



# DETERMINATION

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

## Annual Wage Review 2023–24

(C2024/1)

### PHARMACY INDUSTRY AWARD 2020

[MA000012]

Pharmacy operations

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

SYDNEY, 18 JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[\[2024\] FWCFB 3500](#)], the above award is varied as follows:

- 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	974.80	25.65
Pharmacy assistant level 2	997.10	26.24
Pharmacy assistant level 3	1032.30	27.17
Pharmacy assistant level 4	1074.70	28.28
Pharmacy student—1st year of course	974.80	25.65
Pharmacy student—2nd year of course	997.10	26.24

<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	1032.30	27.17
Pharmacy student—4th year of course	1074.70	28.28
Pharmacy intern—1st half of training	1089.00	28.66
Pharmacy intern—2nd half of training	1126.10	29.63
Pharmacist	1337.60	35.20
Experienced pharmacist	1465.10	38.56
Pharmacist in charge	1499.60	39.46
Pharmacist manager	1671.00	43.97

2. By deleting the year “2023” in clause 16.5(b) and inserting “2024”.
3. By deleting the amount “\$42.59” appearing in clause 19.9 and inserting “\$44.18”.
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	25.65	38.48	32.06	38.48
Pharmacy assistant level 2	26.24	39.36	32.80	39.36
Pharmacy assistant level 3	27.17	40.76	33.96	40.76
Pharmacy assistant level 4	28.28	42.42	35.35	42.42
Pharmacy student—1st year of course	25.65	38.48	32.06	38.48
Pharmacy student—2nd year of course	26.24	39.36	32.80	39.36
Pharmacy student—3rd year of course	27.17	40.76	33.96	40.76

	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	28.28	42.42	35.35	42.42
Pharmacy intern—1st half of training	28.66	42.99	35.83	42.99
Pharmacy intern—2nd half of training	29.63	44.45	37.04	44.45
Pharmacist	35.20	52.80	44.00	52.80
Experienced pharmacist	38.56	57.84	48.20	57.84
Pharmacist in charge	39.46	59.19	49.33	59.19
Pharmacist manager	43.97	65.96	54.96	65.96

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	32.06	51.30	38.48	44.89	51.30	38.48	57.71
Pharmacy assistant level 2	32.80	52.48	39.36	45.92	52.48	39.36	59.04
Pharmacy assistant level 3	33.96	54.34	40.76	47.55	54.34	40.76	61.13
Pharmacy assistant level 4	35.35	56.56	42.42	49.49	56.56	42.42	63.63
Pharmacy student—1st year of course	32.06	51.30	38.48	44.89	51.30	38.48	57.71
Pharmacy student—2nd year of course	32.80	52.48	39.36	45.92	52.48	39.36	59.04

	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	33.96	54.34	40.76	47.55	54.34	40.76	61.13
Pharmacy student—4th year of course	35.35	56.56	42.42	49.49	56.56	42.42	63.63
Pharmacy intern—1st half of training	35.83	57.32	42.99	50.16	57.32	42.99	64.49
Pharmacy intern—2nd half of training	37.04	59.26	44.45	51.85	59.26	44.45	66.67
Pharmacist	44.00	70.40	52.80	61.60	70.40	52.80	79.20
Experienced pharmacist	48.20	77.12	57.84	67.48	77.12	57.84	86.76
Pharmacist in charge	49.33	78.92	59.19	69.06	78.92	59.19	88.79
Pharmacist manager	54.96	87.94	65.96	76.95	87.94	65.96	98.93

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	38.48	51.30	51.30	64.13
Pharmacy assistant level 2	39.36	52.48	52.48	65.60
Pharmacy assistant level 3	40.76	54.34	54.34	67.93
Pharmacy assistant level 4	42.42	56.56	56.56	70.70
Pharmacy student—1st year of course	38.48	51.30	51.30	64.13
Pharmacy student—2nd year of course	39.36	52.48	52.48	65.60

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<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	40.76	54.34	54.34	67.93
Pharmacy student—4th year of course	42.42	56.56	56.56	70.70
Pharmacy intern—1st half of training	42.99	57.32	57.32	71.65
Pharmacy intern—2nd half of training	44.45	59.26	59.26	74.08
Pharmacist	52.80	70.40	70.40	88.00
Experienced pharmacist	57.84	77.12	77.12	96.40
Pharmacist in charge	59.19	78.92	78.92	98.65
Pharmacist manager	65.96	87.94	87.94	109.93

7. By deleting the table appearing in clause B.2.1 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>125%</b>	<b>175%</b>	<b>150%</b>	<b>175%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pharmacy assistant level 1	32.06	44.89	38.48	44.89
Pharmacy assistant level 2	32.80	45.92	39.36	45.92
Pharmacy assistant level 3	33.96	47.55	40.76	47.55
Pharmacy assistant level 4	35.35	49.49	42.42	49.49
Pharmacy student—1st year of course	32.06	44.89	38.48	44.89
Pharmacy student—2nd year of course	32.80	45.92	39.36	45.92
Pharmacy student—3rd year of course	33.96	47.55	40.76	47.55
Pharmacy student—4th year of course	35.35	49.49	42.42	49.49

	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			
	<b>125%</b>	<b>175%</b>	<b>150%</b>	<b>175%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pharmacy intern—1st half of training	35.83	50.16	42.99	50.16
Pharmacy intern—2nd half of training	37.04	51.85	44.45	51.85
Pharmacist	44.00	61.60	52.80	61.60
Experienced pharmacist	48.20	67.48	57.84	67.48
Pharmacist in charge	49.33	69.06	59.19	69.06
Pharmacist manager	54.96	76.95	65.96	76.95

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						
	<b>150%</b>	<b>225%</b>	<b>175%</b>	<b>200%</b>	<b>225%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pharmacy assistant level 1	38.48	57.71	44.89	51.30	57.71	44.89	64.13
Pharmacy assistant level 2	39.36	59.04	45.92	52.48	59.04	45.92	65.60
Pharmacy assistant level 3	40.76	61.13	47.55	54.34	61.13	47.55	67.93
Pharmacy assistant level 4	42.42	63.63	49.49	56.56	63.63	49.49	70.70
Pharmacy student—1st year of course	38.48	57.71	44.89	51.30	57.71	44.89	64.13
Pharmacy student—2nd year of course	39.36	59.04	45.92	52.48	59.04	45.92	65.60
Pharmacy student—3rd year of course	40.76	61.13	47.55	54.34	61.13	47.55	67.93
Pharmacy student—4th year of course	42.42	63.63	49.49	56.56	63.63	49.49	70.70

	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	42.99	64.49	50.16	57.32	64.49	50.16	71.65
Pharmacy intern—2nd half of training	44.45	66.67	51.85	59.26	66.67	51.85	74.08
Pharmacist	52.80	79.20	61.60	70.40	79.20	61.60	88.00
Experienced pharmacist	57.84	86.76	67.48	77.12	86.76	67.48	96.40
Pharmacist in charge	59.19	88.79	69.06	78.92	88.79	69.06	98.65
Pharmacist manager	65.96	98.93	76.95	87.94	98.93	76.95	109.93

9. By deleting the amount “\$995.00” appearing in clause C.1.1 and inserting “\$1032.30”.

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	44.18	per week

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.



PRESIDENT

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