



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

PHARMACY INDUSTRY AWARD 2020
[MA000012]

Pharmacy operations

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

MELBOURNE, XX JUNE 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 16.1 and inserting the following:

Column 1	Column 2	Column 3
Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Pharmacy assistant level 1	888.50	23.38
Pharmacy assistant level 2	908.80	23.92
Pharmacy assistant level 3	940.90	24.76
Pharmacy assistant level 4	979.60	25.78
Pharmacy student—1st year of course	888.50	23.38
Pharmacy student—2nd year of course	908.80	23.92

Column 1 Employee classification	Column 2 Minimum weekly rate (full-time employee)	Column 3 Minimum hourly rate
	\$	\$
Pharmacy student—3rd year of course	940.90	24.76
Pharmacy student—4th year of course	979.60	25.78
Pharmacy intern—1st half of training	992.50	26.12
Pharmacy intern—2nd half of training	1026.40	27.01
Pharmacist	1219.20	32.08
Experienced pharmacist	1335.30	35.14
Pharmacist in charge	1366.80	35.97
Pharmacist manager	1523.00	40.08

2. By deleting the year “2021” in clause 16.5(b) and inserting “2022”.
3. By deleting the amount “\$38.50” appearing in clause 19.9 and inserting “\$40.27”.
4. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours Monday to Friday			
	Between 8.00 am and 7.00 pm	Between 7.00 am and 8.00 am	Between 7.00 pm and 9.00 pm	Between 9.00 pm and midnight
	% of minimum hourly rate			
	100%	150%	125%	150%
	\$	\$	\$	\$
Pharmacy assistant level 1	23.38	35.07	29.23	35.07
Pharmacy assistant level 2	23.92	35.88	29.90	35.88
Pharmacy assistant level 3	24.76	37.14	30.95	37.14
Pharmacy assistant level 4	25.78	38.67	32.23	38.67
Pharmacy student—1st year of course	23.38	35.07	29.23	35.07
Pharmacy student—2nd year of course	23.92	35.88	29.90	35.88
Pharmacy student—3rd year of course	24.76	37.14	30.95	37.14

	Ordinary hours Monday to Friday			
	Between 8.00 am and 7.00 pm	Between 7.00 am and 8.00 am	Between 7.00 pm and 9.00 pm	Between 9.00 pm and midnight
	% of minimum hourly rate			
	100%	150%	125%	150%
	\$	\$	\$	\$
Pharmacy student—4th year of course	25.78	38.67	32.23	38.67
Pharmacy intern—1st half of training	26.12	39.18	32.65	39.18
Pharmacy intern—2nd half of training	27.01	40.52	33.76	40.52
Pharmacist	32.08	48.12	40.10	48.12
Experienced pharmacist	35.14	52.71	43.93	52.71
Pharmacist in charge	35.97	53.96	44.96	53.96
Pharmacist manager	40.08	60.12	50.10	60.12

5. By deleting the table appearing in clause B.1.2 and inserting the following:

	Saturday				Sunday		Public holidays All day
	Between 8.00 am and 6.00 pm	Between 7.00 am and 8.00 am	Between 6.00 pm and 9.00 pm	Between 9.00 pm and midnight	Before 7.00 am and after 9.00 pm	Between 7.00 am and 9.00 pm	
	% of minimum hourly rate						
	125%	200%	150%	175%	200%	150%	225%
	\$	\$	\$	\$	\$	\$	\$
Pharmacy assistant level 1	29.23	46.76	35.07	40.92	46.76	35.07	52.61
Pharmacy assistant level 2	29.90	47.84	35.88	41.86	47.84	35.88	53.82
Pharmacy assistant level 3	30.95	49.52	37.14	43.33	49.52	37.14	55.71
Pharmacy assistant level 4	32.23	51.56	38.67	45.12	51.56	38.67	58.01
Pharmacy student—1st year of course	29.23	46.76	35.07	40.92	46.76	35.07	52.61
Pharmacy student—2nd year of course	29.90	47.84	35.88	41.86	47.84	35.88	53.82

	Saturday				Sunday		Public holidays All day
	Between 8.00 am and 6.00 pm	Between 7.00 am and 8.00 am	Between 6.00 pm and 9.00 pm	Between 9.00 pm and midnight	Before 7.00 am and after 9.00 pm	Between 7.00 am and 9.00 pm	
	% of minimum hourly rate						
	125%	200%	150%	175%	200%	150%	225%
	\$	\$	\$	\$	\$	\$	\$
Pharmacy student—3rd year of course	30.95	49.52	37.14	43.33	49.52	37.14	55.71
Pharmacy student—4th year of course	32.23	51.56	38.67	45.12	51.56	38.67	58.01
Pharmacy intern—1st half of training	32.65	52.24	39.18	45.71	52.24	39.18	58.77
Pharmacy intern—2nd half of training	33.76	54.02	40.52	47.27	54.02	40.52	60.77
Pharmacist	40.10	64.16	48.12	56.14	64.16	48.12	72.18
Experienced pharmacist	43.93	70.28	52.71	61.50	70.28	52.71	79.07
Pharmacist in charge	44.96	71.94	53.96	62.95	71.94	53.96	80.93
Pharmacist manager	50.10	80.16	60.12	70.14	80.16	60.12	90.18

6. By deleting the table appearing in clause B.1.3 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pharmacy assistant level 1	35.07	46.76	46.76	58.45
Pharmacy assistant level 2	35.88	47.84	47.84	59.80
Pharmacy assistant level 3	37.14	49.52	49.52	61.90
Pharmacy assistant level 4	38.67	51.56	51.56	64.45
Pharmacy student—1st year of course	35.07	46.76	46.76	58.45
Pharmacy student—2nd year of course	35.88	47.84	47.84	59.80

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pharmacy student—3rd year of course	37.14	49.52	49.52	61.90
Pharmacy student—4th year of course	38.67	51.56	51.56	64.45
Pharmacy intern—1st half of training	39.18	52.24	52.24	65.30
Pharmacy intern—2nd half of training	40.52	54.02	54.02	67.53
Pharmacist	48.12	64.16	64.16	80.20
Experienced pharmacist	52.71	70.28	70.28	87.85
Pharmacist in charge	53.96	71.94	71.94	89.93
Pharmacist manager	60.12	80.16	80.16	100.20

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

	Ordinary hours Monday to Friday			
	Between 8.00 am and 7.00 pm	Between 7.00 am and 8.00 am	Between 7.00 pm and 9.00 pm	Between 9.00 pm and midnight
	% of minimum hourly rate			
	125%	175%	150%	175%
	\$	\$	\$	\$
Pharmacy assistant level 1	29.23	40.92	35.07	40.92
Pharmacy assistant level 2	29.90	41.86	35.88	41.86
Pharmacy assistant level 3	30.95	43.33	37.14	43.33
Pharmacy assistant level 4	32.23	45.12	38.67	45.12
Pharmacy student—1st year of course	29.23	40.92	35.07	40.92
Pharmacy student—2nd year of course	29.90	41.86	35.88	41.86
Pharmacy student—3rd year of course	30.95	43.33	37.14	43.33
Pharmacy student—4th year of course	32.23	45.12	38.67	45.12

	Ordinary hours Monday to Friday			
	Between 8.00 am and 7.00 pm	Between 7.00 am and 8.00 am	Between 7.00 pm and 9.00 pm	Between 9.00 pm and midnight
	% of minimum hourly rate			
	125%	175%	150%	175%
	\$	\$	\$	\$
Pharmacy intern—1st half of training	32.65	45.71	39.18	45.71
Pharmacy intern—2nd half of training	33.76	47.27	40.52	47.27
Pharmacist	40.10	56.14	48.12	56.14
Experienced pharmacist	43.93	61.50	52.71	61.50
Pharmacist in charge	44.96	62.95	53.96	62.95
Pharmacist manager	50.10	70.14	60.12	70.14

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

	Saturday				Sunday		Public holidays All day
	Between 8.00 am and 6.00 pm	Between 7.00 am and 8.00 am	Between 6.00 pm and 9.00 pm	Between 9.00 pm and midnight	Before 7.00 am and after 9.00 pm	Between 7.00 am and 9.00 pm	
	% of minimum hourly rate						
	150%	225%	175%	200%	225%	175%	250%
	\$	\$	\$	\$	\$	\$	\$
Pharmacy assistant level 1	35.07	52.61	40.92	46.76	52.61	40.92	58.45
Pharmacy assistant level 2	35.88	53.82	41.86	47.84	53.82	41.86	59.80
Pharmacy assistant level 3	37.14	55.71	43.33	49.52	55.71	43.33	61.90
Pharmacy assistant level 4	38.67	58.01	45.12	51.56	58.01	45.12	64.45
Pharmacy student—1st year of course	35.07	52.61	40.92	46.76	52.61	40.92	58.45
Pharmacy student—2nd year of course	35.88	53.82	41.86	47.84	53.82	41.86	59.80
Pharmacy student—3rd year of course	37.14	55.71	43.33	49.52	55.71	43.33	61.90
Pharmacy student—4th year of course	38.67	58.01	45.12	51.56	58.01	45.12	64.45

	Saturday				Sunday		Public holidays All day
	Between 8.00 am and 6.00 pm	Between 7.00 am and 8.00 am	Between 6.00 pm and 9.00 pm	Between 9.00 pm and midnight	Before 7.00 am and after 9.00 pm	Between 7.00 am and 9.00 pm	
	% of minimum hourly rate						
	150%	225%	175%	200%	225%	175%	250%
	\$	\$	\$	\$	\$	\$	\$
Pharmacy intern—1st half of training	39.18	58.77	45.71	52.24	58.77	45.71	65.30
Pharmacy intern—2nd half of training	40.52	60.77	47.27	54.02	60.77	47.27	67.53
Pharmacist	48.12	72.18	56.14	64.16	72.18	56.14	80.20
Experienced pharmacist	52.71	79.07	61.50	70.28	79.07	61.50	87.85
Pharmacist in charge	53.96	80.93	62.95	71.94	80.93	62.95	89.93
Pharmacist manager	60.12	90.18	70.14	80.16	90.18	70.14	100.20

9. By deleting the amount “\$899.50” appearing in clause C.1.1 and inserting “\$940.90”.

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

Allowance	Clause	% of standard rate	\$	Payable
Home medicine reviews or residential medication management reviews	19.2	—	106.40	per week
Broken Hill allowance	19.9	4.28	40.27	per week

B. This determination comes into operation on 1 July 2022. 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 July 2022.

PRESIDENT