



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

HOSPITALITY INDUSTRY (GENERAL) AWARD 2020
[MA000009]

Hospitality 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 18.1 and inserting the following:

Column 1 Employee classification	Column 2 Employee stream and grade	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
Introductory level		891.50	23.46
Level 1	Food and beverage attendant grade 1; Guest service grade 1; Kitchen attendant grade 1	915.90	24.10
Level 2	Clerical grade 1; Cook grade 1; Door person/security officer grade 1;	949.20	24.98

Column 1 Employee classification	Column 2 Employee stream and grade	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
	Food and beverage attendant grade 2; Front office grade 1; Gardener grade 1; Guest service grade 2; Kitchen attendant grade 2; Leisure attendant grade 1; Storeperson grade 1		
Level 3	Clerical grade 2; Cook grade 2; Food and beverage attendant grade 3; Fork-lift driver; Front office grade 2; Gardener grade 2; Guest service grade 3; Handyperson; Kitchen attendant grade 3; Leisure attendant grade 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; Gardener grade 3 (tradesperson); Guest service grade 4; Leisure attendant grade 3; Storeperson grade 3	1032.30	27.17
Level 5	Clerical supervisor; Cook (tradesperson) grade 4; Food and beverage supervisor; Front office supervisor; Gardener grade 4 (tradesperson); Guest service supervisor	1097.10	28.87
Level 6	Cook (tradesperson) grade 5	1126.30	29.64

2. By deleting the amount “\$56,557” appearing in clause 18.2 and inserting “\$58,678”.

3. By deleting the table appearing in clause 18.3 and inserting the following:

Column 1 Employee classification	Column 2 Employee stream and grade	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
Introductory level		915.90	24.10
Level 1	Casino electronic gaming employee grade 1	968.70	25.49
Level 2	Casino electronic gaming employee grade 2; Casino equipment technician grade 1; Casino table gaming employee grade 1; Customer liaison officer; Gaming finance employee grade 1	999.90	26.31
Level 3	Casino equipment technician grade 2; Gaming finance employee grade 2; Security officer grade 1	1032.30	27.17
Level 3A	Casino table gaming employee grade 2	1080.80	28.44
Level 4	Casino equipment technician grade 3; Gaming finance employee grade 3; Security officer grade 2	1097.10	28.87
Level 5	Casino table gaming employee grade 3; Gaming finance employee grade 4	1129.70	29.73
Level 6	Casino table gaming employee grade 4; Gaming finance employee grade 5; Surveillance operator	1162.20	30.58

4. By deleting the table appearing in clause 19.1(b) and inserting the following:

Column 1 Year of apprenticeship	Column 2 % of standard weekly rate	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
1st year	55%	567.77	14.94
2nd year	65%	671.00	17.66
3rd year	80%	825.84	21.73
4th year	95%	980.69	25.81

5. By deleting the table appearing in clause 19.2(b) and inserting the following:

Column 1 Stage of apprenticeship	Column 2 How minimum weekly rate is calculated	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
1st 6 months	70% of the standard weekly rate	722.61	19.02
2nd 6 months	85% of the standard weekly rate	877.46	23.09
3rd 6 months	Midway between the minimum rate prescribed for Food and beverage attendant grade 2 in Table 3—Minimum rates and the standard weekly rate	990.75	26.07
4th 6 months	Midway between the rate specified for the 3rd 6 months and the standard weekly rate	1011.53	26.62

6. By deleting the year “2023” in clause 21.2 and inserting “2024”.
7. By deleting the amount “\$0.39” appearing in clause 26.3(a) and inserting “\$0.41”.
8. By deleting the amounts “\$2.99” and “\$14.93” appearing in clause 26.3(b) and inserting “\$3.10” and “\$15.48” respectively.
9. By deleting the amount “\$11.94” appearing in clause 26.12(b)(i) and inserting “\$12.39”.
10. By deleting the amounts “\$2.39” and “\$11.94” appearing in clause 26.12(b)(ii) and inserting “\$2.48” and “\$12.39” respectively.

11. By deleting the table appearing in clause 26.13(b) and inserting the following:

Column 1 Number of employees supervised	Column 2 Allowance per week
	\$
Up to 5	20.65
6 to 10	28.39
11 to 20	32.00
More than 20	53.68

12. By deleting the amount “\$3.28” appearing in clause 26.14(b)(i) and inserting “\$3.41”.
13. By deleting the amount “\$4.98” appearing in clause 26.14(b)(ii) and inserting “\$5.16”.
14. By deleting the amount “\$59.70” appearing in clause 26.15(b)(i) and inserting “\$61.94”.
15. By deleting the amounts “\$2.62” and “\$3.93” wherever they appear in clause 29.2 and inserting “\$2.72” and “\$4.08” respectively.
16. By deleting the table appearing in clause 37.5 and inserting the following:

Column 1 Service provided by employer	Column 2 Deduction	Column 3 Payable
	\$	
Single room and 3 meals a day	258.08	per week
Shared room and 3 meals a day	251.63	per week
Single room only, no meals	245.18	per week
Shared room only, no meals	238.72	per week

17. By deleting the table appearing in clause 37.6 and inserting the following:

Column 1 Service provided by employer	Column 2 Age	Column 3 Deduction	Payable
		\$	
Single room and 3 meals a day	15 years of age and under	116.14	per week
	16 years of age	141.94	per week
	17 years of age	180.66	per week
	18 years of age	206.46	per week

Column 1 Service provided by employer	Column 2 Age	Column 3 Deduction	Payable
		\$	
	19 years of age	232.27	per week
Shared room and 3 meals a day	15 years of age and under	113.23	per week
	16 years of age	138.40	per week
	17 years of age	176.14	per week
	18 years of age	201.30	per week
	19 years of age	226.47	per week
Single room only; no meals	15 years of age and under	110.33	per week
	16 years of age	134.85	per week
	17 years of age	171.63	per week
	18 years of age	196.14	per week
	19 years of age	220.66	per week
Shared room only; no meals	15 years of age and under	107.42	per week
	16 years of age	131.30	per week
	17 years of age	167.10	per week
	18 years of age	190.98	per week
	19 years of age	214.85	per week

18. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Introductory level	23.46	29.33	35.19	52.79
Level 1	24.10	30.13	36.15	54.23
Level 2	24.98	31.23	37.47	56.21
Level 3	25.80	32.25	38.70	58.05
Level 4	27.17	33.96	40.76	61.13
Level 5	28.87	36.09	43.31	64.96

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Level 6	29.64	37.05	44.46	66.69

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

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Introductory level	35.19	46.92	46.92	52.79
Level 1	36.15	48.20	48.20	54.23
Level 2	37.47	49.96	49.96	56.21
Level 3	38.70	51.60	51.60	58.05
Level 4	40.76	54.34	54.34	61.13
Level 5	43.31	57.74	57.74	64.96
Level 6	44.46	59.28	59.28	66.69

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

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory level	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

21. By deleting the table appearing in clause B.2.4 and inserting the following:

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory level	35.19	46.92	46.92	58.65
Level 1	36.15	48.20	48.20	60.25
Level 2	37.47	49.96	49.96	62.45
Level 3	38.70	51.60	51.60	64.50
Level 4	40.76	54.34	54.34	67.93
Level 5	43.31	57.74	57.74	72.18
Level 6	44.46	59.28	59.28	74.10

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

	Ordinary hours ¹	Saturday	Sunday	Public holiday
		% of junior hourly rate²		
	100%	125%	150%	225%
	\$	\$	\$	\$
Introductory Level				
Under 17 years of age	11.73	14.66	17.60	26.39
17 years of age	14.08	17.60	21.12	31.68
18 years of age	16.42	20.53	24.63	36.95
19 years of age	19.94	24.93	29.91	44.87
20 years of age	23.46	29.33	35.19	52.79
Level 1				
Under 17 years of age	12.05	15.06	18.08	27.11
17 years of age	14.46	18.08	21.69	32.54
18 years of age	16.87	21.09	25.31	37.96
19 years of age	20.49	25.61	30.74	46.10
20 years of age	24.10	30.13	36.15	54.23
Level 2				
Under 17 years of age	12.49	15.61	18.74	28.10

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
17 years of age	14.99	18.74	22.49	33.73
18 years of age	17.49	21.86	26.24	39.35
19 years of age	21.23	26.54	31.85	47.77
20 years of age	24.98	31.23	37.47	56.21
Level 3				
Under 17 years of age	12.90	16.13	19.35	29.03
17 years of age	15.48	19.35	23.22	34.83
18 years of age	18.06	22.58	27.09	40.64
19 years of age	21.93	27.41	32.90	49.34
20 years of age	25.80	32.25	38.70	58.05
Level 4				
Under 17 years of age	13.59	16.99	20.39	30.58
17 years of age	16.30	20.38	24.45	36.68
18 years of age	19.02	23.78	28.53	42.80
19 years of age	23.09	28.86	34.64	51.95
20 years of age	27.17	33.96	40.76	61.13
Level 5				
Under 17 years of age	14.44	18.05	21.66	32.49
17 years of age	17.32	21.65	25.98	38.97
18 years of age	20.21	25.26	30.32	45.47
19 years of age	24.54	30.68	36.81	55.22
20 years of age	28.87	36.09	43.31	64.96

23. By deleting the table appearing in clause B.3.3 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Introductory Level				
Under 17 years of age	17.60	23.46	23.46	26.39
17 years of age	21.12	28.16	28.16	31.68
18 years of age	24.63	32.84	32.84	36.95
19 years of age	29.91	39.88	39.88	44.87
20 years of age	35.19	46.92	46.92	52.79
Level 1				
Under 17 years of age	18.08	24.10	24.10	27.11
17 years of age	21.69	28.92	28.92	32.54
18 years of age	25.31	33.74	33.74	37.96
19 years of age	30.74	40.98	40.98	46.10
20 years of age	36.15	48.20	48.20	54.23
Level 2				
Under 17 years of age	18.74	24.98	24.98	28.10
17 years of age	22.49	29.98	29.98	33.73
18 years of age	26.24	34.98	34.98	39.35
19 years of age	31.85	42.46	42.46	47.77
20 years of age	37.47	49.96	49.96	56.21
Level 3				
Under 17 years of age	19.35	25.80	25.80	29.03
17 years of age	23.22	30.96	30.96	34.83
18 years of age	27.09	36.12	36.12	40.64
19 years of age	32.90	43.86	43.86	49.34
20 years of age	38.70	51.60	51.60	58.05
Level 4				
Under 17 years of age	20.39	27.18	27.18	30.58
17 years of age	24.45	32.60	32.60	36.68

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
18 years of age	28.53	38.04	38.04	42.80
19 years of age	34.64	46.18	46.18	51.95
20 years of age	40.76	54.34	54.34	61.13
Level 5				
Under 17 years of age	21.66	28.88	28.88	32.49
17 years of age	25.98	34.64	34.64	38.97
18 years of age	30.32	40.42	40.42	45.47
19 years of age	36.81	49.08	49.08	55.22
20 years of age	43.31	57.74	57.74	64.96

24. By deleting the table appearing in clause B.3.4 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory Level				
Under 17 years of age	14.66	17.60	20.53	29.33
17 years of age	17.60	21.12	24.64	35.20
18 years of age	20.53	24.63	28.74	41.05
19 years of age	24.93	29.91	34.90	49.85
20 years of age	29.33	35.19	41.06	58.65
Level 1				
Under 17 years of age	15.06	18.08	21.09	30.13
17 years of age	18.08	21.69	25.31	36.15
18 years of age	21.09	25.31	29.52	42.18
19 years of age	25.61	30.74	35.86	51.23
20 years of age	30.13	36.15	42.18	60.25

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Level 2				
Under 17 years of age	15.61	18.74	21.86	31.23
17 years of age	18.74	22.49	26.23	37.48
18 years of age	21.86	26.24	30.61	43.73
19 years of age	26.54	31.85	37.15	53.08
20 years of age	31.23	37.47	43.72	62.45
Level 3				
Under 17 years of age	16.13	19.35	22.58	32.25
17 years of age	19.35	23.22	27.09	38.70
18 years of age	22.58	27.09	31.61	45.15
19 years of age	27.41	32.90	38.38	54.83
20 years of age	32.25	38.70	45.15	64.50
Level 4				
Under 17 years of age	16.99	20.39	23.78	33.98
17 years of age	20.38	24.45	28.53	40.75
18 years of age	23.78	28.53	33.29	47.55
19 years of age	28.86	34.64	40.41	57.73
20 years of age	33.96	40.76	47.55	67.93
Level 5				
Under 17 years of age	18.05	21.66	25.27	36.10
17 years of age	21.65	25.98	30.31	43.30
18 years of age	25.26	30.32	35.37	50.53
19 years of age	30.68	36.81	42.95	61.35
20 years of age	36.09	43.31	50.52	72.18

25. By deleting the table appearing in clause B.3.5 and inserting the following:

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory Level				
Under 17 years of age	17.60	23.46	23.46	29.33
17 years of age	21.12	28.16	28.16	35.20
18 years of age	24.63	32.84	32.84	41.05
19 years of age	29.91	39.88	39.88	49.85
20 years of age	35.19	46.92	46.92	58.65
Level 1				
Under 17 years of age	18.08	24.10	24.10	30.13
17 years of age	21.69	28.92	28.92	36.15
18 years of age	25.31	33.74	33.74	42.18
19 years of age	30.74	40.98	40.98	51.23
20 years of age	36.15	48.20	48.20	60.25
Level 2				
Under 17 years of age	18.74	24.98	24.98	31.23
17 years of age	22.49	29.98	29.98	37.48
18 years of age	26.24	34.98	34.98	43.73
19 years of age	31.85	42.46	42.46	53.08
20 years of age	37.47	49.96	49.96	62.45
Level 3				
Under 17 years of age	19.35	25.80	25.80	32.25
17 years of age	23.22	30.96	30.96	38.70
18 years of age	27.09	36.12	36.12	45.15
19 years of age	32.90	43.86	43.86	54.83
20 years of age	38.70	51.60	51.60	64.50
Level 4				
Under 17 years of age	20.39	27.18	27.18	33.98
17 years of age	24.45	32.60	32.60	40.75

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
18 years of age	28.53	38.04	38.04	47.55
19 years of age	34.64	46.18	46.18	57.73
20 years of age	40.76	54.34	54.34	67.93
Level 5				
Under 17 years of age	21.66	28.88	28.88	36.10
17 years of age	25.98	34.64	34.64	43.30
18 years of age	30.32	40.42	40.42	50.53
19 years of age	36.81	49.08	49.08	61.35
20 years of age	43.31	57.74	57.74	72.18

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

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Introductory Level				
Under 16 years of age	10.56	13.20	15.84	23.76
16 years of age	12.90	16.13	19.35	29.03
17 years of age	15.25	19.06	22.88	34.31
18 years of age	17.60	22.00	26.40	39.60
19 years of age	21.11	26.39	31.67	47.50
20 years of age	23.46	29.33	35.19	52.79
Level 2				
Under 16 years of age	11.24	14.05	16.86	25.29
16 years of age	13.74	17.18	20.61	30.92
17 years of age	16.24	20.30	24.36	36.54
18 years of age	18.74	23.43	28.11	42.17
19 years of age	22.48	28.10	33.72	50.58

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
20 years of age	24.98	31.23	37.47	56.21
Level 3				
Under 16 years of age	11.61	14.51	17.42	26.12
16 years of age	14.19	17.74	21.29	31.93
17 years of age	16.77	20.96	25.16	37.73
18 years of age	19.35	24.19	29.03	43.54
19 years of age	23.22	29.03	34.83	52.25
20 years of age	25.80	32.25	38.70	58.05
Level 4				
Under 16 years of age	12.23	15.29	18.35	27.52
16 years of age	14.94	18.68	22.41	33.62
17 years of age	17.66	22.08	26.49	39.74
18 years of age	20.38	25.48	30.57	45.86
19 years of age	24.45	30.56	36.68	55.01
20 years of age	27.17	33.96	40.76	61.13
Level 5				
Under 16 years of age	12.99	16.24	19.49	29.23
16 years of age	15.88	19.85	23.82	35.73
17 years of age	18.77	23.46	28.16	42.23
18 years of age	21.65	27.06	32.48	48.71
19 years of age	25.98	32.48	38.97	58.46
20 years of age	28.87	36.09	43.31	64.96

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

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate ¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Introductory Level				
Under 16 years of age	15.84	21.12	21.12	23.76
16 years of age	19.35	25.80	25.80	29.03
17 years of age	22.88	30.50	30.50	34.31
18 years of age	26.40	35.20	35.20	39.60
19 years of age	31.67	42.22	42.22	47.50
20 years of age	35.19	46.92	46.92	52.79
Level 2				
Under 16 years of age	16.86	22.48	22.48	25.29
16 years of age	20.61	27.48	27.48	30.92
17 years of age	24.36	32.48	32.48	36.54
18 years of age	28.11	37.48	37.48	42.17
19 years of age	33.72	44.96	44.96	50.58
20 years of age	37.47	49.96	49.96	56.21
Level 3				
Under 16 years of age	17.42	23.22	23.22	26.12
16 years of age	21.29	28.38	28.38	31.93
17 years of age	25.16	33.54	33.54	37.73
18 years of age	29.03	38.70	38.70	43.54
19 years of age	34.83	46.44	46.44	52.25
20 years of age	38.70	51.60	51.60	58.05
Level 4				
Under 16 years of age	18.35	24.46	24.46	27.52
16 years of age	22.41	29.88	29.88	33.62
17 years of age	26.49	35.32	35.32	39.74
18 years of age	30.57	40.76	40.76	45.86
19 years of age	36.68	48.90	48.90	55.01

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
20 years of age	40.76	54.34	54.34	61.13
Level 5				
Under 16 years of age	19.49	25.98	25.98	29.23
16 years of age	23.82	31.76	31.76	35.73
17 years of age	28.16	37.54	37.54	42.23
18 years of age	32.48	43.30	43.30	48.71
19 years of age	38.97	51.96	51.96	58.46
20 years of age	43.31	57.74	57.74	64.96

28. By deleting the table appearing in clause B.4.4 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory Level				
Under 16 years of age	13.20	15.84	18.48	26.40
16 years of age	16.13	19.35	22.58	32.25
17 years of age	19.06	22.88	26.69	38.13
18 years of age	22.00	26.40	30.80	44.00
19 years of age	26.39	31.67	36.94	52.78
20 years of age	29.33	35.19	41.06	58.65
Level 2				
Under 16 years of age	14.05	16.86	19.67	28.10
16 years of age	17.18	20.61	24.05	34.35
17 years of age	20.30	24.36	28.42	40.60
18 years of age	23.43	28.11	32.80	46.85
19 years of age	28.10	33.72	39.34	56.20
20 years of age	31.23	37.47	43.72	62.45

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Level 3				
Under 16 years of age	14.51	17.42	20.32	29.03
16 years of age	17.74	21.29	24.83	35.48
17 years of age	20.96	25.16	29.35	41.93
18 years of age	24.19	29.03	33.86	48.38
19 years of age	29.03	34.83	40.64	58.05
20 years of age	32.25	38.70	45.15	64.50
Level 4				
Under 16 years of age	15.29	18.35	21.40	30.58
16 years of age	18.68	22.41	26.15	37.35
17 years of age	22.08	26.49	30.91	44.15
18 years of age	25.48	30.57	35.67	50.95
19 years of age	30.56	36.68	42.79	61.13
20 years of age	33.96	40.76	47.55	67.93
Level 5				
Under 16 years of age	16.24	19.49	22.73	32.48
16 years of age	19.85	23.82	27.79	39.70
17 years of age	23.46	28.16	32.85	46.93
18 years of age	27.06	32.48	37.89	54.13
19 years of age	32.48	38.97	45.47	64.95
20 years of age	36.09	43.31	50.52	72.18

29. By deleting the table appearing in clause B.4.5 and inserting the following:

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory Level				
Under 16 years of age	15.84	21.12	21.12	26.40
16 years of age	19.35	25.80	25.80	32.25
17 years of age	22.88	30.50	30.50	38.13
18 years of age	26.40	35.20	35.20	44.00
19 years of age	31.67	42.22	42.22	52.78
20 years of age	35.19	46.92	46.92	58.65
Level 2				
Under 16 years of age	16.86	22.48	22.48	28.10
16 years of age	20.61	27.48	27.48	34.35
17 years of age	24.36	32.48	32.48	40.60
18 years of age	28.11	37.48	37.48	46.85
19 years of age	33.72	44.96	44.96	56.20
20 years of age	37.47	49.96	49.96	62.45
Level 3				
Under 16 years of age	17.42	23.22	23.22	29.03
16 years of age	21.29	28.38	28.38	35.48
17 years of age	25.16	33.54	33.54	41.93
18 years of age	29.03	38.70	38.70	48.38
19 years of age	34.83	46.44	46.44	58.05
20 years of age	38.70	51.60	51.60	64.50
Level 4				
Under 16 years of age	18.35	24.46	24.46	30.58
16 years of age	22.41	29.88	29.88	37.35
17 years of age	26.49	35.32	35.32	44.15
18 years of age	30.57	40.76	40.76	50.95
19 years of age	36.68	48.90	48.90	61.13

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
20 years of age	40.76	54.34	54.34	67.93
Level 5				
Under 16 years of age	19.49	25.98	25.98	32.48
16 years of age	23.82	31.76	31.76	39.70
17 years of age	28.16	37.54	37.54	46.93
18 years of age	32.48	43.30	43.30	54.13
19 years of age	38.97	51.96	51.96	64.95
20 years of age	43.31	57.74	57.74	72.18

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

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Managerial staff (Hotels)	29.70	37.13	44.55	66.83

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

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Managerial staff (Hotels)	44.55	59.40	59.40	66.83

32. By deleting the table appearing in clause B.5.3 and inserting the following:

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Managerial staff (Hotels)	37.13	44.55	51.98	74.25

33. By deleting the table appearing in clause B.5.4 and inserting the following:

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Managerial staff (Hotels)	44.55	59.40	59.40	74.25

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

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Introductory level	24.10	30.13	36.15	54.23
Level 1	25.49	31.86	38.24	57.35
Level 2	26.31	32.89	39.47	59.20
Level 3	27.17	33.96	40.76	61.13
Level 3A	28.44	35.55	42.66	63.99
Level 4	28.87	36.09	43.31	64.96
Level 5	29.73	37.16	44.60	66.89
Level 6	30.58	38.23	45.87	68.81

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

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Introductory level	36.15	48.20	48.20	54.23
Level 1	38.24	50.98	50.98	57.35
Level 2	39.47	52.62	52.62	59.20
Level 3	40.76	54.34	54.34	61.13
Level 3A	42.66	56.88	56.88	63.99
Level 4	43.31	57.74	57.74	64.96
Level 5	44.60	59.46	59.46	66.89
Level 6	45.87	61.16	61.16	68.81

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

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of ordinary hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory level	30.13	36.15	42.18	60.25
Level 1	31.86	38.24	44.61	63.73
Level 2	32.89	39.47	46.04	65.78
Level 3	33.96	40.76	47.55	67.93
Level 3A	35.55	42.66	49.77	71.10
Level 4	36.09	43.31	50.52	72.18
Level 5	37.16	44.60	52.03	74.33
Level 6	38.23	45.87	53.52	76.45

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

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory level	36.15	48.20	48.20	60.25
Level 1	38.24	50.98	50.98	63.73
Level 2	39.47	52.62	52.62	65.78
Level 3	40.76	54.34	54.34	67.93
Level 3A	42.66	56.88	56.88	71.10
Level 4	43.31	57.74	57.74	72.18
Level 5	44.60	59.46	59.46	74.33
Level 6	45.87	61.16	61.16	76.45

38. By deleting the table appearing in clause B.7.2 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Introductory Level				
18 years of age	16.87	21.09	25.31	37.96
19 years of age	20.49	25.61	30.74	46.10
20 years of age	24.10	30.13	36.15	54.23
Level 1				
18 years of age	17.84	22.30	26.76	40.14
19 years of age	21.67	27.09	32.51	48.76
20 years of age	25.49	31.86	38.24	57.35
Level 2				
18 years of age	18.42	23.03	27.63	41.45
19 years of age	22.36	27.95	33.54	50.31
20 years of age	26.31	32.89	39.47	59.20

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior hourly rate ²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Level 3				
18 years of age	19.02	23.78	28.53	42.80
19 years of age	23.09	28.86	34.64	51.95
20 years of age	27.17	33.96	40.76	61.13
Level 3A				
18 years of age	19.91	24.89	29.87	44.80
19 years of age	24.17	30.21	36.26	54.38
20 years of age	28.44	35.55	42.66	63.99
Level 4				
18 years of age	20.21	25.26	30.32	45.47
19 years of age	24.54	30.68	36.81	55.22
20 years of age	28.87	36.09	43.31	64.96
Level 5				
18 years of age	20.81	26.01	31.22	46.82
19 years of age	25.27	31.59	37.91	56.86
20 years of age	29.73	37.16	44.60	66.89
Level 6				
18 years of age	21.41	26.76	32.12	48.17
19 years of age	25.99	32.49	38.99	58.48
20 years of age	30.58	38.23	45.87	68.81

39. By deleting the table appearing in clause B.7.3 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate ¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Introductory Level				
18 years of age	25.31	33.74	33.74	37.96

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
19 years of age	30.74	40.98	40.98	46.10
20 years of age	36.15	48.20	48.20	54.23
Level 1				
18 years of age	26.76	35.68	35.68	40.14
19 years of age	32.51	43.34	43.34	48.76
20 years of age	38.24	50.98	50.98	57.35
Level 2				
18 years of age	27.63	36.84	36.84	41.45
19 years of age	33.54	44.72	44.72	50.31
20 years of age	39.47	52.62	52.62	59.20
Level 3				
18 years of age	28.53	38.04	38.04	42.80
19 years of age	34.64	46.18	46.18	51.95
20 years of age	40.76	54.34	54.34	61.13
Level 3A				
18 years of age	29.87	39.82	39.82	44.80
19 years of age	36.26	48.34	48.34	54.38
20 years of age	42.66	56.88	56.88	63.99
Level 4				
18 years of age	30.32	40.42	40.42	45.47
19 years of age	36.81	49.08	49.08	55.22
20 years of age	43.31	57.74	57.74	64.96
Level 5				
18 years of age	31.22	41.62	41.62	46.82
19 years of age	37.91	50.54	50.54	56.86
20 years of age	44.60	59.46	59.46	66.89
Level 6				
18 years of age	32.12	42.82	42.82	48.17

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
19 years of age	38.99	51.98	51.98	58.48
20 years of age	45.87	61.16	61.16	68.81

40. By deleting the table appearing in clause B.7.4 and inserting the following:

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory Level				
18 years of age	21.09	25.31	29.52	42.18
19 years of age	25.61	30.74	35.86	51.23
20 years of age	30.13	36.15	42.18	60.25
Level 1				
18 years of age	22.30	26.76	31.22	44.60
19 years of age	27.09	32.51	37.92	54.18
20 years of age	31.86	38.24	44.61	63.73
Level 2				
18 years of age	23.03	27.63	32.24	46.05
19 years of age	27.95	33.54	39.13	55.90
20 years of age	32.89	39.47	46.04	65.78
Level 3				
18 years of age	23.78	28.53	33.29	47.55
19 years of age	28.86	34.64	40.41	57.73
20 years of age	33.96	40.76	47.55	67.93
Level 3A				
18 years of age	24.89	29.87	34.84	49.78
19 years of age	30.21	36.26	42.30	60.43
20 years of age	35.55	42.66	49.77	71.10

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Level 4				
18 years of age	25.26	30.32	35.37	50.53
19 years of age	30.68	36.81	42.95	61.35
20 years of age	36.09	43.31	50.52	72.18
Level 5				
18 years of age	26.01	31.22	36.42	52.03
19 years of age	31.59	37.91	44.22	63.18
20 years of age	37.16	44.60	52.03	74.33
Level 6				
18 years of age	26.76	32.12	37.47	53.53
19 years of age	32.49	38.99	45.48	64.98
20 years of age	38.23	45.87	53.52	76.45

41. By deleting the table appearing in clause B.7.5 and inserting the following:

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory Level				
18 years of age	25.31	33.74	33.74	42.18
19 years of age	30.74	40.98	40.98	51.23
20 years of age	36.15	48.20	48.20	60.25
Level 1				
18 years of age	26.76	35.68	35.68	44.60
19 years of age	32.51	43.34	43.34	54.18
20 years of age	38.24	50.98	50.98	63.73
Level 2				
18 years of age	27.63	36.84	36.84	46.05

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
19 years of age	33.54	44.72	44.72	55.90
20 years of age	39.47	52.62	52.62	65.78
Level 3				
18 years of age	28.53	38.04	38.04	47.55
19 years of age	34.64	46.18	46.18	57.73
20 years of age	40.76	54.34	54.34	67.93
Level 3A				
18 years of age	29.87	39.82	39.82	49.78
19 years of age	36.26	48.34	48.34	60.43
20 years of age	42.66	56.88	56.88	71.10
Level 4				
18 years of age	30.32	40.42	40.42	50.53
19 years of age	36.81	49.08	49.08	61.35
20 years of age	43.31	57.74	57.74	72.18
Level 5				
18 years of age	31.22	41.62	41.62	52.03
19 years of age	37.91	50.54	50.54	63.18
20 years of age	44.60	59.46	59.46	74.33
Level 6				
18 years of age	32.12	42.82	42.82	53.53
19 years of age	38.99	51.98	51.98	64.98
20 years of age	45.87	61.16	61.16	76.45

42. By deleting the table appearing in clause B.8.2 and inserting the following:

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior apprentice hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
1st year	14.94	18.68	22.41	33.62
2nd year	17.66	22.08	26.49	39.74
3rd year	21.73	27.16	32.60	48.89
4th year – not attained standard of proficiency	25.81	32.26	38.72	58.07
4th year – attained standard of proficiency	27.17	33.96	40.76	61.13

43. By deleting the table appearing in clause B.8.3 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior apprentice hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
1st year	22.41	29.88	29.88	33.62
2nd year	26.49	35.32	35.32	39.74
3rd year	32.60	43.46	43.46	48.89
4th year – not attained standard of proficiency	38.72	51.62	51.62	58.07
4th year – attained standard of proficiency	40.76	54.34	54.34	61.13

44. By deleting the table appearing in clause B.8.4 and inserting the following:

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior apprentice hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
1st 6 months	19.02	23.78	28.53	42.80
2nd 6 months	23.09	28.86	34.64	51.95
3rd 6 months	26.07	32.59	39.11	58.66
4th 6 months – not attained standard of proficiency	26.62	33.28	39.93	59.90
4th 6 months – attained standard of proficiency	27.17	33.96	40.76	61.13

45. By deleting the table appearing in clause B.8.5 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior apprentice hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
1st 6 months	28.53	38.04	38.04	42.80
2nd 6 months	34.64	46.18	46.18	51.95
3rd 6 months	39.11	52.14	52.14	58.66
4th 6 months – not attained standard of proficiency	39.93	53.24	53.24	59.90
4th 6 months – attained standard of proficiency	40.76	54.34	54.34	61.13

46. By deleting the table appearing in clause B.9.2 and inserting the following:

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of adult apprentice hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
1st year	21.73	27.16	32.60	48.89
2nd year	23.46	29.33	35.19	52.79
3rd year	23.46	29.33	35.19	52.79
4th year – not attained standard of proficiency	25.81	32.26	38.72	58.07
4th year – attained standard of proficiency	27.17	33.96	40.76	61.13

47. By deleting the table appearing in clause B.9.3 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of adult apprentice hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
1st year	32.60	43.46	43.46	48.89
2nd year	35.19	46.92	46.92	52.79
3rd year	35.19	46.92	46.92	52.79
4th year – not attained standard of proficiency	38.72	51.62	51.62	58.07
4th year – attained standard of proficiency	40.76	54.34	54.34	61.13

48. By deleting the table appearing in clause B.9.4 and inserting the following:

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of adult apprentice hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
1st 6 months	21.73	27.16	32.60	48.89
2nd 6 months	23.09	28.86	34.64	51.95
3rd 6 months	26.07	32.59	39.11	58.66
4th 6 months – not attained standard of proficiency	26.62	33.28	39.93	59.90
4th 6 months – attained standard of proficiency	27.17	33.96	40.76	61.13

49. By deleting the table appearing in clause B.9.5 and inserting the following:

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of adult apprentice hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
1st 6 months	32.60	43.46	43.46	48.89
2nd 6 months	34.64	46.18	46.18	51.95
3rd 6 months	39.11	52.14	52.14	58.66
4th 6 months – not attained standard of proficiency	39.93	53.24	53.24	59.90
4th 6 months – attained standard of proficiency	40.76	54.34	54.34	61.13

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

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

Allowance	Clause	% of standard weekly rate	\$	Payable
Fork-lift driver allowance—Part-time or casual fork-lift driver—prior to 23 January 2020 (see C.1.2 for the rate from 23 January 2020) ¹	26.3(b)	0.3	3.10	per day
Fork-lift driver allowance—Part-time or casual maximum payment—prior to 23 January 2020 (see C.1.2 for the rate from 23 January 2020) ¹	26.3(b)	1.5	15.48	per week
First aid allowance—Full-time employee	26.12(b)(i)	1.2	12.39	per week
First aid allowance—Part-time or casual employee	26.12(b)(ii)	0.24	2.48	per day
First aid allowance—Part-time or casual maximum payment	26.12(b)(ii)	1.2	12.39	per week
Airport catering—supervisory allowance—Up to 5 employees	26.13(b)	2.0	20.65	per week
Airport catering—supervisory allowance—6 to 10 employees	26.13(b)	2.75	28.39	per week
Airport catering—supervisory allowance—11 to 20 employees	26.13(b)	3.1	32.00	per week
Airport catering—supervisory allowance—More than 20 employees	26.13(b)	5.2	53.68	per week
Split shift allowance—2 hours and up to 3 hours	26.14(b)(i)	0.33	3.41	per day
Split shift allowance—More than 3 hours	26.14(b)(ii)	0.5	5.16	per day
Overnight stay allowance—outside ordinary business operating hours	26.15(b)(i)	6.0	61.94	per overnight stay period

52. By deleting the amount “\$26.18” appearing in clause C.1.2 and inserting “\$27.17”.

53. By deleting the table appearing in clause C.1.2 and inserting the following:

Allowance	Clause	% of standard hourly rate	\$	Payable
Fork-lift driver allowance ¹	26.3(a)	1.5	0.41	per hour

54. By deleting the amount “\$26.18” appearing in clause C.3 and inserting “\$27.17”.

55. By deleting the table appearing in clause C.3 and inserting the following:

Penalty	Clause	% of standard hourly rate	\$	Payable
Monday to Friday— 7.00 pm to midnight	29.2	10.0	2.72	per hour or part thereof
Monday to Friday— midnight to 7.00 am	29.2	15.0	4.08	per hour or part thereof

56. By deleting rows 1 to 4, after the header row, of the table appearing in clause C.4.1 and inserting the following:

Single room and 3 meals a day	25% of standard weekly rate	258.08	per week
Shared room and 3 meals a day	97.5% of 25% of standard weekly rate	251.63	per week
Single room only, no meals	95% of 25% of standard weekly rate	245.18	per week
Shared room only, no meals	92.5% of 25% of standard weekly rate	238.72	per week

57. By deleting rows 1 to 18, after the header row, of the table appearing in clause C.4.2 and inserting the following:

Single room and 3 meals a day	15 years of age and under	45%	116.14	per week
	16 years of age	55%	141.94	per week
	17 years of age	70%	180.66	per week
	18 years of age	80%	206.46	per week
	19 years of age	90%	232.27	per week
Shared room and 3 meals a day	15 years of age and under	45%	113.23	per week

	16 years of age	55%	138.40	per week
	17 years of age	70%	176.14	per week
	18 years of age	80%	201.30	per week
	19 years of age	90%	226.47	per week
Single room only; no meals	15 years of age and under	45%	110.33	per week
	16 years of age	55%	134.85	per week
	17 years of age	70%	171.63	per week
	18 years of age	80%	196.14	per week
	19 years of age	90%	220.66	per week
Shared room only; no meals	15 years of age and under	45%	107.42	per week
	16 years of age	55%	131.30	per week
	17 years of age	70%	167.10	per week
	18 years of age	80%	190.98	per week
	19 years of age	90%	214.85	per week

58. By deleting the table appearing in clause I.5.2 and inserting the following:

	Loaded Rate Percentages						
	110.20%	110.30%	120.00%	116.95%	123.40%	126.85%	131.05%
	\$	\$	\$	\$	\$	\$	\$
Level 3	–	28.46	30.96	30.17	31.84	32.73	33.81
Level 4	29.94	–	32.60	31.78	33.53	34.47	35.61
Level 5	31.81	–	34.64	33.76	35.63	36.62	37.83
Level 6	32.66	–	35.57	34.66	36.58	37.60	38.84

59. By deleting the table appearing in clause I.5.3 and inserting the following:

	Loaded Rate Percentages					
	110.20%	120.00%	116.95%	123.40%	126.85%	131.05%
	\$	\$	\$	\$	\$	\$
Level 3	29.94	32.60	31.78	33.53	34.47	35.61
Level 3A	31.34	34.13	33.26	35.09	36.08	37.27
Level 4	31.81	34.64	33.76	35.63	36.62	37.83
Level 5	32.76	35.68	34.77	36.69	37.71	38.96

	Loaded Rate Percentages					
	110.20%	120.00%	116.95%	123.40%	126.85%	131.05%
	\$	\$	\$	\$	\$	\$
Level 6	33.70	36.70	35.76	37.74	38.79	40.08

60. By deleting the amounts “\$3.93” and “\$1.70” appearing in the example in clause I.5.5 and inserting “\$4.08” and “\$1.75” respectively.

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