



# 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, 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 15.1 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
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:

<b>In charge of:</b>	<b>\$ per week</b>
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:

	<b>Ordinary rates</b>	<b>Morning work<sup>1</sup></b>	<b>Evening work<sup>2</sup></b>	<b>Work outside of ordinary hours due to water restrictions<sup>3</sup></b>
	<b>% of ordinary hourly rate <sup>4</sup></b>			
	<b>100%</b>	<b>125%</b>	<b>115%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
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:

	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate <sup>2</sup></b>		
	<b>125%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
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:

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After first 2 hours</b>	<b>All overtime hours worked</b>	<b>All hours worked</b>
	<b>% of ordinary hourly rate <sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
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

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After first 2 hours</b>	<b>All overtime hours worked</b>	<b>All hours worked</b>
	<b>% of ordinary hourly rate <sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
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:

	<b>Ordinary rates</b>	<b>Morning work<sup>1</sup></b>	<b>Evening work<sup>2</sup></b>	<b>Work outside of ordinary hours due to water restrictions<sup>3</sup></b>
	<b>% of ordinary hourly rate <sup>4</sup></b>			
	<b>125%</b>	<b>150%</b>	<b>140%</b>	<b>175%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
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:

	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate <sup>2</sup></b>		
	<b>150%</b>	<b>200%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
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:

	<b>Night cleaning<sup>1</sup></b>
	<b>% ordinary hourly rate</b>
	<b>155%</b>
	<b>\$</b>
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:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
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

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