



DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

REGISTERED AND LICENSED CLUBS AWARD 2020
[MA000058]

Licensed and registered clubs

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

MELBOURNE, 30 JANUARY 2021

Annual Wage Review 2019–20 – Registered and Licensed Clubs Award – correction.

A. The determination issued by the Expert Panel in the Annual Wage Review 2019–20 on 26 June 2020 [PR718876] is corrected as follows:

1. By deleting the year “2010” in the Award title of the preamble of the determination and inserting “2020”.

2. By deleting item A.1 and inserting the following:

“1. By deleting the table appearing in clause 18.3 and inserting the following:

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Introductory		753.80	19.84	

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Level 1	Food and beverage attendant grade 1 Golf trainee year 1 Guest service grade 1 Kitchen attendant grade 1	775.40	20.41	
Level 2	Child care worker grade 1 Clerical grade 1 Cook grade 1 Doorperson/Security officer grade 1 Food and beverage attendant grade 2 Golf trainee years 2 and 3 Front office grade 1 Guest service grade 2 Kitchen attendant grade 2 Leisure attendant grade 1 Maintenance and horticultural employee level 1 Storeperson grade 1	805.10	21.19	
Level 3	Clerical grade 2 Cook grade 2 Food and beverage and gaming attendant grade 3 Forklift driver Front office grade 2 Guest service grade 3 Handyperson Kitchen attendant grade 3 Leisure attendant grade 2 Fitness instructor Maintenance and horticultural employee level 2 Storeperson grade 2 Timekeeper/Security officer grade 2	832.80	21.92	

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Level 4	Clerical grade 3 Cook (tradesperson) grade 3 Food and beverage attendant (tradesperson) grade 4 Front office grade 3 Guest service grade 4 Leisure attendant grade 3 Maintenance and horticultural level 3 (tradesperson) Storeperson grade 3	877.60	23.09	
Level 5	Child care worker grade 2 Clerical supervisor Cook (tradesperson) grade 4 Food and beverage and gaming attendant grade 5 Assistant or Teaching Professional Front office supervisor Guest service supervisor Maintenance and horticultural level 4	932.60	24.54	
Level 6	Cook (tradesperson) grade 5 Child care worker grade 3	957.60	25.20	
Level 6	Club manager of a club with a gross annual revenue of less than \$500,000	957.60	25.20	49,932
Level 7	Level A manager	981.70	25.83	51,189
Level 8	Level B manager Maintenance and horticultural management level 1	1023.20	26.93	53,353
Level 9	Level C manager	1036.80	27.28	54,062
Level 10	Level D manager	1074.90	28.29	56,048
Level 11	Level E manager Maintenance and horticultural management level 2	1114.10	29.32	58,092
Level 12	Level F manager Lead golf professional	1184.60	31.17	61,768
Level 13	Level G manager	1207.80	31.78	62,978"

3. By deleting item A.2.
4. By renumbering item A.3 as A.2.
5. By deleting the words “clause 17.8(b)” in the renumbered item A.2 and inserting “clause 18.8(b)”.
6. By inserting items A.3 to A.28 as follows:
 - “3. By deleting the amount “\$10.35” appearing in clause 19.2(b) and inserting “\$10.53”.
 4. By deleting the amount “\$3.45” appearing in clause 19.2(c) and inserting “\$3.51”.
 5. By deleting the amount “\$2.27” appearing in clause 24.4(a)(i) and inserting “\$2.31”.
 6. By deleting the amount “\$3.41” appearing in clause 24.4(a)(ii) and inserting “\$3.46”.
 7. 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%	150%	175%	250%
	\$	\$	\$	\$
Introductory	19.84	29.76	34.72	49.60
Level 1	20.41	30.62	35.72	51.03
Level 2	21.19	31.79	37.08	52.98
Level 3	21.92	32.88	38.36	54.80
Level 4	23.09	34.64	40.41	57.73
Level 5	24.54	36.81	42.95	61.35
Level 6	25.20	37.80	44.10	63.00
Level 7	25.83	38.75	45.20	64.58
Level 8	26.93	40.40	47.13	67.33
Level 9	27.28	40.92	47.74	68.20
Level 10	28.29	42.44	49.51	70.73
Level 11	29.32	43.98	51.31	73.30
Level 12	31.17	46.76	54.55	77.93
Level 13	31.78	47.67	55.62	79.45

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

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of ordinary hourly rate¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Introductory	19.84	29.76	39.68	39.68	49.60
Level 2/Maintenance and horticulture employee Level 1	21.19	31.79	42.38	42.38	52.98
Level 3/Maintenance and horticulture employee Level 2	21.92	32.88	43.84	43.84	54.80
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	23.09	34.64	46.18	46.18	57.73
Level 5/Maintenance and horticulture employee Level 4	24.54	36.81	49.08	49.08	61.35
Level 8/Maintenance and horticulture management Level 1	26.93	40.40	53.86	53.86	67.33
Level 11/Maintenance and horticulture management Level 2	29.32	43.98	58.64	58.64	73.30

9. By deleting the table appearing in clause B.2.3 and inserting the following:

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of ordinary hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
Introductory	29.76	39.68	34.72	39.68	39.68	49.60
Level 1	30.62	40.82	35.72	40.82	40.82	51.03

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of ordinary hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
Level 2/Maintenance and horticulture employee Level 1	31.79	42.38	37.08	42.38	42.38	52.98
Level 3/Maintenance and horticulture employee Level 2	32.88	43.84	38.36	43.84	43.84	54.80
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	34.64	46.18	40.41	46.18	46.18	57.73
Level 5/Maintenance and horticulture employee Level 4	36.81	49.08	42.95	49.08	49.08	61.35
Level 6	37.80	50.40	44.10	50.40	50.40	63.00
Level 7	38.75	51.66	45.20	51.66	51.66	64.58
Level 8/Maintenance and horticulture management Level 1	40.40	53.86	47.13	53.86	53.86	67.33
Level 9	40.92	54.56	47.74	54.56	54.56	68.20
Level 10	42.44	56.58	49.51	56.58	56.58	70.73
Level 11/Maintenance and horticulture management Level 2	43.98	58.64	51.31	58.64	58.64	73.30
Level 12	46.76	62.34	54.55	62.34	62.34	77.93
Level 13	47.67	63.56	55.62	63.56	63.56	79.45

10. 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%	175%	250%
	\$	\$	\$	\$
Introductory	24.80	29.76	34.72	49.60
Level 1	25.51	30.62	35.72	51.03
Level 2	26.49	31.79	37.08	52.98
Level 3	27.40	32.88	38.36	54.80
Level 4	28.86	34.64	40.41	57.73
Level 5	30.68	36.81	42.95	61.35
Level 6	31.50	37.80	44.10	63.00
Level 7	32.29	38.75	45.20	64.58
Level 8	33.66	40.40	47.13	67.33
Level 9	34.10	40.92	47.74	68.20
Level 10	35.36	42.44	49.51	70.73
Level 11	36.65	43.98	51.31	73.30
Level 12	38.96	46.76	54.55	77.93
Level 13	39.73	47.67	55.62	79.45

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

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of ordinary hourly rate¹				
	125%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Introductory	24.80	29.76	39.68	39.68	49.60
Level 2/Maintenance and horticulture employee Level 1	26.49	31.79	42.38	42.38	52.98

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of ordinary hourly rate¹				
	125%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 3/Maintenance and horticulture employee Level 2	27.40	32.88	43.84	43.84	54.80
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	28.86	34.64	46.18	46.18	57.73
Level 5/Maintenance and horticulture employee Level 4	30.68	36.81	49.08	49.08	61.35
Level 8/Maintenance and horticulture management Level 1	33.66	40.40	53.86	53.86	67.33
Level 11/Maintenance and horticulture management Level 2	36.65	43.98	58.64	58.64	73.30

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

Age	Ordinary hours	Saturday	Sunday	Public holiday
	% of junior hourly rate¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
Introductory level employee				
17 years or under	11.90	17.85	20.83	29.75
18 years	13.89	20.84	24.31	34.73
19 years	16.86	25.29	29.51	42.15
Level 1				
17 years or under	12.25	18.38	21.44	30.63

Age	Ordinary hours	Saturday	Sunday	Public holiday
	% of junior hourly rate ¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
18 years	14.29	21.44	25.01	35.73
19 years	17.35	26.03	30.36	43.38
Level 2				
17 years or under	12.71	19.07	22.24	31.78
18 years	14.83	22.25	25.95	37.08
19 years	18.01	27.02	31.52	45.03
Level 3				
17 years or under	13.15	19.73	23.01	32.88
18 years	15.34	23.01	26.85	38.35
19 years	18.63	27.95	32.60	46.58
Level 4				
17 years or under	13.85	20.78	24.24	34.63
18 years	16.16	24.24	28.28	40.40
19 years	19.63	29.45	34.35	49.08
Level 5				
19 years	20.86	31.29	36.51	52.15

13. By deleting the table appearing in clause B.4.2 and inserting the following:

Age	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory				
17 years or under	17.85	23.80	23.80	29.75
18 years	20.84	27.78	27.78	34.73
19 years	25.29	33.72	33.72	42.15

Age	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 2/Maintenance and horticulture employee Level 1				
17 years or under	19.07	25.42	25.42	31.78
18 years	22.25	29.66	29.66	37.08
19 years	27.02	36.02	36.02	45.03
Level 3/Maintenance and horticulture employee Level 2				
17 years or under	19.73	26.30	26.30	32.88
18 years	23.01	30.68	30.68	38.35
19 years	27.95	37.26	37.26	46.58
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)				
17 years or under	20.78	27.70	27.70	34.63
18 years	24.24	32.32	32.32	40.40
19 years	29.45	39.26	39.26	49.08
Level 5/Maintenance and horticulture employee Level 4				
19 years	31.29	41.72	41.72	52.15

14. By deleting the table appearing in clause B.4.3 and inserting the following:

Age	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
Introductory						
17 years or under	17.85	23.80	20.83	23.80	23.80	29.75

Age	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
18 years	20.84	27.78	24.31	27.78	27.78	34.73
19 years	25.29	33.72	29.51	33.72	33.72	42.15
Level 1						
17 years or under	18.38	24.50	21.44	24.50	24.50	30.63
18 years	21.44	28.58	25.01	28.58	28.58	35.73
19 years	26.03	34.70	30.36	34.70	34.70	43.38
Level 2/Maintenance and horticulture employee Level 1						
17 years or under	19.07	25.42	22.24	25.42	25.42	31.78
18 years	22.25	29.66	25.95	29.66	29.66	37.08
19 years	27.02	36.02	31.52	36.02	36.02	45.03
Level 3/Maintenance and horticulture employee Level 2						
17 years or under	19.73	26.30	23.01	26.30	26.30	32.88
18 years	23.01	30.68	26.85	30.68	30.68	38.35
19 years	27.95	37.26	32.60	37.26	37.26	46.58
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)						
17 years or under	20.78	27.70	24.24	27.70	27.70	34.63
18 years	24.24	32.32	28.28	32.32	32.32	40.40
19 years	29.45	39.26	34.35	39.26	39.26	49.08

Age	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
Level 5/Maintenance and horticulture employee Level 4						
19 years	31.29	41.72	36.51	41.72	41.72	52.15

15. By deleting the table appearing in clause B.5.1 and inserting the following:

Age	Ordinary hours	Saturday	Sunday	Public holiday
	% of junior hourly rate ¹			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory level employee				
17 years or under	14.88	17.85	20.83	29.75
18 years	17.36	20.84	24.31	34.73
19 years	21.08	25.29	29.51	42.15
Level 1				
17 years or under	15.31	18.38	21.44	30.63
18 years	17.86	21.44	25.01	35.73
19 years	21.69	26.03	30.36	43.38
Level 2				
17 years or under	15.89	19.07	22.24	31.78
18 years	18.54	22.25	25.95	37.08
19 years	22.51	27.02	31.52	45.03
Level 3				
17 years or under	16.44	19.73	23.01	32.88
18 years	19.18	23.01	26.85	38.35

Age	Ordinary hours	Saturday	Sunday	Public holiday
	% of junior hourly rate ¹			
	125%	150%	175%	250%
	\$	\$	\$	\$
19 years	23.29	27.95	32.60	46.58
Level 4				
17 years or under	17.31	20.78	24.24	34.63
18 years	20.20	24.24	28.28	40.40
19 years	24.54	29.45	34.35	49.08
Level 5				
19 years	26.08	31.29	36.51	52.15

16. By deleting the table appearing in clause B.5.2 and inserting the following:

Age	Ordinary hours	Saturday after 12 noon–first 2 hours	Saturday after 12 noon–after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹				
	125%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Introductory					
17 years or under	14.88	17.85	23.80	23.80	29.75
18 years	17.36	20.84	27.78	27.78	34.73
19 years	21.08	25.29	33.72	33.72	42.15
Level 2/Maintenance and horticulture employee Level 1					
17 years or under	15.89	19.07	25.42	25.42	31.78
18 years	18.54	22.25	29.66	29.66	37.08
19 years	22.51	27.02	36.02	36.02	45.03
Level 3/Maintenance and horticulture employee Level 2					
17 years or under	16.44	19.73	26.30	26.30	32.88
18 years	19.18	23.01	30.68	30.68	38.35

Age	Ordinary hours	Saturday after 12 noon– first 2 hours	Saturday after 12 noon– after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹				
	125%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
19 years	23.29	27.95	37.26	37.26	46.58
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)					
17 years or under	17.31	20.78	27.70	27.70	34.63
18 years	20.20	24.24	32.32	32.32	40.40
19 years	24.54	29.45	39.26	39.26	49.08
Level 5/Maintenance and horticulture employee Level 4					
19 years	26.08	31.29	41.72	41.72	52.15

17. By deleting the table appearing in clause B.6.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of apprentice hourly rate ¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
1st year	12.70	19.05	22.23	31.75
2nd year	15.01	22.52	26.27	37.53
3rd year	18.47	27.71	32.32	46.18
4th year – Not attained a standard of proficiency	21.94	32.91	38.40	54.85
4th year – Attained a standard of proficiency ²	23.09	34.64	40.41	57.73

18. By deleting the table appearing in clause B.6.2 and inserting the following:

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of apprentice hourly rate¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
1st year	12.70	19.05	25.40	25.40	31.75
2nd year	15.01	22.52	30.02	30.02	37.53
3rd year	18.47	27.71	36.94	36.94	46.18
4th year	21.94	32.91	43.88	43.88	54.85

19. By deleting the table appearing in clause B.6.3 and inserting the following:

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of apprentice hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
1st year	19.05	25.40	22.23	25.40	25.40	31.75
2nd year	22.52	30.02	26.27	30.02	30.02	37.53
3rd year	27.71	36.94	32.32	36.94	36.94	46.18
4th year – Not attained a standard of proficiency	32.91	43.88	38.40	43.88	43.88	54.85
4th year – Attained a standard of proficiency ²	34.64	46.18	40.41	46.18	46.18	57.73

20. By deleting the table appearing in clause B.6.4 and inserting the following:

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of apprentice hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
1st year	19.05	25.40	22.23	25.40	25.40	31.75
2nd year	22.52	30.02	26.27	30.02	30.02	37.53
3rd year	27.71	36.94	32.32	36.94	36.94	46.18
4th year	32.91	43.88	38.40	43.88	43.88	54.85

21. By deleting the table appearing in clause B.6.5 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% adult apprentice hourly rate¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
1st year	18.47	27.71	32.32	46.18
2nd year	19.84	29.76	34.72	49.60
3rd year	19.84	29.76	34.72	49.60
4th year – Not attained a standard of proficiency	21.94	32.91	38.40	54.85
4th year – Attained a standard of proficiency ²	23.09	34.64	40.41	57.73

22. By deleting the table appearing in clause B.6.6 and inserting the following:

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of adult apprentice hourly rate¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
1st year	18.47	27.71	36.94	36.94	46.18

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of adult apprentice hourly rate¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
2nd year	19.84	29.76	39.68	39.68	49.60
3rd year	19.84	29.76	39.68	39.68	49.60
4th year	21.94	32.91	43.88	43.88	54.85

23. By deleting the table appearing in clause B.6.7 and inserting the following:

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of adult apprentice hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
1st year	27.71	36.94	32.32	36.94	36.94	46.18
2nd year	29.76	39.68	34.72	39.68	39.68	49.60
3rd year	29.76	39.68	34.72	39.68	39.68	49.60
4th year – Not attained a standard of proficiency	32.91	43.88	38.40	43.88	43.88	54.85
4th year – Attained a standard of proficiency ²	34.64	46.18	40.41	46.18	46.18	57.73

24. By deleting the table appearing in clause B.6.8 and inserting the following:

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of adult apprentice hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
1st year	27.71	36.94	32.32	36.94	36.94	46.18
2nd year	29.76	39.68	34.72	39.68	39.68	49.60
3rd year	29.76	39.68	34.72	39.68	39.68	49.60
4th year	32.91	43.88	38.40	43.88	43.88	54.85

25. By deleting the amount “\$22.70” appearing in clause B.7 and inserting “\$23.09”.

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

Penalty rate	Clause	% of standard rate	\$	Payable
Monday to Friday, 7.00 pm to midnight	24.4(a)(i)	10.0	2.31	per hour
Monday to Friday, midnight to 7.00 am	24.4(a)(ii)	15.0	3.46	per hour

27. By deleting the amount “\$22.70” appearing in clause C.1.1 and inserting “\$23.09”.

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

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance ¹	19.2(b)	45.6	10.53	per week
Broken periods of work allowance	19.2(c)	15.2	3.51	per day per each broken work period”

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

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