



DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

HORSE AND GREYHOUND TRAINING AWARD 2020

[MA000008]

Racing industry

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

SYDNEY, XX JUNE 2025

Annual Wage Review 2024–25.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 13.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Stable employee (on commencement with employer)	922.70	24.28
Stablehand Grade 1 (after 3 months' continuous employment with the employer)	948.00	24.95
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	982.40	25.85
Track rider ¹	982.40	25.85

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Stable foreman	1068.40	28.12
Training assistant	1102.00	29.00
Trainer	1165.70	30.68

2. By deleting the table appearing in clause 13.4(a)(i) and inserting the following:

Relevant attribute of the person at the time of entering into a training agreement as an apprentice		
Year of apprenticeship	% of minimum rate for relevant classification	Apprentice jockey minimum weekly rate
		\$
1st year	50	491.20
2nd year	60	589.44
3rd year	75	736.80
4th year	90	884.16
Adult apprentice in 1st year ¹		785.92
Adult apprentice in 2nd and subsequent years ¹		922.70

3. By deleting the table appearing in clause 13.4(a)(ii) and inserting the following:

Relevant attribute of the person at the time of entering into a training agreement as an apprentice		
Year of apprenticeship	% of minimum rate for relevant classification	Apprentice jockey minimum weekly rate
		\$
1st year	55	540.32
2nd year	65	638.56
3rd year	75	736.80
4th year	95	933.28
Adult apprentice in 1st year ¹		785.92
Adult apprentice in 2nd and subsequent years ¹		2nd and 3rd year 922.70 4th year 933.28

4. By deleting the year “2024” in clause 13.9(b) and inserting “2025”.
5. By deleting the table appearing in clause A.1.1 and inserting the following:

Employee classification	Ordinary hours	Public holiday
	% of minimum hourly rate	
	100%	200%
	\$	\$
Stable employee (on commencement with employer)	24.28	48.56
Stablehand Grade 1 (after 3 months’ continuous employment with the employer)	24.95	49.90
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	25.85	51.70
Track rider	25.85	51.70
Stable foreman	28.12	56.24
Training assistant	29.00	58.00
Trainer	30.68	61.36

6. By deleting the table appearing in clause A.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	200%
	\$	\$	\$	\$
Stable employee (on commencement with employer)	36.42	48.56	48.56	48.56
Stablehand Grade 1 (after 3 months' continuous employment with the employer)	37.43	49.90	49.90	49.90
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	38.78	51.70	51.70	51.70
Track rider	38.78	51.70	51.70	51.70

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	200%
	\$	\$	\$	\$
Stable foreman	42.18	56.24	56.24	56.24
Training assistant	43.50	58.00	58.00	58.00
Trainer	46.02	61.36	61.36	61.36

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

	Casual hourly rate
	% of casual hourly rate
	100%
	\$
Stable employee (on commencement with employer)	30.35
Stablehand Grade 1 (after 3 months' continuous employment with the employer)	31.19
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	32.31
Track rider	32.31
Stable foreman	35.15
Training assistant	36.25
Trainer	38.35

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

	Monday to Saturday		Sunday
	First 3 hours	After 3 hours	
	% of casual hourly rate		
	150%	200%	200%
	\$	\$	\$
Stable employee (on commencement with employer)	45.53	60.70	60.70
Stablehand Grade 1 (after 3 months' continuous employment with the employer)	46.79	62.38	62.38
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	48.47	64.62	64.62
Track rider	48.47	64.62	64.62
Stable foreman	52.73	70.30	70.30
Training assistant	54.38	72.50	72.50
Trainer	57.53	76.70	76.70

- B. This determination comes into operation on 1 July 2025. 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 2025.

PRESIDENT