



# DETERMINATION

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

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

**PHARMACY INDUSTRY AWARD 2020**  
[MA000012]

Pharmacy operations

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 [[\[2023\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 16.1 and inserting the following:

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Pharmacy assistant level 1	939.60	24.73
Pharmacy assistant level 2	961.10	25.29
Pharmacy assistant level 3	995.00	26.18
Pharmacy assistant level 4	1035.90	27.26
Pharmacy student—1st year of course	939.60	24.73
Pharmacy student—2nd year of course	961.10	25.29

<b>Column 1</b> <b>Employee classification</b>	<b>Column 2</b> <b>Minimum weekly rate</b> <b>(full-time employee)</b>	<b>Column 3</b> <b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Pharmacy student—3rd year of course	995.00	26.18
Pharmacy student—4th year of course	1035.90	27.26
Pharmacy intern—1st half of training	1049.60	27.62
Pharmacy intern—2nd half of training	1085.40	28.56
Pharmacist	1289.30	33.93
Experienced pharmacist	1412.10	37.16
Pharmacist in charge	1445.40	38.04
Pharmacist manager	1610.60	42.38

2. By deleting the year “2022” in clause 16.5(b) and inserting “2023”.
3. By deleting the amount “\$40.27” appearing in clause 19.9 and inserting “\$42.59”.
4. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours Monday to Friday</b>			
	<b>Between 8.00 am and 7.00 pm</b>	<b>Between 7.00 am and 8.00 am</b>	<b>Between 7.00 pm and 9.00 pm</b>	<b>Between 9.00 pm and midnight</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>150%</b>	<b>125%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pharmacy assistant level 1	24.73	37.10	30.91	37.10
Pharmacy assistant level 2	25.29	37.94	31.61	37.94
Pharmacy assistant level 3	26.18	39.27	32.73	39.27
Pharmacy assistant level 4	27.26	40.89	34.08	40.89
Pharmacy student—1st year of course	24.73	37.10	30.91	37.10
Pharmacy student—2nd year of course	25.29	37.94	31.61	37.94
Pharmacy student—3rd year of course	26.18	39.27	32.73	39.27

	Ordinary hours Monday to Friday			
	Between 8.00 am and 7.00 pm	Between 7.00 am and 8.00 am	Between 7.00 pm and 9.00 pm	Between 9.00 pm and midnight
	% of minimum hourly rate			
	100%	150%	125%	150%
	\$	\$	\$	\$
Pharmacy student—4th year of course	27.26	40.89	34.08	40.89
Pharmacy intern—1st half of training	27.62	41.43	34.53	41.43
Pharmacy intern—2nd half of training	28.56	42.84	35.70	42.84
Pharmacist	33.93	50.90	42.41	50.90
Experienced pharmacist	37.16	55.74	46.45	55.74
Pharmacist in charge	38.04	57.06	47.55	57.06
Pharmacist manager	42.38	63.57	52.98	63.57

5. By deleting the table appearing in clause B.1.2 and inserting the following:

	Saturday				Sunday		Public holidays All day
	Between 8.00 am and 6.00 pm	Between 7.00 am and 8.00 am	Between 6.00 pm and 9.00 pm	Between 9.00 pm and midnight	Before 7.00 am and after 9.00 pm	Between 7.00 am and 9.00 pm	
	% of minimum hourly rate						
	125%	200%	150%	175%	200%	150%	225%
	\$	\$	\$	\$	\$	\$	\$
Pharmacy assistant level 1	30.91	49.46	37.10	43.28	49.46	37.10	55.64
Pharmacy assistant level 2	31.61	50.58	37.94	44.26	50.58	37.94	56.90
Pharmacy assistant level 3	32.73	52.36	39.27	45.82	52.36	39.27	58.91
Pharmacy assistant level 4	34.08	54.52	40.89	47.71	54.52	40.89	61.34
Pharmacy student—1st year of course	30.91	49.46	37.10	43.28	49.46	37.10	55.64
Pharmacy student—2nd year of course	31.61	50.58	37.94	44.26	50.58	37.94	56.90

	Saturday				Sunday		Public holidays All day
	Between 8.00 am and 6.00 pm	Between 7.00 am and 8.00 am	Between 6.00 pm and 9.00 pm	Between 9.00 pm and midnight	Before 7.00 am and after 9.00 pm	Between 7.00 am and 9.00 pm	
	<b>% of minimum hourly rate</b>						
	<b>125%</b>	<b>200%</b>	<b>150%</b>	<b>175%</b>	<b>200%</b>	<b>150%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pharmacy student—3rd year of course	32.73	52.36	39.27	45.82	52.36	39.27	58.91
Pharmacy student—4th year of course	34.08	54.52	40.89	47.71	54.52	40.89	61.34
Pharmacy intern—1st half of training	34.53	55.24	41.43	48.34	55.24	41.43	62.15
Pharmacy intern—2nd half of training	35.70	57.12	42.84	49.98	57.12	42.84	64.26
Pharmacist	42.41	67.86	50.90	59.38	67.86	50.90	76.34
Experienced pharmacist	46.45	74.32	55.74	65.03	74.32	55.74	83.61
Pharmacist in charge	47.55	76.08	57.06	66.57	76.08	57.06	85.59
Pharmacist manager	52.98	84.76	63.57	74.17	84.76	63.57	95.36

6. By deleting the table appearing in clause B.1.3 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pharmacy assistant level 1	37.10	49.46	49.46	61.83
Pharmacy assistant level 2	37.94	50.58	50.58	63.23
Pharmacy assistant level 3	39.27	52.36	52.36	65.45
Pharmacy assistant level 4	40.89	54.52	54.52	68.15
Pharmacy student—1st year of course	37.10	49.46	49.46	61.83
Pharmacy student—2nd year of course	37.94	50.58	50.58	63.23

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pharmacy student—3rd year of course	39.27	52.36	52.36	65.45
Pharmacy student—4th year of course	40.89	54.52	54.52	68.15
Pharmacy intern—1st half of training	41.43	55.24	55.24	69.05
Pharmacy intern—2nd half of training	42.84	57.12	57.12	71.40
Pharmacist	50.90	67.86	67.86	84.83
Experienced pharmacist	55.74	74.32	74.32	92.90
Pharmacist in charge	57.06	76.08	76.08	95.10
Pharmacist manager	63.57	84.76	84.76	105.95

7. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours Monday to Friday			
	Between 8.00 am and 7.00 pm	Between 7.00 am and 8.00 am	Between 7.00 pm and 9.00 pm	Between 9.00 pm and midnight
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>175%</b>	<b>150%</b>	<b>175%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pharmacy assistant level 1	30.91	43.28	37.10	43.28
Pharmacy assistant level 2	31.61	44.26	37.94	44.26
Pharmacy assistant level 3	32.73	45.82	39.27	45.82
Pharmacy assistant level 4	34.08	47.71	40.89	47.71
Pharmacy student—1st year of course	30.91	43.28	37.10	43.28
Pharmacy student—2nd year of course	31.61	44.26	37.94	44.26
Pharmacy student—3rd year of course	32.73	45.82	39.27	45.82
Pharmacy student—4th year of course	34.08	47.71	40.89	47.71

	Ordinary hours Monday to Friday			
	Between 8.00 am and 7.00 pm	Between 7.00 am and 8.00 am	Between 7.00 pm and 9.00 pm	Between 9.00 pm and midnight
	% of minimum hourly rate			
	125%	175%	150%	175%
	\$	\$	\$	\$
Pharmacy intern—1st half of training	34.53	48.34	41.43	48.34
Pharmacy intern—2nd half of training	35.70	49.98	42.84	49.98
Pharmacist	42.41	59.38	50.90	59.38
Experienced pharmacist	46.45	65.03	55.74	65.03
Pharmacist in charge	47.55	66.57	57.06	66.57
Pharmacist manager	52.98	74.17	63.57	74.17

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

	Saturday				Sunday		Public holidays All day
	Between 8.00 am and 6.00 pm	Between 7.00 am and 8.00 am	Between 6.00 pm and 9.00 pm	Between 9.00 pm and midnight	Before 7.00 am and after 9.00 pm	Between 7.00 am and 9.00 pm	
	% of minimum hourly rate						
	150%	225%	175%	200%	225%	175%	250%
	\$	\$	\$	\$	\$	\$	\$
Pharmacy assistant level 1	37.10	55.64	43.28	49.46	55.64	43.28	61.83
Pharmacy assistant level 2	37.94	56.90	44.26	50.58	56.90	44.26	63.23
Pharmacy assistant level 3	39.27	58.91	45.82	52.36	58.91	45.82	65.45
Pharmacy assistant level 4	40.89	61.34	47.71	54.52	61.34	47.71	68.15
Pharmacy student—1st year of course	37.10	55.64	43.28	49.46	55.64	43.28	61.83
Pharmacy student—2nd year of course	37.94	56.90	44.26	50.58	56.90	44.26	63.23
Pharmacy student—3rd year of course	39.27	58.91	45.82	52.36	58.91	45.82	65.45
Pharmacy student—4th year of course	40.89	61.34	47.71	54.52	61.34	47.71	68.15

	Saturday				Sunday		Public holidays All day
	Between 8.00 am and 6.00 pm	Between 7.00 am and 8.00 am	Between 6.00 pm and 9.00 pm	Between 9.00 pm and midnight	Before 7.00 am and after 9.00 pm	Between 7.00 am and 9.00 pm	
	% of minimum hourly rate						
	150%	225%	175%	200%	225%	175%	250%
	\$	\$	\$	\$	\$	\$	\$
Pharmacy intern—1st half of training	41.43	62.15	48.34	55.24	62.15	48.34	69.05
Pharmacy intern—2nd half of training	42.84	64.26	49.98	57.12	64.26	49.98	71.40
Pharmacist	50.90	76.34	59.38	67.86	76.34	59.38	84.83
Experienced pharmacist	55.74	83.61	65.03	74.32	83.61	65.03	92.90
Pharmacist in charge	57.06	85.59	66.57	76.08	85.59	66.57	95.10
Pharmacist manager	63.57	95.36	74.17	84.76	95.36	74.17	105.95

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

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

Allowance	Clause	% of standard rate	\$	Payable
Home medicine reviews or residential medication management reviews	19.2	—	106.40	per week
Broken Hill allowance	19.9	4.28	42.59	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

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