



DETERMINATION

Fair Work Act 2009

s.157 - FWC may vary etc. modern awards if necessary to achieve modern awards objective

Gender-based undervaluation – priority awards review

(AM2024/19, AM2024/20, AM2024/21, AM2024/22, AM2024/23)

PHARMACY INDUSTRY AWARD 2020

[MA000012]

Pharmacy operations

JUSTICE HATCHER, PRESIDENT
 VICE PRESIDENT ASBURY
 DEPUTY PRESIDENT O’NEILL
 DEPUTY PRESIDENT SLEVIN
 DEPUTY PRESIDENT GRAYSON

SYDNEY, 16 APRIL 2025

Gender-based undervaluation – priority awards review – Pharmacy Industry Award 2020.

A. Further to the decision issued by the Expert Panel on 16 April 2025 [[2025] FWCFB 74], 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	974.80	25.65
Pharmacy assistant level 2	997.10	26.24
Pharmacy assistant level 3	1032.30	27.17
Pharmacy assistant level 4	1074.70	28.28
Pharmacy student—1st year of course	974.80	25.65
Pharmacy student—2nd year of course	997.10	26.24

Column 1 Employee classification	Column 2 Minimum weekly rate (full-time employee)	Column 3 Minimum hourly rate
	\$	\$
Pharmacy student—3rd year of course	1032.30	27.17
Pharmacy student—4th year of course	1074.70	28.28
Pharmacy intern—1st half of training	1140.10	30.00
Pharmacy intern—2nd half of training	1178.90	31.02
Pharmacist	1400.40	36.85
Experienced pharmacist	1533.80	40.36
Pharmacist in charge	1570.00	41.32
Pharmacist manager	1749.40	46.04

2. 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	25.65	38.48	32.06	38.48
Pharmacy assistant level 2	26.24	39.36	32.80	39.36
Pharmacy assistant level 3	27.17	40.76	33.96	40.76
Pharmacy assistant level 4	28.28	42.42	35.35	42.42
Pharmacy student—1st year of course	25.65	38.48	32.06	38.48
Pharmacy student—2nd year of course	26.24	39.36	32.80	39.36
Pharmacy student—3rd year of course	27.17	40.76	33.96	40.76
Pharmacy student—4th year of course	28.28	42.42	35.35	42.42
Pharmacy intern—1st half of training	30.00	45.00	37.50	45.00

	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 intern—2nd half of training	31.02	46.53	38.78	46.53
Pharmacist	36.85	55.28	46.06	55.28
Experienced pharmacist	40.36	60.54	50.45	60.54
Pharmacist in charge	41.32	61.98	51.65	61.98
Pharmacist manager	46.04	69.06	57.55	69.06

3. 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	32.06	51.30	38.48	44.89	51.30	38.48	57.71
Pharmacy assistant level 2	32.80	52.48	39.36	45.92	52.48	39.36	59.04
Pharmacy assistant level 3	33.96	54.34	40.76	47.55	54.34	40.76	61.13
Pharmacy assistant level 4	35.35	56.56	42.42	49.49	56.56	42.42	63.63
Pharmacy student—1st year of course	32.06	51.30	38.48	44.89	51.30	38.48	57.71
Pharmacy student—2nd year of course	32.80	52.48	39.36	45.92	52.48	39.36	59.04
Pharmacy student—3rd year of course	33.96	54.34	40.76	47.55	54.34	40.76	61.13

	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—4th year of course	35.35	56.56	42.42	49.49	56.56	42.42	63.63
Pharmacy intern—1st half of training	37.50	60.00	45.00	52.50	60.00	45.00	67.50
Pharmacy intern—2nd half of training	38.78	62.04	46.53	54.29	62.04	46.53	69.80
Pharmacist	46.06	73.70	55.28	64.49	73.70	55.28	82.91
Experienced pharmacist	50.45	80.72	60.54	70.63	80.72	60.54	90.81
Pharmacist in charge	51.65	82.64	61.98	72.31	82.64	61.98	92.97
Pharmacist manager	57.55	92.08	69.06	80.57	92.08	69.06	103.59

4. 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	38.48	51.30	51.30	64.13
Pharmacy assistant level 2	39.36	52.48	52.48	65.60
Pharmacy assistant level 3	40.76	54.34	54.34	67.93
Pharmacy assistant level 4	42.42	56.56	56.56	70.70
Pharmacy student—1st year of course	38.48	51.30	51.30	64.13
Pharmacy student—2nd year of course	39.36	52.48	52.48	65.60
Pharmacy student—3rd year of course	40.76	54.34	54.34	67.93

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Pharmacy student—4th year of course	42.42	56.56	56.56	70.70
Pharmacy intern—1st half of training	45.00	60.00	60.00	75.00
Pharmacy intern—2nd half of training	46.53	62.04	62.04	77.55
Pharmacist	55.28	73.70	73.70	92.13
Experienced pharmacist	60.54	80.72	80.72	100.90
Pharmacist in charge	61.98	82.64	82.64	103.30
Pharmacist manager	69.06	92.08	92.08	115.10

5. 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	32.06	44.89	38.48	44.89
Pharmacy assistant level 2	32.80	45.92	39.36	45.92
Pharmacy assistant level 3	33.96	47.55	40.76	47.55
Pharmacy assistant level 4	35.35	49.49	42.42	49.49
Pharmacy student—1st year of course	32.06	44.89	38.48	44.89
Pharmacy student—2nd year of course	32.80	45.92	39.36	45.92
Pharmacy student—3rd year of course	33.96	47.55	40.76	47.55
Pharmacy student—4th year of course	35.35	49.49	42.42	49.49
Pharmacy intern—1st half of training	37.50	52.50	45.00	52.50

	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—2nd half of training	38.78	54.29	46.53	54.29
Pharmacist	46.06	64.49	55.28	64.49
Experienced pharmacist	50.45	70.63	60.54	70.63
Pharmacist in charge	51.65	72.31	61.98	72.31
Pharmacist manager	57.55	80.57	69.06	80.57

6. 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	38.48	57.71	44.89	51.30	57.71	44.89	64.13
Pharmacy assistant level 2	39.36	59.04	45.92	52.48	59.04	45.92	65.60
Pharmacy assistant level 3	40.76	61.13	47.55	54.34	61.13	47.55	67.93
Pharmacy assistant level 4	42.42	63.63	49.49	56.56	63.63	49.49	70.70
Pharmacy student—1st year of course	38.48	57.71	44.89	51.30	57.71	44.89	64.13
Pharmacy student—2nd year of course	39.36	59.04	45.92	52.48	59.04	45.92	65.60
Pharmacy student—3rd year of course	40.76	61.13	47.55	54.34	61.13	47.55	67.93
Pharmacy student—4th year of course	42.42	63.63	49.49	56.56	63.63	49.49	70.70
Pharmacy intern—1st half of training	45.00	67.50	52.50	60.00	67.50	52.50	75.00
Pharmacy intern—2nd half of training	46.53	69.80	54.29	62.04	69.80	54.29	77.55
Pharmacist	55.28	82.91	64.49	73.70	82.91	64.49	92.13

	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%
	\$	\$	\$	\$	\$	\$	\$
Experienced pharmacist	60.54	90.81	70.63	80.72	90.81	70.63	100.90
Pharmacist in charge	61.98	92.97	72.31	82.64	92.97	72.31	103.30
Pharmacist manager	69.06	103.59	80.57	92.08	103.59	80.57	115.10

7. By updating the cross-references accordingly.

B. This determination comes into operation on 30 June 2025. In accordance with ss 165(3) and 166(5) of the *Fair Work Act 2009* (Cth), 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 30 June 2025.



PRESIDENT

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