



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

PHARMACEUTICAL INDUSTRY AWARD 2020
[MA000069]

Pharmaceutical 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(a) and inserting the following:

Employee classification	Minimum weekly rate rate (full-time employee)	Minimum hourly rate rate
	\$	\$
Manufacturing/production worker		
Grade 1—on commencement	949.20	24.98
Grade 1—after 3 months	960.80	25.28
Grade 1—after 12 months	971.70	25.57
Grade 2	980.30	25.80
Grade 3	1008.20	26.53
Grade 4	1038.00	27.32

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Warehouse/distribution worker		
Grade 1—on commencement	949.20	24.98
Grade 1—after 3 months	960.80	25.28
Grade 1—after 12 months	971.70	25.57
Grade 2	980.30	25.80
Grade 3	1008.20	26.53
Grade 4	1038.00	27.32

2. By deleting the year “2023” in clause 15.4(b) and inserting “2024”.
3. By deleting the amount “\$19.80” appearing in clause 17.2(a)(i) and inserting “\$20.54”.
4. By deleting the amounts “\$0.66” and “\$2.00” appearing in clause 17.2(b) and inserting “\$0.68” and “\$2.08” respectively.
5. By deleting the amount “\$0.55” appearing in clause 17.2(c) and inserting “\$0.57”.
6. By deleting the amount “\$0.95” appearing in clause 17.2(d) and inserting “\$0.98”.
7. By deleting the amount “\$2.82” appearing in clause 17.2(e) and inserting “\$2.92”.
8. By deleting the amount “\$2.82” appearing in clause 17.2(f) and inserting “\$2.92”.
9. By deleting the table appearing in clause B.1 and inserting the following:

Employee classification	Monday to Friday	RDO – all day¹	Public holiday
	% of minimum hourly rate		
	100%	250%	250%
	\$	\$	\$
Manufacturing/production worker			
Grade 1—on commencement	24.98	62.45	62.45
Grade 1—after 3 months	25.28	63.20	63.20
Grade 1—after 12 months	25.57	63.93	63.93
Grade 2	25.80	64.50	64.50
Grade 3	26.53	66.33	66.33

Employee classification	Monday to Friday	RDO – all day¹	Public holiday
	% of minimum hourly rate		
	100%	250%	250%
	\$	\$	\$
Grade 4	27.32	68.30	68.30
Warehouse/distribution worker			
Grade 1—on commencement	24.98	62.45	62.45
Grade 1—after 3 months	25.28	63.20	63.20
Grade 1—after 12 months	25.57	63.93	63.93
Grade 2	25.80	64.50	64.50
Grade 3	26.53	66.33	66.33
Grade 4	27.32	68.30	68.30

10. By deleting the table appearing in clause B.2 and inserting the following:

	Monday to Friday¹ – first 2 hours	Monday to Friday¹ – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday – all day	RDO – all day²	Public holiday – all day
	% of minimum hourly rate						
	150%	200%	150%	200%	200%	250%	250%
	\$	\$	\$	\$	\$	\$	\$
Manufacturing/production worker							
Grade 1—on commencement	37.47	49.96	37.47	49.96	49.96	62.45	62.45
Grade 1—after 3 months	37.92	50.56	37.92	50.56	50.56	63.20	63.20
Grade 1—after 12 months	38.36	51.14	38.36	51.14	51.14	63.93	63.93
Grade 2	38.70	51.60	38.70	51.60	51.60	64.50	64.50
Grade 3	39.80	53.06	39.80	53.06	53.06	66.33	66.33
Grade 4	40.98	54.64	40.98	54.64	54.64	68.30	68.30
Warehouse/distribution worker							
Grade 1—on commencement	37.47	49.96	37.47	49.96	49.96	62.45	62.45
Grade 1—after 3 months	37.92	50.56	37.92	50.56	50.56	63.20	63.20
Grade 1—after 12 months	38.36	51.14	38.36	51.14	51.14	63.93	63.93
Grade 2	38.70	51.60	38.70	51.60	51.60	64.50	64.50

	Monday to Friday¹ – first 2 hours	Monday to Friday¹ – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday – all day	RDO – all day²	Public holiday – all day
	% of minimum hourly rate						
	150%	200%	150%	200%	200%	250%	250%
	\$	\$	\$	\$	\$	\$	\$
Grade 3	39.80	53.06	39.80	53.06	53.06	66.33	66.33
Grade 4	40.98	54.64	40.98	54.64	54.64	68.30	68.30

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

	Day	Afternoon & night shift¹	Permanent night shift¹	Non-successive shifts¹	RDO – all day²	Public holiday
	% of minimum hourly rate					
	100%	115%	130%	150%	250%	250%
	\$	\$	\$	\$	\$	\$
Manufacturing/production worker						
Grade 1—on commencement	24.98	28.73	32.47	37.47	62.45	62.45
Grade 1—after 3 months	25.28	29.07	32.86	37.92	63.20	63.20
Grade 1—after 12 months	25.57	29.41	33.24	38.36	63.93	63.93
Grade 2	25.80	29.67	33.54	38.70	64.50	64.50
Grade 3	26.53	30.51	34.49	39.80	66.33	66.33
Grade 4	27.32	31.42	35.52	40.98	68.30	68.30
Warehouse/distribution worker						
Grade 1—on commencement	24.98	28.73	32.47	37.47	62.45	62.45
Grade 1—after 3 months	25.28	29.07	32.86	37.92	63.20	63.20
Grade 1—after 12 months	25.57	29.41	33.24	38.36	63.93	63.93
Grade 2	25.80	29.67	33.54	38.70	64.50	64.50
Grade 3	26.53	30.51	34.49	39.80	66.33	66.33
Grade 4	27.32	31.42	35.52	40.98	68.30	68.30

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

	Monday to Friday – first 2 hours outside¹ or first 3 hours in excess²	Monday to Friday – after 2 hours outside¹ or after 3 hours in excess²	Saturday – first 2 hours	Saturday – after 2 hours	Sunday- all day	RDO – all day³	Public holiday – all day
	% of minimum hourly rate						
	150%	200%	150%	200%	200%	250%	250%
	\$	\$	\$	\$	\$	\$	\$
Manufacturing/production worker							
Grade 1—on commencement	37.47	49.96	37.47	49.96	49.96	62.45	62.45
Grade 1—after 3 months	37.92	50.56	37.92	50.56	50.56	63.20	63.20
Grade 1—after 12 months	38.36	51.14	38.36	51.14	51.14	63.93	63.93
Grade 2	38.70	51.60	38.70	51.60	51.60	64.50	64.50
Grade 3	39.80	53.06	39.80	53.06	53.06	66.33	66.33
Grade 4	40.98	54.64	40.98	54.64	54.64	68.30	68.30
Warehouse/distribution worker							
Grade 1—on commencement	37.47	49.96	37.47	49.96	49.96	62.45	62.45
Grade 1—after 3 months	37.92	50.56	37.92	50.56	50.56	63.20	63.20
Grade 1—after 12 months	38.36	51.14	38.36	51.14	51.14	63.93	63.93
Grade 2	38.70	51.60	38.70	51.60	51.60	64.50	64.50
Grade 3	39.80	53.06	39.80	53.06	53.06	66.33	66.33
Grade 4	40.98	54.64	40.98	54.64	54.64	68.30	68.30

13. By deleting the table appearing in clause B.5 and inserting the following:

	Monday to Friday	Public holiday
	% of minimum hourly rate	
	125%	275%
	\$	\$
Manufacturing/production worker		
Grade 1—on commencement	31.23	68.70
Grade 1—after 3 months	31.60	69.52
Grade 1—after 12 months	31.96	70.32

	Monday to Friday	Public holiday
	% of minimum hourly rate	
	125%	275%
	\$	\$
Grade 2	32.25	70.95
Grade 3	33.16	72.96
Grade 4	34.15	75.13
Warehouse/distribution worker		
Grade 1—on commencement	31.23	68.70
Grade 1—after 3 months	31.60	69.52
Grade 1—after 12 months	31.96	70.32
Grade 2	32.25	70.95
Grade 3	33.16	72.96
Grade 4	34.15	75.13

14. By deleting the table appearing in clause B.6 and inserting the following:

	Day	Afternoon & night shift	Permanent night shift¹	Non-successive shifts¹	Public holiday
	% of minimum hourly rate				
	125%	140%	155%	175%	275%
	\$	\$	\$	\$	\$
Manufacturing/production worker					
Grade 1—on commencement	31.23	34.97	38.72	43.72	68.70
Grade 1—after 3 months	31.60	35.39	39.18	44.24	69.52
Grade 1—after 12 months	31.96	35.80	39.63	44.75	70.32
Grade 2	32.25	36.12	39.99	45.15	70.95
Grade 3	33.16	37.14	41.12	46.43	72.96
Grade 4	34.15	38.25	42.35	47.81	75.13
Warehouse/distribution worker					
Grade 1—on commencement	31.23	34.97	38.72	43.72	68.70
Grade 1—after 3 months	31.60	35.39	39.18	44.24	69.52
Grade 1—after 12 months	31.96	35.80	39.63	44.75	70.32
Grade 2	32.25	36.12	39.99	45.15	70.95
Grade 3	33.16	37.14	41.12	46.43	72.96
Grade 4	34.15	38.25	42.35	47.81	75.13

15. By deleting the amount “\$26.33” appearing in clause C.1.1 and inserting “\$27.32”.

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

Allowance	Clause	% of standard rate	\$	Payable
First aid	17.2(a)(i)	75.2	20.54	per week
Gentian violet and similar substances—per hour	17.2(b)	2.5	0.68	per hour
Gentian violet and similar substances—minimum payment	17.2(b)	7.6	2.08	minimum payment per day
Chlorpromazine hydrochloride	17.2(c)	2.1	0.57	per hour or part of an hour
Respirator	17.2(d)	3.6	0.98	per hour or part of an hour
Sterile areas	17.2(e)	10.7	2.92	per day or part of a day
Dust mask	17.2(f)	10.7	2.92	per day or part of a day

- 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