



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20 (C2020/1)

HOSPITALITY INDUSTRY (GENERAL) AWARD 2020 [MA000009]

Hospitality 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 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		753.80	19.84

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

Column 1 Employee classification	Column 2 Employee stream and grade	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
Level 1	Food and beverage attendant grade 1; Guest service grade 1; Kitchen attendant grade 1	775.40	20.41
Level 2	Clerical grade 1; Cook grade 1; Door person/security officer grade 1; 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	805.10	21.19
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	832.80	21.92
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	877.60	23.09
Level 5	Clerical supervisor;	932.60	24.54

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

Column 1 Employee classification	Column 2 Employee stream and grade	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
	Cook (tradesperson) grade 4; Food and beverage supervisor; Front office supervisor; Gardener grade 4 (tradesperson); Guest service supervisor		
Level 6	Cook (tradesperson) grade 5	957.60	25.20

2. By deleting the amount “\$49,025” appearing in clause 18.2 and inserting “\$49,883”.
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		775.40	20.41
Level 1	Casino electronic gaming employee grade 1	822.30	21.64
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	850.00	22.37
Level 3	Casino equipment technician grade 2; Gaming finance employee grade 2; Security officer grade 1	877.60	23.09
Level 3A	Casino table gaming employee grade 2	918.80	24.18

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

Column 1 Employee classification	Column 2 Employee stream and grade	Column 3 Minimum weekly rate (full-time employee)	Column 4 Minimum hourly rate
		\$	\$
Level 4	Casino equipment technician grade 3; Gaming finance employee grade 3; Security officer grade 2	932.60	24.54
Level 5	Casino table gaming employee grade 3; Gaming finance employee grade 4	960.40	25.27
Level 6	Casino table gaming employee grade 4; Gaming finance employee grade 5; Surveillance operator	988.00	26.00

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%	482.68	12.70
2nd year	65%	570.44	15.01
3rd year	80%	702.08	18.48
4th year	95%	833.72	21.94

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

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	\$614.32	\$16.17
2nd 6 months	85% of the standard weekly rate	\$745.96	\$19.63
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	\$841.35	\$22.14
4th 6 months	Midway between the rate specified for the 3rd 6 months and the standard weekly rate	\$859.48	\$22.62

6. By deleting the year “2019” in clause 21.2 and inserting “2020”.
7. By deleting the amount “\$0.34” appearing in clause 26.3(a) and inserting “\$0.35”.
8. By deleting the amounts “\$2.59” and “\$12.94” appearing in clause 26.3(b) and inserting “\$2.63” and “\$13.16” respectively.
9. By deleting the amount “\$10.35” appearing in clause 26.12(b)(i) and inserting “\$10.53”.
10. By deleting the amounts “\$2.07” and “\$10.35” appearing in clause 26.12(b)(ii) and inserting “\$2.11” and “\$10.53” respectively.

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

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	17.55
6 to 10	24.13
11 to 20	27.21
More than 20	45.64

12. By deleting the amount “\$2.85” appearing in clause 26.14(b)(i) and inserting “\$2.90”.
13. By deleting the amount “\$4.31” appearing in clause 26.14(b)(ii) and inserting “\$4.39”.
14. By deleting the amount “\$51.75” appearing in clause 26.15(b)(i) and inserting “\$52.66”.
15. By deleting the amounts “\$2.27” and “\$3.41” wherever they appear in clause 29.2 and inserting “\$2.31” and “\$3.46” 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	219.40	per week
Shared room and 3 meals a day	213.92	per week
Single room only, no meals	208.43	per week
Shared room only, no meals	202.95	per week

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

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

Column 1	Column 2	Column 3	Payable
Service provided by employer	Age	Deduction	
		\$	
Single room and 3 meals a day	15 years of age and under	98.73	per week
	16 years of age	120.67	per week
	17 years of age	153.58	per week
	18 years of age	175.52	per week
	19 years of age	197.46	per week
Shared room and 3 meals a day	15 years of age and under	96.26	per week
	16 years of age	117.66	per week
	17 years of age	149.74	per week
	18 years of age	171.14	per week
	19 years of age	192.53	per week
Single room only; no meals	15 years of age and under	93.79	per week
	16 years of age	114.64	per week
	17 years of age	145.90	per week
	18 years of age	166.74	per week
	19 years of age	187.59	per week
Shared room only; no meals	15 years of age and under	91.33	per week
	16 years of age	111.62	per week
	17 years of age	142.07	per week
	18 years of age	162.36	per week
	19 years of age	182.66	per week

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

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	19.84	24.80	29.76	44.64
Level 1	20.41	25.51	30.62	45.92
Level 2	21.19	26.49	31.79	47.68
Level 3	21.92	27.40	32.88	49.32
Level 4	23.09	28.86	34.64	51.95
Level 5	24.54	30.68	36.81	55.22
Level 6	25.20	31.50	37.80	56.70

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	29.76	39.68	39.68	44.64
Level 1	30.62	40.82	40.82	45.92
Level 2	31.79	42.38	42.38	47.68
Level 3	32.88	43.84	43.84	49.32
Level 4	34.64	46.18	46.18	51.95
Level 5	36.81	49.08	49.08	55.22
Level 6	37.80	50.40	50.40	56.70

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

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	24.80	29.76	34.72	49.60
Level 1	25.51	30.62	35.72	51.03
Level 2	26.49	31.79	37.08	52.98
Level 3	27.40	32.88	38.36	54.80
Level 4	28.86	34.64	40.41	57.73
Level 5	30.68	36.81	42.95	61.35
Level 6	31.50	37.80	44.10	63.00

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	29.76	39.68	39.68	49.60
Level 1	30.62	40.82	40.82	51.03
Level 2	31.79	42.38	42.38	52.98
Level 3	32.88	43.84	43.84	54.80
Level 4	34.64	46.18	46.18	57.73
Level 5	36.81	49.08	49.08	61.35
Level 6	37.80	50.40	50.40	63.00

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

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

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Introductory Level				
16 years of age and under	9.92	12.40	14.88	22.32
17 years of age	11.90	14.88	17.85	26.78
18 years of age	13.89	17.36	20.84	31.25
19 years of age	16.86	21.08	25.29	37.94
20 years of age	19.84	24.80	29.76	44.64
Level 1				
16 years of age and under	10.21	12.76	15.32	22.97
17 years of age	12.25	15.31	18.38	27.56
18 years of age	14.29	17.86	21.44	32.15
19 years of age	17.35	21.69	26.03	39.04
20 years of age	20.41	25.51	30.62	45.92
Level 2				
16 years of age and under	10.60	13.25	15.90	23.85
17 years of age	12.71	15.89	19.07	28.60
18 years of age	14.83	18.54	22.25	33.37
19 years of age	18.01	22.51	27.02	40.52
20 years of age	21.19	26.49	31.79	47.68
Level 3				
16 years of age and under	10.96	13.70	16.44	24.66
17 years of age	13.15	16.44	19.73	29.59
18 years of age	15.34	19.18	23.01	34.52
19 years of age	18.63	23.29	27.95	41.92
20 years of age	21.92	27.40	32.88	49.32

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Level 4				
16 years of age and under	11.55	14.44	17.33	25.99
17 years of age	13.85	17.31	20.78	31.16
18 years of age	16.16	20.20	24.24	36.36
19 years of age	19.63	24.54	29.45	44.17
20 years of age	23.09	28.86	34.64	51.95
Level 5				
16 years of age and under	12.27	15.34	18.41	27.61
17 years of age	14.72	18.40	22.08	33.12
18 years of age	17.18	21.48	25.77	38.66
19 years of age	20.86	26.08	31.29	46.94
20 years of age	24.54	30.68	36.81	55.22

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				
16 years of age and under	14.88	19.84	19.84	22.32
17 years of age	17.85	23.80	23.80	26.78
18 years of age	20.84	27.78	27.78	31.25
19 years of age	25.29	33.72	33.72	37.94
20 years of age	29.76	39.68	39.68	44.64

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award's operative date. Amended several clause references throughout.

	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%
	\$	\$	\$	\$
Level 1				
16 years of age and under	15.32	20.42	20.42	22.97
17 years of age	18.38	24.50	24.50	27.56
18 years of age	21.44	28.58	28.58	32.15
19 years of age	26.03	34.70	34.70	39.04
20 years of age	30.62	40.82	40.82	45.92
Level 2				
16 years of age and under	15.90	21.20	21.20	23.85
17 years of age	19.07	25.42	25.42	28.60
18 years of age	22.25	29.66	29.66	33.37
19 years of age	27.02	36.02	36.02	40.52
20 years of age	31.79	42.38	42.38	47.68
Level 3				
16 years of age and under	16.44	21.92	21.92	24.66
17 years of age	19.73	26.30	26.30	29.59
18 years of age	23.01	30.68	30.68	34.52
19 years of age	27.95	37.26	37.26	41.92
20 years of age	32.88	43.84	43.84	49.32
Level 4				
16 years of age and under	17.33	23.10	23.10	25.99
17 years of age	20.78	27.70	27.70	31.16
18 years of age	24.24	32.32	32.32	36.36
19 years of age	29.45	39.26	39.26	44.17
20 years of age	34.64	46.18	46.18	51.95
Level 5				

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award's operative date. Amended several clause references throughout.

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
16 years of age and under	18.41	24.54	24.54	27.61
17 years of age	22.08	29.44	29.44	33.12
18 years of age	25.77	34.36	34.36	38.66
19 years of age	31.29	41.72	41.72	46.94
20 years of age	36.81	49.08	49.08	55.22

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				
16 years of age and under	12.40	14.88	17.36	24.80
17 years of age	14.88	17.85	20.83	29.75
18 years of age	17.36	20.84	24.31	34.73
19 years of age	21.08	25.29	29.51	42.15
20 years of age	24.80	29.76	34.72	49.60
Level 1				
16 years of age and under	12.76	15.32	17.87	25.53
17 years of age	15.31	18.38	21.44	30.63
18 years of age	17.86	21.44	25.01	35.73
19 years of age	21.69	26.03	30.36	43.38
20 years of age	25.51	30.62	35.72	51.03
Level 2				

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award's operative date. Amended several clause references throughout.

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
16 years of age and under	13.25	15.90	18.55	26.50
17 years of age	15.89	19.07	22.24	31.78
18 years of age	18.54	22.25	25.95	37.08
19 years of age	22.51	27.02	31.52	45.03
20 years of age	26.49	31.79	37.08	52.98
Level 3				
16 years of age and under	13.70	16.44	19.18	27.40
17 years of age	16.44	19.73	23.01	32.88
18 years of age	19.18	23.01	26.85	38.35
19 years of age	23.29	27.95	32.60	46.58
20 years of age	27.40	32.88	38.36	54.80
Level 4				
16 years of age and under	14.44	17.33	20.21	28.88
17 years of age	17.31	20.78	24.24	34.63
18 years of age	20.20	24.24	28.28	40.40
19 years of age	24.54	29.45	34.35	49.08
20 years of age	28.86	34.64	40.41	57.73
Level 5				
16 years of age and under	15.34	18.41	21.47	30.68
17 years of age	18.40	22.08	25.76	36.80
18 years of age	21.48	25.77	30.07	42.95
19 years of age	26.08	31.29	36.51	52.15
20 years of age	30.68	36.81	42.95	61.35

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

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				
16 years of age and under	14.88	19.84	19.84	24.80
17 years of age	17.85	23.80	23.80	29.75
18 years of age	20.84	27.78	27.78	34.73
19 years of age	25.29	33.72	33.72	42.15
20 years of age	29.76	39.68	39.68	49.60
Level 1				
16 years of age and under	15.32	20.42	20.42	25.53
17 years of age	18.38	24.50	24.50	30.63
18 years of age	21.44	28.58	28.58	35.73
19 years of age	26.03	34.70	34.70	43.38
20 years of age	30.62	40.82	40.82	51.03
Level 2				
16 years of age and under	15.90	21.20	21.20	26.50
17 years of age	19.07	25.42	25.42	31.78
18 years of age	22.25	29.66	29.66	37.08
19 years of age	27.02	36.02	36.02	45.03
20 years of age	31.79	42.38	42.38	52.98
Level 3				
16 years of age and under	16.44	21.92	21.92	27.40
17 years of age	19.73	26.30	26.30	32.88
18 years of age	23.01	30.68	30.68	38.35
19 years of age	27.95	37.26	37.26	46.58
20 years of age	32.88	43.84	43.84	54.80

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award's operative date. Amended several clause references throughout.

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 4				
16 years of age and under	17.33	23.10	23.10	28.88
17 years of age	20.78	27.70	27.70	34.63
18 years of age	24.24	32.32	32.32	40.40
19 years of age	29.45	39.26	39.26	49.08
20 years of age	34.64	46.18	46.18	57.73
Level 5				
16 years of age and under	18.41	24.54	24.54	30.68
17 years of age	22.08	29.44	29.44	36.80
18 years of age	25.77	34.36	34.36	42.95
19 years of age	31.29	41.72	41.72	52.15
20 years of age	36.81	49.08	49.08	61.35

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				
15 years of age and under	8.93	11.16	13.40	20.09
16 years of age	10.91	13.64	16.37	24.55
17 years of age	12.90	16.13	19.35	29.03
18 years of age	14.88	18.60	22.32	33.48
19 years of age	17.86	22.33	26.79	40.19
20 years of age	19.84	24.80	29.76	44.64

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award's operative date. Amended several clause references throughout.

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
Level 2				
15 years of age and under	9.54	11.93	14.31	21.47
16 years of age	11.65	14.56	17.48	26.21
17 years of age	13.77	17.21	20.66	30.98
18 years of age	15.89	19.86	23.84	35.75
19 years of age	19.07	23.84	28.61	42.91
20 years of age	21.19	26.49	31.79	47.68
Level 3				
15 years of age and under	9.86	12.33	14.79	22.19
16 years of age	12.06	15.08	18.09	27.14
17 years of age	14.25	17.81	21.38	32.06
18 years of age	16.44	20.55	24.66	36.99
19 years of age	19.73	24.66	29.60	44.39
20 years of age	21.92	27.40	32.88	49.32
Level 4				
15 years of age and under	10.39	12.99	15.59	23.38
16 years of age	12.70	15.88	19.05	28.58
17 years of age	15.01	18.76	22.52	33.77
18 years of age	17.32	21.65	25.98	38.97
19 years of age	20.78	25.98	31.17	46.76
20 years of age	23.09	28.86	34.64	51.95
Level 5				
15 years of age and under	11.04	13.80	16.56	24.84
16 years of age	13.50	16.88	20.25	30.38
17 years of age	15.95	19.94	23.93	35.89
18 years of age	18.41	23.01	27.62	41.42

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
19 years of age	22.09	27.61	33.14	49.70
20 years of age	24.54	30.68	36.81	55.22

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 rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Introductory Level				
15 years of age and under	13.40	17.86	17.86	20.09
16 years of age	16.37	21.82	21.82	24.55
17 years of age	19.35	25.80	25.80	29.03
18 years of age	22.32	29.76	29.76	33.48
19 years of age	26.79	35.72	35.72	40.19
20 years of age	29.76	39.68	39.68	44.64
Level 2				
15 years of age and under	14.31	19.08	19.08	21.47
16 years of age	17.48	23.30	23.30	26.21
17 years of age	20.66	27.54	27.54	30.98
18 years of age	23.84	31.78	31.78	35.75
19 years of age	28.61	38.14	38.14	42.91
20 years of age	31.79	42.38	42.38	47.68

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award's operative date. Amended several clause references throughout.

	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%
	\$	\$	\$	\$
Level 3				
15 years of age and under	14.79	19.72	19.72	22.19
16 years of age	18.09	24.12	24.12	27.14
17 years of age	21.38	28.50	28.50	32.06
18 years of age	24.66	32.88	32.88	36.99
19 years of age	29.60	39.46	39.46	44.39
20 years of age	32.88	43.84	43.84	49.32
Level 4				
15 years of age and under	15.59	20.78	20.78	23.38
16 years of age	19.05	25.40	25.40	28.58
17 years of age	22.52	30.02	30.02	33.77
18 years of age	25.98	34.64	34.64	38.97
19 years of age	31.17	41.56	41.56	46.76
20 years of age	34.64	46.18	46.18	51.95
Level 5				
15 years of age and under	16.56	22.08	22.08	24.84
16 years of age	20.25	27.00	27.00	30.38
17 years of age	23.93	31.90	31.90	35.89
18 years of age	27.62	36.82	36.82	41.42
19 years of age	33.14	44.18	44.18	49.70
20 years of age	36.81	49.08	49.08	55.22

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

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

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory Level				
15 years of age and under	11.16	13.40	15.63	22.33
16 years of age	13.64	16.37	19.09	27.28
17 years of age	16.13	19.35	22.58	32.25
18 years of age	18.60	22.32	26.04	37.20
19 years of age	22.33	26.79	31.26	44.65
20 years of age	24.80	29.76	34.72	49.60
Level 2				
15 years of age and under	11.93	14.31	16.70	23.85
16 years of age	14.56	17.48	20.39	29.13
17 years of age	17.21	20.66	24.10	34.43
18 years of age	19.86	23.84	27.81	39.73
19 years of age	23.84	28.61	33.37	47.68
20 years of age	26.49	31.79	37.08	52.98
Level 3				
15 years of age and under	12.33	14.79	17.26	24.65
16 years of age	15.08	18.09	21.11	30.15
17 years of age	17.81	21.38	24.94	35.63
18 years of age	20.55	24.66	28.77	41.10
19 years of age	24.66	29.60	34.53	49.33
20 years of age	27.40	32.88	38.36	54.80
Level 4				
15 years of age and under	12.99	15.59	18.18	25.98
16 years of age	15.88	19.05	22.23	31.75

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
17 years of age	18.76	22.52	26.27	37.53
18 years of age	21.65	25.98	30.31	43.30
19 years of age	25.98	31.17	36.37	51.95
20 years of age	28.86	34.64	40.41	57.73
Level 5				
15 years of age and under	13.80	16.56	19.32	27.60
16 years of age	16.88	20.25	23.63	33.75
17 years of age	19.94	23.93	27.91	39.88
18 years of age	23.01	27.62	32.22	46.03
19 years of age	27.61	33.14	38.66	55.23
20 years of age	30.68	36.81	42.95	61.35

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				
15 years of age and under	13.40	17.86	17.86	22.33
16 years of age	16.37	21.82	21.82	27.28
17 years of age	19.35	25.80	25.80	32.25
18 years of age	22.32	29.76	29.76	37.20
19 years of age	26.79	35.72	35.72	44.65
20 years of age	29.76	39.68	39.68	49.60
Level 2				

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
15 years of age and under	14.31	19.08	19.08	23.85
16 years of age	17.48	23.30	23.30	29.13
17 years of age	20.66	27.54	27.54	34.43
18 years of age	23.84	31.78	31.78	39.73
19 years of age	28.61	38.14	38.14	47.68
20 years of age	31.79	42.38	42.38	52.98
Level 3				
15 years of age and under	14.79	19.72	19.72	24.65
16 years of age	18.09	24.12	24.12	30.15
17 years of age	21.38	28.50	28.50	35.63
18 years of age	24.66	32.88	32.88	41.10
19 years of age	29.60	39.46	39.46	49.33
20 years of age	32.88	43.84	43.84	54.80
Level 4				
15 years of age and under	15.59	20.78	20.78	25.98
16 years of age	19.05	25.40	25.40	31.75
17 years of age	22.52	30.02	30.02	37.53
18 years of age	25.98	34.64	34.64	43.30
19 years of age	31.17	41.56	41.56	51.95
20 years of age	34.64	46.18	46.18	57.73
Level 5				
15 years of age and under	16.56	22.08	22.08	27.60
16 years of age	20.25	27.00	27.00	33.75
17 years of age	23.93	31.90	31.90	39.88
18 years of age	27.62	36.82	36.82	46.03

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
19 years of age	33.14	44.18	44.18	55.23
20 years of age	36.81	49.08	49.08	61.35

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)	25.24	31.55	37.86	56.79

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)	37.86	50.48	50.48	56.79

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

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)	31.55	37.86	44.17	63.10

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)	37.86	50.48	50.48	63.10

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	20.41	25.51	30.62	45.92
Level 1	21.64	27.05	32.46	48.69
Level 2	22.37	27.96	33.56	50.33
Level 3	23.09	28.86	34.64	51.95
Level 3A	24.18	30.23	36.27	54.41
Level 4	24.54	30.68	36.81	55.22
Level 5	25.27	31.59	37.91	56.86
Level 6	26.00	32.50	39.00	58.50

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

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	30.62	40.82	40.82	45.92
Level 1	32.46	43.28	43.28	48.69
Level 2	33.56	44.74	44.74	50.33
Level 3	34.64	46.18	46.18	51.95
Level 3A	36.27	48.36	48.36	54.41
Level 4	36.81	49.08	49.08	55.22
Level 5	37.91	50.54	50.54	56.86
Level 6	39.00	52.00	52.00	58.50

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	25.51	30.62	35.72	51.03
Level 1	27.05	32.46	37.87	54.10
Level 2	27.96	33.56	39.15	55.93
Level 3	28.86	34.64	40.41	57.73
Level 3A	30.23	36.27	42.32	60.45
Level 4	30.68	36.81	42.95	61.35
Level 5	31.59	37.91	44.22	63.18
Level 6	32.50	39.00	45.50	65.00

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award's operative date. Amended several clause references throughout.

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	30.62	40.82	40.82	51.03
Level 1	32.46	43.28	43.28	54.10
Level 2	33.56	44.74	44.74	55.93
Level 3	34.64	46.18	46.18	57.73
Level 3A	36.27	48.36	48.36	60.45
Level 4	36.81	49.08	49.08	61.35
Level 5	37.91	50.54	50.54	63.18
Level 6	39.00	52.00	52.00	65.00

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	14.29	17.86	21.44	32.15
19 years of age	17.35	21.69	26.03	39.04
20 years of age	20.41	25.51	30.62	45.92
Level 1				
18 years of age	15.15	18.94	22.73	34.09
19 years of age	18.39	22.99	27.59	41.38
20 years of age	21.64	27.05	32.46	48.69
Level 2				

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award's operative date. Amended several clause references throughout.

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
18 years of age	15.66	19.58	23.49	35.24
19 years of age	19.01	23.76	28.52	42.77
20 years of age	22.37	27.96	33.56	50.33
Level 3				
18 years of age	16.16	20.20	24.24	36.36
19 years of age	19.63	24.54	29.45	44.17
20 years of age	23.09	28.86	34.64	51.95
Level 3A				
18 years of age	16.93	21.16	25.40	38.09
19 years of age	20.55	25.69	30.83	46.24
20 years of age	24.18	30.23	36.27	54.41
Level 4				
18 years of age	17.18	21.48	25.77	38.66
19 years of age	20.86	26.08	31.29	46.94
20 years of age	24.54	30.68	36.81	55.22
Level 5				
18 years of age	17.69	22.11	26.54	39.80
19 years of age	21.48	26.85	32.22	48.33
20 years of age	25.27	31.59	37.91	56.86
Level 6				
18 years of age	18.20	22.75	27.30	40.95
19 years of age	22.10	27.63	33.15	49.73
20 years of age	26.00	32.50	39.00	58.50

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

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 rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Introductory Level				
18 years of age	21.44	28.58	28.58	32.15
19 years of age	26.03	34.7	34.7	39.04
20 years of age	30.62	40.82	40.82	45.92
Level 1				
18 years of age	22.73	30.30	30.30	34.09
19 years of age	27.59	36.78	36.78	41.38
20 years of age	32.46	43.28	43.28	48.69
Level 2				
18 years of age	23.49	31.32	31.32	35.24
19 years of age	28.52	38.02	38.02	42.77
20 years of age	33.56	44.74	44.74	50.33
Level 3				
18 years of age	24.24	32.32	32.32	36.36
19 years of age	29.45	39.26	39.26	44.17
20 years of age	34.64	46.18	46.18	51.95
Level 3A				
18 years of age	25.40	33.86	33.86	38.09
19 years of age	30.83	41.10	41.10	46.24
20 years of age	36.27	48.36	48.36	54.41
Level 4				
18 years of age	25.77	34.36	34.36	38.66
19 years of age	31.29	41.72	41.72	46.94
20 years of age	36.81	49.08	49.08	55.22

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award's operative date. Amended several clause references throughout.

	Monday to Friday		Weekends and rostered days off	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	225%
	\$	\$	\$	\$
Level 5				
18 years of age	26.54	35.38	35.38	39.80
19 years of age	32.22	42.96	42.96	48.33
20 years of age	37.91	50.54	50.54	56.86
Level 6				
18 years of age	27.30	36.40	36.40	40.95
19 years of age	33.15	44.20	44.20	49.73
20 years of age	39.00	52.00	52.00	58.50

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	17.86	21.44	25.01	35.73
19 years of age	21.69	26.03	30.36	43.38
20 years of age	25.51	30.62	35.72	51.03
Level 1				
18 years of age	18.94	22.73	26.51	37.88
19 years of age	22.99	27.59	32.18	45.98
20 years of age	27.05	32.46	37.87	54.10
Level 2				
18 years of age	19.58	23.49	27.41	39.15

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award's operative date. Amended several clause references throughout.

	Ordinary hours¹	Saturday	Sunday	Public holiday
	% of junior hourly rate²			
	125%	150%	175%	250%
	\$	\$	\$	\$
19 years of age	23.76	28.52	33.27	47.53
20 years of age	27.96	33.56	39.15	55.93
Level 3				
18 years of age	20.20	24.24	28.28	40.40
19 years of age	24.54	29.45	34.35	49.08
20 years of age	28.86	34.64	40.41	57.73
Level 3A				
18 years of age	21.16	25.40	29.63	42.33
19 years of age	25.69	30.83	35.96	51.38
20 years of age	30.23	36.27	42.32	60.45
Level 4				
18 years of age	21.48	25.77	30.07	42.95
19 years of age	26.08	31.29	36.51	52.15
20 years of age	30.68	36.81	42.95	61.35
Level 5				
18 years of age	22.11	26.54	30.96	44.23
19 years of age	26.85	32.22	37.59	53.70
20 years of age	31.59	37.91	44.22	63.18
Level 6				
18 years of age	22.75	27.30	31.85	45.50
19 years of age	27.63	33.15	38.68	55.25
20 years of age	32.50	39.00	45.50	65.00

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

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	21.44	28.58	28.58	35.73
19 years of age	26.03	34.70	34.70	43.38
20 years of age	30.62	40.82	40.82	51.03
Level 1				
18 years of age	22.73	30.30	30.30	37.88
19 years of age	27.59	36.78	36.78	45.98
20 years of age	32.46	43.28	43.28	54.10
Level 2				
18 years of age	23.49	31.32	31.32	39.15
19 years of age	28.52	38.02	38.02	47.53
20 years of age	33.56	44.74	44.74	55.93
Level 3				
18 years of age	24.24	32.32	32.32	40.40
19 years of age	29.45	39.26	39.26	49.08
20 years of age	34.64	46.18	46.18	57.73
Level 3A				
18 years of age	25.40	33.86	33.86	42.33
19 years of age	30.83	41.10	41.10	51.38
20 years of age	36.27	48.36	48.36	60.45
Level 4				
18 years of age	25.77	34.36	34.36	42.95
19 years of age	31.29	41.72	41.72	52.15
20 years of age	36.81	49.08	49.08	61.35

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

	Monday to Friday		Weekends	Public holiday
	First 2 hours	After 2 hours		
	% of junior hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 5				
18 years of age	26.54	35.38	35.38	44.23
19 years of age	32.22	42.96	42.96	53.70
20 years of age	37.91	50.54	50.54	63.18
Level 6				
18 years of age	27.30	36.40	36.40	45.50
19 years of age	33.15	44.20	44.20	55.25
20 years of age	39.00	52.00	52.00	65.00

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

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior apprentice hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
1st year	12.70	15.88	19.05	28.58
2nd year	15.01	18.76	22.52	33.77
3rd year	18.48	23.10	27.72	41.58
4th year – not attained standard of proficiency	21.94	27.43	32.91	49.37
4th year – attained standard of proficiency	23.09	28.86	34.64	51.95

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

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	19.05	25.40	25.40	28.58
2nd year	22.52	30.02	30.02	33.77
3rd year	27.72	36.96	36.96	41.58
4th year – not attained standard of proficiency	32.91	43.88	43.88	49.37
4th year – attained standard of proficiency	34.64	46.18	46.18	51.95

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

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of junior apprentice hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
1st 6 months	16.17	20.21	24.26	36.38
2nd 6 months	19.63	24.54	29.45	44.17
3rd 6 months	22.14	27.68	33.21	49.82
4th 6 months – not attained standard of proficiency	22.62	28.28	33.93	50.90
4th 6 months – attained standard of proficiency	23.09	28.86	34.64	51.95

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award's operative date. Amended several clause references throughout.

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	24.26	32.34	32.34	36.38
2nd 6 months	29.45	39.26	39.26	44.17
3rd 6 months	33.21	44.28	44.28	49.82
4th 6 months – not attained standard of proficiency	33.93	45.24	45.24	50.90
4th 6 months – attained standard of proficiency	34.64	46.18	46.18	51.95

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

	Ordinary hours ¹	Saturday	Sunday	Public holiday
		% of adult apprentice hourly rate²		
	100%	125%	150%	225%
	\$	\$	\$	\$
1st year	18.48	23.10	27.72	41.58
2nd year	19.84	24.80	29.76	44.64
3rd year	19.84	24.80	29.76	44.64
4th year – not attained standard of proficiency	21.94	27.43	32.91	49.37
4th year – attained standard of proficiency	23.09	28.86	34.64	51.95

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

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	27.72	36.96	36.96	41.58
2nd year	29.76	39.68	39.68	44.64
3rd year	29.76	39.68	39.68	44.64
4th year – not attained standard of proficiency	32.91	43.88	43.88	49.37
4th year – attained standard of proficiency	34.64	46.18	46.18	51.95

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

	Ordinary hours ¹	Saturday	Sunday	Public holiday
	% of adult apprentice hourly rate²			
	100%	125%	150%	225%
	\$	\$	\$	\$
1st 6 months	18.48	23.10	27.72	41.58
2nd 6 months	19.63	24.54	29.45	44.17
3rd 6 months	22.14	27.68	33.21	49.82
4th 6 months – not attained standard of proficiency	22.62	28.28	33.93	50.90
4th 6 months – attained standard of proficiency	23.09	28.86	34.64	51.95

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award's operative date. Amended several clause references throughout.

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	27.72	36.96	36.96	41.58
2nd 6 months	29.45	39.26	39.26	44.17
3rd 6 months	33.21	44.28	44.28	49.82
4th 6 months – not attained standard of proficiency	33.93	45.24	45.24	50.90
4th 6 months – attained standard of proficiency	34.64	46.18	46.18	51.95

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

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	2.63	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	13.16	per week
First aid allowance—Full-time employee	26.12(b)(i)	1.2	10.53	per week
First aid allowance—Part-time or casual employee	26.12(b)(ii)	0.24	2.11	per day
First aid allowance—Part-time or	26.12(b)(ii)	1.2	10.53	per week

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

Allowance	Clause	% of standard weekly rate	\$	Payable
casual maximum payment				
Airport catering—supervisory allowance—Up to 5 employees	26.13(b)	2.0	17.55	per week
Airport catering—supervisory allowance—6 to 10 employees	26.13(b)	2.75	24.13	per week
Airport catering—supervisory allowance—11 to 20 employees	26.13(b)	3.1	27.21	per week
Airport catering—supervisory allowance—More than 20 employees	26.13(b)	5.2	45.64	per week
Split shift allowance—2 hours and up to 3 hours	26.14(b)(i)	0.33	2.90	per day
Split shift allowance—More than 3 hours	26.14(b)(ii)	0.5	4.39	per day
Overnight stay allowance—outside ordinary business operating hours	26.15(b)(i)	6.0	52.66	per overnight stay period

52. By deleting the amount “\$22.70” appearing in clause C.1.2 and inserting “\$23.09”.
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	0.35	per hour

54. By deleting the amount “\$22.70” appearing in clause C.3 and inserting “\$23.09”.
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	2.31	per hour or part thereof

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

Penalty	Clause	% of standard hourly rate	\$	Payable
Monday to Friday—midnight to 7.00 am	29.2	15.0	3.46	per hour or part thereof

56. By deleting the table appearing in clause C.4.1 and inserting the following:

Column 1 Service provided by employer	Column 2 % of standard weekly rate	Column 3 Deduction	Column 4 Payable
		\$	
Single room and 3 meals a day	25% of standard weekly rate	219.40	per week
Shared room and 3 meals a day	97.5% of 25% of standard weekly rate	213.92	per week
Single room only, no meals	95% of 25% of standard weekly rate	208.43	per week
Shared room only, no meals	92.5% of 25% of standard weekly rate	202.95	per meal
A meal	-	8.21	per meal

57. By deleting the table appearing in clause C.4.2 and inserting the following:

Column 1 Service provided by employer	Column 2 Age	Column 3 % of deduction of adult rate	Column 4 Deduction	Column 5 Payable
			\$	
Single room and 3 meals a day	15 years of age and under	45%	98.73	per week
	16 years of age	55%	120.67	per week
	17 years of age	70%	153.58	per week
	18 years of age	80%	175.52	per week
	19 years of age	90%	197.46	per week
Shared room and 3 meals a day	15 years of age and under	45%	96.26	per week

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award’s operative date. Amended several clause references throughout.

Column 1 Service provided by employer	Column 2 Age	Column 3 % of deduction of adult rate	Column 4 Deduction	Column 5 Payable
			\$	
	16 years of age	55%	117.66	per week
	17 years of age	70%	149.74	per week
	18 years of age	80%	171.14	per week
	19 years of age	90%	192.53	per week
Single room only; no meals	15 years of age and under	45%	93.79	per week
	16 years of age	55%	114.64	per week
	17 years of age	70%	145.90	per week
	18 years of age	80%	166.74	per week
	19 years of age	90%	187.59	per week
Shared room only; no meals	15 years of age and under	45%	91.33	per week
	16 years of age	55%	111.62	per week
	17 years of age	70%	142.07	per week
	18 years of age	80%	162.36	per week
	19 years of age	90%	182.66	per week
A meal	Same rate all ages	-	8.21	per meal

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

Amended draft 25 June 2020. Corrected the amount being deleted in item A.6 from \$12.94 to \$0.34. Corrected the rates for a Level 4 junior employee who is 18 years of age in clauses B.3.2–B.3.5. Corrected the rates for an Introductory Level junior employee who is 19 years of age in clauses B.7.2–B.7.5. Amended the meal deduction appearing in clauses C.4.1–C.4.2 back to its original amount (\$8.21). Amount is adjusted by Consumer Price Index (see clause C.4.3) and will be adjusted closer to the award's operative date. Amended several clause references throughout.