



# DRAFT DETERMINATION

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

**Annual Wage Review 2021–22**  
(C2022/1)

**PHARMACEUTICAL INDUSTRY AWARD 2020**  
[MA000069]

Pharmaceutical industry

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

MELBOURNE, XX JUNE 2022

*Annual Wage Review 2021–22.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 15.1(a) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
<b>Manufacturing/production worker</b>		
Grade 1—on commencement	865.20	22.77
Grade 1—after 3 months	875.70	23.04
Grade 1—after 12 months	885.70	23.31
Grade 2	893.50	23.51
Grade 3	919.00	24.18
Grade 4	946.10	24.90
<b>Warehouse/distribution worker</b>		

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Grade 1—on commencement	865.20	22.77
Grade 1—after 3 months	875.70	23.04
Grade 1—after 12 months	885.70	23.31
Grade 2	893.50	23.51
Grade 3	919.00	24.18
Grade 4	946.10	24.90

2. By deleting the year “2021” in clause 15.4(b) and inserting “2022”.
3. By deleting the amount "\$17.90" appearing in clause 17.2(a)(i) and inserting "\$18.72".
4. By deleting the amounts "\$0.60" and "\$1.81" appearing in clause 17.2(b) and inserting "\$0.62" and "\$1.89" respectively.
5. By deleting the amount "\$0.50" appearing in clause 17.2(c) and inserting "\$0.52".
6. By deleting the amount "\$0.86" appearing in clause 17.2(d) and inserting "\$0.90".
7. By deleting the amount "\$2.55" appearing in clause 17.2(e) and inserting "\$2.66".
8. By deleting the amount "\$2.55" appearing in clause 17.2(f) and inserting "\$2.66".
9. By deleting the table appearing in clause B.1 and inserting the following:

<b>Employee classification</b>	<b>Monday to Friday</b>	<b>RDO – all day<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>250%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Manufacturing/production worker</b>			
Grade 1—on commencement	22.77	56.93	56.93
Grade 1—after 3 months	23.04	57.60	57.60
Grade 1—after 12 months	23.31	58.28	58.28
Grade 2	23.51	58.78	58.78
Grade 3	24.18	60.45	60.45
Grade 4	24.90	62.25	62.25
<b>Warehouse/distribution worker</b>			

<b>Employee classification</b>	<b>Monday to Friday</b>	<b>RDO – all day<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>250%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1—on commencement	22.77	56.93	56.93
Grade 1—after 3 months	23.04	57.60	57.60
Grade 1—after 12 months	23.31	58.28	58.28
Grade 2	23.51	58.78	58.78
Grade 3	24.18	60.45	60.45
Grade 4	24.90	62.25	62.25

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

	<b>Monday to Friday<sup>1</sup> – first 2 hours</b>	<b>Monday to Friday<sup>1</sup> – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday – all day</b>	<b>RDO – all day<sup>2</sup></b>	<b>Public holiday – all day</b>
	<b>% of minimum hourly rate</b>						
	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Manufacturing/production worker</b>							
Grade 1—on commencement	34.16	45.54	34.16	45.54	45.54	56.93	56.93
Grade 1—after 3 months	34.56	46.08	34.56	46.08	46.08	57.60	57.60
Grade 1—after 12 months	34.97	46.62	34.97	46.62	46.62	58.28	58.28
Grade 2	35.27	47.02	35.27	47.02	47.02	58.78	58.78
Grade 3	36.27	48.36	36.27	48.36	48.36	60.45	60.45
Grade 4	37.35	49.80	37.35	49.80	49.80	62.25	62.25
<b>Warehouse/distribution worker</b>							
Grade 1—on commencement	34.16	45.54	34.16	45.54	45.54	56.93	56.93
Grade 1—after 3 months	34.56	46.08	34.56	46.08	46.08	57.60	57.60
Grade 1—after 12 months	34.97	46.62	34.97	46.62	46.62	58.28	58.28
Grade 2	35.27	47.02	35.27	47.02	47.02	58.78	58.78
Grade 3	36.27	48.36	36.27	48.36	48.36	60.45	60.45
Grade 4	37.35	49.80	37.35	49.80	49.80	62.25	62.25

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

	Day	Afternoon & night shift	Permanent night shift <sup>1</sup>	Non-successive shifts <sup>1</sup>	RDO – all day <sup>2</sup>	Public holiday
	<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>250%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Manufacturing/production worker</b>						
Grade 1—on commencement	22.77	26.19	29.60	34.16	56.93	56.93
Grade 1—after 3 months	23.04	26.50	29.95	34.56	57.60	57.60
Grade 1—after 12 months	23.31	26.81	30.30	34.97	58.28	58.28
Grade 2	23.51	27.04	30.56	35.27	58.78	58.78
Grade 3	24.18	27.81	31.43	36.27	60.45	60.45
Grade 4	24.90	28.64	32.37	37.35	62.25	62.25
<b>Warehouse/distribution worker</b>						
Grade 1—on commencement	22.77	26.19	29.60	34.16	56.93	56.93
Grade 1—after 3 months	23.04	26.50	29.95	34.56	57.60	57.60
Grade 1—after 12 months	23.31	26.81	30.30	34.97	58.28	58.28
Grade 2	23.51	27.04	30.56	35.27	58.78	58.78
Grade 3	24.18	27.81	31.43	36.27	60.45	60.45
Grade 4	24.90	28.64	32.37	37.35	62.25	62.25

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

	Monday to Friday – first 2 hours outside <sup>1</sup> or first 3 hours in excess <sup>2</sup>	Monday to Friday – after 2 hours outside <sup>1</sup> or after 3 hours in excess <sup>2</sup>	Saturday – first 2 hours	Saturday – after 2 hours	Sunday-all day	RDO – all day <sup>3</sup>	Public holiday – all day
	<b>% of minimum hourly rate</b>						
	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>250%</b>

	\$	\$	\$	\$	\$	\$	\$
<b>Manufacturing/production worker</b>							
Grade 1—on commencement	34.16	45.54	34.16	45.54	45.54	56.93	56.93
Grade 1—after 3 months	34.56	46.08	34.56	46.08	46.08	57.60	57.60
Grade 1—after 12 months	34.97	46.62	34.97	46.62	46.62	58.28	58.28
Grade 2	35.27	47.02	35.27	47.02	47.02	58.78	58.78
Grade 3	36.27	48.36	36.27	48.36	48.36	60.45	60.45
Grade 4	37.35	49.80	37.35	49.80	49.80	62.25	62.25
<b>Warehouse/distribution worker</b>							
Grade 1—on commencement	34.16	45.54	34.16	45.54	45.54	56.93	56.93
Grade 1—after 3 months	34.56	46.08	34.56	46.08	46.08	57.60	57.60
Grade 1—after 12 months	34.97	46.62	34.97	46.62	46.62	58.28	58.28
Grade 2	35.27	47.02	35.27	47.02	47.02	58.78	58.78
Grade 3	36.27	48.36	36.27	48.36	48.36	60.45	60.45
Grade 4	37.35	49.80	37.35	49.80	49.80	62.25	62.25

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

	<b>Monday to Friday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>	
	<b>125%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>
<b>Manufacturing/production worker</b>		
Grade 1—on commencement	28.46	62.62
Grade 1—after 3 months	28.80	63.36
Grade 1—after 12 months	29.14	64.10
Grade 2	29.39	64.65
Grade 3	30.23	66.50
Grade 4	31.13	68.48
<b>Warehouse/distribution worker</b>		
Grade 1—on commencement	28.46	62.62
Grade 1—after 3 months	28.80	63.36
Grade 1—after 12 months	29.14	64.10
Grade 2	29.39	64.65
Grade 3	30.23	66.50
Grade 4	31.13	68.48

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

	<b>Day</b>	<b>Afternoon &amp; night shift</b>	<b>Permanent night shift<sup>1</sup></b>	<b>Non- successive shifts<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Manufacturing/production worker</b>					
Grade 1—on commencement	28.46	31.88	35.29	39.85	62.62
Grade 1—after 3 months	28.80	32.26	35.71	40.32	63.36
Grade 1—after 12 months	29.14	32.63	36.13	40.79	64.10
Grade 2	29.39	32.91	36.44	41.14	64.65
Grade 3	30.23	33.85	37.48	42.32	66.50
Grade 4	31.13	34.86	38.60	43.58	68.48
<b>Warehouse/distribution worker</b>					
Grade 1—on commencement	28.46	31.88	35.29	39.85	62.62
Grade 1—after 3 months	28.80	32.26	35.71	40.32	63.36
Grade 1—after 12 months	29.14	32.63	36.13	40.79	64.10
Grade 2	29.39	32.91	36.44	41.14	64.65
Grade 3	30.23	33.85	37.48	42.32	66.50
Grade 4	31.13	34.86	38.60	43.58	68.48

15. By deleting the amount “\$23.80” appearing in clause C.1.1 and inserting “\$24.90”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
First aid	17.2(a)(i)	75.2	18.72	per week
Gentian violet and similar substances—per hour	17.2(b)	2.5	0.62	per hour
Gentian violet and similar substances—minimum payment	17.2(b)	7.6	1.89	minimum payment per day
Chlorpromazine hydrochloride	17.2(c)	2.1	0.52	per hour or part of an hour
Respirator	17.2(d)	3.6	0.90	per hour or part of an hour
Sterile areas	17.2(e)	10.7	2.66	per day or part of

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
				a day
Dust mask	17.2(f)	10.7	2.66	per day or part of a day

B. This determination comes into operation on 1 July 2022. 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 July 2022.

PRESIDENT