



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

RACING CLUBS EVENTS AWARD 2020
[MA000013]

Racing industry

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

SYDNEY, XX JUNE 2025

Annual Wage Review 2024–25.

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

- By deleting the table appearing in clause 12.4 and inserting the following:

Day	Minimum hourly rate	Minimum payment ¹
	\$	\$
Monday to Saturday	34.84	139.36
Sunday	47.14	188.55
Public holiday	58.97	235.88

2. By deleting the table appearing in clause 12.5 and inserting the following:

Day	Minimum hourly rate	Minimum payment¹
	\$	\$
Monday to Saturday	27.86	111.46
Sunday	37.72	150.85
Public holiday	47.18	188.68

3. By deleting the amount “\$24.78” appearing in clause 12.6 and inserting “\$25.64”.

4. By deleting the table appearing in clause 12.7 and inserting the following:

Day	Minimum hourly rate
	\$
Monday to Saturday	34.84
Sunday	47.14
Public holiday	58.97

5. By deleting the amount “\$5.43” appearing in clause 12.8 and inserting “\$5.62”.

6. By deleting the table appearing in clause 17.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Introductory level employee	922.70	24.28
Grade 1 racecourse attendant	948.00	24.95
Grade 2 racecourse attendant	982.40	25.85
Grade 3 racecourse attendant	1014.70	26.70
Grade 4 racecourse attendant	1068.40	28.12
Grade 1 raceday official	1068.40	28.12
Grade 2 raceday official	1102.00	29.00
Grade 3 raceday official	1135.30	29.88
Grade 4 raceday official	1165.70	30.68

7. By deleting the year “2024” in clause 17.5(b) and inserting “2025”.
8. By deleting the amounts “\$30.97” and “\$0.82” appearing in clause 19.2(a) and inserting “\$32.05” and “\$0.84” respectively.
9. By deleting the amounts “\$20.65” and “\$0.54” appearing in clause 19.2(b) and inserting “\$21.37” and “\$0.56” respectively.
10. By deleting the table appearing in clause A.1.1 and inserting the following:

	Ordinary hours	Sunday	Public holiday
	% of minimum hourly rate		
	100%	200%	250%
	\$	\$	\$
Introductory level employee	24.28	48.56	60.70
Grade 1 racecourse attendant	24.95	49.90	62.38
Grade 2 racecourse attendant	25.85	51.70	64.63
Grade 3 racecourse attendant	26.70	53.40	66.75
Grade 4 racecourse attendant	28.12	56.24	70.30
Grade 1 raceday official	28.12	56.24	70.30
Grade 2 raceday official	29.00	58.00	72.50
Grade 3 raceday official	29.88	59.76	74.70
Grade 4 raceday official	30.68	61.36	76.70

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

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory level employee	36.42	48.56	48.56	60.70
Grade 1 racecourse attendant	37.43	49.90	49.90	62.38
Grade 2 racecourse attendant	38.78	51.70	51.70	64.63

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Grade 3 racecourse attendant	40.05	53.40	53.40	66.75
Grade 4 racecourse attendant	42.18	56.24	56.24	70.30
Grade 1 raceday official	42.18	56.24	56.24	70.30
Grade 2 raceday official	43.50	58.00	58.00	72.50
Grade 3 raceday official	44.82	59.76	59.76	74.70
Grade 4 raceday official	46.02	61.36	61.36	76.70

12. By deleting the table appearing in clause A.2.1 and inserting the following:

	Ordinary hours	Sunday	Public holiday	Night cleaning duties¹
	% of minimum hourly rate			
	125%	200%	250%	155%
	\$	\$	\$	\$
Introductory level employee	30.35	48.56	60.70	37.63
Grade 1 racecourse attendant	31.19	49.90	62.38	38.67
Grade 2 racecourse attendant	32.31	51.70	64.63	40.07
Grade 3 racecourse attendant	33.38	53.40	66.75	41.39
Grade 4 racecourse attendant	35.15	56.24	70.30	43.59
Grade 1 raceday official	35.15	56.24	70.30	43.59
Grade 2 raceday official	36.25	58.00	72.50	44.95
Grade 3 raceday official	37.35	59.76	74.70	46.31
Grade 4 raceday official	38.35	61.36	76.70	47.55

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

	Monday to Saturday		Sunday	
	First 2 hours	After 2 hours	First 2 hours	After 2 hours
	% of minimum hourly rate			
	175%	225%	200%	225%
	\$	\$	\$	\$
Introductory level employee	42.49	54.63	48.56	54.63
Grade 1 racecourse attendant	43.66	56.14	49.90	56.14
Grade 2 racecourse attendant	45.24	58.16	51.70	58.16
Grade 3 racecourse attendant	46.73	60.08	53.40	60.08
Grade 4 racecourse attendant	49.21	63.27	56.24	63.27
Grade 1 raceday official	49.21	63.27	56.24	63.27
Grade 2 raceday official	50.75	65.25	58.00	65.25
Grade 3 raceday official	52.29	67.23	59.76	67.23
Grade 4 raceday official	53.69	69.03	61.36	69.03

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

	Ordinary hours	Sunday	Public holiday
	Casual rates according to clause 12.4		
	\$	\$	\$
Bar attendants, cashiers, adults picking up glasses	34.84	47.14	58.97

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

16. By deleting the table appearing in clause B.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Supervising of bar attendants and/or cashiers	12.6	2.4	25.64	per week

Allowance	Clause	% of standard rate	\$	Payable
Employee in charge of tractor plant—per week	19.2(a)	3.0	32.05	per week
Employee in charge of tractor plant—per hour	19.2(a)	Weekly allowance / 38	0.84	per hour
First aid attendant allowance—per week	19.2(b)	2.0	21.37	per week
First aid attendant allowance—per hour	19.2(b)	Weekly allowance / 38	0.56	per hour

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

18. By deleting the table appearing in clause B.1.2 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Engagements finishing after 10.00 pm	12.8	20.0	5.62	per engagement

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