



# DRAFT DETERMINATION

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

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

### AMUSEMENT, EVENTS AND RECREATION AWARD 2020 [MA000080]

Amusement, events and recreation 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 16.1 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 employee	753.80	19.84
Grade 1	775.40	20.41
Grade 2	805.10	21.19
Grade 3	832.80	21.92
Grade 4	877.60	23.09
Grade 5	905.10	23.82
Grade 6	932.50	24.54
Grade 7	957.60	25.20

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Grade 8	1006.10	26.48
Grade 9	1114.10	29.32
Grade 10	1184.60	31.17

2. By deleting the year “2019” in clause 16.6(b) and inserting “2020”.

3. By deleting the table appearing in clause 18.2(b) and inserting the following:

<b>Classification</b>	<b>Flexible loading allowance</b>		<b>Supervisory loading allowance</b>	
	<b>\$ per week</b>	<b>\$ per hour</b>	<b>\$ per week</b>	<b>\$ per hour</b>
General hand	57.92	1.52	N/A	N/A
Exhibition technician	62.31	1.64	28.08	0.74
Supervisory exhibition technician	65.82	1.73	56.17	1.48

4. By deleting the amount "\$45.97" appearing in clause 18.2(c) and inserting "\$46.78".

5. By deleting the amounts "\$17.25" and "\$0.45" appearing in clause 18.2(d) and inserting "\$17.55" and "\$0.46" respectively.

6. By deleting the amounts "\$25.88" and "\$0.68" appearing in clause 18.2(e) and inserting "\$26.33" and "\$0.69" respectively.

7. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level employee	19.84	29.76	49.60
Grade 1	20.41	30.62	51.03
Grade 2	21.19	31.79	52.98
Grade 3	21.92	32.88	54.80
Grade 4	23.09	34.64	57.73
Grade 5	23.82	35.73	59.55
Grade 6	24.54	36.81	61.35

	<b>Ordinary hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 7	25.20	37.80	63.00
Grade 8	26.48	39.72	66.20
Grade 9	29.32	43.98	73.30
Grade 10	31.17	46.76	77.93

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

	<b>Monday to Sunday</b>		<b>Public holiday</b>
	<b>First 3 hours</b>	<b>After 3 hours</b>	
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level employee	29.76	39.68	49.60
Grade 1	30.62	40.82	51.03
Grade 2	31.79	42.38	52.98
Grade 3	32.88	43.84	54.80
Grade 4	34.64	46.18	57.73
Grade 5	35.73	47.64	59.55
Grade 6	36.81	49.08	61.35
Grade 7	37.80	50.40	63.00
Grade 8	39.72	52.96	66.20
Grade 9	43.98	58.64	73.30
Grade 10	46.76	62.34	77.93

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

	<b>Ordinary hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>175%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level employee	24.80	34.72	54.56
Grade 1	25.51	35.72	56.13

	Ordinary hours	Sunday	Public holiday
	% of minimum hourly rate		
	125%	175%	275%
	\$	\$	\$
Grade 2	26.49	37.08	58.27
Grade 3	27.40	38.36	60.28
Grade 4	28.86	40.41	63.50
Grade 5	29.78	41.69	65.51
Grade 6	30.68	42.95	67.49
Grade 7	31.50	44.10	69.30
Grade 8	33.10	46.34	72.82
Grade 9	36.65	51.31	80.63
Grade 10	38.96	54.55	85.72

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

	Ordinary hours	Sunday	Public holiday
	% of junior hourly rate		
	100%	150%	250%
	\$	\$	\$
<b>Introductory level employee</b>			
Under 17 years	10.91	16.37	27.28
17 years	12.90	19.35	32.25
18 years	14.88	22.32	37.20
19 years	16.86	25.29	42.15
<b>Grade 1</b>			
Under 17 years	11.23	16.85	28.08
17 years	13.27	19.91	33.18
18 years	15.31	22.97	38.28
19 years	17.35	26.03	43.38
<b>Grade 2</b>			
Under 17 years	11.65	17.48	29.13
17 years	13.77	20.66	34.43
18 years	15.89	23.84	39.73

	Ordinary hours	Sunday	Public holiday
	% of junior hourly rate		
	100%	150%	250%
	\$	\$	\$
19 years	18.01	27.02	45.03
<b>Grade 3</b>			
Under 17 years	12.06	18.09	30.15
17 years	14.25	21.38	35.63
18 years	16.44	24.66	41.10
19 years	18.63	27.95	46.58

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

	Monday to Sunday		Public holiday
	First 3 hours	After 3 hours	
	% of junior hourly rate		
	150%	200%	250%
	\$	\$	\$
<b>Introductory level employee</b>			
Under 17 years	16.37	21.82	27.28
17 years	19.35	25.80	32.25
18 years	22.32	29.76	37.20
19 years	25.29	33.72	42.15
<b>Grade 1</b>			
Under 17 years	16.85	22.46	28.08
17 years	19.91	26.54	33.18
18 years	22.97	30.62	38.28
19 years	26.03	34.70	43.38
<b>Grade 2</b>			
Under 17 years	17.48	23.30	29.13
17 years	20.66	27.54	34.43
18 years	23.84	31.78	39.73
19 years	27.02	36.02	45.03
<b>Grade 3</b>			

	Monday to Sunday		Public holiday
	First 3 hours	After 3 hours	
	% of junior hourly rate		
	150%	200%	250%
	\$	\$	\$
Under 17 years	18.09	24.12	30.15
17 years	21.38	28.50	35.63
18 years	24.66	32.88	41.10
19 years	27.95	37.26	46.58

12. By deleting the table appearing in clause B.4.1 and inserting the following:

	Ordinary hours	Sunday	Public holiday
	% of junior hourly rate		
	125%	175%	275%
	\$	\$	\$
<b>Introductory level employee</b>			
Under 17 years	13.64	19.09	30.00
17 years	16.13	22.58	35.48
18 years	18.60	26.04	40.92
19 years	21.08	29.51	46.37
<b>Grade 1</b>			
Under 17 years	14.04	19.65	30.88
17 years	16.59	23.22	36.49
18 years	19.14	26.79	42.10
19 years	21.69	30.36	47.71
<b>Grade 2</b>			
Under 17 years	14.56	20.39	32.04
17 years	17.21	24.10	37.87
18 years	19.86	27.81	43.70
19 years	22.51	31.52	49.53
<b>Grade 3</b>			
Under 17 years	15.08	21.11	33.17
17 years	17.81	24.94	39.19

	<b>Ordinary hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of junior hourly rate</b>		
	<b>125%</b>	<b>175%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
18 years	20.55	28.77	45.21
19 years	23.29	32.60	51.23

13. By deleting the table appearing in clause C.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate</b>	
	<b>100%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
Grade 2 (General hand)	22.71	45.42
Grade 4 (Exhibition technician)	25.47	50.94
Grade 5 (Supervisory exhibition technician)	27.03	54.06

14. By deleting the table appearing in clause C.2.2 and inserting the following:

	<b>Monday to Sunday</b>			<b>Public holiday</b>
	<b>All work in excess of 12 hours per shift or 56 hours in a week</b>	<b>Work in excess of 76 hours in a 2 week roster cycle</b>		<b>All hours worked</b>
		<b>First 24 hours</b>	<b>After 24 hours</b>	
	<b>% of ordinary hourly rate</b>			
	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 2 (General hand)	45.42	34.07	45.42	45.42
Grade 4 (Exhibition technician)	50.94	38.21	50.94	50.94
Grade 5 (Supervisory exhibition technician)	54.06	40.55	54.06	54.06

15. By deleting the table appearing in clause C.3.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>125%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
Grade 2 (General hand)	26.49	42.38
Grade 4 (Exhibition technician)	28.86	46.18
Grade 5 (Supervisory exhibition technician)	29.78	47.64

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

17. By deleting the table appearing in clause D.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Special allowances for exhibition employees—full-time and part-time—general hand—flexible loading allowance*	18.2(b)	6.6	57.92	per week
Special allowances for exhibition employees—full-time and part-time—exhibition technician—flexible loading allowance*	18.2(b)	7.1	62.31	per week
Special allowances for exhibition employees—full-time and part-time—exhibition technician—supervisory loading allowance*	18.2(b)	3.2	28.08	per week
Special allowances for exhibition employees—full-time and part-time—supervisory exhibition technician—flexible loading allowance*	18.2(b)	7.5	65.82	per week
Special allowances for exhibition employees—full-time and part-time—supervisory exhibition technician—supervisory loading allowance*	18.2(b)	6.4	56.17	per week



<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Employee in charge of golf links with more than 18 holes, bowling greens or lawn tennis courts	18.2(c)	5.33	46.78	per week
First aid allowance—weekly	18.2(d)	2.0	17.55	per week
First aid allowance—hourly	18.2(d)	Weekly allowance / 38	0.46	per hour
In charge of tractor plant allowance—weekly	18.2(e)	3.0	26.33	per week
In charge of tractor plant allowance—hourly	18.2(e)	Weekly allowance / 38	0.69	per hour

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