



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

RACING INDUSTRY GROUND MAINTENANCE AWARD 2020
[MA000014]

Racing industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

1. 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	859.30	22.61
Maintenance and Horticultural Employee Level 1	893.10	23.50
Maintenance and Horticultural Employee Level 2	960.10	25.27
Tradesperson	995.00	26.18
Trackwork and Pool Supervisor	1073.20	28.24
Management Employee Level 1	1151.30	30.30
Management Employee Level 2	1270.70	33.44

2. By deleting the year “2022” in clause 15.7(b) and inserting “2023”.
3. By deleting the amount “\$18.82” appearing in clause 17.2(a) and inserting “\$19.90”.
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	19.90
3–6 other employees	39.80
More than 6 other employees	49.75

5. By deleting the amount “\$28.23” appearing in clause 17.2(c) and inserting “\$29.85”.
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 rate ⁴			
	100%	125%	115%	150%
	\$	\$	\$	\$
Introductory level	22.61	28.26	26.00	33.92
Maintenance and Horticultural Employee Level 1	23.50	29.38	27.03	35.25
Maintenance and Horticultural Employee Level 2	25.27	31.59	29.06	37.91
Tradesperson	26.18	N/A	30.11	39.27
Trackwork and Pool Supervisor	28.24	N/A	32.48	42.36
Management Employee Level 1	30.30	N/A	34.85	45.45
Management Employee Level 2	33.44	N/A	38.46	50.16

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

	Saturday¹	Sunday¹	Public holiday
	% of ordinary hourly rate ²		
	125%	175%	250%
	\$	\$	\$
Introductory level	28.26	39.57	56.53
Maintenance and Horticultural Employee Level 1	29.38	41.13	58.75
Maintenance and Horticultural Employee Level 2	31.59	44.22	63.18
Tradesperson	32.73	45.82	65.45
Trackwork and Pool Supervisor	35.30	49.42	70.60
Management Employee Level 1	37.88	53.03	75.75
Management Employee Level 2	41.80	58.52	83.60

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 rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Introductory level	33.92	45.22	45.22	56.53
Maintenance and Horticultural Employee Level 1	35.25	47.00	47.00	58.75
Maintenance and Horticultural Employee Level 2	37.91	50.54	50.54	63.18
Tradesperson	39.27	52.36	52.36	65.45
Trackwork and Pool Supervisor	42.36	56.48	56.48	70.60

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After first 2 hours	All overtime hours worked	All hours worked
	% of ordinary hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Management Employee Level 1	45.45	60.60	60.60	75.75
Management Employee Level 2	50.16	66.88	66.88	83.60

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

	Ordinary rates	Morning work ¹	Evening work ²	Work outside of ordinary hours due to water restrictions ³
	% of ordinary hourly rate ⁴			
	125%	150%	140%	175%
	\$	\$	\$	\$
Introductory level	28.26	33.92	31.65	39.57
Maintenance and Horticultural Employee Level 1	29.38	35.25	32.90	41.13
Maintenance and Horticultural Employee Level 2	31.59	37.91	35.38	44.22
Tradesperson	32.73	N/A	36.65	45.82
Trackwork and Pool Supervisor	35.30	N/A	39.54	49.42
Management Employee Level 1	37.88	N/A	42.42	53.03
Management Employee Level 2	41.80	N/A	46.82	58.52

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

	Saturday¹	Sunday¹	Public holiday
	% of ordinary hourly rate ²		
	150%	200%	275%
	\$	\$	\$
Introductory level	33.92	45.22	62.18
Maintenance and Horticultural Employee Level 1	35.25	47.00	64.63
Maintenance and Horticultural Employee Level 2	37.91	50.54	69.49
Tradesperson	39.27	52.36	72.00
Trackwork and Pool Supervisor	42.36	56.48	77.66
Management Employee Level 1	45.45	60.60	83.33
Management Employee Level 2	50.16	66.88	91.96

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

	Night cleaning¹
	% ordinary hourly rate
	155%
	\$
Introductory level	35.05
Maintenance and Horticultural Employee Level 1	36.43
Maintenance and Horticultural Employee Level 2	39.17
Tradesperson	40.58
Trackwork and Pool Supervisor	43.77
Management Employee Level 1	46.97
Management Employee Level 2	51.83

12. By deleting the amount “\$940.90” appearing in clause C.1.1 and inserting “\$995.00”.

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	19.90	per week
Leading hand allowance— 1–2 employees	17.2(b)(i)	2.0	19.90	per week
Leading hand allowance— 3–6 employees	17.2(b)(i)	4.0	39.80	per week
Leading hand allowance— more than 6 employees	17.2(b)(i)	5.0	49.75	per week
Employee in charge of tractor plant	17.2(c)	3.0	29.85	per week

- B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT