



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

NURSERY AWARD 2020
[MA000033]

Nursery industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
DEPUTY PRESIDENT O’NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

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

Classification	Minimum weekly rates (full-time employees)	Minimum hourly rate
	\$	\$
Grade 1A	891.50	23.46
Grade 1B	915.90	24.10
Grade 2	931.90	24.52
Grade 3	974.80	25.65
Grade 4	1032.30	27.17
Grade 5	1140.50	30.01
Grade 6	1241.80	32.68

2. By deleting the year “2023” in clause 15.6(b) and inserting “2024”.

3. By deleting the amount “\$16.55” appearing in clause 18.3(a) and inserting “\$17.16”.
4. 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%	125%	200%	250%
	\$	\$	\$	\$
Grade 1A	23.46	29.33	46.92	58.65
Grade 1B	24.10	30.13	48.20	60.25
Grade 2	24.52	30.65	49.04	61.30
Grade 3	25.65	32.06	51.30	64.13
Grade 4	27.17	33.96	54.34	67.93
Grade 5	30.01	37.51	60.02	75.03
Grade 6	32.68	40.85	65.36	81.70

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

	First 3 hours Monday to Saturday	After first 3 hours Monday to Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Grade 1A	35.19	46.92	46.92	58.65
Grade 1B	36.15	48.20	48.20	60.25
Grade 2	36.78	49.04	49.04	61.30
Grade 3	38.48	51.30	51.30	64.13
Grade 4	40.76	54.34	54.34	67.93
Grade 5	45.02	60.02	60.02	75.03
Grade 6	49.02	65.36	65.36	81.70

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	125%	150%	225%	275%
	\$	\$	\$	\$
Grade 1A	29.33	35.19	52.79	64.52
Grade 1B	30.13	36.15	54.23	66.28
Grade 2	30.65	36.78	55.17	67.43
Grade 3	32.06	38.48	57.71	70.54
Grade 4	33.96	40.76	61.13	74.72
Grade 5	37.51	45.02	67.52	82.53
Grade 6	40.85	49.02	73.53	89.87

7. By deleting the amount “\$23.64” appearing in clause C.1.1 and inserting “\$24.52”.

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

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance ¹	18.3(a)	70.0	17.16	per week

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT