



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

FOOD, BEVERAGE AND TOBACCO MANUFACTURING AWARD
2020
[MA000073]

Food, beverages and tobacco manufacturing industry

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 14.1(a) and inserting the following:

Classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	772.60	20.33
Level 2	794.80	20.92
Level 3	825.20	21.72
Level 4	853.60	22.46
Level 5	899.50	23.67
Level 6	927.70	24.41

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

Relevant attribute of the person at the time of entering into a training agreement as an apprentice								
Stage of apprenticeship	Column 1		Column 2		Column 3		Column 4	
	Completed Year 10 or less		Completed Year 11		Completed Year 12		Adult (21 years or over)	
	Minimum weekly rate	Minimum hourly rate	Minimum weekly rate	Minimum hourly rate	Minimum weekly rate	Minimum hourly rate	Minimum weekly rate	Minimum hourly rate
	\$	\$	\$	\$	\$	\$	\$	\$
Stage 1	377.79	9.94	431.76	11.36	455.30	11.98	683.62	17.99
Stage 2	494.73	13.02	494.73	13.02	529.90	13.94	772.60	20.33
Stage 3	674.63	17.75	674.63	17.75	674.63	17.75	794.80	20.92
Stage 4	791.56	20.83	791.56	20.83	825.20	21.72	825.20	21.72

3. By deleting the table appearing in clause 15.3 and inserting the following:

Relevant attribute of the person at the time of entering into a training agreement as an apprentice									
Stage of apprenticeship	Has not completed Year 12			Has completed Year 12			Adult apprentice aged 21+		
	% of Level 5	Min weekly rate	Min hourly rate	% of Level 5	Min weekly rate	Min hourly rate	Wage rate	Min weekly rate	Min hourly rate
		\$	\$		\$	\$		\$	\$
Stage 1	50%	449.75	11.84	55%	494.73	13.02	80% of Level 5	719.60	18.94
Stage 2	60%	539.70	14.20	65%	584.68	15.39	Level 1 rate	772.60	20.33
Stage 3	75%	674.63	17.75	75%	674.63	17.75	Level 2 rate	794.80	20.92
Stage 4	88%	791.56	20.83	88%	791.56	20.83	Level 3 rate	825.20	21.72

4. By deleting the table appearing in clause 20.2(b) and inserting the following:

In charge of	per week extra
	\$
3–10 employees	39.36
11–20 employees	58.80
more than 20 employees	74.84

5. By deleting the table appearing in clause 20.2(c) and inserting the following:

Vehicle size	per hour extra
	\$
over 3 tonnes GVW and up to 4.5 tonnes GVW	0.14
over 4.5 tonnes GVW and up to 14.95 tonnes GVW	1.18
over 14.95 tonnes GVW	1.56
a semi-trailer	2.82

6. By deleting the amount “\$19.74” appearing in clause 20.2(d) and inserting “\$20.24”.
7. By deleting the amount “\$17.46” appearing in clause 20.2(e) and inserting “\$17.89”.
8. By deleting the amount “\$0.65” appearing in clause 20.2(f)(ii) and inserting “\$0.66”.
9. By deleting the table appearing in clause 20.2(f)(iii) and inserting the following:

Temperature	per hour extra
	\$
Between 46°C and 54°C	0.69
Above 54°C	0.90

10. By deleting the amount “\$0.67” appearing in clause 20.2(f)(iv) and inserting “\$0.69”.
11. By deleting the amount “\$0.88” appearing in clause 20.2(f)(v) and inserting “\$0.90”.
12. By deleting the amount “\$0.67” appearing in clause 20.2(f)(vi) and inserting “\$0.69”.
13. By deleting the amount “\$8.82” appearing in clause 20.2(f)(vii) and inserting “\$9.04”.
14. By deleting the table appearing in clause B.1.3 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	100%	150%	200%	250%
	\$	\$	\$	\$
Level 1	20.33	30.50	40.66	50.83
Level 2	20.92	31.38	41.84	52.30
Level 3	21.72	32.58	43.44	54.30

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	100%	150%	200%	250%
	\$	\$	\$	\$
Level 4	22.46	33.69	44.92	56.15
Level 5	23.67	35.51	47.34	59.18
Level 6	24.41	36.62	48.82	61.03

15. By deleting the table appearing in clause B.1.4 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday	Public holiday
	% of ordinary hourly rate¹			
	100%	150%	200%	250%
	\$	\$	\$	\$
Level 1	30.50	40.66	40.66	50.83
Level 2	31.38	41.84	41.84	52.30
Level 3	32.58	43.44	43.44	54.30
Level 4	33.69	44.92	44.92	56.15
Level 5	35.51	47.34	47.34	59.18
Level 6	36.62	48.82	48.82	61.03

16. By deleting the table appearing in clause B.1.5 and inserting the following:

	All shiftworkers					Other than continuous shiftworkers		Continuous shiftworkers	
	Early morning shift	Afternoon shift or night shift	Afternoon or night shift not continuing¹		Permanent night shift	Saturday	Sunday	Public holiday	Sunday & Public holiday
			First 3 hours	After 3 hours					
	% of ordinary hourly rate²								
	112.5%	115%	150%	200%	130%	150%	200%	250%	200%
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Level 1	22.87	23.38	30.50	40.66	26.43	30.50	40.66	50.83	40.66
Level 2	23.54	24.06	31.38	41.84	27.20	31.38	41.84	52.30	41.84
Level 3	24.44	24.98	32.58	43.44	28.24	32.58	43.44	54.30	43.44

	All shiftworkers					Other than continuous shiftworkers		Continuous shiftworkers	
	Early morning shift	Afternoon shift or night shift	Afternoon or night shift not continuing ¹		Permanent night shift	Saturday	Sunday	Public holiday	Sunday & Public holiday
			First 3 hours	After 3 hours					
	% of ordinary hourly rate ²								
	112.5%	115%	150%	200%	130%	150%	200%	250%	200%
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Level 4	25.27	25.83	33.69	44.92	29.20	33.69	44.92	56.15	44.92
Level 5	26.63	27.22	35.51	47.34	30.77	35.51	47.34	59.18	47.34
Level 6	27.46	28.07	36.62	48.82	31.73	36.62	48.82	61.03	48.82

17. By deleting the table appearing in clause B.1.6 and inserting the following:

	Other than continuous shiftworkers		Continuous shiftworkers	Sunday	Other than continuous shiftworkers	Continuous shiftworkers
	Monday to Saturday			All overtime worked	Public holiday	
	First 3 hours	After 3 hours	All overtime worked		All overtime worked	All overtime worked
	% of ordinary hourly rate ¹					
	150%	200%	200%	200%	250%	200%
	\$	\$	\$	\$	\$	\$
Level 1	30.50	40.66	40.66	40.66	50.83	40.66
Level 2	31.38	41.84	41.84	41.84	52.30	41.84
Level 3	32.58	43.44	43.44	43.44	54.30	43.44
Level 4	33.69	44.92	44.92	44.92	56.15	44.92
Level 5	35.51	47.34	47.34	47.34	59.18	47.34
Level 6	36.62	48.82	48.82	48.82	61.03	48.82

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of casual ordinary hourly rate¹			
	100%	150%	200%	250%
	\$	\$	\$	\$
Level 1	25.41	38.12	50.82	63.53
Level 2	26.15	39.23	52.30	65.38
Level 3	27.15	40.73	54.30	67.88
Level 4	28.08	42.12	56.16	70.20
Level 5	29.59	44.39	59.18	73.98
Level 6	30.51	45.77	61.02	76.28

19. By deleting the table appearing in clause B.2.4 and inserting the following:

	All shiftworkers					Other than continuous shiftworkers		Continuous shiftworkers	
	Early morning shift	Afternoon shift or night shift	Afternoon or night shift not continuing¹		Permanent night shift	Saturday	Sunday	Public holiday	Sunday & Public holiday
			First 3 hours	After 3 hours					
	% of casual ordinary hourly rate²								
	112.5%	115%	150%	200%	130%	150%	200%	250%	200%
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Level 1	28.59	29.22	38.12	50.82	33.03	38.12	50.82	63.53	50.82
Level 2	29.42	30.07	39.23	52.30	34.00	39.23	52.30	65.38	52.30
Level 3	30.54	31.22	40.73	54.30	35.30	40.73	54.30	67.88	54.30
Level 4	31.59	32.29	42.12	56.16	36.50	42.12	56.16	70.20	56.16
Level 5	33.29	34.03	44.39	59.18	38.47	44.39	59.18	73.98	59.18
Level 6	34.32	35.09	45.77	61.02	39.66	45.77	61.02	76.28	61.02

20. By deleting the table appearing in clause B.2.5 and inserting the following:

	Monday to Saturday		Sunday	Public Holiday
	First 3 hours	After 3 hours		
	150%	200%	200%	250%
% of casual ordinary hourly rate¹				
	\$	\$	\$	\$
Level 1	38.12	50.82	50.82	63.53
Level 2	39.23	52.30	52.30	65.38
Level 3	40.73	54.30	54.30	67.88
Level 4	42.12	56.16	56.16	70.20
Level 5	44.39	59.18	59.18	73.98
Level 6	45.77	61.02	61.02	76.28

21. By deleting the table appearing in clause B.2.6 and inserting the following:

	Monday to Sunday and Public Holidays
	% of casual ordinary hourly rate¹
	200%
	\$
Level 1	50.82
Level 2	52.30
Level 3	54.30
Level 4	56.16
Level 5	59.18
Level 6	61.02

22. By deleting the amount “\$23.09” appearing in clause C.1.1 and inserting “\$23.67”.
23. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Leading hand in charge of—3 to 10 employees ¹	20.2(b)	166.3	39.36	per week
Leading hand in charge of—11 to 20 employees ¹	20.2(b)	248.4	58.80	per week
Leading hand in charge of—more than 20 employees ¹	20.2(b)	316.2	74.84	per week

Allowance	Clause	% of standard rate	\$	Payable
Heavy vehicle driving allowance—over 3 tonnes GVW and up to 4.5 tonnes GVW ¹	20.2(c)	0.6	0.14	per hour
Heavy vehicle driving allowance—over 4.5 tonnes GVW and up to 14.95 tonnes GVW ¹	20.2(c)	5.0	1.18	per hour
Heavy vehicle driving allowance—over 14.95 tonnes GVW ¹	20.2(c)	6.6	1.56	per hour
Heavy vehicle driving allowance—a semi-trailer ¹	20.2(c)	11.9	2.82	per hour
Boiler attendants allowance ¹	20.2(d)	85.5	20.24	per week
First aid allowance	20.2(e)	75.6	17.89	per week
Cold places allowance	20.2(f)(ii)	2.8	0.66	per hour
Hot places allowance—artificially raised to between 46°C and 54°C	20.2(f)(iii)	2.9	0.69	per hour
Hot places allowance—artificially raised to above 54°C	20.2(f)(iii)	3.8	0.90	per hour
Wet places allowance	20.2(f)(iv)	2.9	0.69	per hour
Confined spaces allowance	20.2(f)(v)	3.8	0.90	per hour
Dirty, dusty or offensive work	20.2(f)(vi)	2.9	0.69	per hour
Using fumigation gas	20.2(f)(vii)	38.2	9.04	per day

24. By deleting clause E.4 and inserting the following:

E.4 Minimum rates

E.4.1 Minimum weekly rates for full-time traineeships

(a) Wage level A

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause E.6.1 is the weekly rate specified in column 2 of **Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in column 1.

Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	347.10	382.20	455.30
Plus 1 year out of school	382.20	455.30	529.90
Plus 2 years out of school	455.30	529.90	616.60
Plus 3 years out of school	529.90	616.60	706.00
Plus 4 years out of school	616.60	706.00	
Plus 5 or more years out of school	706.00		

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(a).

(b) Wage Level B

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause E.6.2 is the weekly rate specified in Column 2 of **Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	347.10	382.20	443.00
Plus 1 year out of school	382.20	443.00	509.60
Plus 2 years out of school	443.00	509.60	597.70
Plus 3 years out of school	509.60	597.70	681.70

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
Plus 4 years out of school	597.70	681.70	
Plus 5 or more years out of school	681.70		

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(b).

(c) **Wage Level C**

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level C by clause E.6.3 is the weekly rate specified in Column 2 of **Table 3—Wage level C minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 3—Wage level C minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per week	per week	per week
	\$	\$	\$
School leaver	347.10	382.20	443.00
Plus 1 year out of school	382.20	443.00	498.80
Plus 2 years out of school	443.00	498.80	557.30
Plus 3 years out of school	498.80	557.30	620.70
Plus 4 years out of school	557.30	620.70	
Plus 5 or more years out of school	620.70		

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(c).

(d) AQF Certificate Level IV traineeships

- (i) The minimum rate for a full-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum rate for the relevant full-time AQF Certificate Level III traineeship increased by **3.8%**.
- (ii) The minimum rate for a full-time adult trainee undertaking an AQF Certificate Level IV traineeship is the weekly rate specified in column 2 or 3 of **Table 4—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)** according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in column 1:

Table 4—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Wage level	Column 2 First year of traineeship	Column 3 Second and subsequent years of traineeship
	per week	per week
	\$	\$
A	733.40	761.80
B	707.60	734.60
C	643.90	668.20

NOTE: See clause E.4.3 for other minimum wage provisions that affect clause E.4.1(d).

E.4.2 Minimum hourly rates for part-time traineeships**(a) Wage level A**

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause E.6.1 is the hourly rate specified in column 2 of **Table 5—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in column 1.

Table 5—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.42	12.59	14.99
Plus 1 year out of school	12.59	14.99	17.45

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 2 years out of school	14.99	17.45	20.28
Plus 3 years out of school	17.45	20.28	23.22
Plus 4 years out of school	20.28	23.22	
Plus 5 or more years out of school	23.22		

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(a).

(b) Wage Level B

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause E.6.2 is the hourly rate specified in Column 2 of **Table 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.42	12.59	14.59
Plus 1 year out of school	12.59	14.59	16.77
Plus 2 years out of school	14.59	16.77	19.68
Plus 3 years out of school	16.77	19.68	22.45
Plus 4 years out of school	19.68	22.45	
Plus 5 or more years out of school	22.45		

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(b).

(c) Wage Level C

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate

levels are allocated to wage level C by clause E.6.2 is the hourly rate specified in Column 2 of **Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Column 1 Experience level of trainee	Column 2 Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.42	12.59	14.59
Plus 1 year out of school	12.59	14.59	16.41
Plus 2 years out of school	14.59	16.41	18.33
Plus 3 years out of school	16.41	18.33	20.42
Plus 4 years out of school	18.33	20.42	
Plus 5 or more years out of school	20.42		

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect clause E.4.2(c).

(d) School-based traineeships

The minimum hourly rate for a part-time trainee who works ordinary hours and is undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage levels A, B or C by clause E.6 is the hourly rate in column 1 or 2 of **Table 8—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)** according to the year of schooling of the trainee.

Table 8—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)

Column 1 Year 11 or lower	Column 2 Year 12
per hour	per hour
\$	\$
11.42	12.59

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect this clause E.4.2(d).

(e) AQF Certificate Level IV traineeships

- (i) The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by **3.8%**.
- (ii) The minimum hourly rate for a part-time adult trainee undertaking an AQF Certificate Level IV traineeship is the hourly rate in column 2 or 3 of **Table 9—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)**, according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in column 1:

Table 9—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)

Column 1	Column 2	Column 3
Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
	\$	\$
A	24.11	25.06
B	23.25	24.15
C	21.19	21.99

NOTE: See clause E.4.2(f) for calculating the actual minimum wage. See also clause E.4.3 for other minimum wage provisions that affect this clause E.4.2(e).

(f) Calculating the actual minimum wage

- (i) If fewer than 38 (or an average of 38) ordinary hours of work per week is considered full-time at the workplace by the employer, the appropriate minimum hourly rate for a part-time trainee is obtained by multiplying the relevant minimum hourly rate in clauses E.4.2(a) to E.4.2(e) by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii) If the approved training for a part-time traineeship is provided wholly off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum hourly rate in clauses E.4.2(a) to E.4.2(e) applies to each ordinary hour worked by the trainee.
- (iii) If the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum hourly rate in clauses E.4.2(a) to E.4.2(e) minus **20%** applies to each ordinary hour worked by the trainee.

E.4.3 Other minimum wage provisions

- (g) Clause E.4.3 applies despite anything to the contrary in clause E.4.2.
- (h) An employee who was employed by an employer immediately before becoming a trainee with that employer must not suffer a reduction in their minimum rate of pay because of becoming a trainee.
- (i) For the purpose of determining whether a trainee has suffered a reduction as mentioned in clause E.4.3(b), casual loadings are to be disregarded.
- (j) If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, if a higher minimum wage is provided for the new AQF certificate level.

E.4.4 Default wage rate

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by clause E.6 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to wage level B.

B. This determination comes into operation from 1 July 2021. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2021.

PRESIDENT