



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

**Annual Wage Review 2019–20**  
(C2020/1)

**REAL ESTATE INDUSTRY AWARD 2020**  
[MA000106]

Real estate industry

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

*Annual Wage Review 2019–20.*

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 14.1 and inserting the following:

| <b>Employee classification</b>   | <b>Minimum weekly rate<br/>(full-time employee)</b> |
|--|---|
|  | \$  |
| Real Estate Employee Level 1 (Associate Level)—<br>first 12 months of employment at this level       | 789.90  |
| Real Estate Employee Level 1 (Associate Level)—<br>after first 12 months of employment at this level | 833.70  |
| Real Estate Employee Level 2 (Representative Level)  | 877.60  |
| Real Estate Employee Level 3 (Supervisory Level)   | 965.40  |
| Real Estate Employee Level 4 (In-Charge Level)   | 1009.40   |

2. By deleting the year “2019” in clause 14.6(b) and inserting “2020”.

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

|  | Ordinary hours           | Public holiday | Overtime on rostered day off     |                                  |                |
|--|--------------------------|----------------|----------------------------------|----------------------------------|----------------|
|  |                          |                | Monday to Sunday – first 2 hours | Monday to Sunday – after 2 hours | Public holiday |
|  | % of minimum hourly rate |                |                                  |                                  |                |
|  | 100%                     | 200%           | 150%                             | 200%                             | 200%           |
|  | \$                       | \$             | \$                               | \$                               | \$             |
| Real Estate Employee Level 1 (Associate Level)—first 12 months of employment at this level       | 20.79                    | 41.58          | 31.19                            | 41.58                            | 41.58          |
| Real Estate Employee Level 1 (Associate Level)—after first 12 months of employment at this level | 21.94                    | 43.88          | 32.91                            | 43.88                            | 43.88          |
| Real Estate Employee Level 2 (Representative Level)  | 23.09                    | 46.18          | 34.64                            | 46.18                            | 46.18          |
| Real Estate Employee Level 3 (Supervisory Level)   | 25.41                    | 50.82          | 38.12                            | 50.82                            | 50.82          |
| Real Estate Employee Level 4 (In-Charge Level)   | 26.56                    | 53.12          | 39.84                            | 53.12                            | 53.12          |

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

|  | Ordinary hours          | Public holiday |
|--|-------------------------|----------------|
|  | % of casual hourly rate |                |
|  | 100%                    | 200%           |
|  | \$                      | \$             |
| Real Estate Employee Level 1 (Associate Level)—first 12 months of employment at this level       | 25.99                   | 51.98          |
| Real Estate Employee Level 1 (Associate Level)—after first 12 months of employment at this level | 27.43                   | 54.86          |
| Real Estate Employee Level 2   | 28.86                   | 57.72          |

|   | Ordinary hours          | Public holiday |
|---|-------------------------|----------------|
|   | % of casual hourly rate |                |
|   | 100%                    | 200%           |
|   | \$                      | \$             |
| (Representative Level)                              |                         |                |
| Real Estate Employee Level 3<br>(Supervisory Level) | 31.76                   | 63.52          |
| Real Estate Employee Level 4<br>(In-Charge Level)   | 33.20                   | 66.40          |

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

|   | Junior hourly rate—ordinary hours | Public holidays—ordinary hours | Overtime—Monday to Sunday on a rostered day off |               | Overtime—public holidays |
|---|-----------------------------------|--------------------------------|---|---------------|--------------------------|
|   |                                   |                                | First 2 hours                                   | After 2 hours |                          |
|   | % of junior hourly rate           |                                |   |               |                          |
|   | 100%                              | 200%                           | 150%  | 200%          | 200%                     |
|   | \$                                | \$                             | \$  | \$            | \$                       |
| <b>Real Estate Employee Level 1 (Associate Level)—first 12 months of employment at this level</b>       |                                   |                                |   |               |                          |
| Under 19 years  | 12.47                             | 24.94                          | 18.71   | 24.94         | 24.94                    |
| 19 years  | 14.55                             | 29.10                          | 21.83   | 29.10         | 29.10                    |
| 20 years  | 16.63                             | 33.26                          | 24.95   | 33.26         | 33.26                    |
| <b>Real Estate Employee Level 1 (Associate Level)—after first 12 months of employment at this level</b> |                                   |                                |   |               |                          |
| Under 19 years  | 13.16                             | 26.32                          | 19.74   | 26.32         | 26.32                    |
| 19 years  | 15.36                             | 30.72                          | 23.04   | 30.72         | 30.72                    |
| 20 years  | 17.55                             | 35.10                          | 26.33   | 35.10         | 35.10                    |
| <b>Real Estate Employee Level 2 (Representative Level)</b>  |                                   |                                |   |               |                          |
| Under 19 years  | 13.86                             | 27.72                          | 20.79   | 27.72         | 27.72                    |
| 19 years  | 16.17                             | 32.34                          | 24.26   | 32.34         | 32.34                    |

|   | Junior hourly rate—ordinary hours | Public holidays—ordinary hours | Overtime—Monday to Sunday on a rostered day off |               | Overtime—public holidays |
|---|-----------------------------------|--------------------------------|---|---------------|--------------------------|
|   |                                   |                                | First 2 hours                                   | After 2 hours |                          |
|   | % of junior hourly rate           |                                |   |               |                          |
|   | 100%                              | 200%                           | 150%  | 200%          | 200%                     |
|   | \$                                | \$                             | \$  | \$            | \$                       |
| 20 years  | 18.48                             | 36.96                          | 27.72   | 36.96         | 36.96                    |
| <b>Real Estate Employee Level 3 (Supervisory Level)</b> |                                   |                                |   |               |                          |
| Under 19 years  | 15.24                             | 30.48                          | 22.86   | 30.48         | 30.48                    |
| 19 years  | 17.78                             | 35.56                          | 26.67   | 35.56         | 35.56                    |
| 20 years  | 20.32                             | 40.64                          | 30.48   | 40.64         | 40.64                    |
| <b>Real Estate Employee Level 4 (In-Charge Level)</b>   |                                   |                                |   |               |                          |
| Under 19 years  | 15.94                             | 31.88                          | 23.91   | 31.88         | 31.88                    |
| 19 years  | 18.59                             | 37.18                          | 27.89   | 37.18         | 37.18                    |
| 20 years  | 21.25                             | 42.50                          | 31.88   | 42.50         | 42.50                    |

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

|   | Junior hourly rate—ordinary hours | Public holidays |
|---|-----------------------------------|-----------------|
|   | % of junior casual hourly rate    |                 |
|   | 100%                              | 200%            |
|   | \$                                | \$              |
| <b>Real Estate Employee Level 1 (Associate Level)—first 12 months of employment at this level</b>       |                                   |                 |
| Under 19 years  | 15.59                             | 31.18           |
| 19 years  | 18.19                             | 36.38           |
| 20 years  | 20.79                             | 41.58           |
| <b>Real Estate Employee Level 1 (Associate Level)—after first 12 months of employment at this level</b> |                                   |                 |
| Under 19 years  | 16.45                             | 32.90           |

|  | <b>Junior hourly rate—<br/>ordinary hours</b> | <b>Public holidays</b> |
|--|---|------------------------|
|  | <b>% of junior casual hourly rate</b>         |                        |
|  | <b>100%</b>                                   | <b>200%</b>            |
|  | <b>\$</b>                                     | <b>\$</b>              |
| 19 years   | 19.20   | 38.40                  |
| 20 years   | 21.94   | 43.88                  |
| <b>Real Estate Employee Level 2<br/>(Representative Level)</b> |   |                        |
| Under 19 years   | 17.33   | 34.66                  |
| 19 years   | 20.21   | 40.42                  |
| 20 years   | 23.10   | 46.20                  |
| <b>Real Estate Employee Level 3<br/>(Supervisory Level)</b>    |   |                        |
| Under 19 years   | 19.05   | 38.10                  |
| 19 years   | 22.23   | 44.46                  |
| 20 years   | 25.40   | 50.80                  |
| <b>Real Estate Employee Level 4 (In-<br/>Charge Level)</b>     |   |                        |
| Under 19 years   | 19.93   | 39.86                  |
| 19 years   | 23.24   | 46.48                  |
| 20 years   | 26.56   | 53.12                  |

B. This determination comes into operation on 1 November 2020. In accordance with s.286(5) of the *Fair Work Act 2009* 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 November 2020.

PRESIDENT