



# DRAFT DETERMINATION

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

**Annual Wage Review 2020–21**  
(C2021/1)

**REAL ESTATE INDUSTRY AWARD 2020**  
[MA000106]

Real estate industry

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

MELBOURNE, XX JUNE 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 14.1 and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>
	\$
Real Estate Employee Level 1 (Associate Level)— first 12 months of employment at this level	809.60
Real Estate Employee Level 1 (Associate Level)— after first 12 months of employment at this level	854.50
Real Estate Employee Level 2 (Representative Level)	899.50
Real Estate Employee Level 3 (Supervisory Level)	989.50
Real Estate Employee Level 4 (In-Charge Level)	1034.60

2. By deleting the words “1 November 2020” in clause 14.6(b) and inserting “1 July 2021”.

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

	Ordinary hours	Public holiday	Overtime on rostered day off		
			Monday to Sunday – first 2 hours	Monday to Sunday – after 2 hours	Public holiday
	% of minimum hourly rate				
	100%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
Real Estate Employee Level 1 (Associate Level)—first 12 months of employment at this level	21.31	42.62	31.97	42.62	42.62
Real Estate Employee Level 1 (Associate Level)—after first 12 months of employment at this level	22.49	44.98	33.74	44.98	44.98
Real Estate Employee Level 2 (Representative Level)	23.67	47.34	35.51	47.34	47.34
Real Estate Employee Level 3 (Supervisory Level)	26.04	52.08	39.06	52.08	52.08
Real Estate Employee Level 4 (In-Charge Level)	27.23	54.46	40.85	54.46	54.46

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

	Ordinary hours	Public holiday
	% of casual hourly rate	
	100%	200%
	\$	\$
Real Estate Employee Level 1 (Associate Level)—first 12 months of employment at this level	26.64	53.28
Real Estate Employee Level 1 (Associate Level)—after first 12 months of employment at this level	28.11	56.22
Real Estate Employee Level 2	29.59	59.18

	Ordinary hours	Public holiday
	% of casual hourly rate	
	100%	200%
	\$	\$
(Representative Level)		
Real Estate Employee Level 3 (Supervisory Level)	32.55	65.10
Real Estate Employee Level 4 (In-Charge Level)	34.04	68.08

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

	Junior hourly rate—ordinary hours	Public holidays—ordinary hours	Overtime—Monday to Sunday on a rostered day off		Overtime—public holidays
			First 2 hours	After 2 hours	
	% of junior hourly rate				
	100%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
<b>Real Estate Employee Level 1 (Associate Level)—first 12 months of employment at this level</b>					
Under 19 years	12.78	25.56	19.17	25.56	25.56
19 years	14.91	29.82	22.37	29.82	29.82
20 years	17.04	34.08	25.56	34.08	34.08
<b>Real Estate Employee Level 1 (Associate Level)—after first 12 months of employment at this level</b>					
Under 19 years	13.49	26.98	20.24	26.98	26.98
19 years	15.74	31.48	23.61	31.48	31.48
20 years	17.99	35.98	26.99	35.98	35.98
<b>Real Estate Employee Level 2 (Representative Level)</b>					
Under 19 years	14.20	28.40	21.30	28.40	28.40
19 years	16.57	33.14	24.86	33.14	33.14

	Junior hourly rate—ordinary hours	Public holidays—ordinary hours	Overtime—Monday to Sunday on a rostered day off		Overtime—public holidays
			First 2 hours	After 2 hours	
	% of junior hourly rate				
	100%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
20 years	18.94	37.88	28.41	37.88	37.88
<b>Real Estate Employee Level 3 (Supervisory Level)</b>					
Under 19 years	15.62	31.24	23.43	31.24	31.24
19 years	18.23	36.46	27.35	36.46	36.46
20 years	20.83	41.66	31.25	41.66	41.66
<b>Real Estate Employee Level 4 (In-Charge Level)</b>					
Under 19 years	16.34	32.68	24.51	32.68	32.68
19 years	19.06	38.12	28.59	38.12	38.12
20 years	21.78	43.56	32.67	43.56	43.56

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

	Junior hourly rate—ordinary hours	Public holidays
	% of junior casual hourly rate	
	100%	200%
	\$	\$
<b>Real Estate Employee Level 1 (Associate Level)—first 12 months of employment at this level</b>		
Under 19 years	15.98	31.96
19 years	18.64	37.28
20 years	21.30	42.60
<b>Real Estate Employee Level 1 (Associate Level)—after first 12 months of employment at this level</b>		
Under 19 years	16.86	33.72

	<b>Junior hourly rate— ordinary hours</b>	<b>Public holidays</b>
	<b>% of junior casual hourly rate</b>	
	<b>100%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
19 years	19.68	39.36
20 years	22.49	44.98
<b>Real Estate Employee Level 2 (Representative Level)</b>		
Under 19 years	17.75	35.50
19 years	20.71	41.42
20 years	23.68	47.36
<b>Real Estate Employee Level 3 (Supervisory Level)</b>		
Under 19 years	19.53	39.06
19 years	22.79	45.58
20 years	26.04	52.08
<b>Real Estate Employee Level 4 (In- Charge Level)</b>		
Under 19 years	20.43	40.86
19 years	23.83	47.66
20 years	27.23	54.46

B. This determination comes into operation on 1 July 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 July 2021.

PRESIDENT