%	150%	150%	250%	
	\$	\$	\$	\$	\$
Introductory level					
Under 18 years	624.10	16.42	24.63	24.63	41.05
18 years	713.20	18.77	28.16	28.16	46.93

Age	Junior weekly rate	Junior hourly rate—ordinary hours	Where an employer is subject to water restrictions		Public holidays	
			Monday to Friday—outside 6 am to 6 pm	Saturday—before 6 am		
			% of junior hourly rate ¹			
			100%	150%		150%
	\$	\$	\$	\$	\$	
19 years	802.40	21.12	31.68	31.68	52.80	
Level 1						
Under 18 years	641.10	16.87	25.31	25.31	42.18	
18 years	732.70	19.28	28.92	28.92	48.20	
19 years	824.30	21.69	32.54	32.54	54.23	
Level 2						
Under 18 years	664.40	17.48	26.22	26.22	43.70	
18 years	759.40	19.98	29.97	29.97	49.95	
19 years	854.30	22.48	33.72	33.72	56.20	
Level 3						
Under 18 years	693.90	18.26	27.39	27.39	45.65	
18 years	793.00	20.87	31.31	31.31	52.18	
19 years	892.20	23.48	35.22	35.22	58.70	
Level 4						
Under 18 years	722.60	19.02	28.53	28.53	47.55	
18 years	825.80	21.73	32.60	32.60	54.33	
19 years	929.10	24.45	36.68	36.68	61.13	
Level 5						
Under 18 years	745.30	19.61	29.42	29.42	49.03	
18 years	851.80	22.42	33.63	33.63	56.05	
19 years	958.20	25.22	37.83	37.83	63.05	

10. By deleting the table appearing in clause B.4.2 and inserting the following:

	Monday to Sunday		Public holidays
	First 2 hours	After 2 hours	
	% of junior hourly rate ¹		
	150%	200%	250%
	\$	\$	\$
Introductory level			
Under 18 years	24.63	32.84	41.05
18 years	28.16	37.54	46.93
19 years	31.68	42.24	52.80
Level 1			
Under 18 years	25.31	33.74	42.18
18 years	28.92	38.56	48.20
19 years	32.54	43.38	54.23
Level 2			
Under 18 years	26.22	34.96	43.70
18 years	29.97	39.96	49.95
19 years	33.72	44.96	56.20
Level 3			
Under 18 years	27.39	36.52	45.65
18 years	31.31	41.74	52.18
19 years	35.22	46.96	58.70
Level 4			
Under 18 years	28.53	38.04	47.55
18 years	32.60	43.46	54.33
19 years	36.68	48.90	61.13
Level 5			
Under 18 years	29.42	39.22	49.03
18 years	33.63	44.84	56.05
19 years	37.83	50.44	63.05

11. By deleting the table appearing in clause B.4.3 and inserting the following:

Age	Casual junior hourly rate—ordinary hours	Where an employer is subject to water restrictions		Public holidays
		Monday to Friday—outside 6 am to 6 pm	Saturday—before 6 am	
	% of junior hourly rate ¹			
	125%	175%	175%	275%
	\$	\$	\$	\$
Introductory level				
Under 18 years	20.53	28.74	28.74	45.16
18 years	23.46	32.85	32.85	51.62
19 years	26.40	36.96	36.96	58.08
Level 1				
Under 18 years	21.09	29.52	29.52	46.39
18 years	24.10	33.74	33.74	53.02
19 years	27.11	37.96	37.96	59.65
Level 2				
Under 18 years	21.85	30.59	30.59	48.07
18 years	24.98	34.97	34.97	54.95
19 years	28.10	39.34	39.34	61.82
Level 3				
Under 18 years	22.83	31.96	31.96	50.22
18 years	26.09	36.52	36.52	57.39
19 years	29.35	41.09	41.09	64.57
Level 4				
Under 18 years	23.78	33.29	33.29	52.31
18 years	27.16	38.03	38.03	59.76
19 years	30.56	42.79	42.79	67.24
Level 5				
Under 18 years	24.51	34.32	34.32	53.93
18 years	28.03	39.24	39.24	61.66
19 years	31.53	44.14	44.14	69.36

12. By deleting the table appearing in clause B.5.1 and inserting the following:

	Apprentice hourly rate—ordinary hours	Where an employer is subject to water restrictions		Public holidays
		Monday to Friday—outside 6 am to 6 pm	Saturday—before 6 am	
	% of apprentice hourly rate¹			
	100%	150%	150%	250%
	\$	\$	\$	\$
Have not completed year 12				
1st year	13.59	20.39	20.39	33.98
2nd year	16.30	24.45	24.45	40.75
3rd year	20.38	30.57	30.57	50.95
4th year	25.81	38.72	38.72	64.53
Have completed year 12				
1st year	14.94	22.41	22.41	37.35
2nd year	17.66	26.49	26.49	44.15
3rd year	20.38	30.57	30.57	50.95
4th year	25.81	38.72	38.72	64.53

13. By deleting the table appearing in clause B.5.2 and inserting the following:

	Monday to Sunday		Public holidays
	First 2 hours	After 2 hours	
	% of apprentice hourly rate¹		
	150%	200%	250%
	\$	\$	\$
Have not completed year 12			
1st year	20.39	27.18	33.98
2nd year	24.45	32.60	40.75
3rd year	30.57	40.76	50.95
4th year	38.72	51.62	64.53
Have completed year 12			
1st year	22.41	29.88	37.35
2nd year	26.49	35.32	44.15

	Monday to Sunday		Public holidays
	First 2 hours	After 2 hours	
	% of apprentice hourly rate¹		
	150%	200%	250%
	\$	\$	\$
3rd year	30.57	40.76	50.95
4th year	38.72	51.62	64.53

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

		Minimum weekly rate	Minimum hourly rate
Minimum wage rate ¹		\$	\$
1st year	80% of adult Level 4 rate	825.84	21.74
2nd and 3rd year	Introductory Level rate	891.50	23.46
4th year	95% of adult Level 4 rate	980.69	25.81

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

	Penalty rates – Where an employer is subject to water restrictions		Overtime – Monday to Sunday		Public holidays – All hours (including overtime)
	Monday to Friday— outside 6 am to 6 pm	Saturday— before 6 am	First 2 hours	After first 2 hours	
	% of apprentice hourly rate¹				
	150%	150%	150%	200%	250%
	\$	\$	\$	\$	\$
1st year	32.61	32.61	32.61	43.48	54.35
2nd and 3rd year	35.19	35.19	35.19	46.92	58.65
4th year	38.72	38.72	38.72	51.62	64.53

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

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

Allowance	Clause	% of standard rate	\$	Payable
Leading hand in charge of— 1–2 employees ¹	17.3(a)(i)	2.0	20.65	per week
Leading hand in charge of— 3–6 employees ¹	17.3(a)(i)	4.0	41.29	per week
Leading hand in charge of— 7–9 employees ¹	17.3(a)(i)	5.0	51.62	per week
Leading hand in charge of— 10 or more employees ¹	17.3(a)(i)	7.0	72.26	per week
Vehicles and/or plant allowance	17.3(b)	0.6	6.19	per day
First aid allowance	17.3(c)	2.0	20.65	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