



# DRAFT DETERMINATION

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

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

### 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 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 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		812.60	21.38	

<b>Level</b>	<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Annual rate (where applicable) (full-time employee)</b>
		\$	\$	\$
Level 1	Food and beverage attendant grade 1 PGA Associate year 1 Guest service grade 1 Kitchen attendant grade 1	834.80	21.97	
Level 2	Child care worker grade 1 Clerical grade 1 Cook grade 1 Doorperson/Security officer grade 1 Food and beverage attendant grade 2 PGA Associate 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	865.20	22.77	
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	893.60	23.52	

<b>Level</b>	<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Annual rate (where applicable) (full-time employee)</b>
		\$	\$	\$
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	940.90	24.76	
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	999.90	26.31	
Level 6	Cook (tradesperson) grade 5 Child care worker grade 3	1026.60	27.02	
Level 6	Club manager of a club with a gross annual revenue of less than \$500,000	1026.60	27.02	53,530
Level 7	Level A manager	1052.50	27.70	54,880
Level 8	Level B manager Maintenance and horticultural management level 1	1097.00	28.87	57,201
Level 9	Level C manager	1111.60	29.25	57,962
Level 10	Level D manager	1152.50	30.33	60,095

<b>Level</b>	<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Annual rate (where applicable) (full-time employee)</b>
		<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 11	Level E manager Maintenance and horticultural management level 2	1194.50	31.43	62,285
Level 12	Level F manager Lead golf professional	1270.10	33.42	66,227
Level 13	Level G manager	1294.90	34.08	67,520

2. By deleting the words “November 2021” in clause 18.8(b) and inserting “October 2022”.
3. By deleting the amount "\$10.79" appearing in clause 19.2(b) and inserting "\$11.29".
4. By deleting the amount "\$3.60" appearing in clause 19.2(c) and inserting "\$3.76".
5. By deleting the amount "\$2.37" appearing in clause 24.4(a)(i) and inserting "\$2.48".
6. By deleting the amount "\$3.55" appearing in clause 24.4(a)(ii) and inserting "\$3.71".
7. By deleting the table appearing in clause B.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory	21.38	32.07	37.42	53.45
Level 1	21.97	32.96	38.45	54.93
Level 2	22.77	34.16	39.85	56.93
Level 3	23.52	35.28	41.16	58.80
Level 4	24.76	37.14	43.33	61.90
Level 5	26.31	39.47	46.04	65.78
Level 6	27.02	40.53	47.29	67.55
Level 7	27.70	41.55	48.48	69.25
Level 8	28.87	43.31	50.52	72.18

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 9	29.25	43.88	51.19	73.13
Level 10	30.33	45.50	53.08	75.83
Level 11	31.43	47.15	55.00	78.58
Level 12	33.42	50.13	58.49	83.55
Level 13	34.08	51.12	59.64	85.20

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

	<b>Ordinary hours</b>	<b>Saturday after 12 noon – first 2 hours</b>	<b>Saturday after 12 noon – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory	21.38	32.07	42.76	42.76	53.45
Level 2/Maintenance and horticulture employee Level 1	22.77	34.16	45.54	45.54	56.93
Level 3/Maintenance and horticulture employee Level 2	23.52	35.28	47.04	47.04	58.80
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	24.76	37.14	49.52	49.52	61.90
Level 5/Maintenance and horticulture employee Level 4	26.31	39.47	52.62	52.62	65.78
Level 8/Maintenance and horticulture management Level 1	28.87	43.31	57.74	57.74	72.18
Level 11/Maintenance and horticulture management Level 2	31.43	47.15	62.86	62.86	78.58

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

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>					
	<b>150%</b>	<b>200%</b>	<b>175%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory	32.07	42.76	37.42	42.76	42.76	53.45
Level 1	32.96	43.94	38.45	43.94	43.94	54.93
Level 2/Maintenance and horticulture employee Level 1	34.16	45.54	39.85	45.54	45.54	56.93
Level 3/Maintenance and horticulture employee Level 2	35.28	47.04	41.16	47.04	47.04	58.80
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	37.14	49.52	43.33	49.52	49.52	61.90
Level 5/Maintenance and horticulture employee Level 4	39.47	52.62	46.04	52.62	52.62	65.78
Level 6	40.53	54.04	47.29	54.04	54.04	67.55
Level 7	41.55	55.40	48.48	55.40	55.40	69.25
Level 8/Maintenance and horticulture management Level 1	43.31	57.74	50.52	57.74	57.74	72.18
Level 9	43.88	58.50	51.19	58.50	58.50	73.13
Level 10	45.50	60.66	53.08	60.66	60.66	75.83
Level 11/Maintenance and horticulture management Level 2	47.15	62.86	55.00	62.86	62.86	78.58
Level 12	50.13	66.84	58.49	66.84	66.84	83.55
Level 13	51.12	68.16	59.64	68.16	68.16	85.20

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

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate <sup>1</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory	26.73	32.07	37.42	53.45
Level 1	27.46	32.96	38.45	54.93
Level 2	28.46	34.16	39.85	56.93
Level 3	29.40	35.28	41.16	58.80
Level 4	30.95	37.14	43.33	61.90
Level 5	32.89	39.47	46.04	65.78
Level 6	33.78	40.53	47.29	67.55
Level 7	34.63	41.55	48.48	69.25
Level 8	36.09	43.31	50.52	72.18
Level 9	36.56	43.88	51.19	73.13
Level 10	37.91	45.50	53.08	75.83
Level 11	39.29	47.15	55.00	78.58
Level 12	41.78	50.13	58.49	83.55
Level 13	42.60	51.12	59.64	85.20

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

	<b>Ordinary hours</b>	<b>Saturday after 12 noon – first 2 hours</b>	<b>Saturday after 12 noon – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>125%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Introductory	26.73	32.07	42.76	42.76	53.45
Level 2/Maintenance and horticulture employee Level 1	28.46	34.16	45.54	45.54	56.93

	<b>Ordinary hours</b>	<b>Saturday after 12 noon – first 2 hours</b>	<b>Saturday after 12 noon – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>125%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 3/Maintenance and horticulture employee Level 2	29.40	35.28	47.04	47.04	58.80
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	30.95	37.14	49.52	49.52	61.90
Level 5/Maintenance and horticulture employee Level 4	32.89	39.47	52.62	52.62	65.78
Level 8/Maintenance and horticulture management Level 1	36.09	43.31	57.74	57.74	72.18
Level 11/Maintenance and horticulture management Level 2	39.29	47.15	62.86	62.86	78.58



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 <sup>1</sup>			
	100%	150%	175%	250%
	\$	\$	\$	\$
<b>Introductory level employee</b>				
17 years or under	12.83	19.25	22.45	32.08
18 years	14.97	22.46	26.20	37.43
19 years	18.17	27.26	31.80	45.43
<b>Level 1</b>				
17 years or under	13.18	19.77	23.07	32.95
18 years	15.38	23.07	26.92	38.45
19 years	18.67	28.01	32.67	46.68
<b>Level 2</b>				
17 years or under	13.66	20.49	23.91	34.15
18 years	15.94	23.91	27.90	39.85
19 years	19.35	29.03	33.86	48.38
<b>Level 3</b>				
17 years or under	14.11	21.17	24.69	35.28
18 years	16.46	24.69	28.81	41.15
19 years	19.99	29.99	34.98	49.98
<b>Level 4</b>				
17 years or under	14.86	22.29	26.01	37.15
18 years	17.33	26.00	30.33	43.33
19 years	21.05	31.58	36.84	52.63
<b>Level 5</b>				
19 years	22.36	33.54	39.13	55.90

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 <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
<b>Introductory</b>				
17 years or under	19.25	25.66	25.66	32.08
18 years	22.46	29.94	29.94	37.43
19 years	27.26	36.34	36.34	45.43
<b>Level 2/Maintenance and horticulture employee Level 1</b>				
17 years or under	20.49	27.32	27.32	34.15
18 years	23.91	31.88	31.88	39.85
19 years	29.03	38.70	38.70	48.38
<b>Level 3/Maintenance and horticulture employee Level 2</b>				
17 years or under	21.17	28.22	28.22	35.28
18 years	24.69	32.92	32.92	41.15
19 years	29.99	39.98	39.98	49.98
<b>Level 4/Maintenance and horticulture employee Level 3 (tradesperson)</b>				
17 years or under	22.29	29.72	29.72	37.15
18 years	26.00	34.66	34.66	43.33
19 years	31.58	42.10	42.10	52.63
<b>Level 5/Maintenance and horticulture employee Level 4</b>				
19 years	33.54	44.72	44.72	55.90

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 <sup>1</sup>					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
<b>Introductory</b>						
17 years or under	19.25	25.66	22.45	25.66	25.66	32.08
18 years	22.46	29.94	26.20	29.94	29.94	37.43
19 years	27.26	36.34	31.80	36.34	36.34	45.43
<b>Level 1</b>						
17 years or under	19.77	26.36	23.07	26.36	26.36	32.95
18 years	23.07	30.76	26.92	30.76	30.76	38.45
19 years	28.01	37.34	32.67	37.34	37.34	46.68
<b>Level 2/Maintenance and horticulture employee Level 1</b>						
17 years or under	20.49	27.32	23.91	27.32	27.32	34.15
18 years	23.91	31.88	27.90	31.88	31.88	39.85
19 years	29.03	38.70	33.86	38.70	38.70	48.38
<b>Level 3/Maintenance and horticulture employee Level 2</b>						
17 years or under	21.17	28.22	24.69	28.22	28.22	35.28
18 years	24.69	32.92	28.81	32.92	32.92	41.15
19 years	29.99	39.98	34.98	39.98	39.98	49.98
<b>Level 4/Maintenance and horticulture employee Level 3 (tradesperson)</b>						
17 years or under	22.29	29.72	26.01	29.72	29.72	37.15

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 <sup>1</sup>					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
18 years	26.00	34.66	30.33	34.66	34.66	43.33
19 years	31.58	42.10	36.84	42.10	42.10	52.63
<b>Level 5/Maintenance and horticulture employee Level 4</b>						
19 years	33.54	44.72	39.13	44.72	44.72	55.90

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 <sup>1</sup>			
	125%	150%	175%	250%
	\$	\$	\$	\$
<b>Introductory level employee</b>				
17 years or under	16.04	19.25	22.45	32.08
18 years	18.71	22.46	26.20	37.43
19 years	22.71	27.26	31.80	45.43
<b>Level 1</b>				
17 years or under	16.48	19.77	23.07	32.95
18 years	19.23	23.07	26.92	38.45
19 years	23.34	28.01	32.67	46.68
<b>Level 2</b>				
17 years or under	17.08	20.49	23.91	34.15
18 years	19.93	23.91	27.90	39.85
19 years	24.19	29.03	33.86	48.38
<b>Level 3</b>				
17 years or under	17.64	21.17	24.69	35.28

Age	Ordinary hours	Saturday	Sunday	Public holiday
	% of junior hourly rate <sup>1</sup>			
	125%	150%	175%	250%
	\$	\$	\$	\$
18 years	20.58	24.69	28.81	41.15
19 years	24.99	29.99	34.98	49.98
<b>Level 4</b>				
17 years or under	18.58	22.29	26.01	37.15
18 years	21.66	26.00	30.33	43.33
19 years	26.31	31.58	36.84	52.63
<b>Level 5</b>				
19 years	27.95	33.54	39.13	55.90

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 <sup>1</sup>				
	125%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
<b>Introductory</b>					
17 years or under	16.04	19.25	25.66	25.66	32.08
18 years	18.71	22.46	29.94	29.94	37.43
19 years	22.71	27.26	36.34	36.34	45.43
<b>Level 2/Maintenance and horticulture employee Level 1</b>					
17 years or under	17.08	20.49	27.32	27.32	34.15
18 years	19.93	23.91	31.88	31.88	39.85
19 years	24.19	29.03	38.70	38.70	48.38
<b>Level 3/Maintenance and horticulture employee Level 2</b>					
17 years or under	17.64	21.17	28.22	28.22	35.28

Age	Ordinary hours	Saturday after 12 noon– first 2 hours	Saturday after 12 noon– after 2 hours	Sunday	Public holiday
	% of junior hourly rate <sup>1</sup>				
	125%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
18 years	20.58	24.69	32.92	32.92	41.15
19 years	24.99	29.99	39.98	39.98	49.98
<b>Level 4/Maintenance and horticulture employee Level 3 (tradesperson)</b>					
17 years or under	18.58	22.29	29.72	29.72	37.15
18 years	21.66	26.00	34.66	34.66	43.33
19 years	26.31	31.58	42.10	42.10	52.63
<b>Level 5/Maintenance and horticulture employee Level 4</b>					
19 years	27.95	33.54	44.72	44.72	55.90

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 <sup>1</sup>			
	100%	150%	175%	250%
	\$	\$	\$	\$
1st year	13.62	20.43	23.84	34.05
2nd year	16.09	24.14	28.16	40.23
3rd year	19.81	29.72	34.67	49.53
4th year – Not attained a standard of proficiency	23.52	35.28	41.16	58.80
4th year – Attained a standard of proficiency <sup>2</sup>	24.76	37.14	43.33	61.90

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

	<b>Ordinary hours</b>	<b>Saturday after 12 noon – first 2 hours</b>	<b>Saturday after 12 noon – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of apprentice hourly rate<sup>1</sup></b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	13.62	20.43	27.24	27.24	34.05
2nd year	16.09	24.14	32.18	32.18	40.23
3rd year	19.81	29.72	39.62	39.62	49.53
4th year	23.52	35.28	47.04	47.04	58.80

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

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of apprentice hourly rate<sup>1</sup></b>					
	<b>150%</b>	<b>200%</b>	<b>175%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	20.43	27.24	23.84	27.24	27.24	34.05
2nd year	24.14	32.18	28.16	32.18	32.18	40.23
3rd year	29.72	39.62	34.67	39.62	39.62	49.53
4th year – Not attained a standard of proficiency	35.28	47.04	41.16	47.04	47.04	58.80
4th year – Attained a standard of proficiency <sup>2</sup>	37.14	49.52	43.33	49.52	49.52	61.90

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

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of apprentice hourly rate<sup>1</sup></b>					
	<b>150%</b>	<b>200%</b>	<b>175%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	20.43	27.24	23.84	27.24	27.24	34.05
2nd year	24.14	32.18	28.16	32.18	32.18	40.23
3rd year	29.72	39.62	34.67	39.62	39.62	49.53
4th year	35.28	47.04	41.16	47.04	47.04	58.80

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

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% adult apprentice hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	19.81	29.72	34.67	49.53
2nd year	21.38	32.07	37.42	53.45
3rd year	21.38	32.07	37.42	53.45
4th year – Not attained a standard of proficiency	23.52	35.28	41.16	58.80
4th year – Attained a standard of proficiency <sup>2</sup>	24.76	37.14	43.33	61.90



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

	<b>Ordinary hours</b>	<b>Saturday after 12 noon – first 2 hours</b>	<b>Saturday after 12 noon – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of adult apprentice hourly rate<sup>1</sup></b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	19.81	29.72	39.62	39.62	49.53
2nd year	21.38	32.07	42.76	42.76	53.45
3rd year	21.38	32.07	42.76	42.76	53.45
4th year	23.52	35.28	47.04	47.04	58.80

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

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of adult apprentice hourly rate<sup>1</sup></b>					
	<b>150%</b>	<b>200%</b>	<b>175%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	29.72	39.62	34.67	39.62	39.62	49.53
2nd year	32.07	42.76	37.42	42.76	42.76	53.45
3rd year	32.07	42.76	37.42	42.76	42.76	53.45
4th year – Not attained a standard of proficiency	35.28	47.04	41.16	47.04	47.04	58.80
4th year – Attained a standard of proficiency <sup>2</sup>	37.14	49.52	43.33	49.52	49.52	61.90

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

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of adult apprentice hourly rate<sup>1</sup></b>					
	<b>150%</b>	<b>200%</b>	<b>175%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
1st year	29.72	39.62	34.67	39.62	39.62	49.53
2nd year	32.07	42.76	37.42	42.76	42.76	53.45
3rd year	32.07	42.76	37.42	42.76	42.76	53.45
4th year	35.28	47.04	41.16	47.04	47.04	58.80

25. By deleting the amount “\$23.67” appearing in clause B.7 and inserting “\$24.76”.

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

<b>Penalty rate</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Monday to Friday, 7.00 pm to midnight	24.4(a)(i)	10.0	2.48	per hour
Monday to Friday, midnight to 7.00 am	24.4(a)(ii)	15.0	3.71	per hour

27. By deleting the amount “\$23.67” appearing in clause B.7 and inserting “\$24.76”.

28. 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 allowance <sup>1</sup>	19.2(b)	45.6	11.29	per week
Broken periods of work allowance	19.2(c)	15.2	3.76	per day per each broken work period

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

PRESIDENT