



DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

NURSERY AWARD 2020
[MA000033]

Nursery industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, 20 JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[\[2023\] FWC FB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 15.1(a) and inserting the following:

Classification	Minimum weekly rates (full-time employees)	Minimum hourly rate
	\$	\$
Grade 1A	859.30	22.61
Grade 1B	882.80	23.23
Grade 2	898.20	23.64
Grade 3	939.60	24.73
Grade 4	995.00	26.18
Grade 5	1099.30	28.93
Grade 6	1196.90	31.50

2. By deleting the year “2022” in clause 15.6(b) and inserting “2023”.

3. By deleting the amount “\$15.65” appearing in clause 18.3(a) and inserting “\$16.55”.
4. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	100%	125%	200%	250%
	\$	\$	\$	\$
Grade 1A	22.61	28.26	45.22	56.53
Grade 1B	23.23	29.04	46.46	58.08
Grade 2	23.64	29.55	47.28	59.10
Grade 3	24.73	30.91	49.46	61.83
Grade 4	26.18	32.73	52.36	65.45
Grade 5	28.93	36.16	57.86	72.33
Grade 6	31.50	39.38	63.00	78.75

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

	First 3 hours Monday to Saturday	After first 3 hours Monday to Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Grade 1A	33.92	45.22	45.22	56.53
Grade 1B	34.85	46.46	46.46	58.08
Grade 2	35.46	47.28	47.28	59.10
Grade 3	37.10	49.46	49.46	61.83
Grade 4	39.27	52.36	52.36	65.45
Grade 5	43.40	57.86	57.86	72.33
Grade 6	47.25	63.00	63.00	78.75

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate ¹			
	125%	150%	225%	275%
	\$	\$	\$	\$
Grade 1A	28.26	33.92	50.87	62.18
Grade 1B	29.04	34.85	52.27	63.88
Grade 2	29.55	35.46	53.19	65.01
Grade 3	30.91	37.10	55.64	68.01
Grade 4	32.73	39.27	58.91	72.00
Grade 5	36.16	43.40	65.09	79.56
Grade 6	39.38	47.25	70.88	86.63

7. By deleting the amount “\$22.35” appearing in clause C.1.1 and inserting “\$23.64”.

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

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance ¹	18.3(a)	70.0	16.55	per week

B. This determination comes into operation on 1 July 2023. 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 2023.



PRESIDENT

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