



# DETERMINATION

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

**Annual Wage Review 2022–23**  
(C2023/1)

**HORSE AND GREYHOUND TRAINING AWARD 2020**  
[MA000008]

Racing industry

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

SYDNEY, 20 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 [[\[2023\] FWC FB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 13.1 and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Stable employee (on commencement with employer)	859.30	22.61
Stablehand Grade 1 (after 3 months' continuous employment with the employer)	882.80	23.23
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	914.90	24.08
Track rider <sup>1</sup>	914.90	24.08

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Stable foreman	995.00	26.18
Training assistant	1026.20	27.01
Trainer	1085.60	28.57

2. By deleting the table appearing in clause 13.4(a)(i) and inserting the following:

<b>Relevant attribute of the person at the time of entering into a training agreement as an apprentice</b>		
<b>Year of apprenticeship</b>	<b>% of minimum rate for relevant classification</b>	<b>Apprentice jockey minimum weekly rate</b>
		<b>\$</b>
1st year	50	457.45
2nd year	60	548.94
3rd year	75	686.18
4th year	90	823.41
Adult apprentice in 1st year <sup>1</sup>		731.92
Adult apprentice in 2nd and subsequent years <sup>1</sup>		859.30

3. By deleting the table appearing in clause 13.4(a)(ii) and inserting the following:

<b>Relevant attribute of the person at the time of entering into a training agreement as an apprentice</b>		
<b>Year of apprenticeship</b>	<b>% of minimum rate for relevant classification</b>	<b>Apprentice jockey minimum weekly rate</b>
		<b>\$</b>
1st year	55	503.20
2nd year	65	594.69
3rd year	75	686.18
4th year	95	869.16
Adult apprentice in 1st year <sup>1</sup>		731.92

<b>Relevant attribute of the person at the time of entering into a training agreement as an apprentice</b>		
<b>Year of apprenticeship</b>	<b>% of minimum rate for relevant classification</b>	<b>Apprentice jockey minimum weekly rate</b>
		<b>\$</b>
Adult apprentice in 2nd and subsequent years <sup>1</sup>		2nd and 3rd year 859.30 4th year 869.16

4. By deleting the year “2022” in clause 13.9(b) and inserting “2023”.
5. By deleting the table appearing in clause A.1.1 and inserting the following:

<b>Employee classification</b>	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>	
	<b>100%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
Stable employee (on commencement with employer)	22.61	45.22
Stablehand Grade 1 (after 3 months’ continuous employment with the employer)	23.23	46.46
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	24.08	48.16
Track rider	24.08	48.16
Stable foreman	26.18	52.36
Training assistant	27.01	54.02
Trainer	28.57	57.14

6. By deleting the table appearing in clause A.1.2 and inserting the following:

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 3 hours</b>	<b>After 3 hours</b>		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Stable employee (on commencement with employer)	33.92	45.22	45.22	45.22

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	200%
	\$	\$	\$	\$
Stablehand Grade 1 (after 3 months' continuous employment with the employer)	34.85	46.46	46.46	46.46
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	36.12	48.16	48.16	48.16
Track rider	36.12	48.16	48.16	48.16
Stable foreman	39.27	52.36	52.36	52.36
Training assistant	40.52	54.02	54.02	54.02
Trainer	42.86	57.14	57.14	57.14

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

	Casual hourly rate
	% of casual hourly rate
	100%
	\$
Stable employee (on commencement with employer)	28.26
Stablehand Grade 1 (after 3 months' continuous employment with the employer)	29.04
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	30.10
Track rider	30.10
Stable foreman	32.73
Training assistant	33.76
Trainer	35.71

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

	Monday to Saturday		Sunday
	First 3 hours	After 3 hours	
	% of casual hourly rate		
	150%	200%	200%
	\$	\$	\$
Stable employee (on commencement with employer)	42.39	56.52	56.52
Stablehand Grade 1 (after 3 months' continuous employment with the employer)	43.56	58.08	58.08
Stablehand Grade 2 (who has at least 2 years in the industry and whose duties are above those required of a Grade 1 employee)	45.15	60.20	60.20
Track rider	45.15	60.20	60.20
Stable foreman	49.10	65.46	65.46
Training assistant	50.64	67.52	67.52
Trainer	53.57	71.42	71.42

- 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

Printed by authority of the Commonwealth Government Printer