



# DETERMINATION

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

**Annual Wage Review 2021–22**  
(C2022/1)

**RACING INDUSTRY GROUND MAINTENANCE AWARD 2020**  
[MA000014]

Racing industry

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

MELBOURNE, 28 JUNE 2022

*Annual Wage Review 2021–22.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

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

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Introductory level	812.60	21.38
Maintenance and Horticultural Employee Level 1	844.50	22.22
Maintenance and Horticultural Employee Level 2	907.90	23.89
Tradesperson	940.90	24.76
Trackwork and Pool Supervisor	1014.80	26.71
Management Employee Level 1	1088.70	28.65
Management Employee Level 2	1201.60	31.62

2. By deleting the words “November 2021” in clause 15.7(b) and inserting “July 2022”.
3. By deleting the amount “\$17.99” appearing in clause 17.2(a) and inserting “\$18.82”.
4. By deleting the table appearing in clause 17.2(b)(i) and inserting the following:

<b>In charge of:</b>	<b>\$ per week</b>
1–2 other employees	18.82
3–6 other employees	37.64
More than 6 other employees	47.05

5. By deleting the amount “\$26.99” appearing in clause 17.2(c) and inserting “\$28.23”.
6. By deleting the table appearing in clause B.2.1 and inserting the following:

	<b>Ordinary rates</b>	<b>Morning work<sup>1</sup></b>	<b>Evening work<sup>2</sup></b>	<b>Work outside of ordinary hours due to water restrictions<sup>3</sup></b>
	<b>% of ordinary hourly rate <sup>4</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>115%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	21.38	26.73	24.59	32.07
Maintenance and Horticultural Employee Level 1	22.22	27.78	25.55	33.33
Maintenance and Horticultural Employee Level 2	23.89	29.86	27.47	35.84
Tradesperson	24.76	N/A	28.47	37.14
Trackwork and Pool Supervisor	26.71	N/A	30.72	40.07
Management Employee Level 1	28.65	N/A	32.95	42.98
Management Employee Level 2	31.62	N/A	36.36	47.43

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

	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate <sup>2</sup></b>		
	<b>125%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	26.73	37.42	53.45
Maintenance and Horticultural Employee Level 1	27.78	38.89	55.55
Maintenance and Horticultural Employee Level 2	29.86	41.81	59.73
Tradesperson	30.95	43.33	61.90
Trackwork and Pool Supervisor	33.39	46.74	66.78
Management Employee Level 1	35.81	50.14	71.63
Management Employee Level 2	39.53	55.34	79.05

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

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After first 2 hours</b>	<b>All overtime hours worked</b>	<b>All hours worked</b>
	<b>% of ordinary hourly rate <sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	32.07	42.76	42.76	53.45
Maintenance and Horticultural Employee Level 1	33.33	44.44	44.44	55.55
Maintenance and Horticultural Employee Level 2	35.84	47.78	47.78	59.73
Tradesperson	37.14	49.52	49.52	61.90
Trackwork and Pool Supervisor	40.07	53.42	53.42	66.78
Management Employee Level 1	42.98	57.30	57.30	71.63
Management Employee Level 2	47.43	63.24	63.24	79.05

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

	<b>Ordinary rates</b>	<b>Morning work<sup>1</sup></b>	<b>Evening work<sup>2</sup></b>	<b>Work outside of ordinary hours due to water restrictions<sup>3</sup></b>
	<b>% of ordinary hourly rate <sup>4</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>140%</b>	<b>175%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	26.73	32.07	29.93	37.42
Maintenance and Horticultural Employee Level 1	27.78	33.33	31.11	38.89
Maintenance and Horticultural Employee Level 2	29.86	35.84	33.45	41.81
Tradesperson	30.95	N/A	34.66	43.33
Trackwork and Pool Supervisor	33.39	N/A	37.39	46.74
Management Employee Level 1	35.81	N/A	40.11	50.14
Management Employee Level 2	39.53	N/A	44.27	55.34

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

	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate <sup>2</sup></b>		
	<b>150%</b>	<b>200%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory level	32.07	42.76	58.80
Maintenance and Horticultural Employee Level 1	33.33	44.44	61.11
Maintenance and Horticultural Employee Level 2	35.84	47.78	65.70
Tradesperson	37.14	49.52	68.09
Trackwork and Pool Supervisor	40.07	53.42	73.45
Management Employee Level 1	42.98	57.30	78.79

	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate <sup>2</sup></b>		
	<b>150%</b>	<b>200%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Management Employee Level 2	47.43	63.24	86.96

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

	<b>Night cleaning<sup>1</sup></b>
	<b>% ordinary hourly rate</b>
	<b>155%</b>
	<b>\$</b>
Introductory level	33.14
Maintenance and Horticultural Employee Level 1	34.44
Maintenance and Horticultural Employee Level 2	37.03
Tradesperson	38.38
Trackwork and Pool Supervisor	41.40
Management Employee Level 1	44.41
Management Employee Level 2	49.01

12. By deleting the amount “\$899.50” appearing in clause C.1.1 and inserting “\$940.90”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
First aid attendant allowance	17.2(a)	2.0	18.82	per week
Leading hand allowance— 1–2 employees	17.2(b)(i)	2.0	18.82	per week
Leading hand allowance— 3–6 employees	17.2(b)(i)	4.0	37.64	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hand allowance— more than 6 employees	17.2(b)(i)	5.0	47.05	per week
Employee in charge of tractor plant	17.2(c)	3.0	28.23	per week

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT

Printed by authority of the Commonwealth Government Printer