



# DRAFT DETERMINATION

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

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

**NURSERY AWARD 2020**  
[MA000033]

Nursery 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(a) and inserting the following:

<b>Classification</b>	<b>Minimum weekly rates (full-time employees)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Grade 1A	753.80	19.84
Grade 1B	775.40	20.41
Grade 2	789.70	20.78
Grade 3	827.80	21.78
Grade 4	877.60	23.09
Grade 5	969.60	25.52
Grade 6	1055.60	27.78

2. By deleting the year “2019” in clause 15.6(b) and inserting “2020”.
3. By deleting the amount "\$14.29" appearing in clause 18.3(a) and inserting "\$14.55".
4. By deleting the table appearing in clause B.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate <sup>1</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1A	19.84	24.80	39.68	49.60
Grade 1B	20.41	25.51	40.82	51.03
Grade 2	20.78	25.98	41.56	51.95
Grade 3	21.78	27.23	43.56	54.45
Grade 4	23.09	28.86	46.18	57.73
Grade 5	25.52	31.90	51.04	63.80
Grade 6	27.78	34.73	55.56	69.45

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

	<b>First 3 hours Monday to Saturday</b>	<b>After first 3 hours Monday to Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate <sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1A	29.76	39.68	39.68	49.60
Grade 1B	30.62	40.82	40.82	51.03
Grade 2	31.17	41.56	41.56	51.95
Grade 3	32.67	43.56	43.56	54.45
Grade 4	34.64	46.18	46.18	57.73
Grade 5	38.28	51.04	51.04	63.80
Grade 6	41.67	55.56	55.56	69.45

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

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate <sup>1</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1A	24.80	29.76	44.64	54.56
Grade 1B	25.51	30.62	45.92	56.13
Grade 2	25.98	31.17	46.76	57.15
Grade 3	27.23	32.67	49.01	59.90
Grade 4	28.86	34.64	51.95	63.50
Grade 5	31.90	38.28	57.42	70.18
Grade 6	34.73	41.67	62.51	76.40

7. By deleting the amount “\$20.42” appearing in clause C.1.1 and inserting “\$20.78”.

8. 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 allowance <sup>1</sup>	18.3(a)	70.0	14.55	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