



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

RACING INDUSTRY GROUND MAINTENANCE AWARD 2020 [MA000014]

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 15.1 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Introductory level	922.70	24.28
Maintenance and Horticultural Employee Level 1	959.00	25.24
Maintenance and Horticultural Employee Level 2	1031.00	27.13
Tradesperson	1068.40	28.12
Trackwork and Pool Supervisor	1152.40	30.33
Management Employee Level 1	1236.30	32.53
Management Employee Level 2	1364.50	35.91

2. By deleting the year “2024” in clause 15.7(b) and inserting “2025”.
3. By deleting the amount “\$20.65” appearing in clause 17.2(a) and inserting “\$21.37”.
4. By deleting the table appearing in clause 17.2(b)(i) and inserting the following:

In charge of:	\$ per week
1–2 other employees	21.37
3–6 other employees	42.74
More than 6 other employees	53.42

5. By deleting the amount “\$30.97” appearing in clause 17.2(c) and inserting “\$32.05”.
6. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary rates	Morning work¹	Evening work²	Work outside of ordinary hours due to water restrictions³
	% of ordinary hourly rate⁴			
	100%	125%	115%	150%
	\$	\$	\$	\$
Introductory level	24.28	30.35	27.92	36.42
Maintenance and Horticultural Employee Level 1	25.24	31.55	29.03	37.86
Maintenance and Horticultural Employee Level 2	27.13	33.91	31.20	40.70
Tradesperson	28.12	N/A	32.34	42.18
Trackwork and Pool Supervisor	30.33	N/A	34.88	45.50
Management Employee Level 1	32.53	N/A	37.41	48.80
Management Employee Level 2	35.91	N/A	41.30	53.87

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

	Saturday¹	Sunday¹	Public holiday
	% of ordinary hourly rate²		
	125%	175%	250%
	\$	\$	\$
Introductory level	30.35	42.49	60.70
Maintenance and Horticultural Employee Level 1	31.55	44.17	63.10
Maintenance and Horticultural Employee Level 2	33.91	47.48	67.83
Tradesperson	35.15	49.21	70.30
Trackwork and Pool Supervisor	37.91	53.08	75.83
Management Employee Level 1	40.66	56.93	81.33
Management Employee Level 2	44.89	62.84	89.78

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

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After first 2 hours	All overtime hours worked	All hours worked
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory level	36.42	48.56	48.56	60.70
Maintenance and Horticultural Employee Level 1	37.86	50.48	50.48	63.10
Maintenance and Horticultural Employee Level 2	40.70	54.26	54.26	67.83
Tradesperson	42.18	56.24	56.24	70.30
Trackwork and Pool Supervisor	45.50	60.66	60.66	75.83

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After first 2 hours	All overtime hours worked	All hours worked
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Management Employee Level 1	48.80	65.06	65.06	81.33
Management Employee Level 2	53.87	71.82	71.82	89.78

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

	Ordinary rates	Morning work¹	Evening work²	Work outside of ordinary hours due to water restrictions³
	% of ordinary hourly rate⁴			
	125%	150%	140%	175%
	\$	\$	\$	\$
Introductory level	30.35	36.42	33.99	42.49
Maintenance and Horticultural Employee Level 1	31.55	37.86	35.34	44.17
Maintenance and Horticultural Employee Level 2	33.91	40.70	37.98	47.48
Tradesperson	35.15	N/A	39.37	49.21
Trackwork and Pool Supervisor	37.91	N/A	42.46	53.08
Management Employee Level 1	40.66	N/A	45.54	56.93
Management Employee Level 2	44.89	N/A	50.27	62.84

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

	Saturday¹	Sunday¹	Public holiday
	% of ordinary hourly rate²		
	150%	200%	275%
	\$	\$	\$
Introductory level	36.42	48.56	66.77
Maintenance and Horticultural Employee Level 1	37.86	50.48	69.41
Maintenance and Horticultural Employee Level 2	40.70	54.26	74.61
Tradesperson	42.18	56.24	77.33
Trackwork and Pool Supervisor	45.50	60.66	83.41
Management Employee Level 1	48.80	65.06	89.46
Management Employee Level 2	53.87	71.82	98.75

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

	Night cleaning¹
	% ordinary hourly rate
	155%
	\$
Introductory level	37.63
Maintenance and Horticultural Employee Level 1	39.12
Maintenance and Horticultural Employee Level 2	42.05
Tradesperson	43.59
Trackwork and Pool Supervisor	47.01
Management Employee Level 1	50.42
Management Employee Level 2	55.66

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

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

Allowance	Clause	% of standard rate	\$	Payable
First aid attendant allowance	17.2(a)	2.0	21.37	per week
Leading hand allowance— 1–2 employees	17.2(b)(i)	2.0	21.37	per week
Leading hand allowance— 3–6 employees	17.2(b)(i)	4.0	42.74	per week
Leading hand allowance— more than 6 employees	17.2(b)(i)	5.0	53.42	per week
Employee in charge of tractor plant	17.2(c)	3.0	32.05	per week

- 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