



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

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, 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 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		772.60	20.33	
Level 1	Food and beverage attendant grade 1 Golf trainee year 1 Guest service grade 1 Kitchen attendant grade 1	794.80	20.92	

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
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	825.20	21.72	
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 Handy person Kitchen attendant grade 3 Leisure attendant grade 2 Fitness instructor Maintenance and horticultural employee level 2 Storeperson grade 2 Timekeeper/Security officer grade 2	853.60	22.46	

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	899.50	23.67	
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	955.90	25.16	
Level 6	Cook (tradesperson) grade 5 Child care worker grade 3	981.50	25.83	
Level 6	Club manager of a club with a gross annual revenue of less than \$500,000	981.50	25.83	51,178
Level 7	Level A manager	1006.20	26.48	52,466
Level 8	Level B manager Maintenance and horticultural management level 1	1048.80	27.60	54,687
Level 9	Level C manager	1062.70	27.97	55,412
Level 10	Level D manager	1101.80	28.99	57,451

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Level 11	Level E manager Maintenance and horticultural management level 2	1142.00	30.05	59,547
Level 12	Level F manager Lead golf professional	1214.20	31.95	63,312
Level 13	Level G manager	1238.00	32.58	64,553

2. By deleting the words “1 February 2021” in clause 18.8(b) and inserting “1 November 2021”.
3. By deleting the amount “\$10.53” appearing in clause 19.2(b) and inserting “\$10.79”.
4. By deleting the amount “\$3.51” appearing in clause 19.2(c) and inserting “\$3.60”.
5. By deleting the amount “\$2.31” appearing in clause 24.4(a)(i) and inserting “\$2.37”.
6. By deleting the amount “\$3.46” appearing in clause 24.4(a)(ii) and inserting “\$3.55”.
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	20.33	30.50	35.58	50.83
Level 1	20.92	31.38	36.61	52.30
Level 2	21.72	32.58	38.01	54.30
Level 3	22.46	33.69	39.31	56.15
Level 4	23.67	35.51	41.42	59.18
Level 5	25.16	37.74	44.03	62.90
Level 6	25.83	38.75	45.20	64.58
Level 7	26.48	39.72	46.34	66.20
Level 8	27.60	41.40	48.30	69.00

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
Level 9	27.97	41.96	48.95	69.93
Level 10	28.99	43.49	50.73	72.48
Level 11	30.05	45.08	52.59	75.13
Level 12	31.95	47.93	55.91	79.88
Level 13	32.58	48.87	57.02	81.45

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	20.33	30.50	40.66	40.66	50.83
Level 2/Maintenance and horticulture employee Level 1	21.72	32.58	43.44	43.44	54.30
Level 3/Maintenance and horticulture employee Level 2	22.46	33.69	44.92	44.92	56.15
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	23.67	35.51	47.34	47.34	59.18
Level 5/Maintenance and horticulture employee Level 4	25.16	37.74	50.32	50.32	62.90
Level 8/Maintenance and horticulture management Level 1	27.60	41.40	55.20	55.20	69.00
Level 11/Maintenance and horticulture management Level 2	30.05	45.08	60.10	60.10	75.13

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	30.50	40.66	35.58	40.66	40.66	50.83
Level 1	31.38	41.84	36.61	41.84	41.84	52.30
Level 2/Maintenance and horticulture employee Level 1	32.58	43.44	38.01	43.44	43.44	54.30
Level 3/Maintenance and horticulture employee Level 2	33.69	44.92	39.31	44.92	44.92	56.15
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	35.51	47.34	41.42	47.34	47.34	59.18
Level 5/Maintenance and horticulture employee Level 4	37.74	50.32	44.03	50.32	50.32	62.90
Level 6	38.75	51.66	45.20	51.66	51.66	64.58
Level 7	39.72	52.96	46.34	52.96	52.96	66.20
Level 8/Maintenance and horticulture management Level 1	41.40	55.20	48.30	55.20	55.20	69.00
Level 9	41.96	55.94	48.95	55.94	55.94	69.93
Level 10	43.49	57.98	50.73	57.98	57.98	72.48
Level 11/Maintenance and horticulture management Level 2	45.08	60.10	52.59	60.10	60.10	75.13
Level 12	47.93	63.90	55.91	63.90	63.90	79.88
Level 13	48.87	65.16	57.02	65.16	65.16	81.45

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	25.41	30.50	35.58	50.83
Level 1	26.15	31.38	36.61	52.30
Level 2	27.15	32.58	38.01	54.30
Level 3	28.08	33.69	39.31	56.15
Level 4	29.59	35.51	41.42	59.18
Level 5	31.45	37.74	44.03	62.90
Level 6	32.29	38.75	45.20	64.58
Level 7	33.10	39.72	46.34	66.20
Level 8	34.50	41.40	48.30	69.00
Level 9	34.96	41.96	48.95	69.93
Level 10	36.24	43.49	50.73	72.48
Level 11	37.56	45.08	52.59	75.13
Level 12	39.94	47.93	55.91	79.88
Level 13	40.73	48.87	57.02	81.45

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	25.41	30.50	40.66	40.66	50.83
Level 2/Maintenance and horticulture employee Level 1	27.15	32.58	43.44	43.44	54.30

	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	28.08	33.69	44.92	44.92	56.15
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	29.59	35.51	47.34	47.34	59.18
Level 5/Maintenance and horticulture employee Level 4	31.45	37.74	50.32	50.32	62.90
Level 8/Maintenance and horticulture management Level 1	34.50	41.40	55.20	55.20	69.00
Level 11/Maintenance and horticulture management Level 2	37.56	45.08	60.10	60.10	75.13

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 rate ¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
Introductory level employee				
17 years or under	12.20	18.30	21.35	30.50
18 years	14.23	21.35	24.90	35.58
19 years	17.28	25.92	30.24	43.20
Level 1				
17 years or under	12.55	18.83	21.96	31.38
18 years	14.64	21.96	25.62	36.60
19 years	17.78	26.67	31.12	44.45
Level 2				
17 years or under	13.03	19.55	22.80	32.58
18 years	15.20	22.80	26.60	38.00
19 years	18.46	27.69	32.31	46.15
Level 3				
17 years or under	13.48	20.22	23.59	33.70
18 years	15.72	23.58	27.51	39.30
19 years	19.09	28.64	33.41	47.73
Level 4				
17 years or under	14.20	21.30	24.85	35.50
18 years	16.57	24.86	29.00	41.43
19 years	20.12	30.18	35.21	50.30
Level 5				
19 years	21.39	32.09	37.43	53.48

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	18.30	24.40	24.40	30.50
18 years	21.35	28.46	28.46	35.58
19 years	25.92	34.56	34.56	43.20
Level 2/Maintenance and horticulture employee Level 1				
17 years or under	19.55	26.06	26.06	32.58
18 years	22.80	30.40	30.40	38.00
19 years	27.69	36.92	36.92	46.15
Level 3/Maintenance and horticulture employee Level 2				
17 years or under	20.22	26.96	26.96	33.70
18 years	23.58	31.44	31.44	39.30
19 years	28.64	38.18	38.18	47.73
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)				
17 years or under	21.30	28.40	28.40	35.50
18 years	24.86	33.14	33.14	41.43
19 years	30.18	40.24	40.24	50.30
Level 5/Maintenance and horticulture employee Level 4				
19 years	32.09	42.78	42.78	53.48

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	18.30	24.40	21.35	24.40	24.40	30.50
18 years	21.35	28.46	24.90	28.46	28.46	35.58
19 years	25.92	34.56	30.24	34.56	34.56	43.20
Level 1						
17 years or under	18.83	25.10	21.96	25.10	25.10	31.38
18 years	21.96	29.28	25.62	29.28	29.28	36.60
19 years	26.67	35.56	31.12	35.56	35.56	44.45
Level 2/Maintenance and horticulture employee Level 1						
17 years or under	19.55	26.06	22.80	26.06	26.06	32.58
18 years	22.80	30.40	26.60	30.40	30.40	38.00
19 years	27.69	36.92	32.31	36.92	36.92	46.15
Level 3/Maintenance and horticulture employee Level 2						
17 years or under	20.22	26.96	23.59	26.96	26.96	33.70
18 years	23.58	31.44	27.51	31.44	31.44	39.30
19 years	28.64	38.18	33.41	38.18	38.18	47.73
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)						
17 years or under	21.30	28.40	24.85	28.40	28.40	35.50

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	24.86	33.14	29.00	33.14	33.14	41.43
19 years	30.18	40.24	35.21	40.24	40.24	50.30
Level 5/Maintenance and horticulture employee Level 4						
19 years	32.09	42.78	37.43	42.78	42.78	53.48

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	15.25	18.30	21.35	30.50
18 years	17.79	21.35	24.90	35.58
19 years	21.60	25.92	30.24	43.20
Level 1				
17 years or under	15.69	18.83	21.96	31.38
18 years	18.30	21.96	25.62	36.60
19 years	22.23	26.67	31.12	44.45
Level 2				
17 years or under	16.29	19.55	22.80	32.58
18 years	19.00	22.80	26.60	38.00
19 years	23.08	27.69	32.31	46.15
Level 3				
17 years or under	16.85	20.22	23.59	33.70

Age	Ordinary hours	Saturday	Sunday	Public holiday
	% of junior hourly rate ¹			
	125%	150%	175%	250%
	\$	\$	\$	\$
18 years	19.65	23.58	27.51	39.30
19 years	23.86	28.64	33.41	47.73
Level 4				
17 years or under	17.75	21.30	24.85	35.50
18 years	20.71	24.86	29.00	41.43
19 years	25.15	30.18	35.21	50.30
Level 5				
19 years	26.74	32.09	37.43	53.48

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	15.25	18.30	24.40	24.40	30.50
18 years	17.79	21.35	28.46	28.46	35.58
19 years	21.60	25.92	34.56	34.56	43.20
Level 2/Maintenance and horticulture employee Level 1					
17 years or under	16.29	19.55	26.06	26.06	32.58
18 years	19.00	22.80	30.40	30.40	38.00
19 years	23.08	27.69	36.92	36.92	46.15
Level 3/Maintenance and horticulture employee Level 2					
17 years or under	16.85	20.22	26.96	26.96	33.70

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%
	\$	\$	\$	\$	\$
18 years	19.65	23.58	31.44	31.44	39.30
19 years	23.86	28.64	38.18	38.18	47.73
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)					
17 years or under	17.75	21.30	28.40	28.40	35.50
18 years	20.71	24.86	33.14	33.14	41.43
19 years	25.15	30.18	40.24	40.24	50.30
Level 5/Maintenance and horticulture employee Level 4					
19 years	26.74	32.09	42.78	42.78	53.48

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	13.02	19.53	22.79	32.55
2nd year	15.39	23.09	26.93	38.48
3rd year	18.94	28.41	33.15	47.35
4th year – Not attained a standard of proficiency	22.49	33.74	39.36	56.23
4th year – Attained a standard of proficiency ²	23.67	35.51	41.42	59.18

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	13.02	19.53	26.04	26.04	32.55
2nd year	15.39	23.09	30.78	30.78	38.48
3rd year	18.94	28.41	37.88	37.88	47.35
4th year	22.49	33.74	44.98	44.98	56.23

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	19.53	26.04	22.79	26.04	26.04	32.55
2nd year	23.09	30.78	26.93	30.78	30.78	38.48
3rd year	28.41	37.88	33.15	37.88	37.88	47.35
4th year – Not attained a standard of proficiency	33.74	44.98	39.36	44.98	44.98	56.23
4th year – Attained a standard of proficiency ²	35.51	47.34	41.42	47.34	47.34	59.18

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	19.53	26.04	22.79	26.04	26.04	32.55
2nd year	23.09	30.78	26.93	30.78	30.78	38.48
3rd year	28.41	37.88	33.15	37.88	37.88	47.35
4th year	33.74	44.98	39.36	44.98	44.98	56.23

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	18.94	28.41	33.15	47.35
2nd year	20.33	30.50	35.58	50.83
3rd year	20.33	30.50	35.58	50.83
4th year – Not attained a standard of proficiency	22.49	33.74	39.36	56.23
4th year – Attained a standard of proficiency ²	23.67	35.51	41.42	59.18

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	18.94	28.41	37.88	37.88	47.35
2nd year	20.33	30.50	40.66	40.66	50.83
3rd year	20.33	30.50	40.66	40.66	50.83
4th year	22.49	33.74	44.98	44.98	56.23

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	28.41	37.88	33.15	37.88	37.88	47.35
2nd year	30.50	40.66	35.58	40.66	40.66	50.83
3rd year	30.50	40.66	35.58	40.66	40.66	50.83
4th year – Not attained a standard of proficiency	33.74	44.98	39.36	44.98	44.98	56.23
4th year – Attained a standard of proficiency ²	35.51	47.34	41.42	47.34	47.34	59.18

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	28.41	37.88	33.15	37.88	37.88	47.35
2nd year	30.50	40.66	35.58	40.66	40.66	50.83
3rd year	30.50	40.66	35.58	40.66	40.66	50.83
4th year	33.74	44.98	39.36	44.98	44.98	56.23

25. By deleting the amount “\$23.09” appearing in clause B.7 and inserting “\$23.67”.

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	2.37	per hour
Monday to Friday, midnight to 7.00 am	24.4(a)(ii)	15.0	3.55	per hour

27. By deleting the amount “\$23.09” appearing in clause B.7 and inserting “\$23.67”.

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	10.79	per week
Broken periods of work allowance	19.2(c)	15.2	3.60	per day per each broken work period

B. This determination comes into operation from 1 November 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 November 2021.

PRESIDENT