



FairWork  
Commission

# DRAFT DETERMINATION

*Fair Work Act 2009*

s.285—Annual wage review

## Annual Wage Review 2024–25

(C2025/1)

## HOSPITALITY INDUSTRY (GENERAL) AWARD 2020

[MA000009]

Hospitality 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 18.1 and inserting the following:

| <b>Column 1</b><br><b>Employee classification</b> | <b>Column 2</b><br><b>Employee stream and grade</b>   | <b>Column 3</b><br><b>Minimum weekly rate</b><br><b>(full-time employee)</b> | <b>Column 4</b><br><b>Minimum hourly rate</b> |
|---|---|--|---|
|   |   | \$   | \$  |
| Introductory level                                |   | 922.70   | 24.28   |
| Level 1   | Food and beverage attendant grade 1;<br>Guest service grade 1;<br>Kitchen attendant grade 1 | 948.00   | 24.95   |

| <b>Column 1</b><br><b>Employee classification</b> | <b>Column 2</b><br><b>Employee stream and grade</b>  | <b>Column 3</b><br><b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Column 4</b><br><b>Minimum hourly rate</b> |
|---|--|--|---|
|   |  | <b>\$</b>  | <b>\$</b>                                     |
| Level 2   | Clerical grade 1;<br>Cook grade 1;<br>Door person/security officer grade 1;<br>Food and beverage attendant grade 2;<br>Front office grade 1;<br>Gardener grade 1;<br>Guest service grade 2;<br>Kitchen attendant grade 2;<br>Leisure attendant grade 1;<br>Storeperson grade 1                                     | 982.40   | 25.85   |
| Level 3   | Clerical grade 2;<br>Cook grade 2;<br>Food and beverage attendant grade 3;<br>Fork-lift driver;<br>Front office grade 2;<br>Gardener grade 2;<br>Guest service grade 3;<br>Handyperson;<br>Kitchen attendant grade 3;<br>Leisure attendant grade 2;<br>Storeperson grade 2;<br>Timekeeper/security officer grade 2 | 1014.70  | 26.70   |
| Level 4   | Clerical grade 3;<br>Cook (tradesperson) grade 3;<br>Food and beverage attendant (tradesperson) grade 4;<br>Front office grade 3;<br>Gardener grade 3 (tradesperson);<br>Guest service grade 4;<br>Leisure attendant grade 3;<br>Storeperson grade 3   | 1068.40  | 28.12   |
| Level 5   | Clerical supervisor;<br>Cook (tradesperson) grade 4;<br>Food and beverage supervisor;<br>Front office supervisor;<br>Gardener grade 4 (tradesperson);<br>Guest service supervisor  | 1135.50  | 29.88   |
| Level 6   | Cook (tradesperson) grade 5  | 1165.70  | 30.68   |

2. By deleting the amount “\$58,678” appearing in clause 18.2 and inserting “\$60,732”.

3. By deleting the table appearing in clause 18.3 and inserting the following:

| <b>Column 1</b><br><b>Employee classification</b> | <b>Column 2</b><br><b>Employee stream and grade</b>   | <b>Column 3</b><br><b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Column 4</b><br><b>Minimum hourly rate</b> |
|---|---|--|---|
|   |   | <b>\$</b>  | <b>\$</b>                                     |
| Introductory level                                |   | 948.00   | 24.95   |
| Level 1   | Casino electronic gaming employee grade 1   | 1002.60  | 26.38   |
| Level 2   | Casino electronic gaming employee grade 2;<br>Casino equipment technician grade 1;<br>Casino table gaming employee grade 1;<br>Customer liaison officer;<br>Gaming finance employee grade 1 | 1034.90  | 27.23   |
| Level 3   | Casino equipment technician grade 2;<br>Gaming finance employee grade 2;<br>Security officer grade 1  | 1068.40  | 28.12   |
| Level 3A  | Casino table gaming employee grade 2  | 1118.60  | 29.44   |
| Level 4   | Casino equipment technician grade 3;<br>Gaming finance employee grade 3;<br>Security officer grade 2  | 1135.50  | 29.88   |
| Level 5   | Casino table gaming employee grade 3;<br>Gaming finance employee grade 4  | 1169.20  | 30.77   |
| Level 6   | Casino table gaming employee grade 4;<br>Gaming finance employee grade 5;<br>Surveillance operator  | 1202.90  | 31.66   |

4. By deleting the table appearing in clause 19.1(b) and inserting the following:

| <b>Column 1</b><br><b>Year of apprenticeship</b> | <b>Column 2</b><br><b>% of standard weekly rate</b> | <b>Column 3</b><br><b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Column 4</b><br><b>Minimum hourly rate</b> |
|--|---|--|---|
|  |   | <b>\$</b>  | <b>\$</b>                                     |
| 1st year   | 55%   | 587.62   | 15.46   |
| 2nd year   | 65%   | 694.46   | 18.28   |

| <b>Column 1</b><br><b>Year of apprenticeship</b> | <b>Column 2</b><br><b>% of standard weekly rate</b> | <b>Column 3</b><br><b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Column 4</b><br><b>Minimum hourly rate</b> |
|--|---|--|---|
|  |   | \$   | \$  |
| 3rd year   | 80%   | 854.72   | 22.49   |
| 4th year   | 95%   | 1014.98  | 26.71   |

5. By deleting the table appearing in clause 19.2(b) and inserting the following:

| <b>Column 1</b><br><b>Stage of apprenticeship</b> | <b>Column 2</b><br><b>How minimum weekly rate is calculated</b>  | <b>Column 3</b><br><b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Column 4</b><br><b>Minimum hourly rate</b> |
|---|--|--|---|
|   |  | \$   | \$  |
| 1st 6 months                                      | 70% of the standard weekly rate  | 747.88   | 19.68   |
| 2nd 6 months                                      | 85% of the standard weekly rate  | 908.14   | 23.90   |
| 3rd 6 months                                      | Midway between the minimum rate prescribed for Food and beverage attendant grade 2 in Table 3—Minimum rates and the standard weekly rate | 1025.40  | 26.98   |
| 4th 6 months                                      | Midway between the rate specified for the 3rd 6 months and the standard weekly rate  | 1046.90  | 27.55   |

6. By deleting the year “2024” in clause 21.2 and inserting “2025”.
7. By deleting the amount “\$0.41” appearing in clause 26.3(a) and inserting “\$0.42”.
8. By deleting the amounts “\$3.10” and “\$15.48” appearing in clause 26.3(b) and inserting “\$3.21” and “\$16.03” respectively.
9. By deleting the amount “\$12.39” appearing in clause 26.12(b)(i) and inserting “\$12.82”.

10. By deleting the amounts “\$2.48” and “\$12.39” appearing in clause 26.12(b)(ii) and inserting “\$2.56” and “\$12.82” respectively.

11. By deleting the table appearing in clause 26.13(b) and inserting the following:

| <b>Column 1</b>                       | <b>Column 2</b>           |
|---------------------------------------|---------------------------|
| <b>Number of employees supervised</b> | <b>Allowance per week</b> |
|                                       | \$                        |
| Up to 5                               | 21.37                     |
| 6 to 10                               | 29.38                     |
| 11 to 20                              | 33.12                     |
| More than 20                          | 55.56                     |

12. By deleting the amount “\$3.41” appearing in clause 26.14(b)(i) and inserting “\$3.53”.

13. By deleting the amount “\$5.16” appearing in clause 26.14(b)(ii) and inserting “\$5.34”.

14. By deleting the amount “\$61.94” appearing in clause 26.15(b)(i) and inserting “\$64.10”.

15. By deleting the amounts “\$2.72” and “\$4.08” wherever they appear in clause 29.2 and inserting “\$2.81” and “\$4.22” respectively.

16. By deleting the table appearing in clause 37.5 and inserting the following:

| <b>Column 1</b>                     | <b>Column 2</b>  | <b>Column 3</b> |
|-------------------------------------|------------------|-----------------|
| <b>Service provided by employer</b> | <b>Deduction</b> | <b>Payable</b>  |
|                                     | \$               |                 |
| Single room and 3 meals a day       | 267.10           | per week        |
| Shared room and 3 meals a day       | 260.42           | per week        |
| Single room only, no meals          | 253.75           | per week        |
| Shared room only, no meals          | 247.07           | per week        |

17. By deleting the table appearing in clause 37.6 and inserting the following:

| <b>Column 1</b>                     | <b>Column 2</b>           | <b>Column 3</b>  | <b>Payable</b> |
|-------------------------------------|---------------------------|------------------|----------------|
| <b>Service provided by employer</b> | <b>Age</b>                | <b>Deduction</b> |                |
|                                     |                           | \$               |                |
| Single room and 3 meals a day       | 15 years of age and under | 120.20           | per week       |
|                                     | 16 years of age           | 146.91           | per week       |

| <b>Column 1</b><br><b>Service provided by employer</b> | <b>Column 2</b><br><b>Age</b> | <b>Column 3</b><br><b>Deduction</b> | <b>Payable</b> |
|--|-------------------------------|-------------------------------------|----------------|
|  |                               | \$                                  |                |
|  | 17 years of age               | 186.97                              | per week       |
|  | 18 years of age               | 213.68                              | per week       |
|  | 19 years of age               | 240.39                              | per week       |
| Shared room and 3 meals a day                          | 15 years of age and under     | 117.19                              | per week       |
|  | 16 years of age               | 143.23                              | per week       |
|  | 17 years of age               | 182.29                              | per week       |
|  | 18 years of age               | 208.34                              | per week       |
|  | 19 years of age               | 234.38                              | per week       |
| Single room only; no meals                             | 15 years of age and under     | 114.19                              | per week       |
|  | 16 years of age               | 139.56                              | per week       |
|  | 17 years of age               | 177.63                              | per week       |
|  | 18 years of age               | 203.00                              | per week       |
|  | 19 years of age               | 228.38                              | per week       |
| Shared room only; no meals                             | 15 years of age and under     | 111.18                              | per week       |
|  | 16 years of age               | 135.89                              | per week       |
|  | 17 years of age               | 172.95                              | per week       |
|  | 18 years of age               | 197.66                              | per week       |
|  | 19 years of age               | 222.36                              | per week       |

18. By deleting the table appearing in clause B.2.1 and inserting the following:

|                    | <b>Ordinary hours<sup>1</sup></b>            | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|--------------------|--|-----------------|---------------|-----------------------|
|                    | <b>% of ordinary hourly rate<sup>2</sup></b> |                 |               |                       |
|                    | <b>100%</b>                                  | <b>125%</b>     | <b>150%</b>   | <b>225%</b>           |
|                    | <b>\$</b>                                    | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| Introductory level | 24.28  | 30.35           | 36.42         | 54.63                 |
| Level 1            | 24.95  | 31.19           | 37.43         | 56.14                 |
| Level 2            | 25.85  | 32.31           | 38.78         | 58.16                 |
| Level 3            | 26.70  | 33.38           | 40.05         | 60.08                 |

|         | <b>Ordinary hours<sup>1</sup></b>            | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|---------|--|-----------------|---------------|-----------------------|
|         | <b>% of ordinary hourly rate<sup>2</sup></b> |                 |               |                       |
|         | <b>100%</b>                                  | <b>125%</b>     | <b>150%</b>   | <b>225%</b>           |
|         | <b>\$</b>                                    | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| Level 4 | 28.12  | 35.15           | 42.18         | 63.27                 |
| Level 5 | 29.88  | 37.35           | 44.82         | 67.23                 |
| Level 6 | 30.68  | 38.35           | 46.02         | 69.03                 |

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

|                    | Monday to Friday                       |               | Weekends<br>and rostered<br>days off | Public holiday |
|--------------------|--|---------------|--------------------------------------|----------------|
|                    | First 2 hours                          | After 2 hours |                                      |                |
|                    | % of ordinary hourly rate <sup>1</sup> |               |                                      |                |
|                    | 150%                                   | 200%          | 200%                                 | 225%           |
|                    | \$                                     | \$            | \$                                   | \$             |
| Introductory level | 36.42                                  | 48.56         | 48.56                                | 54.63          |
| Level 1            | 37.43                                  | 49.90         | 49.90                                | 56.14          |
| Level 2            | 38.78                                  | 51.70         | 51.70                                | 58.16          |
| Level 3            | 40.05                                  | 53.40         | 53.40                                | 60.08          |
| Level 4            | 42.18                                  | 56.24         | 56.24                                | 63.27          |
| Level 5            | 44.82                                  | 59.76         | 59.76                                | 67.23          |
| Level 6            | 46.02                                  | 61.36         | 61.36                                | 69.03          |

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

|                    | <b>Ordinary hours<sup>1</sup></b>            | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|--------------------|--|-----------------|---------------|-----------------------|
|                    | <b>% of ordinary hourly rate<sup>2</sup></b> |                 |               |                       |
|                    | <b>125%</b>                                  | <b>150%</b>     | <b>175%</b>   | <b>250%</b>           |
|                    | <b>\$</b>                                    | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| Introductory level | 30.35  | 36.42           | 42.49         | 60.70                 |
| Level 1            | 31.19  | 37.43           | 43.66         | 62.38                 |
| Level 2            | 32.31  | 38.78           | 45.24         | 64.63                 |
| Level 3            | 33.38  | 40.05           | 46.73         | 66.75                 |

|         | <b>Ordinary hours<sup>1</sup></b>            | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|---------|--|-----------------|---------------|-----------------------|
|         | <b>% of ordinary hourly rate<sup>2</sup></b> |                 |               |                       |
|         | <b>125%</b>                                  | <b>150%</b>     | <b>175%</b>   | <b>250%</b>           |
|         | <b>\$</b>                                    | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| Level 4 | 35.15  | 42.18           | 49.21         | 70.30                 |
| Level 5 | 37.35  | 44.82           | 52.29         | 74.70                 |
| Level 6 | 38.35  | 46.02           | 53.69         | 76.70                 |

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

|                    | Monday to Friday                       |               | Weekends | Public holiday |
|--------------------|--|---------------|----------|----------------|
|                    | First 2 hours                          | After 2 hours |          |                |
|                    | % of ordinary hourly rate <sup>1</sup> |               |          |                |
|                    | 150%                                   | 200%          | 200%     | 250%           |
|                    | \$                                     | \$            | \$       | \$             |
| Introductory level | 36.42                                  | 48.56         | 48.56    | 60.70          |
| Level 1            | 37.43                                  | 49.90         | 49.90    | 62.38          |
| Level 2            | 38.78                                  | 51.70         | 51.70    | 64.63          |
| Level 3            | 40.05                                  | 53.40         | 53.40    | 66.75          |
| Level 4            | 42.18                                  | 56.24         | 56.24    | 70.30          |
| Level 5            | 44.82                                  | 59.76         | 59.76    | 74.70          |
| Level 6            | 46.02                                  | 61.36         | 61.36    | 76.70          |

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

|                           | <b>Ordinary hours<sup>1</sup></b>          | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|---------------------------|--|-----------------|---------------|-----------------------|
|                           | <b>% of junior hourly rate<sup>2</sup></b> |                 |               |                       |
|                           | <b>100%</b>                                | <b>125%</b>     | <b>150%</b>   | <b>225%</b>           |
|                           | <b>\$</b>                                  | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| <b>Introductory Level</b> |  |                 |               |                       |
| Under 17 years of age     | 12.14                                      | 15.18           | 18.21         | 27.32                 |
| 17 years of age           | 14.57                                      | 18.21           | 21.86         | 32.78                 |
| 18 years of age           | 17.00                                      | 21.25           | 25.50         | 38.25                 |
| 19 years of age           | 20.64                                      | 25.80           | 30.96         | 46.44                 |
| 20 years of age           | 24.28                                      | 30.35           | 36.42         | 54.63                 |



|                       | <b>Ordinary<br/>hours<sup>1</sup></b>      | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|-----------------------|--|-----------------|---------------|-----------------------|
|                       | <b>% of junior hourly rate<sup>2</sup></b> |                 |               |                       |
|                       | <b>100%</b>                                | <b>125%</b>     | <b>150%</b>   | <b>225%</b>           |
|                       | <b>\$</b>                                  | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| <b>Level 1</b>        |  |                 |               |                       |
| Under 17 years of age | 12.48                                      | 15.60           | 18.72         | 28.08                 |
| 17 years of age       | 14.97                                      | 18.71           | 22.46         | 33.68                 |
| 18 years of age       | 17.47                                      | 21.84           | 26.21         | 39.31                 |
| 19 years of age       | 21.21                                      | 26.51           | 31.82         | 47.72                 |
| 20 years of age       | 24.95                                      | 31.19           | 37.43         | 56.14                 |
| <b>Level 2</b>        |  |                 |               |                       |
| Under 17 years of age | 12.93                                      | 16.16           | 19.40         | 29.09                 |
| 17 years of age       | 15.51                                      | 19.39           | 23.27         | 34.90                 |
| 18 years of age       | 18.10                                      | 22.63           | 27.15         | 40.73                 |
| 19 years of age       | 21.97                                      | 27.46           | 32.96         | 49.43                 |
| 20 years of age       | 25.85                                      | 32.31           | 38.78         | 58.16                 |
| <b>Level 3</b>        |  |                 |               |                       |
| Under 17 years of age | 13.35                                      | 16.69           | 20.03         | 30.04                 |
| 17 years of age       | 16.02                                      | 20.03           | 24.03         | 36.05                 |
| 18 years of age       | 18.69                                      | 23.36           | 28.04         | 42.05                 |
| 19 years of age       | 22.70                                      | 28.38           | 34.05         | 51.08                 |
| 20 years of age       | 26.70                                      | 33.38           | 40.05         | 60.08                 |
| <b>Level 4</b>        |  |                 |               |                       |
| Under 17 years of age | 14.06                                      | 17.58           | 21.09         | 31.64                 |
| 17 years of age       | 16.87                                      | 21.09           | 25.31         | 37.96                 |
| 18 years of age       | 19.68                                      | 24.60           | 29.52         | 44.28                 |
| 19 years of age       | 23.90                                      | 29.88           | 35.85         | 53.78                 |
| 20 years of age       | 28.12                                      | 35.15           | 42.18         | 63.27                 |
| <b>Level 5</b>        |  |                 |               |                       |
| Under 17 years of age | 14.94                                      | 18.68           | 22.41         | 33.62                 |
| 17 years of age       | 17.93                                      | 22.41           | 26.90         | 40.34                 |
| 18 years of age       | 20.92                                      | 26.15           | 31.38         | 47.07                 |

|                 | <b>Ordinary hours<sup>1</sup></b>          | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|-----------------|--|-----------------|---------------|-----------------------|
|                 | <b>% of junior hourly rate<sup>2</sup></b> |                 |               |                       |
|                 | <b>100%</b>                                | <b>125%</b>     | <b>150%</b>   | <b>225%</b>           |
|                 | <b>\$</b>                                  | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| 19 years of age | 25.40                                      | 31.75           | 38.10         | 57.15                 |
| 20 years of age | 29.88                                      | 37.35           | 44.82         | 67.23                 |

23. By deleting the table appearing in clause B.3.3 and inserting the following:

|                       | Monday to Friday                     |               | Weekends and rostered days off | Public holiday |
|-----------------------|--------------------------------------|---------------|--------------------------------|----------------|
|                       | First 2 hours                        | After 2 hours |                                |                |
|                       | % of junior hourly rate <sup>1</sup> |               |                                |                |
|                       | 150%                                 | 200%          | 200%                           | 225%           |
|                       | \$                                   | \$            | \$                             | \$             |
| Introductory Level    |                                      |               |                                |                |
| Under 17 years of age | 18.21                                | 24.28         | 24.28                          | 27.32          |
| 17 years of age       | 21.86                                | 29.14         | 29.14                          | 32.78          |
| 18 years of age       | 25.50                                | 34.00         | 34.00                          | 38.25          |
| 19 years of age       | 30.96                                | 41.28         | 41.28                          | 46.44          |
| 20 years of age       | 36.42                                | 48.56         | 48.56                          | 54.63          |
| Level 1               |                                      |               |                                |                |
| Under 17 years of age | 18.72                                | 24.96         | 24.96                          | 28.08          |
| 17 years of age       | 22.46                                | 29.94         | 29.94                          | 33.68          |
| 18 years of age       | 26.21                                | 34.94         | 34.94                          | 39.31          |
| 19 years of age       | 31.82                                | 42.42         | 42.42                          | 47.72          |
| 20 years of age       | 37.43                                | 49.90         | 49.90                          | 56.14          |
| Level 2               |                                      |               |                                |                |
| Under 17 years of age | 19.40                                | 25.86         | 25.86                          | 29.09          |
| 17 years of age       | 23.27                                | 31.02         | 31.02                          | 34.90          |
| 18 years of age       | 27.15                                | 36.20         | 36.20                          | 40.73          |
| 19 years of age       | 32.96                                | 43.94         | 43.94                          | 49.43          |
| 20 years of age       | 38.78                                | 51.70         | 51.70                          | 58.16          |

|                       | Monday to Friday                     |               | Weekends<br>and rostered<br>days off | Public holiday |
|-----------------------|--------------------------------------|---------------|--------------------------------------|----------------|
|                       | First 2 hours                        | After 2 hours |                                      |                |
|                       | % of junior hourly rate <sup>1</sup> |               |                                      |                |
|                       | 150%                                 | 200%          | 200%                                 | 225%           |
|                       | \$                                   | \$            | \$                                   | \$             |
| Level 3               |                                      |               |                                      |                |
| Under 17 years of age | 20.03                                | 26.70         | 26.70                                | 30.04          |
| 17 years of age       | 24.03                                | 32.04         | 32.04                                | 36.05          |
| 18 years of age       | 28.04                                | 37.38         | 37.38                                | 42.05          |
| 19 years of age       | 34.05                                | 45.40         | 45.40                                | 51.08          |
| 20 years of age       | 40.05                                | 53.40         | 53.40                                | 60.08          |
| Level 4               |                                      |               |                                      |                |
| Under 17 years of age | 21.09                                | 28.12         | 28.12                                | 31.64          |
| 17 years of age       | 25.31                                | 33.74         | 33.74                                | 37.96          |
| 18 years of age       | 29.52                                | 39.36         | 39.36                                | 44.28          |
| 19 years of age       | 35.85                                | 47.80         | 47.80                                | 53.78          |
| 20 years of age       | 42.18                                | 56.24         | 56.24                                | 63.27          |
| Level 5               |                                      |               |                                      |                |
| Under 17 years of age | 22.41                                | 29.88         | 29.88                                | 33.62          |
| 17 years of age       | 26.90                                | 35.86         | 35.86                                | 40.34          |
| 18 years of age       | 31.38                                | 41.84         | 41.84                                | 47.07          |
| 19 years of age       | 38.10                                | 50.80         | 50.80                                | 57.15          |
| 20 years of age       | 44.82                                | 59.76         | 59.76                                | 67.23          |

24. By deleting the table appearing in clause B.3.4 and inserting the following:

|                           | Ordinary hours <sup>1</sup>          | Saturday | Sunday | Public holiday |
|---------------------------|--------------------------------------|----------|--------|----------------|
|                           | % of junior hourly rate <sup>2</sup> |          |        |                |
|                           | 125%                                 | 150%     | 175%   | 250%           |
|                           | \$                                   | \$       | \$     | \$             |
| <b>Introductory Level</b> |                                      |          |        |                |
| Under 17 years of age     | 15.18                                | 18.21    | 21.25  | 30.35          |
| 17 years of age           | 18.21                                | 21.86    | 25.50  | 36.43          |
| 18 years of age           | 21.25                                | 25.50    | 29.75  | 42.50          |

|                       | <b>Ordinary<br/>hours<sup>1</sup></b>      | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|-----------------------|--|-----------------|---------------|-----------------------|
|                       | <b>% of junior hourly rate<sup>2</sup></b> |                 |               |                       |
|                       | <b>125%</b>                                | <b>150%</b>     | <b>175%</b>   | <b>250%</b>           |
|                       | <b>\$</b>                                  | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| 19 years of age       | 25.80                                      | 30.96           | 36.12         | 51.60                 |
| 20 years of age       | 30.35                                      | 36.42           | 42.49         | 60.70                 |
| <b>Level 1</b>        |  |                 |               |                       |
| Under 17 years of age | 15.60                                      | 18.72           | 21.84         | 31.20                 |
| 17 years of age       | 18.71                                      | 22.46           | 26.20         | 37.43                 |
| 18 years of age       | 21.84                                      | 26.21           | 30.57         | 43.68                 |
| 19 years of age       | 26.51                                      | 31.82           | 37.12         | 53.03                 |
| 20 years of age       | 31.19                                      | 37.43           | 43.66         | 62.38                 |
| <b>Level 2</b>        |  |                 |               |                       |
| Under 17 years of age | 16.16                                      | 19.40           | 22.63         | 32.33                 |
| 17 years of age       | 19.39                                      | 23.27           | 27.14         | 38.78                 |
| 18 years of age       | 22.63                                      | 27.15           | 31.68         | 45.25                 |
| 19 years of age       | 27.46                                      | 32.96           | 38.45         | 54.93                 |
| 20 years of age       | 32.31                                      | 38.78           | 45.24         | 64.63                 |
| <b>Level 3</b>        |  |                 |               |                       |
| Under 17 years of age | 16.69                                      | 20.03           | 23.36         | 33.38                 |
| 17 years of age       | 20.03                                      | 24.03           | 28.04         | 40.05                 |
| 18 years of age       | 23.36                                      | 28.04           | 32.71         | 46.73                 |
| 19 years of age       | 28.38                                      | 34.05           | 39.73         | 56.75                 |
| 20 years of age       | 33.38                                      | 40.05           | 46.73         | 66.75                 |
| <b>Level 4</b>        |  |                 |               |                       |
| Under 17 years of age | 17.58                                      | 21.09           | 24.61         | 35.15                 |
| 17 years of age       | 21.09                                      | 25.31           | 29.52         | 42.18                 |
| 18 years of age       | 24.60                                      | 29.52           | 34.44         | 49.20                 |
| 19 years of age       | 29.88                                      | 35.85           | 41.83         | 59.75                 |
| 20 years of age       | 35.15                                      | 42.18           | 49.21         | 70.30                 |
| <b>Level 5</b>        |  |                 |               |                       |
| Under 17 years of age | 18.68                                      | 22.41           | 26.15         | 37.35                 |
| 17 years of age       | 22.41                                      | 26.90           | 31.38         | 44.83                 |

|                 | <b>Ordinary<br/>hours<sup>1</sup></b>      | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|-----------------|--|-----------------|---------------|-----------------------|
|                 | <b>% of junior hourly rate<sup>2</sup></b> |                 |               |                       |
|                 | <b>125%</b>                                | <b>150%</b>     | <b>175%</b>   | <b>250%</b>           |
|                 | <b>\$</b>                                  | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| 18 years of age | 26.15                                      | 31.38           | 36.61         | 52.30                 |
| 19 years of age | 31.75                                      | 38.10           | 44.45         | 63.50                 |
| 20 years of age | 37.35                                      | 44.82           | 52.29         | 74.70                 |

25. By deleting the table appearing in clause B.3.5 and inserting the following:

|                       | Monday to Friday                     |               | Weekends | Public holiday |
|-----------------------|--------------------------------------|---------------|----------|----------------|
|                       | First 2 hours                        | After 2 hours |          |                |
|                       | % of junior hourly rate <sup>1</sup> |               |          |                |
|                       | 150%                                 | 200%          | 200%     | 250%           |
|                       | \$                                   | \$            | \$       | \$             |
| Introductory Level    |                                      |               |          |                |
| Under 17 years of age | 18.21                                | 24.28         | 24.28    | 30.35          |
| 17 years of age       | 21.86                                | 29.14         | 29.14    | 36.43          |
| 18 years of age       | 25.50                                | 34.00         | 34.00    | 42.50          |
| 19 years of age       | 30.96                                | 41.28         | 41.28    | 51.60          |
| 20 years of age       | 36.42                                | 48.56         | 48.56    | 60.70          |
| Level 1               |                                      |               |          |                |
| Under 17 years of age | 18.72                                | 24.96         | 24.96    | 31.20          |
| 17 years of age       | 22.46                                | 29.94         | 29.94    | 37.43          |
| 18 years of age       | 26.21                                | 34.94         | 34.94    | 43.68          |
| 19 years of age       | 31.82                                | 42.42         | 42.42    | 53.03          |
| 20 years of age       | 37.43                                | 49.90         | 49.90    | 62.38          |
| Level 2               |                                      |               |          |                |
| Under 17 years of age | 19.40                                | 25.86         | 25.86    | 32.33          |
| 17 years of age       | 23.27                                | 31.02         | 31.02    | 38.78          |
| 18 years of age       | 27.15                                | 36.20         | 36.20    | 45.25          |
| 19 years of age       | 32.96                                | 43.94         | 43.94    | 54.93          |
| 20 years of age       | 38.78                                | 51.70         | 51.70    | 64.63          |

|                       | Monday to Friday                     |               | Weekends | Public holiday |
|-----------------------|--------------------------------------|---------------|----------|----------------|
|                       | First 2 hours                        | After 2 hours |          |                |
|                       | % of junior hourly rate <sup>1</sup> |               |          |                |
|                       | 150%                                 | 200%          | 200%     | 250%           |
|                       | \$                                   | \$            | \$       | \$             |
| Level 3               |                                      |               |          |                |
| Under 17 years of age | 20.03                                | 26.70         | 26.70    | 33.38          |
| 17 years of age       | 24.03                                | 32.04         | 32.04    | 40.05          |
| 18 years of age       | 28.04                                | 37.38         | 37.38    | 46.73          |
| 19 years of age       | 34.05                                | 45.40         | 45.40    | 56.75          |
| 20 years of age       | 40.05                                | 53.40         | 53.40    | 66.75          |
| Level 4               |                                      |               |          |                |
| Under 17 years of age | 21.09                                | 28.12         | 28.12    | 35.15          |
| 17 years of age       | 25.31                                | 33.74         | 33.74    | 42.18          |
| 18 years of age       | 29.52                                | 39.36         | 39.36    | 49.20          |
| 19 years of age       | 35.85                                | 47.80         | 47.80    | 59.75          |
| 20 years of age       | 42.18                                | 56.24         | 56.24    | 70.30          |
| Level 5               |                                      |               |          |                |
| Under 17 years of age | 22.41                                | 29.88         | 29.88    | 37.35          |
| 17 years of age       | 26.90                                | 35.86         | 35.86    | 44.83          |
| 18 years of age       | 31.38                                | 41.84         | 41.84    | 52.30          |
| 19 years of age       | 38.10                                | 50.80         | 50.80    | 63.50          |
| 20 years of age       | 44.82                                | 59.76         | 59.76    | 74.70          |

26. By deleting the table appearing in clause B.4.2 and inserting the following:

|                           | Ordinary hours <sup>1</sup>          | Saturday | Sunday | Public holiday |
|---------------------------|--------------------------------------|----------|--------|----------------|
|                           | % of junior hourly rate <sup>2</sup> |          |        |                |
|                           | 100%                                 | 125%     | 150%   | 225%           |
|                           | \$                                   | \$       | \$     | \$             |
| <b>Introductory Level</b> |                                      |          |        |                |
| Under 16 years of age     | 10.93                                | 13.66    | 16.40  | 24.59          |
| 16 years of age           | 13.35                                | 16.69    | 20.03  | 30.04          |
| 17 years of age           | 15.78                                | 19.73    | 23.67  | 35.51          |

|                       | <b>Ordinary<br/>hours<sup>1</sup></b>      | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|-----------------------|--|-----------------|---------------|-----------------------|
|                       | <b>% of junior hourly rate<sup>2</sup></b> |                 |               |                       |
|                       | <b>100%</b>                                | <b>125%</b>     | <b>150%</b>   | <b>225%</b>           |
|                       | <b>\$</b>                                  | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| 18 years of age       | 18.21                                      | 22.76           | 27.32         | 40.97                 |
| 19 years of age       | 21.85                                      | 27.31           | 32.78         | 49.16                 |
| 20 years of age       | 24.28                                      | 30.35           | 36.42         | 54.63                 |
| <b>Level 2</b>        |  |                 |               |                       |
| Under 16 years of age | 11.63                                      | 14.54           | 17.45         | 26.17                 |
| 16 years of age       | 14.22                                      | 17.78           | 21.33         | 32.00                 |
| 17 years of age       | 16.80                                      | 21.00           | 25.20         | 37.80                 |
| 18 years of age       | 19.39                                      | 24.24           | 29.09         | 43.63                 |
| 19 years of age       | 23.27                                      | 29.09           | 34.91         | 52.36                 |
| 20 years of age       | 25.85                                      | 32.31           | 38.78         | 58.16                 |
| <b>Level 3</b>        |  |                 |               |                       |
| Under 16 years of age | 12.02                                      | 15.03           | 18.03         | 27.05                 |
| 16 years of age       | 14.69                                      | 18.36           | 22.04         | 33.05                 |
| 17 years of age       | 17.36                                      | 21.70           | 26.04         | 39.06                 |
| 18 years of age       | 20.03                                      | 25.04           | 30.05         | 45.07                 |
| 19 years of age       | 24.03                                      | 30.04           | 36.05         | 54.07                 |
| 20 years of age       | 26.70                                      | 33.38           | 40.05         | 60.08                 |
| <b>Level 4</b>        |  |                 |               |                       |
| Under 16 years of age | 12.65                                      | 15.81           | 18.98         | 28.46                 |
| 16 years of age       | 15.47                                      | 19.34           | 23.21         | 34.81                 |
| 17 years of age       | 18.28                                      | 22.85           | 27.42         | 41.13                 |
| 18 years of age       | 21.09                                      | 26.36           | 31.64         | 47.45                 |
| 19 years of age       | 25.31                                      | 31.64           | 37.97         | 56.95                 |
| 20 years of age       | 28.12                                      | 35.15           | 42.18         | 63.27                 |
| <b>Level 5</b>        |  |                 |               |                       |
| Under 16 years of age | 13.45                                      | 16.81           | 20.18         | 30.26                 |
| 16 years of age       | 16.43                                      | 20.54           | 24.65         | 36.97                 |
| 17 years of age       | 19.42                                      | 24.28           | 29.13         | 43.70                 |
| 18 years of age       | 22.41                                      | 28.01           | 33.62         | 50.42                 |

|                 | <b>Ordinary<br/>hours<sup>1</sup></b>      | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|-----------------|--|-----------------|---------------|-----------------------|
|                 | <b>% of junior hourly rate<sup>2</sup></b> |                 |               |                       |
|                 | <b>100%</b>                                | <b>125%</b>     | <b>150%</b>   | <b>225%</b>           |
|                 | <b>\$</b>                                  | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| 19 years of age | 26.89                                      | 33.61           | 40.34         | 60.50                 |
| 20 years of age | 29.88                                      | 37.35           | 44.82         | 67.23                 |

27. By deleting the table appearing in clause B.4.3 and inserting the following:

|                       | Monday to Friday                     |               | Weekends<br>and rostered<br>days off | Public<br>holiday |
|-----------------------|--------------------------------------|---------------|--------------------------------------|-------------------|
|                       | First 2 hours                        | After 2 hours |                                      |                   |
|                       | % of junior hourly rate <sup>1</sup> |               |                                      |                   |
|                       | 150%                                 | 200%          | 200%                                 | 225%              |
|                       | \$                                   | \$            | \$                                   | \$                |
| Introductory Level    |                                      |               |                                      |                   |
| Under 16 years of age | 16.40                                | 21.86         | 21.86                                | 24.59             |
| 16 years of age       | 20.03                                | 26.70         | 26.70                                | 30.04             |
| 17 years of age       | 23.67                                | 31.56         | 31.56                                | 35.51             |
| 18 years of age       | 27.32                                | 36.42         | 36.42                                | 40.97             |
| 19 years of age       | 32.78                                | 43.70         | 43.70                                | 49.16             |
| 20 years of age       | 36.42                                | 48.56         | 48.56                                | 54.63             |
| Level 2               |                                      |               |                                      |                   |
| Under 16 years of age | 17.45                                | 23.26         | 23.26                                | 26.17             |
| 16 years of age       | 21.33                                | 28.44         | 28.44                                | 32.00             |
| 17 years of age       | 25.20                                | 33.60         | 33.60                                | 37.80             |
| 18 years of age       | 29.09                                | 38.78         | 38.78                                | 43.63             |
| 19 years of age       | 34.91                                | 46.54         | 46.54                                | 52.36             |
| 20 years of age       | 38.78                                | 51.70         | 51.70                                | 58.16             |
| Level 3               |                                      |               |                                      |                   |
| Under 16 years of age | 18.03                                | 24.04         | 24.04                                | 27.05             |
| 16 years of age       | 22.04                                | 29.38         | 29.38                                | 33.05             |
| 17 years of age       | 26.04                                | 34.72         | 34.72                                | 39.06             |
| 18 years of age       | 30.05                                | 40.06         | 40.06                                | 45.07             |
| 19 years of age       | 36.05                                | 48.06         | 48.06                                | 54.07             |



|                       | Monday to Friday                     |               | Weekends<br>and rostered<br>days off | Public<br>holiday |
|-----------------------|--------------------------------------|---------------|--------------------------------------|-------------------|
|                       | First 2 hours                        | After 2 hours |                                      |                   |
|                       | % of junior hourly rate <sup>1</sup> |               |                                      |                   |
|                       | 150%                                 | 200%          | 200%                                 | 225%              |
|                       | \$                                   | \$            | \$                                   | \$                |
| 20 years of age       | 40.05                                | 53.40         | 53.40                                | 60.08             |
| Level 4               |                                      |               |                                      |                   |
| Under 16 years of age | 18.98                                | 25.30         | 25.30                                | 28.46             |
| 16 years of age       | 23.21                                | 30.94         | 30.94                                | 34.81             |
| 17 years of age       | 27.42                                | 36.56         | 36.56                                | 41.13             |
| 18 years of age       | 31.64                                | 42.18         | 42.18                                | 47.45             |
| 19 years of age       | 37.97                                | 50.62         | 50.62                                | 56.95             |
| 20 years of age       | 42.18                                | 56.24         | 56.24                                | 63.27             |
| Level 5               |                                      |               |                                      |                   |
| Under 16 years of age | 20.18                                | 26.90         | 26.90                                | 30.26             |
| 16 years of age       | 24.65                                | 32.86         | 32.86                                | 36.97             |
| 17 years of age       | 29.13                                | 38.84         | 38.84                                | 43.70             |
| 18 years of age       | 33.62                                | 44.82         | 44.82                                | 50.42             |
| 19 years of age       | 40.34                                | 53.78         | 53.78                                | 60.50             |
| 20 years of age       | 44.82                                | 59.76         | 59.76                                | 67.23             |

28. By deleting the table appearing in clause B.4.4 and inserting the following:

|                           | Ordinary<br>hours <sup>1</sup>       | Saturday    | Sunday      | Public holiday |
|---------------------------|--------------------------------------|-------------|-------------|----------------|
|                           | % of junior hourly rate <sup>2</sup> |             |             |                |
|                           | <b>125%</b>                          | <b>150%</b> | <b>175%</b> | <b>250%</b>    |
|                           | <b>\$</b>                            | <b>\$</b>   | <b>\$</b>   | <b>\$</b>      |
| <b>Introductory Level</b> |                                      |             |             |                |
| Under 16 years of age     | 13.66                                | 16.40       | 19.13       | 27.33          |
| 16 years of age           | 16.69                                | 20.03       | 23.36       | 33.38          |
| 17 years of age           | 19.73                                | 23.67       | 27.62       | 39.45          |
| 18 years of age           | 22.76                                | 27.32       | 31.87       | 45.53          |
| 19 years of age           | 27.31                                | 32.78       | 38.24       | 54.63          |
| 20 years of age           | 30.35                                | 36.42       | 42.49       | 60.70          |

|                       | <b>Ordinary<br/>hours<sup>1</sup></b>      | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|-----------------------|--|-----------------|---------------|-----------------------|
|                       | <b>% of junior hourly rate<sup>2</sup></b> |                 |               |                       |
|                       | <b>125%</b>                                | <b>150%</b>     | <b>175%</b>   | <b>250%</b>           |
|                       | <b>\$</b>                                  | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| <b>Level 2</b>        |  |                 |               |                       |
| Under 16 years of age | 14.54                                      | 17.45           | 20.35         | 29.08                 |
| 16 years of age       | 17.78                                      | 21.33           | 24.89         | 35.55                 |
| 17 years of age       | 21.00                                      | 25.20           | 29.40         | 42.00                 |
| 18 years of age       | 24.24                                      | 29.09           | 33.93         | 48.48                 |
| 19 years of age       | 29.09                                      | 34.91           | 40.72         | 58.18                 |
| 20 years of age       | 32.31                                      | 38.78           | 45.24         | 64.63                 |
| <b>Level 3</b>        |  |                 |               |                       |
| Under 16 years of age | 15.03                                      | 18.03           | 21.04         | 30.05                 |
| 16 years of age       | 18.36                                      | 22.04           | 25.71         | 36.73                 |
| 17 years of age       | 21.70                                      | 26.04           | 30.38         | 43.40                 |
| 18 years of age       | 25.04                                      | 30.05           | 35.05         | 50.08                 |
| 19 years of age       | 30.04                                      | 36.05           | 42.05         | 60.08                 |
| 20 years of age       | 33.38                                      | 40.05           | 46.73         | 66.75                 |
| <b>Level 4</b>        |  |                 |               |                       |
| Under 16 years of age | 15.81                                      | 18.98           | 22.14         | 31.63                 |
| 16 years of age       | 19.34                                      | 23.21           | 27.07         | 38.68                 |
| 17 years of age       | 22.85                                      | 27.42           | 31.99         | 45.70                 |
| 18 years of age       | 26.36                                      | 31.64           | 36.91         | 52.73                 |
| 19 years of age       | 31.64                                      | 37.97           | 44.29         | 63.28                 |
| 20 years of age       | 35.15                                      | 42.18           | 49.21         | 70.30                 |
| <b>Level 5</b>        |  |                 |               |                       |
| Under 16 years of age | 16.81                                      | 20.18           | 23.54         | 33.63                 |
| 16 years of age       | 20.54                                      | 24.65           | 28.75         | 41.08                 |
| 17 years of age       | 24.28                                      | 29.13           | 33.99         | 48.55                 |
| 18 years of age       | 28.01                                      | 33.62           | 39.22         | 56.03                 |
| 19 years of age       | 33.61                                      | 40.34           | 47.06         | 67.23                 |
| 20 years of age       | 37.35                                      | 44.82           | 52.29         | 74.70                 |

29. By deleting the table appearing in clause B.4.5 and inserting the following:

|                       | Monday to Friday                     |               | Weekends | Public holiday |
|-----------------------|--------------------------------------|---------------|----------|----------------|
|                       | First 2 hours                        | After 2 hours |          |                |
|                       | % of junior hourly rate <sup>1</sup> |               |          |                |
|                       | 150%                                 | 200%          | 200%     | 250%           |
|                       | \$                                   | \$            | \$       | \$             |
| Introductory Level    |                                      |               |          |                |
| Under 16 years of age | 16.40                                | 21.86         | 21.86    | 27.33          |
| 16 years of age       | 20.03                                | 26.70         | 26.70    | 33.38          |
| 17 years of age       | 23.67                                | 31.56         | 31.56    | 39.45          |
| 18 years of age       | 27.32                                | 36.42         | 36.42    | 45.53          |
| 19 years of age       | 32.78                                | 43.70         | 43.70    | 54.63          |
| 20 years of age       | 36.42                                | 48.56         | 48.56    | 60.70          |
| Level 2               |                                      |               |          |                |
| Under 16 years of age | 17.45                                | 23.26         | 23.26    | 29.08          |
| 16 years of age       | 21.33                                | 28.44         | 28.44    | 35.55          |
| 17 years of age       | 25.20                                | 33.60         | 33.60    | 42.00          |
| 18 years of age       | 29.09                                | 38.78         | 38.78    | 48.48          |
| 19 years of age       | 34.91                                | 46.54         | 46.54    | 58.18          |
| 20 years of age       | 38.78                                | 51.70         | 51.70    | 64.63          |
| Level 3               |                                      |               |          |                |
| Under 16 years of age | 18.03                                | 24.04         | 24.04    | 30.05          |
| 16 years of age       | 22.04                                | 29.38         | 29.38    | 36.73          |
| 17 years of age       | 26.04                                | 34.72         | 34.72    | 43.40          |
| 18 years of age       | 30.05                                | 40.06         | 40.06    | 50.08          |
| 19 years of age       | 36.05                                | 48.06         | 48.06    | 60.08          |
| 20 years of age       | 40.05                                | 53.40         | 53.40    | 66.75          |
| Level 4               |                                      |               |          |                |
| Under 16 years of age | 18.98                                | 25.30         | 25.30    | 31.63          |
| 16 years of age       | 23.21                                | 30.94         | 30.94    | 38.68          |
| 17 years of age       | 27.42                                | 36.56         | 36.56    | 45.70          |

|                       | Monday to Friday                     |               | Weekends | Public holiday |
|-----------------------|--------------------------------------|---------------|----------|----------------|
|                       | First 2 hours                        | After 2 hours |          |                |
|                       | % of junior hourly rate <sup>1</sup> |               |          |                |
|                       | 150%                                 | 200%          | 200%     | 250%           |
|                       | \$                                   | \$            | \$       | \$             |
| 18 years of age       | 31.64                                | 42.18         | 42.18    | 52.73          |
| 19 years of age       | 37.97                                | 50.62         | 50.62    | 63.28          |
| 20 years of age       | 42.18                                | 56.24         | 56.24    | 70.30          |
| Level 5               |                                      |               |          |                |
| Under 16 years of age | 20.18                                | 26.90         | 26.90    | 33.63          |
| 16 years of age       | 24.65                                | 32.86         | 32.86    | 41.08          |
| 17 years of age       | 29.13                                | 38.84         | 38.84    | 48.55          |
| 18 years of age       | 33.62                                | 44.82         | 44.82    | 56.03          |
| 19 years of age       | 40.34                                | 53.78         | 53.78    | 67.23          |
| 20 years of age       | 44.82                                | 59.76         | 59.76    | 74.70          |

30. By deleting the table appearing in clause B.5.1 and inserting the following:

|                           | Ordinary hours <sup>1</sup>            | Saturday    | Sunday      | Public holiday |
|---------------------------|--|-------------|-------------|----------------|
|                           | % of ordinary hourly rate <sup>2</sup> |             |             |                |
|                           | <b>100%</b>                            | <b>125%</b> | <b>150%</b> | <b>225%</b>    |
|                           | \$                                     | \$          | \$          | \$             |
| Managerial staff (Hotels) | 30.73                                  | 38.41       | 46.10       | 69.14          |

31. By deleting the table appearing in clause B.5.2 and inserting the following:

|                              | Monday to Friday                       |               | Weekends<br>and rostered<br>days off | Public<br>holiday |
|------------------------------|--|---------------|--------------------------------------|-------------------|
|                              | First 2 hours                          | After 2 hours |                                      |                   |
|                              | % of ordinary hourly rate <sup>1</sup> |               |                                      |                   |
|                              | 150%                                   | 200%          | 200%                                 | 225%              |
|                              | \$                                     | \$            | \$                                   | \$                |
| Managerial staff<br>(Hotels) | 46.10                                  | 61.46         | 61.46                                | 69.14             |

32. By deleting the table appearing in clause B.5.3 and inserting the following:

|                           | <b>Ordinary hours<sup>1</sup></b>            | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|---------------------------|--|-----------------|---------------|-----------------------|
|                           | <b>% of ordinary hourly rate<sup>2</sup></b> |                 |               |                       |
|                           | <b>125%</b>                                  | <b>150%</b>     | <b>175%</b>   | <b>250%</b>           |
|                           | <b>\$</b>                                    | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| Managerial staff (Hotels) | 38.41  | 46.10           | 53.78         | 76.83                 |

33. By deleting the table appearing in clause B.5.4 and inserting the following:

|                           | Monday to Friday                       |               | Weekends | Public holiday |
|---------------------------|--|---------------|----------|----------------|
|                           | First 2 hours                          | After 2 hours |          |                |
|                           | % of ordinary hourly rate <sup>1</sup> |               |          |                |
|                           | 150%                                   | 200%          | 200%     | 250%           |
|                           | \$                                     | \$            | \$       | \$             |
| Managerial staff (Hotels) | 46.10                                  | 61.46         | 61.46    | 76.83          |

34. By deleting the table appearing in clause B.6.1 and inserting the following:

|                    | <b>Ordinary hours<sup>1</sup></b>            | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|--------------------|--|-----------------|---------------|-----------------------|
|                    | <b>% of ordinary hourly rate<sup>2</sup></b> |                 |               |                       |
|                    | <b>100%</b>                                  | <b>125%</b>     | <b>150%</b>   | <b>225%</b>           |
|                    | <b>\$</b>                                    | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| Introductory level | 24.95  | 31.19           | 37.43         | 56.14                 |
| Level 1            | 26.38  | 32.98           | 39.57         | 59.36                 |
| Level 2            | 27.23  | 34.04           | 40.85         | 61.27                 |
| Level 3            | 28.12  | 35.15           | 42.18         | 63.27                 |
| Level 3A           | 29.44  | 36.80           | 44.16         | 66.24                 |
| Level 4            | 29.88  | 37.35           | 44.82         | 67.23                 |
| Level 5            | 30.77  | 38.46           | 46.16         | 69.23                 |
| Level 6            | 31.66  | 39.58           | 47.49         | 71.24                 |

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

|                    | Monday to Friday                       |               | Weekends<br>and rostered<br>days off | Public holiday |
|--------------------|--|---------------|--------------------------------------|----------------|
|                    | First 2 hours                          | After 2 hours |                                      |                |
|                    | % of ordinary hourly rate <sup>1</sup> |               |                                      |                |
|                    | 150%                                   | 200%          | 200%                                 | 225%           |
|                    | \$                                     | \$            | \$                                   | \$             |
| Introductory level | 37.43                                  | 49.90         | 49.90                                | 56.14          |
| Level 1            | 39.57                                  | 52.76         | 52.76                                | 59.36          |
| Level 2            | 40.85                                  | 54.46         | 54.46                                | 61.27          |
| Level 3            | 42.18                                  | 56.24         | 56.24                                | 63.27          |
| Level 3A           | 44.16                                  | 58.88         | 58.88                                | 66.24          |
| Level 4            | 44.82                                  | 59.76         | 59.76                                | 67.23          |
| Level 5            | 46.16                                  | 61.54         | 61.54                                | 69.23          |
| Level 6            | 47.49                                  | 63.32         | 63.32                                | 71.24          |

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

|                    | Ordinary<br>hours <sup>1</sup>         | Saturday    | Sunday      | Public holiday |
|--------------------|--|-------------|-------------|----------------|
|                    | % of ordinary hourly rate <sup>2</sup> |             |             |                |
|                    | <b>125%</b>                            | <b>150%</b> | <b>175%</b> | <b>250%</b>    |
|                    | \$                                     | \$          | \$          | \$             |
| Introductory level | 31.19                                  | 37.43       | 43.66       | 62.38          |
| Level 1            | 32.98                                  | 39.57       | 46.17       | 65.95          |
| Level 2            | 34.04                                  | 40.85       | 47.65       | 68.08          |
| Level 3            | 35.15                                  | 42.18       | 49.21       | 70.30          |
| Level 3A           | 36.80                                  | 44.16       | 51.52       | 73.60          |
| Level 4            | 37.35                                  | 44.82       | 52.29       | 74.70          |
| Level 5            | 38.46                                  | 46.16       | 53.85       | 76.93          |
| Level 6            | 39.58                                  | 47.49       | 55.41       | 79.15          |

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

|                    | Monday to Friday                       |               | Weekends | Public holiday |
|--------------------|--|---------------|----------|----------------|
|                    | First 2 hours                          | After 2 hours |          |                |
|                    | % of ordinary hourly rate <sup>1</sup> |               |          |                |
|                    | 150%                                   | 200%          | 200%     | 250%           |
|                    | \$                                     | \$            | \$       | \$             |
| Introductory level | 37.43                                  | 49.90         | 49.90    | 62.38          |
| Level 1            | 39.57                                  | 52.76         | 52.76    | 65.95          |
| Level 2            | 40.85                                  | 54.46         | 54.46    | 68.08          |
| Level 3            | 42.18                                  | 56.24         | 56.24    | 70.30          |
| Level 3A           | 44.16                                  | 58.88         | 58.88    | 73.60          |
| Level 4            | 44.82                                  | 59.76         | 59.76    | 74.70          |
| Level 5            | 46.16                                  | 61.54         | 61.54    | 76.93          |
| Level 6            | 47.49                                  | 63.32         | 63.32    | 79.15          |

38. By deleting the table appearing in clause B.7.2 and inserting the following:

|                           | Ordinary hours <sup>1</sup>          | Saturday    | Sunday      | Public holiday |
|---------------------------|--------------------------------------|-------------|-------------|----------------|
|                           | % of junior hourly rate <sup>2</sup> |             |             |                |
|                           | <b>100%</b>                          | <b>125%</b> | <b>150%</b> | <b>225%</b>    |
|                           | \$                                   | \$          | \$          | \$             |
| <b>Introductory Level</b> |                                      |             |             |                |
| 18 years of age           | 17.47                                | 21.84       | 26.21       | 39.31          |
| 19 years of age           | 21.21                                | 26.51       | 31.82       | 47.72          |
| 20 years of age           | 24.95                                | 31.19       | 37.43       | 56.14          |
| <b>Level 1</b>            |                                      |             |             |                |
| 18 years of age           | 18.47                                | 23.09       | 27.71       | 41.56          |
| 19 years of age           | 22.42                                | 28.03       | 33.63       | 50.45          |
| 20 years of age           | 26.38                                | 32.98       | 39.57       | 59.36          |

|                 | Ordinary<br>hours <sup>1</sup>       | Saturday | Sunday | Public holiday |
|-----------------|--------------------------------------|----------|--------|----------------|
|                 | % of junior hourly rate <sup>2</sup> |          |        |                |
|                 | 100%                                 | 125%     | 150%   | 225%           |
|                 | \$                                   | \$       | \$     | \$             |
| <b>Level 2</b>  |                                      |          |        |                |
| 18 years of age | 19.06                                | 23.83    | 28.59  | 42.89          |
| 19 years of age | 23.15                                | 28.94    | 34.73  | 52.09          |
| 20 years of age | 27.23                                | 34.04    | 40.85  | 61.27          |
| <b>Level 3</b>  |                                      |          |        |                |
| 18 years of age | 19.68                                | 24.60    | 29.52  | 44.28          |
| 19 years of age | 23.90                                | 29.88    | 35.85  | 53.78          |
| 20 years of age | 28.12                                | 35.15    | 42.18  | 63.27          |
| <b>Level 3A</b> |                                      |          |        |                |
| 18 years of age | 20.61                                | 25.76    | 30.92  | 46.37          |
| 19 years of age | 25.02                                | 31.28    | 37.53  | 56.30          |
| 20 years of age | 29.44                                | 36.80    | 44.16  | 66.24          |
| <b>Level 4</b>  |                                      |          |        |                |
| 18 years of age | 20.92                                | 26.15    | 31.38  | 47.07          |
| 19 years of age | 25.40                                | 31.75    | 38.10  | 57.15          |
| 20 years of age | 29.88                                | 37.35    | 44.82  | 67.23          |
| <b>Level 5</b>  |                                      |          |        |                |
| 18 years of age | 21.54                                | 26.93    | 32.31  | 48.47          |
| 19 years of age | 26.15                                | 32.69    | 39.23  | 58.84          |
| 20 years of age | 30.77                                | 38.46    | 46.16  | 69.23          |
| <b>Level 6</b>  |                                      |          |        |                |
| 18 years of age | 22.16                                | 27.70    | 33.24  | 49.86          |
| 19 years of age | 26.91                                | 33.64    | 40.37  | 60.55          |
| 20 years of age | 31.66                                | 39.58    | 47.49  | 71.24          |



39. By deleting the table appearing in clause B.7.3 and inserting the following:

|                    | Monday to Friday                     |               | Weekends<br>and rostered<br>days off | Public holiday |
|--------------------|--------------------------------------|---------------|--------------------------------------|----------------|
|                    | First 2 hours                        | After 2 hours |                                      |                |
|                    | % of junior hourly rate <sup>1</sup> |               |                                      |                |
|                    | 150%                                 | 200%          | 200%                                 | 225%           |
|                    | \$                                   | \$            | \$                                   | \$             |
| Introductory Level |                                      |               |                                      |                |
| 18 years of age    | 26.21                                | 34.94         | 34.94                                | 39.31          |
| 19 years of age    | 31.82                                | 42.42         | 42.42                                | 47.72          |
| 20 years of age    | 37.43                                | 49.90         | 49.90                                | 56.14          |
| Level 1            |                                      |               |                                      |                |
| 18 years of age    | 27.71                                | 36.94         | 36.94                                | 41.56          |
| 19 years of age    | 33.63                                | 44.84         | 44.84                                | 50.45          |
| 20 years of age    | 39.57                                | 52.76         | 52.76                                | 59.36          |
| Level 2            |                                      |               |                                      |                |
| 18 years of age    | 28.59                                | 38.12         | 38.12                                | 42.89          |
| 19 years of age    | 34.73                                | 46.30         | 46.30                                | 52.09          |
| 20 years of age    | 40.85                                | 54.46         | 54.46                                | 61.27          |
| Level 3            |                                      |               |                                      |                |
| 18 years of age    | 29.52                                | 39.36         | 39.36                                | 44.28          |
| 19 years of age    | 35.85                                | 47.80         | 47.80                                | 53.78          |
| 20 years of age    | 42.18                                | 56.24         | 56.24                                | 63.27          |
| Level 3A           |                                      |               |                                      |                |
| 18 years of age    | 30.92                                | 41.22         | 41.22                                | 46.37          |
| 19 years of age    | 37.53                                | 50.04         | 50.04                                | 56.30          |
| 20 years of age    | 44.16                                | 58.88         | 58.88                                | 66.24          |
| Level 4            |                                      |               |                                      |                |
| 18 years of age    | 31.38                                | 41.84         | 41.84                                | 47.07          |
| 19 years of age    | 38.10                                | 50.80         | 50.80                                | 57.15          |
| 20 years of age    | 44.82                                | 59.76         | 59.76                                | 67.23          |

|                 | Monday to Friday                     |               | Weekends<br>and rostered<br>days off | Public holiday |
|-----------------|--------------------------------------|---------------|--------------------------------------|----------------|
|                 | First 2 hours                        | After 2 hours |                                      |                |
|                 | % of junior hourly rate <sup>1</sup> |               |                                      |                |
|                 | 150%                                 | 200%          | 200%                                 | 225%           |
|                 | \$                                   | \$            | \$                                   | \$             |
| Level 5         |                                      |               |                                      |                |
| 18 years of age | 32.31                                | 43.08         | 43.08                                | 48.47          |
| 19 years of age | 39.23                                | 52.30         | 52.30                                | 58.84          |
| 20 years of age | 46.16                                | 61.54         | 61.54                                | 69.23          |
| Level 6         |                                      |               |                                      |                |
| 18 years of age | 33.24                                | 44.32         | 44.32                                | 49.86          |
| 19 years of age | 40.37                                | 53.82         | 53.82                                | 60.55          |
| 20 years of age | 47.49                                | 63.32         | 63.32                                | 71.24          |

40. By deleting the table appearing in clause B.7.4 and inserting the following:

|                           | Ordinary hours <sup>1</sup>          | Saturday | Sunday | Public holiday |
|---------------------------|--------------------------------------|----------|--------|----------------|
|                           | % of junior hourly rate <sup>2</sup> |          |        |                |
|                           | 125%                                 | 150%     | 175%   | 250%           |
|                           | \$                                   | \$       | \$     | \$             |
| <b>Introductory Level</b> |                                      |          |        |                |
| 18 years of age           | 21.84                                | 26.21    | 30.57  | 43.68          |
| 19 years of age           | 26.51                                | 31.82    | 37.12  | 53.03          |
| 20 years of age           | 31.19                                | 37.43    | 43.66  | 62.38          |
| <b>Level 1</b>            |                                      |          |        |                |
| 18 years of age           | 23.09                                | 27.71    | 32.32  | 46.18          |
| 19 years of age           | 28.03                                | 33.63    | 39.24  | 56.05          |
| 20 years of age           | 32.98                                | 39.57    | 46.17  | 65.95          |
| <b>Level 2</b>            |                                      |          |        |                |
| 18 years of age           | 23.83                                | 28.59    | 33.36  | 47.65          |
| 19 years of age           | 28.94                                | 34.73    | 40.51  | 57.88          |
| 20 years of age           | 34.04                                | 40.85    | 47.65  | 68.08          |
| <b>Level 3</b>            |                                      |          |        |                |
| 18 years of age           | 24.60                                | 29.52    | 34.44  | 49.20          |

|                 | <b>Ordinary<br/>hours<sup>1</sup></b>      | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|-----------------|--|-----------------|---------------|-----------------------|
|                 | <b>% of junior hourly rate<sup>2</sup></b> |                 |               |                       |
|                 | <b>125%</b>                                | <b>150%</b>     | <b>175%</b>   | <b>250%</b>           |
|                 | <b>\$</b>                                  | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| 19 years of age | 29.88                                      | 35.85           | 41.83         | 59.75                 |
| 20 years of age | 35.15                                      | 42.18           | 49.21         | 70.30                 |
| <b>Level 3A</b> |  |                 |               |                       |
| 18 years of age | 25.76                                      | 30.92           | 36.07         | 51.53                 |
| 19 years of age | 31.28                                      | 37.53           | 43.79         | 62.55                 |
| 20 years of age | 36.80                                      | 44.16           | 51.52         | 73.60                 |
| <b>Level 4</b>  |  |                 |               |                       |
| 18 years of age | 26.15                                      | 31.38           | 36.61         | 52.30                 |
| 19 years of age | 31.75                                      | 38.10           | 44.45         | 63.50                 |
| 20 years of age | 37.35                                      | 44.82           | 52.29         | 74.70                 |
| <b>Level 5</b>  |  |                 |               |                       |
| 18 years of age | 26.93                                      | 32.31           | 37.70         | 53.85                 |
| 19 years of age | 32.69                                      | 39.23           | 45.76         | 65.38                 |
| 20 years of age | 38.46                                      | 46.16           | 53.85         | 76.93                 |
| <b>Level 6</b>  |  |                 |               |                       |
| 18 years of age | 27.70                                      | 33.24           | 38.78         | 55.40                 |
| 19 years of age | 33.64                                      | 40.37           | 47.09         | 67.28                 |
| 20 years of age | 39.58                                      | 47.49           | 55.41         | 79.15                 |

41. By deleting the table appearing in clause B.7.5 and inserting the following:

|                    | Monday to Friday                     |               | Weekends | Public holiday |
|--------------------|--------------------------------------|---------------|----------|----------------|
|                    | First 2 hours                        | After 2 hours |          |                |
|                    | % of junior hourly rate <sup>1</sup> |               |          |                |
|                    | 150%                                 | 200%          | 200%     | 250%           |
|                    | \$                                   | \$            | \$       | \$             |
| Introductory Level |                                      |               |          |                |
| 18 years of age    | 26.21                                | 34.94         | 34.94    | 43.68          |
| 19 years of age    | 31.82                                | 42.42         | 42.42    | 53.03          |
| 20 years of age    | 37.43                                | 49.90         | 49.90    | 62.38          |

|                 | Monday to Friday                     |               | Weekends | Public holiday |
|-----------------|--------------------------------------|---------------|----------|----------------|
|                 | First 2 hours                        | After 2 hours |          |                |
|                 | % of junior hourly rate <sup>1</sup> |               |          |                |
|                 | 150%                                 | 200%          | 200%     | 250%           |
|                 | \$                                   | \$            | \$       | \$             |
| Level 1         |                                      |               |          |                |
| 18 years of age | 27.71                                | 36.94         | 36.94    | 46.18          |
| 19 years of age | 33.63                                | 44.84         | 44.84    | 56.05          |
| 20 years of age | 39.57                                | 52.76         | 52.76    | 65.95          |
| Level 2         |                                      |               |          |                |
| 18 years of age | 28.59                                | 38.12         | 38.12    | 47.65          |
| 19 years of age | 34.73                                | 46.30         | 46.30    | 57.88          |
| 20 years of age | 40.85                                | 54.46         | 54.46    | 68.08          |
| Level 3         |                                      |               |          |                |
| 18 years of age | 29.52                                | 39.36         | 39.36    | 49.20          |
| 19 years of age | 35.85                                | 47.80         | 47.80    | 59.75          |
| 20 years of age | 42.18                                | 56.24         | 56.24    | 70.30          |
| Level 3A        |                                      |               |          |                |
| 18 years of age | 30.92                                | 41.22         | 41.22    | 51.53          |
| 19 years of age | 37.53                                | 50.04         | 50.04    | 62.55          |
| 20 years of age | 44.16                                | 58.88         | 58.88    | 73.60          |
| Level 4         |                                      |               |          |                |
| 18 years of age | 31.38                                | 41.84         | 41.84    | 52.30          |
| 19 years of age | 38.10                                | 50.80         | 50.80    | 63.50          |
| 20 years of age | 44.82                                | 59.76         | 59.76    | 74.70          |
| Level 5         |                                      |               |          |                |
| 18 years of age | 32.31                                | 43.08         | 43.08    | 53.85          |
| 19 years of age | 39.23                                | 52.30         | 52.30    | 65.38          |
| 20 years of age | 46.16                                | 61.54         | 61.54    | 76.93          |
| Level 6         |                                      |               |          |                |
| 18 years of age | 33.24                                | 44.32         | 44.32    | 55.40          |
| 19 years of age | 40.37                                | 53.82         | 53.82    | 67.28          |
| 20 years of age | 47.49                                | 63.32         | 63.32    | 79.15          |

42. By deleting the table appearing in clause B.8.2 and inserting the following:

|   | <b>Ordinary hours<sup>1</sup></b>                     | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|---|---|-----------------|---------------|-----------------------|
|   | <b>% of junior apprentice hourly rate<sup>2</sup></b> |                 |               |                       |
|   | <b>100%</b>   | <b>125%</b>     | <b>150%</b>   | <b>225%</b>           |
|   | <b>\$</b>   | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| 1st year  | 15.46   | 19.33           | 23.19         | 34.79                 |
| 2nd year  | 18.28   | 22.85           | 27.42         | 41.13                 |
| 3rd year  | 22.49   | 28.11           | 33.74         | 50.60                 |
| 4th year – not attained standard of proficiency | 26.71   | 33.39           | 40.07         | 60.10                 |
| 4th year – attained standard of proficiency     | 28.12   | 35.15           | 42.18         | 63.27                 |

43. By deleting the table appearing in clause B.8.3 and inserting the following:

|  | Monday to Friday                                |               | Weekends<br>and<br>rostered<br>days off | Public holiday |
|--|---|---------------|---|----------------|
|  | First 2 hours                                   | After 2 hours |   |                |
|  | % of junior apprentice hourly rate <sup>1</sup> |               |   |                |
|  | 150%  | 200%          | 200%                                    | 225%           |
|  | \$  | \$            | \$                                      | \$             |
| 1st year   | 23.19   | 30.92         | 30.92                                   | 34.79          |
| 2nd year   | 27.42   | 36.56         | 36.56                                   | 41.13          |
| 3rd year   | 33.74   | 44.98         | 44.98                                   | 50.60          |
| 4th year – not attained<br>standard of proficiency | 40.07   | 53.42         | 53.42                                   | 60.10          |
| 4th year – attained standard<br>of proficiency     | 42.18   | 56.24         | 56.24                                   | 63.27          |

44. By deleting the table appearing in clause B.8.4 and inserting the following:

|   | <b>Ordinary<br/>hours<sup>1</sup></b>                 | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|---|---|-----------------|---------------|-----------------------|
|   | <b>% of junior apprentice hourly rate<sup>2</sup></b> |                 |               |                       |
|   | <b>100%</b>   | <b>125%</b>     | <b>150%</b>   | <b>225%</b>           |
|   | <b>\$</b>   | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| 1st 6 months  | 19.68   | 24.60           | 29.52         | 44.28                 |
| 2nd 6 months  | 23.90   | 29.88           | 35.85         | 53.78                 |
| 3rd 6 months  | 26.98   | 33.73           | 40.47         | 60.71                 |
| 4th 6 months – not<br>attained standard of<br>proficiency | 27.55   | 34.44           | 41.33         | 61.99                 |
| 4th 6 months – attained<br>standard of proficiency        | 28.12   | 35.15           | 42.18         | 63.27                 |

45. By deleting the table appearing in clause B.8.5 and inserting the following:

|  | Monday to Friday                                |                  | Weekends<br>and rostered<br>days off | Public<br>holiday |
|--|---|------------------|--------------------------------------|-------------------|
|  | First<br>2 hours                                | After<br>2 hours |                                      |                   |
|  | % of junior apprentice hourly rate <sup>1</sup> |                  |                                      |                   |
|  | 150%  | 200%             | 200%                                 | 225%              |
|  | \$  | \$               | \$                                   | \$                |
| 1st 6 months   | 29.52   | 39.36            | 39.36                                | 44.28             |
| 2nd 6 months   | 35.85   | 47.80            | 47.80                                | 53.78             |
| 3rd 6 months   | 40.47   | 53.96            | 53.96                                | 60.71             |
| 4th 6 months – not attained<br>standard of proficiency | 41.33   | 55.10            | 55.10                                | 61.99             |
| 4th 6 months – attained<br>standard of proficiency     | 42.18   | 56.24            | 56.24                                | 63.27             |

46. By deleting the table appearing in clause B.9.2 and inserting the following:

|  | <b>Ordinary<br/>hours<sup>1</sup></b>                | <b>Saturday</b> | <b>Sunday</b> | <b>Public<br/>holiday</b> |
|--|--|-----------------|---------------|---------------------------|
|  | <b>% of adult apprentice hourly rate<sup>2</sup></b> |                 |               |                           |
|  | <b>100%</b>  | <b>125%</b>     | <b>150%</b>   | <b>225%</b>               |
|  | <b>\$</b>  | <b>\$</b>       | <b>\$</b>     | <b>\$</b>                 |
| 1st year   | 22.49  | 28.11           | 33.74         | 50.60                     |
| 2nd year   | 24.28  | 30.35           | 36.42         | 54.63                     |
| 3rd year   | 24.28  | 30.35           | 36.42         | 54.63                     |
| 4th year – not attained<br>standard of proficiency | 26.71  | 33.39           | 40.07         | 60.10                     |
| 4th year – attained standard<br>of proficiency     | 28.12  | 35.15           | 42.18         | 63.27                     |

47. By deleting the table appearing in clause B.9.3 and inserting the following:

|  | Monday to Friday                               |               | Weekends<br>and<br>rostered<br>days off | Public holiday |
|--|--|---------------|---|----------------|
|  | First 2 hours                                  | After 2 hours |   |                |
|  | % of adult apprentice hourly rate <sup>1</sup> |               |   |                |
|  | 150%   | 200%          | 200%                                    | 225%           |
|  | \$   | \$            | \$                                      | \$             |
| 1st year   | 33.74  | 44.98         | 44.98                                   | 50.60          |
| 2nd year   | 36.42  | 48.56         | 48.56                                   | 54.63          |
| 3rd year   | 36.42  | 48.56         | 48.56                                   | 54.63          |
| 4th year – not attained<br>standard of proficiency | 40.07  | 53.42         | 53.42                                   | 60.10          |
| 4th year – attained<br>standard of proficiency     | 42.18  | 56.24         | 56.24                                   | 63.27          |

48. By deleting the table appearing in clause B.9.4 and inserting the following:

|   | <b>Ordinary<br/>hours<sup>1</sup></b>                | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|---|--|-----------------|---------------|-----------------------|
|   | <b>% of adult apprentice hourly rate<sup>2</sup></b> |                 |               |                       |
|   | <b>100%</b>  | <b>125%</b>     | <b>150%</b>   | <b>225%</b>           |
|   | <b>\$</b>  | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| 1st 6 months  | 22.49  | 28.11           | 33.74         | 50.60                 |
| 2nd 6 months  | 23.90  | 29.88           | 35.85         | 53.78                 |
| 3rd 6 months  | 26.98  | 33.73           | 40.47         | 60.71                 |
| 4th 6 months – not<br>attained standard of<br>proficiency | 27.55  | 34.44           | 41.33         | 61.99                 |
| 4th 6 months – attained<br>standard of proficiency        | 28.12  | 35.15           | 42.18         | 63.27                 |

49. By deleting the table appearing in clause B.9.5 and inserting the following:

|  | Monday to Friday                               |                  | Weekends<br>and rostered<br>days off | Public holiday |
|--|--|------------------|--------------------------------------|----------------|
|  | First<br>2 hours                               | After<br>2 hours |                                      |                |
|  | % of adult apprentice hourly rate <sup>1</sup> |                  |                                      |                |
|  | 150%   | 200%             | 200%                                 | 225%           |
|  | \$   | \$               | \$                                   | \$             |
| 1st 6 months   | 33.74  | 44.98            | 44.98                                | 50.60          |
| 2nd 6 months   | 35.85  | 47.80            | 47.80                                | 53.78          |
| 3rd 6 months   | 40.47  | 53.96            | 53.96                                | 60.71          |
| 4th 6 months – not attained<br>standard of proficiency | 41.33  | 55.10            | 55.10                                | 61.99          |
| 4th 6 months – attained<br>standard of proficiency     | 42.18  | 56.24            | 56.24                                | 63.27          |

50. By deleting the amount “\$1032.30” appearing in clause C.1.1 and inserting “\$1068.40”.



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

| <b>Allowance</b>  | <b>Clause</b> | <b>% of<br/>standard<br/>weekly rate</b> | <b>\$</b> | <b>Payable</b>                  |
|---|---------------|--|-----------|---------------------------------|
| Fork-lift driver allowance—Part-time or casual fork-lift driver—prior to 23 January 2020 (see C.1.2 for the rate from 23 January 2020) <sup>1</sup> | 26.3(b)       | 0.3                                      | 3.21      | per day                         |
| Fork-lift driver allowance—Part-time or casual maximum payment—prior to 23 January 2020 (see C.1.2 for the rate from 23 January 2020) <sup>1</sup>  | 26.3(b)       | 1.5                                      | 16.03     | per week                        |
| First aid allowance—Full-time employee  | 26.12(b)(i)   | 1.2                                      | 12.82     | per week                        |
| First aid allowance—Part-time or casual employee  | 26.12(b)(ii)  | 0.24                                     | 2.56      | per day                         |
| First aid allowance—Part-time or casual maximum payment   | 26.12(b)(ii)  | 1.2                                      | 12.82     | per week                        |
| Airport catering—supervisory allowance—Up to 5 employees  | 26.13(b)      | 2.0                                      | 21.37     | per week                        |
| Airport catering—supervisory allowance—6 to 10 employees  | 26.13(b)      | 2.75                                     | 29.38     | per week                        |
| Airport catering—supervisory allowance—11 to 20 employees   | 26.13(b)      | 3.1                                      | 33.12     | per week                        |
| Airport catering—supervisory allowance—More than 20 employees   | 26.13(b)      | 5.2                                      | 55.56     | per week                        |
| Split shift allowance—2 hours and up to 3 hours   | 26.14(b)(i)   | 0.33                                     | 3.53      | per day                         |
| Split shift allowance—More than 3 hours   | 26.14(b)(ii)  | 0.5                                      | 5.34      | per day                         |
| Overnight stay allowance—outside ordinary business operating hours  | 26.15(b)(i)   | 6.0                                      | 64.10     | per<br>overnight<br>stay period |

52. By deleting the amount “\$27.17” appearing in clause C.1.2 and inserting “\$28.12”.

53. By deleting the table appearing in clause C.1.2 and inserting the following:

| <b>Allowance</b>                        | <b>Clause</b> | <b>% of standard hourly rate</b> | <b>\$</b> | <b>Payable</b> |
|---|---------------|----------------------------------|-----------|----------------|
| Fork-lift driver allowance <sup>1</sup> | 26.3(a)       | 1.5                              | 0.42      | per hour       |

54. By deleting the amount “\$27.17” appearing in clause C.3 and inserting “\$28.12”.

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

| <b>Penalty</b>                           | <b>Clause</b> | <b>% of standard hourly rate</b> | <b>\$</b> | <b>Payable</b>              |
|--|---------------|----------------------------------|-----------|-----------------------------|
| Monday to Friday—<br>7.00 pm to midnight | 29.2          | 10.0                             | 2.81      | per hour or<br>part thereof |
| Monday to Friday—<br>midnight to 7.00 am | 29.2          | 15.0                             | 4.22      | per hour or<br>part thereof |

56. By deleting rows 1 to 4, after the header row, of the table appearing in clause C.4.1 and inserting the following:

|                                  |   |        |          |
|----------------------------------|---|--------|----------|
| Single room and 3 meals<br>a day | 25% of standard weekly<br>rate          | 267.10 | per week |
| Shared room and 3 meals<br>a day | 97.5% of 25% of standard<br>weekly rate | 260.42 | per week |
| Single room only, no<br>meals    | 95% of 25% of standard<br>weekly rate   | 253.75 | per week |
| Shared room only, no<br>meals    | 92.5% of 25% of standard<br>weekly rate | 247.07 | per week |

57. By deleting rows 1 to 18, after the header row, of the table appearing in clause C.4.2 and inserting the following:

|                                  |                              |     |        |          |
|----------------------------------|------------------------------|-----|--------|----------|
| Single room and<br>3 meals a day | 15 years of age<br>and under | 45% | 120.20 | per week |
|                                  | 16 years of age              | 55% | 146.91 | per week |
|                                  | 17 years of age              | 70% | 186.97 | per week |
|                                  | 18 years of age              | 80% | 213.68 | per week |
|                                  | 19 years of age              | 90% | 240.39 | per week |
| Shared room and<br>3 meals a day | 15 years of age<br>and under | 45% | 117.19 | per week |

|                               |                              |     |        |          |
|-------------------------------|------------------------------|-----|--------|----------|
|                               | 16 years of age              | 55% | 143.23 | per week |
|                               | 17 years of age              | 70% | 182.29 | per week |
|                               | 18 years of age              | 80% | 208.34 | per week |
|                               | 19 years of age              | 90% | 234.38 | per week |
| Single room only;<br>no meals | 15 years of age<br>and under | 45% | 114.19 | per week |
|                               | 16 years of age              | 55% | 139.56 | per week |
|                               | 17 years of age              | 70% | 177.63 | per week |
|                               | 18 years of age              | 80% | 203.00 | per week |
|                               | 19 years of age              | 90% | 228.38 | per week |
| Shared room only;<br>no meals | 15 years of age<br>and under | 45% | 111.18 | per week |
|                               | 16 years of age              | 55% | 135.89 | per week |
|                               | 17 years of age              | 70% | 172.95 | per week |
|                               | 18 years of age              | 80% | 197.66 | per week |
|                               | 19 years of age              | 90% | 222.36 | per week |

58. By deleting the table appearing in clause I.5.2 and inserting the following:

|         | Loaded Rate Percentages |         |         |         |         |         |         |
|---------|-------------------------|---------|---------|---------|---------|---------|---------|
|         | 110.20%                 | 110.30% | 120.00% | 116.95% | 123.40% | 126.85% | 131.05% |
|         | \$                      | \$      | \$      | \$      | \$      | \$      | \$      |
| Level 3 | —                       | 29.45   | 32.04   | 31.23   | 32.95   | 33.87   | 34.99   |
| Level 4 | 30.99                   | —       | 33.74   | 32.89   | 34.70   | 35.67   | 36.85   |
| Level 5 | 32.93                   | —       | 35.86   | 34.94   | 36.87   | 37.90   | 39.16   |
| Level 6 | 33.81                   | —       | 36.82   | 35.88   | 37.86   | 38.92   | 40.21   |

59. By deleting the table appearing in clause I.5.3 and inserting the following:

|          | Loaded Rate Percentages |         |         |         |         |         |
|----------|-------------------------|---------|---------|---------|---------|---------|
|          | 110.20%                 | 120.00% | 116.95% | 123.40% | 126.85% | 131.05% |
|          | \$                      | \$      | \$      | \$      | \$      | \$      |
| Level 3  | 30.99                   | 33.74   | 32.89   | 34.70   | 35.67   | 36.85   |
| Level 3A | 32.44                   | 35.33   | 34.43   | 36.33   | 37.34   | 38.58   |
| Level 4  | 32.93                   | 35.86   | 34.94   | 36.87   | 37.90   | 39.16   |

|         | <b>Loaded Rate Percentages</b> |                |                |                |                |                |
|---------|--------------------------------|----------------|----------------|----------------|----------------|----------------|
|         | <b>110.20%</b>                 | <b>120.00%</b> | <b>116.95%</b> | <b>123.40%</b> | <b>126.85%</b> | <b>131.05%</b> |
|         | <b>\$</b>                      | <b>\$</b>      | <b>\$</b>      | <b>\$</b>      | <b>\$</b>      | <b>\$</b>      |
| Level 5 | 33.91                          | 36.92          | 35.99          | 37.97          | 39.03          | 40.32          |
| Level 6 | 34.89                          | 37.99          | 37.03          | 39.07          | 40.16          | 41.49          |

60. By deleting the amounts “\$4.08” and “\$1.75” appearing in the example in clause I.5.5 and inserting “\$4.22” and “\$1.81” respectively.

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