



## Workplace Relations Bulletin

19 June 2024

# Wage Bulletin

***Pharmacy Industry Award 2020 (PIA) minimum wages in accordance with the Fair Work Commission decision of 3 June 2024, to be applied from the first full pay period commencing on or after 1 July 2024***

### **Minimum Wages**

The attached wage sheets identify the minimum wages to apply from the first full pay period commencing on or after 1 July 2024. Minimum wages are determined by the Fair Work Commission (FWC). The Pharmacy Guild of Australia has prepared this summary of the impact of the FWC's Annual Wage Review decision on the *Pharmacy Industry Award 2020* minimum wages for employees.

*This bulletin applies to all employers in the national workplace relations system – this excludes those employers with a registered industrial instrument, as well as sole traders, partnerships and unincorporated entities in Western Australia only. Employers with a registered industrial instrument must ensure that their base wages are equal to or better than the Award comparator.*

### **Allowances**

The following allowances are payable under the PIA. The allowances are payable from the first full pay period commencing on or after 1 July 2024.

#### **Home Medicine Reviews (HMR) and Residential Medication Management Reviews (RMMR) (Clause 19.2)**

An employee classified as a Pharmacist, Experienced Pharmacist, Pharmacist in Charge or Pharmacy Manager who is required by the employer to perform Home Medicine Reviews (HMR) or Residential Medication Management Reviews (RMMR) shall be paid an additional allowance of **\$106.40** per week.

#### **Meal allowance (Clause 19.3) (limited application – see Clause 19.3a)**

An employee who has worked six hours or more during ordinary time and who is then consecutively required to work overtime, or after the employee's ordinary time of ending work:

- for more than one and a half hours will be supplied with an adequate meal or paid a meal allowance of **\$23.14**; and
- Where the overtime period exceeds four hours, a further meal allowance of **\$20.74** will be paid.

#### **On-premise allowance (Clause 19.4)**

A pharmacist required to remain within the pharmacy for their meal break is entitled to an allowance of 150% for the duration of the meal break. For casual pharmacists, this allowance is calculated at 150% plus 25% casual loading (not 150% of the loaded casual rate).

#### **Uniform/laundry allowance (Clause 19.5)**

An employee who is required to launder their uniform/special clothing is entitled to an allowance of:

- **\$1.25** per shift for a casual or part-time employee; or
- **\$6.25** per week for a full-time employee.

#### **Moving Expense (19.6)**

If an employer transfers an employee from one township to another and, as a consequence, the employee moves residence.

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The employer must pay the total cost (including fares and other transport charges) of moving the employee and member(s) of the employee's immediate family who reside in the employee's household.

## Motor Vehicle allowance (Clause 19.7)

An employee who is required to use their private vehicle in the course of their duties will receive an allowance of **\$0.99** per kilometre.

## Transport Reimbursement (19.8)

An employee to whom **all** of the following apply:

- the employee starts work before 7.00 am or starts or finishes work after 10.00 pm; and
- the employee's regular means of transport is not available; and
- the employee is unable to arrange their own alternative means of transport; and
- a proper means of transport to or from the employee's usual place of residence is not provided to, or arranged for, the employee by the employer at no cost to the employee.

The employer must reimburse the employee the cost they reasonably incurred in taking a commercial passenger vehicle from the employee's usual place of residence to the place of employment or from the place of employment to the employee's usual place of residence, whichever is applicable.

## Broken Hill allowance (19.9)

The employer must pay an employee at a workplace within the County of Yancowinna in New South Wales (Broken Hill) an allowance of **\$44.18** per week.

As detailed in the following wage sheets, the ordinary time penalty rates summarised below will apply from the first full pay period commencing on or after 1 July 2023:

	permanent	casual		permanent	casual
<b>Monday – Friday</b>			<b>Saturday</b>		
7am – 8am	150%	175%	7am – 8am	200%	225%
8am – 7pm	100%	125%	8am – 6pm	125%	150%
7pm – 9pm	125%	150%	6pm – 9pm	150%	175%
9pm – midnight	150%	175%	9pm – midnight	175%	200%
<b>Sunday</b>			<b>Public Holiday</b>		
7am – 9pm	150%	175%	All day	225%	250%
Before 7am & after 9pm	200%	225%			
<b>Overtime</b> (including work performed outside the spread of hours detailed above) will be paid at the relevant overtime rate: Monday to Saturday - 150% for the first 2 hours, 200% thereafter Sunday - 200% Public Holiday - 250%					

100% = ordinary rate



## *For further information*

Contact your state or territory Branch of the Pharmacy Guild of Australia to receive further advice and information on the PIA.

Branch	Telephone	Email
ACT	02 6270 8900	guild.act@guild.org.au
NSW	02 9467 7150	wr@nsw.guild.org.au
NT	08 8944 6900	ntbranch@ntguild.org.au
QLD	07 3831 3788	tina.scrine@qldguild.org.au
SA	08 8304 8300	guildsa@sa.guild.org.au
TAS	03 6220 2955	guild.tas@guild.org.au
VIC	03 9810 9999	workplacelrelations@vic.guild.org.au
WA	08 9429 4100	IR@wa.guild.org.au
National issues	13GUILD	nationalwr@guild.org.au



# The Pharmacy Guild of Australia

## Pharmacy Industry Award 2020

Minimum wages in accordance with the Fair Work Commission decision 3 June 2024

Effective first full pay period starting on or after: 1 July 2024

### Pharmacist, Intern and Student Employment Classifications

PERMANENT EMPLOYEES	Ordinary Rate		Monday - Friday				Saturday				Overtime	
	Weekly	Hourly	7am - 8am	8am - 7pm	7pm - 9pm	9pm - midnight	7am - 8am	8am - 6pm	6pm - 9pm	9pm - midnight	First 2 hours	Subsequent hours
	100%		150%	100%	125%	150%	200%	125%	150%	175%	150%	200%
<b>Pharmacist</b>	\$1,337.60	\$35.20	\$52.80	\$35.20	\$44.00	\$52.80	\$70.40	\$44.00	\$52.80	\$61.60	\$52.80	\$70.40
<b>Experienced Pharmacist</b>	\$1,465.10	\$38.56	\$57.84	\$38.56	\$48.20	\$57.84	\$77.12	\$48.20	\$57.84	\$67.48	\$57.84	\$77.12
<b>Pharmacist in Charge</b>	\$1,499.60	\$39.46	\$59.19	\$39.46	\$49.33	\$59.19	\$78.92	\$49.33	\$59.19	\$69.06	\$59.19	\$78.92
<b>Pharmacist Manager</b>	\$1,671.00	\$43.97	\$65.96	\$43.97	\$54.96	\$65.96	\$87.94	\$54.96	\$65.96	\$76.95	\$65.96	\$87.94
<b>Pharmacy Intern</b>												
First half	\$1,089.00	\$28.66	\$42.99	\$28.66	\$35.83	\$42.99	\$57.32	\$35.83	\$42.99	\$50.16	\$42.99	\$57.32
Second half	\$1,126.10	\$29.63	\$44.45	\$29.63	\$37.04	\$44.45	\$59.26	\$37.04	\$44.45	\$51.85	\$44.45	\$59.26
<b>Pharmacy Student</b>												
First year	\$974.80	\$25.65	\$38.48	\$25.65	\$32.06	\$38.48	\$51.30	\$32.06	\$38.48	\$44.89	\$38.48	\$51.30
Second year	\$997.10	\$26.24	\$39.36	\$26.24	\$32.80	\$39.36	\$52.48	\$32.80	\$39.36	\$45.92	\$39.36	\$52.48
Third year	\$1,032.30	\$27.17	\$40.76	\$27.17	\$33.96	\$40.76	\$54.34	\$33.96	\$40.76	\$47.55	\$40.76	\$54.34
Fourth year	\$1,074.70	\$28.28	\$42.42	\$28.28	\$35.35	\$42.42	\$56.56	\$35.35	\$42.42	\$49.49	\$42.42	\$56.56

PERMANENT EMPLOYEES	Sunday			Public Holiday	
	7am - 9pm	Before 7am & after 9pm	Overtime	7am - midnight	Overtime
	150%	200%	200%	225%	250%
<b>Pharmacist</b>	\$52.80	\$70.40	\$70.40	\$79.20	\$88.00
<b>Experienced Pharmacist</b>	\$57.84	\$77.12	\$77.12	\$86.76	\$96.40
<b>Pharmacist in Charge</b>	\$59.19	\$78.92	\$78.92	\$88.79	\$98.65
<b>Pharmacist Manager</b>	\$65.96	\$87.94	\$87.94	\$98.93	\$109.93
<b>Pharmacy Intern</b>					
First half	\$42.99	\$57.32	\$57.32	\$64.49	\$71.65
Second half	\$44.45	\$59.26	\$59.26	\$66.67	\$74.08
<b>Pharmacy Student</b>					
First year	\$38.48	\$51.30	\$51.30	\$57.71	\$64.13
Second year	\$39.36	\$52.48	\$52.48	\$59.04	\$65.60
Third year	\$40.76	\$54.34	\$54.34	\$61.13	\$67.93
Fourth year	\$42.42	\$56.56	\$56.56	\$63.63	\$70.70

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Figures are displayed to 2 decimal places based on the FWC decision.



# The Pharmacy Guild of Australia

## Pharmacy Industry Award 2020

Minimum wages in accordance with the Fair Work Commission decision 3 June 2024

Effective first full pay period starting on or after: 1 July 2024

### Pharmacist, Intern and Student Classifications

CASUAL EMPLOYEES	Ordinary Rate	Monday - Friday				Saturday				Overtime	
	Hourly	7am - 8am	8am - 7pm	7pm - 9pm	9pm - midnight	7am - 8am	8am - 6pm	6pm - 9pm	9pm - midnight	First 2 hours	Subsequent hours
	125%	175%	125%	150%	175%	225%	150%	175%	200%	150%	200%
Pharmacist	\$44.00	\$61.60	\$44.00	\$52.80	\$61.60	\$79.20	\$52.80	\$61.60	\$70.40	\$52.80	\$70.40
Experienced Pharmacist	\$48.20	\$67.48	\$48.20	\$57.84	\$67.48	\$86.76	\$57.84	\$67.48	\$77.12	\$57.84	\$77.12
Pharmacist in Charge	\$49.33	\$69.06	\$49.33	\$59.19	\$69.06	\$88.79	\$59.19	\$69.06	\$78.92	\$59.19	\$78.92
Pharmacist Manager	\$54.96	\$76.95	\$54.96	\$65.96	\$76.95	\$98.93	\$65.96	\$76.95	\$87.94	\$65.96	\$87.94
<b>Pharmacy Intern</b>											
First half	\$35.83	\$50.16	\$35.83	\$42.99	\$50.16	\$64.49	\$42.99	\$50.16	\$57.32	\$42.99	\$57.32
Second half	\$37.04	\$51.85	\$37.04	\$44.45	\$51.85	\$66.67	\$44.45	\$51.85	\$59.26	\$44.45	\$59.26
<b>Pharmacy Student</b>											
First year	\$32.06	\$44.89	\$32.06	\$38.48	\$44.89	\$57.71	\$38.48	\$44.89	\$51.30	\$38.48	\$51.30
Second year	\$32.80	\$45.92	\$32.80	\$39.36	\$45.92	\$59.04	\$39.36	\$45.92	\$52.48	\$39.36	\$52.48
Third year	\$33.96	\$47.55	\$33.96	\$40.76	\$47.55	\$61.13	\$40.76	\$47.55	\$54.34	\$40.76	\$54.34
Fourth year	\$35.35	\$49.49	\$35.35	\$42.42	\$49.49	\$63.63	\$42.42	\$49.49	\$56.56	\$42.42	\$56.56

CASUAL EMPLOYEES	Sunday			Public Holiday	
	7am - 9pm	Before 7am & after 9pm	Overtime	7am - midnight	Overtime
	175%	225%	200%	250%	250%
Pharmacist	\$61.60	\$79.20	\$70.40	\$88.00	\$88.00
Experienced Pharmacist	\$67.48	\$86.76	\$77.12	\$96.40	\$96.40
Pharmacist in Charge	\$69.06	\$88.79	\$78.92	\$98.65	\$98.65
Pharmacist Manager	\$76.95	\$98.93	\$87.94	\$109.93	\$109.93
<b>Pharmacy Intern</b>					
First half	\$50.16	\$64.49	\$57.32	\$71.65	\$71.65
Second half	\$51.85	\$66.67	\$59.26	\$74.08	\$74.08
<b>Pharmacy Student</b>					
First year	\$44.89	\$57.71	\$51.30	\$64.13	\$64.13
Second year	\$45.92	\$59.04	\$52.48	\$65.60	\$65.60
Third year	\$47.55	\$61.13	\$54.34	\$67.93	\$67.93
Fourth year	\$49.49	\$63.63	\$56.56	\$70.70	\$70.70

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**The Pharmacy  
Guild of Australia**

## Pharmacy Industry Award 2020

Minimum wages in accordance with the Fair Work Commission decision 3 June 2024

Effective first full pay period starting on or after: 1 July 2024

### Pharmacy Assistant Employment Classifications

PERMANENT EMPLOYEES	Ordinary Rate		Monday - Friday				Saturday				Overtime	
	Weekly	Hourly	7am - 8am	8am-7pm	7pm - 9pm	9pm - midnight	7am - 8am	8am - 6pm	6pm - 9pm	9pm - midnight	First 2 hours	Subsequent hours
	100%		150%	100%	125%	150%	200%	125%	150%	175%	150%	200%
<b>Pharmacy Assistant Level 1</b>												
Adult	\$974.80	\$25.65	\$38.48	\$25.65	\$32.06	\$38.48	\$51.30	\$32.06	\$38.48	\$44.89	\$38.48	\$51.30
20 years of age	\$877.32	\$23.09	\$34.64	\$23.09	\$28.86	\$34.64	\$46.18	\$28.86	\$34.64	\$40.41	\$34.64	\$46.18
19 years of age	\$779.84	\$20.52	\$30.78	\$20.52	\$25.65	\$30.78	\$41.04	\$25.65	\$30.78	\$35.91	\$30.78	\$41.04
18 years of age	\$682.36	\$17.96	\$26.94	\$17.96	\$22.45	\$26.94	\$35.92	\$22.45	\$26.94	\$31.43	\$26.94	\$35.92
17 years of age	\$584.88	\$15.39	\$23.09	\$15.39	\$19.24	\$23.09	\$30.78	\$19.24	\$23.09	\$26.93	\$23.09	\$30.78
16 years of age	\$487.40	\$12.83	\$19.25	\$12.83	\$16.04	\$19.25	\$25.66	\$16.04	\$19.25	\$22.45	\$19.25	\$25.66
Under 16 years of age	\$438.66	\$11.54	\$17.31	\$11.54	\$14.43	\$17.31	\$23.08	\$14.43	\$17.31	\$20.20	\$17.31	\$23.08
<b>Pharmacy Assistant Level 2</b>												
Adult	\$997.10	\$26.24	\$39.36	\$26.24	\$32.80	\$39.36	\$52.48	\$32.80	\$39.36	\$45.92	\$39.36	\$52.48
20 years of age	\$897.39	\$23.62	\$35.43	\$23.62	\$29.53	\$35.43	\$47.24	\$29.53	\$35.43	\$41.34	\$35.43	\$47.24
19 years of age	\$797.68	\$20.99	\$31.49	\$20.99	\$26.24	\$31.49	\$41.98	\$26.24	\$31.49	\$36.73	\$31.49	\$41.98
18 years of age	\$697.97	\$18.37	\$27.56	\$18.37	\$22.96	\$27.56	\$36.74	\$22.96	\$27.56	\$32.15	\$27.56	\$36.74
17 years of age	\$598.26	\$15.74	\$23.61	\$15.74	\$19.68	\$23.61	\$31.48	\$19.68	\$23.61	\$27.55	\$23.61	\$31.48
16 years of age	\$498.55	\$13.12	\$19.68	\$13.12	\$16.40	\$19.68	\$26.24	\$16.40	\$19.68	\$22.96	\$19.68	\$26.24
Under 16 years of age	\$448.70	\$11.81	\$17.72	\$11.81	\$14.76	\$17.72	\$23.62	\$14.76	\$17.72	\$20.67	\$17.72	\$23.62
<b>Pharmacy Assistant Level 3</b>												
Adult	\$1,032.30	\$27.17	\$40.76	\$27.17	\$33.96	\$40.76	\$54.34	\$33.96	\$40.76	\$47.55	\$40.76	\$54.34
<b>Pharmacy Assistant Level 4</b>												
Adult	\$1,074.70	\$28.28	\$42.42	\$28.28	\$35.35	\$42.42	\$56.56	\$35.35	\$42.42	\$49.49	\$42.42	\$56.56

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## Pharmacy Industry Award 2020

### Minimum wages in accordance with the Fair Work Commission decision 3 June 2024

Effective first full pay period starting on or after: 1 July 2024

#### Pharmacy Assistant Employment Classifications

PERMANENT EMPLOYEES	Sunday			Public Holiday	
	7am to 9pm	Before 7am & after 9pm	Overtime	7am - midnight	Overtime
	150%	200%	200%	225%	250%
<b>Pharmacy Assistant Level 1</b>					
Adult	\$38.48	\$51.30	\$51.30	\$57.71	\$64.13
20 years of age	\$34.64	\$46.18	\$46.18	\$51.95	\$57.73
19 years of age	\$30.78	\$41.04	\$41.04	\$46.17	\$51.30
18 years of age	\$26.94	\$35.92	\$35.92	\$40.41	\$44.90
17 years of age	\$23.09	\$30.78	\$30.78	\$34.63	\$38.48
16 years of age	\$19.25	\$25.66	\$25.66	\$28.87	\$32.08
Under 16 years of age	\$17.31	\$23.08	\$23.08	\$25.97	\$28.85
<b>Pharmacy Assistant Level 2</b>					
Adult	\$39.36	\$52.48	\$52.48	\$59.04	\$65.60
20 years of age	\$35.43	\$47.24	\$47.24	\$53.15	\$59.05
19 years of age	\$31.49	\$41.98	\$41.98	\$47.23	\$52.48
18 years of age	\$27.56	\$36.74	\$36.74	\$41.33	\$45.93
17 years of age	\$23.61	\$31.48	\$31.48	\$35.42	\$39.35
16 years of age	\$19.68	\$26.24	\$26.24	\$29.52	\$32.80
Under 16 years of age	\$17.72	\$23.62	\$23.62	\$26.57	\$29.53
<b>Pharmacy Assistant Level 3</b>					
Adult	\$40.76	\$54.34	\$54.34	\$61.13	\$67.93
<b>Pharmacy Assistant Level 4</b>					
Adult	\$42.42	\$56.56	\$56.56	\$63.63	\$70.70

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## Pharmacy Industry Award 2020

**Minimum wages in accordance with the Fair Work Commission decision 3 June 2024**

Effective first full pay period starting on or after: 1 July 2024

### Pharmacy Assistant Employment Classifications

CASUAL EMPLOYEES	Ordinary Rate	Monday - Friday					Saturday				Overtime	
	Hourly	7am - 8am	8am - 7pm	7pm - 9pm	9pm - midnight		7am - 8am	8am - 6pm	6pm - 9pm	9pm - midnight	First 2 hours	Subsequent hours
	125%	175%	125%	150%	175%		225%	150%	175%	200%	150%	200%
<b>Pharmacy Assistant Level 1</b>												
Adult	\$32.06	\$44.89	\$32.06	\$38.48	\$44.89		\$57.71	\$38.48	\$44.89	\$51.30	\$38.48	\$51.30
20 years of age	\$28.86	\$40.41	\$28.86	\$34.64	\$40.41		\$51.95	\$34.64	\$40.41	\$46.18	\$34.64	\$46.18
19 years of age	\$25.65	\$35.91	\$25.65	\$30.78	\$35.91		\$46.17	\$30.78	\$35.91	\$41.04	\$30.78	\$41.04
18 years of age	\$22.45	\$31.43	\$22.45	\$26.94	\$31.43		\$40.41	\$26.94	\$31.43	\$35.92	\$26.94	\$35.92
17 years of age	\$19.24	\$26.93	\$19.24	\$23.09	\$26.93		\$34.63	\$23.09	\$26.93	\$30.78	\$23.09	\$30.78
16 years of age	\$16.04	\$22.45	\$16.04	\$19.25	\$22.45		\$28.87	\$19.25	\$22.45	\$25.66	\$19.25	\$25.66
Under 16 years of age	\$14.43	\$20.20	\$14.43	\$17.31	\$20.20		\$25.97	\$17.31	\$20.20	\$23.08	\$17.31	\$23.08
<b>Pharmacy Assistant Level 2</b>												
Adult	\$32.80	\$45.92	\$32.80	\$39.36	\$45.92		\$59.04	\$39.36	\$45.92	\$52.48	\$39.36	\$52.48
20 years of age	\$29.53	\$41.34	\$29.53	\$35.43	\$41.34		\$53.15	\$35.43	\$41.34	\$47.24	\$35.43	\$47.24
19 years of age	\$26.24	\$36.73	\$26.24	\$31.49	\$36.73		\$47.23	\$31.49	\$36.73	\$41.98	\$31.49	\$41.98
18 years of age	\$22.96	\$32.15	\$22.96	\$27.56	\$32.15		\$41.33	\$27.56	\$32.15	\$36.74	\$27.56	\$36.74
17 years of age	\$19.68	\$27.55	\$19.68	\$23.61	\$27.55		\$35.42	\$23.61	\$27.55	\$31.48	\$23.61	\$31.48
16 years of age	\$16.40	\$22.96	\$16.40	\$19.68	\$22.96		\$29.52	\$19.68	\$22.96	\$26.24	\$19.68	\$26.24
Under 16 years of age	\$14.76	\$20.67	\$14.76	\$17.72	\$20.67		\$26.57	\$17.72	\$20.67	\$23.62	\$17.72	\$23.62
<b>Pharmacy Assistant Level 3</b>												
Adult	\$33.96	\$47.55	\$33.96	\$40.76	\$47.55		\$61.13	\$40.76	\$47.55	\$54.34	\$40.76	\$54.34
<b>Pharmacy Assistant Level 4</b>												
Adult	\$35.35	\$49.49	\$35.35	\$42.42	\$49.49		\$63.63	\$42.42	\$49.49	\$56.56	\$42.42	\$56.56

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Figures are displayed to 2 decimal places based on the FWC Decision.

**Pharmacy Industry Award 2020**  
**Minimum wages in accordance with the Fair Work Commission decision 3 June 2024**

Effective first full pay period starting on or after: 1 July 2024

**Pharmacy Assistant Employment Classifications**

CASUAL EMPLOYEES	Sunday			Public Holiday	
	7am - 9pm	Before 7am & after 9pm	Overtime	7am to midnight	Overtime
	175%	225%	200%	250%	250%
<b>Pharmacy Assistant Level 1</b>					
Adult	\$44.89	\$57.71	\$51.30	\$64.13	\$64.13
20 years of age	\$40.41	\$51.95	\$46.18	\$57.73	\$57.73
19 years of age	\$35.91	\$46.17	\$41.04	\$51.30	\$51.30
18 years of age	\$31.43	\$40.41	\$35.92	\$44.90	\$44.90
17 years of age	\$26.93	\$34.63	\$30.78	\$38.48	\$38.48
16 years of age	\$22.45	\$28.87	\$25.66	\$32.08	\$32.08
Under 16 years of age	\$20.20	\$25.97	\$23.08	\$28.85	\$28.85
<b>Pharmacy Assistant Level 2</b>					
Adult	\$45.92	\$59.04	\$52.48	\$65.60	\$65.60
20 years of age	\$41.34	\$53.15	\$47.24	\$59.05	\$59.05
19 years of age	\$36.73	\$47.23	\$41.98	\$52.48	\$52.48
18 years of age	\$32.15	\$41.33	\$36.74	\$45.93	\$45.93
17 years of age	\$27.55	\$35.42	\$31.48	\$39.35	\$39.35
16 years of age	\$22.96	\$29.52	\$26.24	\$32.80	\$32.80
Under 16 years of age	\$20.67	\$26.57	\$23.62	\$29.53	\$29.53
<b>Pharmacy Assistant Level 3</b>					
Adult	\$47.55	\$61.13	\$54.34	\$67.93	\$67.93
<b>Pharmacy Assistant Level 4</b>					
Adult	\$49.49	\$63.63	\$56.56	\$70.70	\$70.70

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