



# DRAFT DETERMINATION

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

**Annual Wage Review 2019–20**  
(C2020/1)

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

Racing industry

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

*Annual Wage Review 2019–20.*

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] 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>
Introductory level	753.80	19.84
Maintenance and Horticultural Employee Level 1	784.90	20.66
Maintenance and Horticultural Employee Level 2	846.70	22.28
Tradesperson	877.60	23.09
Trackwork and Pool Supervisor	946.50	24.91
Management Employee Level 1	1015.40	26.72
Management Employee Level 2	1120.80	29.49

2. By deleting the year “2019” in clause 15.7(b) and inserting “2020”.
3. By deleting the amount "\$17.25" appearing in clause 17.2(a) and inserting "\$17.55".
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	17.55
3–6 other employees	35.10
More than 6 other employees	43.88

5. By deleting the amount "\$25.88" appearing in clause 17.2(c) and inserting "\$26.33".
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	19.84	24.80	22.82	29.76
Maintenance and Horticultural Employee Level 1	20.66	25.83	23.76	30.99
Maintenance and Horticultural Employee Level 2	22.28	27.85	25.62	33.42
Tradesperson	23.09	N/A	26.55	34.64
Trackwork and Pool Supervisor	24.91	N/A	28.65	37.37
Management Employee Level 1	26.72	N/A	30.73	40.08
Management Employee Level 2	29.49	N/A	33.91	44.24

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	24.80	34.72	49.60
Maintenance and Horticultural Employee Level 1	25.83	36.16	51.65
Maintenance and Horticultural Employee Level 2	27.85	38.99	55.70
Tradesperson	28.86	40.41	57.73
Trackwork and Pool Supervisor	31.14	43.59	62.28
Management Employee Level 1	33.40	46.76	66.80
Management Employee Level 2	36.86	51.61	73.73

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>% of ordinary hourly rate <sup>1</sup></b>			
	<b>First 2 hours</b>	<b>After first 2 hours</b>	<b>All overtime hours worked</b>	<b>All hours worked</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	29.76	39.68	39.68	49.60
Maintenance and Horticultural Employee Level 1	30.99	41.32	41.32	51.65
Maintenance and Horticultural Employee Level 2	33.42	44.56	44.56	55.70
Tradesperson	34.64	46.18	46.18	57.73
Trackwork and Pool Supervisor	37.37	49.82	49.82	62.28

	<b>Monday to Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>	
	<b>% of ordinary hourly rate <sup>1</sup></b>			
	<b>First 2 hours</b>	<b>After first 2 hours</b>	<b>All overtime hours worked</b>	<b>All hours worked</b>
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Management Employee Level 1	40.08	53.44	53.44	66.80
Management Employee Level 2	44.24	58.98	58.98	73.73

9. By deleting the table appearing in clause B.3.1 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 hour due to water restrictions<sup>3</sup></b>
	<b>% of ordinary hourly rate <sup>4</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>140%</b>	<b>175%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	24.80	29.76	27.78	34.72
Maintenance and Horticultural Employee Level 1	25.83	30.99	28.92	36.16
Maintenance and Horticultural Employee Level 2	27.85	33.42	31.19	38.99
Tradesperson	28.86	N/A	32.33	40.41
Trackwork and Pool Supervisor	31.14	N/A	34.87	43.59
Management Employee Level 1	33.40	N/A	37.41	46.76
Management Employee Level 2	36.86	N/A	41.29	51.61

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	29.76	39.68	54.56
Maintenance and Horticultural Employee Level 1	30.99	41.32	56.82
Maintenance and Horticultural Employee Level 2	33.42	44.56	61.27
Tradesperson	34.64	46.18	63.50
Trackwork and Pool Supervisor	37.37	49.82	68.50
Management Employee Level 1	40.08	53.44	73.48
Management Employee Level 2	44.24	58.98	81.10

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	30.75
Maintenance and Horticultural Employee Level 1	32.02
Maintenance and Horticultural Employee Level 2	34.53
Tradesperson	35.79
Trackwork and Pool Supervisor	38.61
Management Employee Level 1	41.42
Management Employee Level 2	45.71

12. By deleting the amount “\$862.50” appearing in clause C.1.1 and inserting “\$877.60”.

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	17.55	per week
Leading hand allowance— 1–2 employees	17.2(b)(i)	2.0	17.55	per week
Leading hand allowance— 3–6 employees	17.2(b)(i)	4.0	35.10	per week
Leading hand allowance— more than 6 employees	17.2(b)(i)	5.0	43.88	per week
Employee in charge of tractor plant	17.2(c)	3.0	26.33	per week

B. This determination comes into operation on 1 February 2021. In accordance with s.286(5) of the *Fair Work Act 2009* 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 February 2021.

PRESIDENT