



# DRAFT DETERMINATION

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

**Annual Wage Review 2021–22**  
(C2022/1)

**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 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 15.1 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Introductory level	812.60	21.38
Maintenance and Horticultural Employee Level 1	844.50	22.22
Maintenance and Horticultural Employee Level 2	907.90	23.89
Tradesperson	940.90	24.76
Trackwork and Pool Supervisor	1014.80	26.71
Management Employee Level 1	1088.70	28.65
Management Employee Level 2	1201.60	31.62

2. By deleting the words “November 2021” in clause 15.7(b) and inserting “July 2022”.
3. By deleting the amount "\$17.99" appearing in clause 17.2(a) and inserting "\$18.82".
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	18.82
3–6 other employees	37.64
More than 6 other employees	47.05

5. By deleting the amount "\$26.99" appearing in clause 17.2(c) and inserting "\$28.23".
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	21.38	26.73	24.59	32.07
Maintenance and Horticultural Employee Level 1	22.22	27.78	25.55	33.33
Maintenance and Horticultural Employee Level 2	23.89	29.86	27.47	35.84
Tradesperson	24.76	N/A	28.47	37.14
Trackwork and Pool Supervisor	26.71	N/A	30.72	40.07
Management Employee Level 1	28.65	N/A	32.95	42.98
Management Employee Level 2	31.62	N/A	36.36	47.43

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	26.73	37.42	53.45
Maintenance and Horticultural Employee Level 1	27.78	38.89	55.55
Maintenance and Horticultural Employee Level 2	29.86	41.81	59.73
Tradesperson	30.95	43.33	61.90
Trackwork and Pool Supervisor	33.39	46.74	66.78
Management Employee Level 1	35.81	50.14	71.63
Management Employee Level 2	39.53	55.34	79.05

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>First 2 hours</b>	<b>After first 2 hours</b>	<b>All overtime hours worked</b>	<b>All hours worked</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>
Introductory level	32.07	42.76	42.76	53.45
Maintenance and Horticultural Employee Level 1	33.33	44.44	44.44	55.55
Maintenance and Horticultural Employee Level 2	35.84	47.78	47.78	59.73
Tradesperson	37.14	49.52	49.52	61.90
Trackwork and Pool Supervisor	40.07	53.42	53.42	66.78

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After first 2 hours	All overtime hours worked	All hours worked
	% of ordinary hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
Management Employee Level 1	42.98	57.30	57.30	71.63
Management Employee Level 2	47.43	63.24	63.24	79.05

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

	Ordinary rates	Morning work <sup>1</sup>	Evening work <sup>2</sup>	Work outside of ordinary hours due to water restrictions <sup>3</sup>
	% of ordinary hourly rate <sup>4</sup>			
	125%	150%	140%	175%
	\$	\$	\$	\$
Introductory level	26.73	32.07	29.93	37.42
Maintenance and Horticultural Employee Level 1	27.78	33.33	31.11	38.89
Maintenance and Horticultural Employee Level 2	29.86	35.84	33.45	41.81
Tradesperson	30.95	N/A	34.66	43.33
Trackwork and Pool Supervisor	33.39	N/A	37.39	46.74
Management Employee Level 1	35.81	N/A	40.11	50.14
Management Employee Level 2	39.53	N/A	44.27	55.34

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	32.07	42.76	58.80
Maintenance and Horticultural Employee Level 1	33.33	44.44	61.11
Maintenance and Horticultural Employee Level 2	35.84	47.78	65.70
Tradesperson	37.14	49.52	68.09
Trackwork and Pool Supervisor	40.07	53.42	73.45
Management Employee Level 1	42.98	57.30	78.79
Management Employee Level 2	47.43	63.24	86.96

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	33.14
Maintenance and Horticultural Employee Level 1	34.44
Maintenance and Horticultural Employee Level 2	37.03
Tradesperson	38.38
Trackwork and Pool Supervisor	41.40
Management Employee Level 1	44.41
Management Employee Level 2	49.01

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

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	18.82	per week
Leading hand allowance— 1–2 employees	17.2(b)(i)	2.0	18.82	per week
Leading hand allowance— 3–6 employees	17.2(b)(i)	4.0	37.64	per week
Leading hand allowance— more than 6 employees	17.2(b)(i)	5.0	47.05	per week
Employee in charge of tractor plant	17.2(c)	3.0	28.23	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