



DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

REGISTERED AND LICENSED CLUBS AWARD 2020

[MA000058]

Licensed and registered clubs

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 18.3 and inserting the following:

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Introductory		922.70	24.28	
Level 1	Food and beverage attendant grade 1 PGA Associate year 1 Guest service grade 1 Kitchen attendant grade 1	948.00	24.95	

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Level 2	Child care worker grade 1 Clerical grade 1 Cook grade 1 Doorperson/Security officer grade 1 Food and beverage attendant grade 2 PGA Associate years 2 and 3 Front office grade 1 Guest service grade 2 Kitchen attendant grade 2 Leisure attendant grade 1 Maintenance and horticultural employee level 1 Storeperson grade 1	982.40	25.85	
Level 3	Clerical grade 2 Cook grade 2 Food and beverage and gaming attendant grade 3 Forklift driver Front office grade 2 Guest service grade 3 Handyperson Kitchen attendant grade 3 Leisure attendant grade 2 Fitness instructor Maintenance and horticultural employee level 2 Storeperson grade 2 Timekeeper/Security officer grade 2	1014.70	26.70	

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Level 4	Clerical grade 3 Cook (tradesperson) grade 3 Food and beverage attendant (tradesperson) grade 4 Front office grade 3 Guest service grade 4 Leisure attendant grade 3 Maintenance and horticultural level 3 (tradesperson) Storeperson grade 3	1068.40	28.12	
Level 5	Child care worker grade 2 Clerical supervisor Cook (tradesperson) grade 4 Food and beverage and gaming attendant grade 5 Assistant or Teaching Professional Front office supervisor Guest service supervisor Maintenance and horticultural level 4	1135.50	29.88	
Level 6	Cook (tradesperson) grade 5 Child care worker grade 3	1165.70	30.68	
Level 6	Club manager of a club with a gross annual revenue of less than \$500,000	1165.70	30.68	60,783
Level 7	Level A manager	1195.10	31.45	62,316
Level 8	Level B manager Maintenance and horticultural management level 1	1245.70	32.78	64,954
Level 9	Level C manager	1262.30	33.22	65,820
Level 10	Level D manager	1308.80	34.44	68,245

Level	Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate	Annual rate (where applicable) (full-time employee)
		\$	\$	\$
Level 11	Level E manager Maintenance and horticultural management level 2	1356.50	35.70	70,732
Level 12	Level F manager Lead golf professional	1442.30	37.96	75,206
Level 13	Level G manager	1470.50	38.70	76,676

2. By deleting the year “2024” in clause 18.8(b) and inserting “2025”.
3. By deleting the amount “\$12.39” appearing in clause 19.2(b) and inserting “\$12.82”.
4. By deleting the amount “\$4.13” appearing in clause 19.2(c) and inserting “\$4.27”.
5. By deleting the amount “\$2.72” appearing in clause 24.4(a)(i) and inserting “\$2.81”.
6. By deleting the amount “\$4.08” appearing in clause 24.4(a)(ii) and inserting “\$4.22”.
7. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
Introductory	24.28	36.42	42.49	60.70
Level 1	24.95	37.43	43.66	62.38
Level 2	25.85	38.78	45.24	64.63
Level 3	26.70	40.05	46.73	66.75
Level 4	28.12	42.18	49.21	70.30
Level 5	29.88	44.82	52.29	74.70
Level 6	30.68	46.02	53.69	76.70
Level 7	31.45	47.18	55.04	78.63
Level 8	32.78	49.17	57.37	81.95
Level 9	33.22	49.83	58.14	83.05

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
Level 10	34.44	51.66	60.27	86.10
Level 11	35.70	53.55	62.48	89.25
Level 12	37.96	56.94	66.43	94.90
Level 13	38.70	58.05	67.73	96.75

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

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of ordinary hourly rate¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Introductory	24.28	36.42	48.56	48.56	60.70
Level 2/Maintenance and horticulture employee Level 1	25.85	38.78	51.70	51.70	64.63
Level 3/Maintenance and horticulture employee Level 2	26.70	40.05	53.40	53.40	66.75
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	28.12	42.18	56.24	56.24	70.30
Level 5/Maintenance and horticulture employee Level 4	29.88	44.82	59.76	59.76	74.70
Level 8/Maintenance and horticulture management Level 1	32.78	49.17	65.56	65.56	81.95
Level 11/Maintenance and horticulture management Level 2	35.70	53.55	71.40	71.40	89.25

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

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of ordinary hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
Introductory	36.42	48.56	42.49	48.56	48.56	60.70
Level 1	37.43	49.90	43.66	49.90	49.90	62.38
Level 2/Maintenance and horticulture employee Level 1	38.78	51.70	45.24	51.70	51.70	64.63
Level 3/Maintenance and horticulture employee Level 2	40.05	53.40	46.73	53.40	53.40	66.75
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	42.18	56.24	49.21	56.24	56.24	70.30
Level 5/Maintenance and horticulture employee Level 4	44.82	59.76	52.29	59.76	59.76	74.70
Level 6	46.02	61.36	53.69	61.36	61.36	76.70
Level 7	47.18	62.90	55.04	62.90	62.90	78.63
Level 8/Maintenance and horticulture management Level 1	49.17	65.56	57.37	65.56	65.56	81.95
Level 9	49.83	66.44	58.14	66.44	66.44	83.05
Level 10	51.66	68.88	60.27	68.88	68.88	86.10
Level 11/Maintenance and horticulture management Level 2	53.55	71.40	62.48	71.40	71.40	89.25
Level 12	56.94	75.92	66.43	75.92	75.92	94.90
Level 13	58.05	77.40	67.73	77.40	77.40	96.75

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate ¹			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory	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
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
Level 7	39.31	47.18	55.04	78.63
Level 8	40.98	49.17	57.37	81.95
Level 9	41.53	49.83	58.14	83.05
Level 10	43.05	51.66	60.27	86.10
Level 11	44.63	53.55	62.48	89.25
Level 12	47.45	56.94	66.43	94.90
Level 13	48.38	58.05	67.73	96.75

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

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of ordinary hourly rate¹				
	125%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Introductory	30.35	36.42	48.56	48.56	60.70
Level 2/Maintenance and horticulture employee Level 1	32.31	38.78	51.70	51.70	64.63

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of ordinary hourly rate¹				
	125%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 3/Maintenance and horticulture employee Level 2	33.38	40.05	53.40	53.40	66.75
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)	35.15	42.18	56.24	56.24	70.30
Level 5/Maintenance and horticulture employee Level 4	37.35	44.82	59.76	59.76	74.70
Level 8/Maintenance and horticulture management Level 1	40.98	49.17	65.56	65.56	81.95
Level 11/Maintenance and horticulture management Level 2	44.63	53.55	71.40	71.40	89.25

12. By deleting the table appearing in clause B.4.1 and inserting the following:

Age	Ordinary hours	Saturday	Sunday	Public holiday
	% of junior hourly rate¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
Introductory level employee				
Under 18 years of age	14.57	21.86	25.50	36.43
18 years	17.00	25.50	29.75	42.50
19 years	20.64	30.96	36.12	51.60
Level 1				
Under 18 years of age	14.97	22.46	26.20	37.43
18 years	17.47	26.21	30.57	43.68

Age	Ordinary hours	Saturday	Sunday	Public holiday
	% of junior hourly rate ¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
19 years	21.21	31.82	37.12	53.03
Level 2				
Under 18 years of age	15.51	23.27	27.14	38.78
18 years	18.10	27.15	31.68	45.25
19 years	21.97	32.96	38.45	54.93
Level 3				
Under 18 years of age	16.02	24.03	28.04	40.05
18 years	18.69	28.04	32.71	46.73
19 years	22.70	34.05	39.73	56.75
Level 4				
Under 18 years of age	16.87	25.31	29.52	42.18
18 years	19.68	29.52	34.44	49.20
19 years	23.90	35.85	41.83	59.75
Level 5				
19 years	25.40	38.10	44.45	63.50

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

Age	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory				
Under 18 years of age	21.86	29.14	29.14	36.43
18 years	25.50	34.00	34.00	42.50
19 years	30.96	41.28	41.28	51.60

Age	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 2/Maintenance and horticulture employee Level 1				
Under 18 years of age	23.27	31.02	31.02	38.78
18 years	27.15	36.20	36.20	45.25
19 years	32.96	43.94	43.94	54.93
Level 3/Maintenance and horticulture employee Level 2				
Under 18 years of age	24.03	32.04	32.04	40.05
18 years	28.04	37.38	37.38	46.73
19 years	34.05	45.40	45.40	56.75
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)				
Under 18 years of age	25.31	33.74	33.74	42.18
18 years	29.52	39.36	39.36	49.20
19 years	35.85	47.80	47.80	59.75
Level 5/Maintenance and horticulture employee Level 4				
19 years	38.10	50.80	50.80	63.50

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

Age	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
Introductory						
Under 18 years of age	21.86	29.14	25.50	29.14	29.14	36.43
18 years	25.50	34.00	29.75	34.00	34.00	42.50
19 years	30.96	41.28	36.12	41.28	41.28	51.60
Level 1						
Under 18 years of age	22.46	29.94	26.20	29.94	29.94	37.43
18 years	26.21	34.94	30.57	34.94	34.94	43.68
19 years	31.82	42.42	37.12	42.42	42.42	53.03
Level 2/Maintenance and horticulture employee Level 1						
Under 18 years of age	23.27	31.02	27.14	31.02	31.02	38.78
18 years	27.15	36.20	31.68	36.20	36.20	45.25
19 years	32.96	43.94	38.45	43.94	43.94	54.93
Level 3/Maintenance and horticulture employee Level 2						
Under 18 years of age	24.03	32.04	28.04	32.04	32.04	40.05
18 years	28.04	37.38	32.71	37.38	37.38	46.73
19 years	34.05	45.40	39.73	45.40	45.40	56.75

Age	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)						
Under 18 years of age	25.31	33.74	29.52	33.74	33.74	42.18
18 years	29.52	39.36	34.44	39.36	39.36	49.20
19 years	35.85	47.80	41.83	47.80	47.80	59.75
Level 5/Maintenance and horticulture employee Level 4						
19 years	38.10	50.80	44.45	50.80	50.80	63.50

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

Age	Ordinary hours	Saturday	Sunday	Public holiday
	% of junior hourly rate ¹			
	125%	150%	175%	250%
	\$	\$	\$	\$
Introductory level employee				
Under 18 years of age	18.21	21.86	25.50	36.43
18 years	21.25	25.50	29.75	42.50
19 years	25.80	30.96	36.12	51.60
Level 1				
Under 18 years of age	18.71	22.46	26.20	37.43
18 years	21.84	26.21	30.57	43.68
19 years	26.51	31.82	37.12	53.03

Age	Ordinary hours	Saturday	Sunday	Public holiday
	% of junior hourly rate ¹			
	125%	150%	175%	250%
	\$	\$	\$	\$
Level 2				
Under 18 years of age	19.39	23.27	27.14	38.78
18 years	22.63	27.15	31.68	45.25
19 years	27.46	32.96	38.45	54.93
Level 3				
Under 18 years of age	20.03	24.03	28.04	40.05
18 years	23.36	28.04	32.71	46.73
19 years	28.38	34.05	39.73	56.75
Level 4				
Under 18 years of age	21.09	25.31	29.52	42.18
18 years	24.60	29.52	34.44	49.20
19 years	29.88	35.85	41.83	59.75
Level 5				
19 years	31.75	38.10	44.45	63.50

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

Age	Ordinary hours	Saturday after 12 noon–first 2 hours	Saturday after 12 noon–after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹				
	125%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Introductory					
Under 18 years of age	18.21	21.86	29.14	29.14	36.43
18 years	21.25	25.50	34.00	34.00	42.50
19 years	25.80	30.96	41.28	41.28	51.60

Age	Ordinary hours	Saturday after 12 noon–first 2 hours	Saturday after 12 noon–after 2 hours	Sunday	Public holiday
	% of junior hourly rate ¹				
	125%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
Level 2/Maintenance and horticulture employee Level 1					
Under 18 years of age	19.39	23.27	31.02	31.02	38.78
18 years	22.63	27.15	36.20	36.20	45.25
19 years	27.46	32.96	43.94	43.94	54.93
Level 3/Maintenance and horticulture employee Level 2					
Under 18 years of age	20.03	24.03	32.04	32.04	40.05
18 years	23.36	28.04	37.38	37.38	46.73
19 years	28.38	34.05	45.40	45.40	56.75
Level 4/Maintenance and horticulture employee Level 3 (tradesperson)					
Under 18 years of age	21.09	25.31	33.74	33.74	42.18
18 years	24.60	29.52	39.36	39.36	49.20
19 years	29.88	35.85	47.80	47.80	59.75
Level 5/Maintenance and horticulture employee Level 4					
19 years	31.75	38.10	50.80	50.80	63.50

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of apprentice hourly rate ¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
1st year	15.47	23.21	27.07	38.68
2nd year	18.28	27.42	31.99	45.70

	Ordinary hours	Saturday	Sunday	Public holiday
	% of apprentice hourly rate¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
3rd year	22.50	33.75	39.38	56.25
4th year – Not attained a standard of proficiency	26.71	40.07	46.74	66.78
4th year – Attained a standard of proficiency ²	28.12	42.18	49.21	70.30

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

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of apprentice hourly rate¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
1st year	15.47	23.21	30.94	30.94	38.68
2nd year	18.28	27.42	36.56	36.56	45.70
3rd year	22.50	33.75	45.00	45.00	56.25
4th year	26.71	40.07	53.42	53.42	66.78

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

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of apprentice hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
1st year	23.21	30.94	27.07	30.94	30.94	38.68
2nd year	27.42	36.56	31.99	36.56	36.56	45.70
3rd year	33.75	45.00	39.38	45.00	45.00	56.25

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of apprentice hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
4th year – Not attained a standard of proficiency	40.07	53.42	46.74	53.42	53.42	66.78
4th year – Attained a standard of proficiency ²	42.18	56.24	49.21	56.24	56.24	70.30

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

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of apprentice hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
1st year	23.21	30.94	27.07	30.94	30.94	38.68
2nd year	27.42	36.56	31.99	36.56	36.56	45.70
3rd year	33.75	45.00	39.38	45.00	45.00	56.25
4th year	40.07	53.42	46.74	53.42	53.42	66.78

21. By deleting the table appearing in clause B.6.5 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% adult apprentice hourly rate¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
1st year	22.50	33.75	39.38	56.25
2nd year	24.28	36.42	42.49	60.70
3rd year	24.28	36.42	42.49	60.70

	Ordinary hours	Saturday	Sunday	Public holiday
	% adult apprentice hourly rate¹			
	100%	150%	175%	250%
	\$	\$	\$	\$
4th year – Not attained a standard of proficiency	26.71	40.07	46.74	66.78
4th year – Attained a standard of proficiency ²	28.12	42.18	49.21	70.30

22. By deleting the table appearing in clause B.6.6 and inserting the following:

	Ordinary hours	Saturday after 12 noon – first 2 hours	Saturday after 12 noon – after 2 hours	Sunday	Public holiday
	% of adult apprentice hourly rate¹				
	100%	150%	200%	200%	250%
	\$	\$	\$	\$	\$
1st year	22.50	33.75	45.00	45.00	56.25
2nd year	24.28	36.42	48.56	48.56	60.70
3rd year	24.28	36.42	48.56	48.56	60.70
4th year	26.71	40.07	53.42	53.42	66.78

23. By deleting the table appearing in clause B.6.7 and inserting the following:

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of adult apprentice hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
1st year	33.75	45.00	39.38	45.00	45.00	56.25
2nd year	36.42	48.56	42.49	48.56	48.56	60.70
3rd year	36.42	48.56	42.49	48.56	48.56	60.70

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of adult apprentice hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
4th year – Not attained a standard of proficiency	40.07	53.42	46.74	53.42	53.42	66.78
4th year – Attained a standard of proficiency ²	42.18	56.24	49.21	56.24	56.24	70.30

24. By deleting the table appearing in clause B.6.8 and inserting the following:

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday	Public holiday
	% of adult apprentice hourly rate¹					
	150%	200%	175%	200%	200%	250%
	\$	\$	\$	\$	\$	\$
1st year	33.75	45.00	39.38	45.00	45.00	56.25
2nd year	36.42	48.56	42.49	48.56	48.56	60.70
3rd year	36.42	48.56	42.49	48.56	48.56	60.70
4th year	40.07	53.42	46.74	53.42	53.42	66.78

25. By deleting the amount “\$27.17” appearing in clause B.7 and inserting “\$28.12”.

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

Penalty rate	Clause	% of standard rate	\$	Payable
Monday to Friday, 7.00 pm to midnight	24.4(a)(i)	10.0	2.81	per hour
Monday to Friday, midnight to 7.00 am	24.4(a)(ii)	15.0	4.22	per hour

27. By deleting the amount “\$27.17” appearing in clause C.1.1 and inserting “\$28.12”.

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

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance ¹	19.2(b)	45.6	12.82	per week
Broken periods of work allowance	19.2(c)	15.2	4.27	per day per each broken work period

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