



## Workplace Relations Bulletin

19 June 2024

# Training 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 Pharmacy Guild of Australia has prepared this summary of the National Training Wage, as determined by Schedule E of the *Miscellaneous Award 2020*. Minimum wages are determined by the Fair Work Commission (FWC). The attached wage sheets identify the minimum wages to apply from the first full pay period commencing on or after 1 July 2024. In addition to the ordinary time penalty rates and overtime rates detailed in the attached wage sheets, trainees are also entitled to the same allowances as other employees, such as meal allowance, uniform allowance etc.

*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 are to ensure that their base wages are equal to or better than the Award comparator.*

## Which rate to pay your trainee

Employers must ensure they have classified their trainees appropriately.

The National Training Wage provides for several different minimum wage rates, depending on:

- What the trainee is studying towards: Certificate II, III or IV in Community Pharmacy;
- Whether the trainee is engaged full time; or part-time with training delivered completely off-the-job; or part-time with training delivered at least partly on-the-job; and
- The trainee's highest level of schooling completed, and years since leaving/finishing school.

In addition, there are separate minimum wages for school-based trainees, with the option of paying these school-based trainees a loading in lieu of paid leave. Employers must ensure they have a formal contract in place with a registered training organisation, otherwise pharmacy assistant wages must be paid.

## Penalty rates

Penalty rates do apply to trainees however the appropriate rate differs depending on the type of traineeship undertaken. In order to assist, the correct penalty rates for each type of traineeship have been included in the attached wage sheets.

## Allowances

The following allowances are payable under the *Pharmacy Industry Award 2020*. The allowances are payable at these rates from the first full pay period commencing on or after 1 July 2024.



## 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 employees 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.

## 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.

## 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.

## Broken Hill allowance (Clause 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.

## 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	workplacerelations@vic.guild.org.au
WA	08 9429 4100	IR@wa.guild.org.au
National issues	13GUILD	nationalwr@guild.org.au





**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

**Training Schedule Minimum Wages - Full-time Trainees**

based on 38 hours per week

	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%	100%	150%	100%	125%	150%	200%	125%	150%	175%	150%	200%
<b>Wage Level B - Certificate II in Community Pharmacy (Retail Services)</b>												
<b>Year 10</b> (highest year of schooling completed)												
School leaver	\$398.70	\$10.49	\$15.74	\$10.49	\$13.12	\$15.74	\$20.98	\$13.12	\$15.74	\$18.36	\$15.74	\$20.98
Plus 1 year out of school	\$439.00	\$11.55	\$17.33	\$11.55	\$14.44	\$17.33	\$23.11	\$14.44	\$17.33	\$20.22	\$17.33	\$23.11
Plus 2 years out of school	\$508.90	\$13.39	\$20.09	\$13.39	\$16.74	\$20.09	\$26.78	\$16.74	\$20.09	\$23.44	\$20.09	\$26.78
Plus 3 years out of school	\$585.40	\$15.41	\$23.11	\$15.41	\$19.26	\$23.11	\$30.81	\$19.26	\$23.11	\$26.96	\$23.11	\$30.81
Plus 4 years out of school	\$686.60	\$18.07	\$27.10	\$18.07	\$22.59	\$27.10	\$36.14	\$22.59	\$27.10	\$31.62	\$27.10	\$36.14
Plus 5 or more years out of school	\$783.00	\$20.61	\$30.91	\$20.61	\$25.76	\$30.91	\$41.21	\$25.76	\$30.91	\$36.06	\$30.91	\$41.21
<b>Year 11</b> (highest year of schooling completed)												
School leaver	\$439.00	\$11.55	\$17.33	\$11.55	\$14.44	\$17.33	\$23.11	\$14.44	\$17.33	\$20.22	\$17.33	\$23.11
Plus 1 year out of school	\$508.90	\$13.39	\$20.09	\$13.39	\$16.74	\$20.09	\$26.78	\$16.74	\$20.09	\$23.44	\$20.09	\$26.78
Plus 2 years out of school	\$585.40	\$15.41	\$23.11	\$15.41	\$19.26	\$23.11	\$30.81	\$19.26	\$23.11	\$26.96	\$23.11	\$30.81
Plus 3 years out of school	\$686.60	\$18.07	\$27.10	\$18.07	\$22.59	\$27.10	\$36.14	\$22.59	\$27.10	\$31.62	\$27.10	\$36.14
Plus 4 years out of school	\$783.00	\$20.61	\$30.91	\$20.61	\$25.76	\$30.91	\$41.21	\$25.76	\$30.91	\$36.06	\$30.91	\$41.21
<b>Year 12</b> (highest year of schooling completed)												
School leaver	\$508.90	\$13.39	\$20.09	\$13.39	\$16.74	\$20.09	\$26.78	\$16.74	\$20.09	\$23.44	\$20.09	\$26.78
Plus 1 year out of school	\$585.40	\$15.41	\$23.11	\$15.41	\$19.26	\$23.11	\$30.81	\$19.26	\$23.11	\$26.96	\$23.11	\$30.81
Plus 2 years out of school	\$686.60	\$18.07	\$27.10	\$18.07	\$22.59	\$27.10	\$36.14	\$22.59	\$27.10	\$31.62	\$27.10	\$36.14
Plus 3 years out of school	\$783.00	\$20.61	\$30.91	\$20.61	\$25.76	\$30.91	\$41.21	\$25.76	\$30.91	\$36.06	\$30.91	\$41.21
<b>Wage Level A - Certificate III in Community Pharmacy (Retail Services)</b>												
<b>Year 10</b> (highest year of schooling completed)												
School leaver	\$398.70	\$10.49	\$15.74	\$10.49	\$13.12	\$15.74	\$20.98	\$13.12	\$15.74	\$18.36	\$15.74	\$20.98
Plus 1 year out of school	\$439.00	\$11.55	\$17.33	\$11.55	\$14.44	\$17.33	\$23.11	\$14.44	\$17.33	\$20.22	\$17.33	\$23.11
Plus 2 years out of school	\$522.20	\$13.74	\$20.61	\$13.74	\$17.18	\$20.61	\$27.48	\$17.18	\$20.61	\$24.05	\$20.61	\$27.48
Plus 3 years out of school	\$607.70	\$15.99	\$23.99	\$15.99	\$19.99	\$23.99	\$31.98	\$19.99	\$23.99	\$27.99	\$23.99	\$31.98
Plus 4 years out of school	\$707.20	\$18.61	\$27.92	\$18.61	\$23.26	\$27.92	\$37.22	\$23.26	\$27.92	\$32.57	\$27.92	\$37.22
Plus 5 or more years out of school	\$809.70	\$21.31	\$31.96	\$21.31	\$26.63	\$31.96	\$42.62	\$26.63	\$31.96	\$37.29	\$31.96	\$42.62
<b>Year 11</b> (highest year of schooling completed)												
School leaver	\$439.00	\$11.55	\$17.33	\$11.55	\$14.44	\$17.33	\$23.11	\$14.44	\$17.33	\$20.22	\$17.33	\$23.11
Plus 1 year out of school	\$522.20	\$13.74	\$20.61	\$13.74	\$17.18	\$20.61	\$27.48	\$17.18	\$20.61	\$24.05	\$20.61	\$27.48
Plus 2 years out of school	\$607.70	\$15.99	\$23.99	\$15.99	\$19.99	\$23.99	\$31.98	\$19.99	\$23.99	\$27.99	\$23.99	\$31.98
Plus 3 years out of school	\$707.20	\$18.61	\$27.92	\$18.61	\$23.26	\$27.92	\$37.22	\$23.26	\$27.92	\$32.57	\$27.92	\$37.22
Plus 4 years out of school	\$809.70	\$21.31	\$31.96	\$21.31	\$26.63	\$31.96	\$42.62	\$26.63	\$31.96	\$37.29	\$31.96	\$42.62
<b>Year 12</b> (highest year of schooling completed)												
School leaver	\$522.20	\$13.74	\$20.61	\$13.74	\$17.18	\$20.61	\$27.48	\$17.18	\$20.61	\$24.05	\$20.61	\$27.48
Plus 1 year out of school	\$607.70	\$15.99	\$23.99	\$15.99	\$19.99	\$23.99	\$31.98	\$19.99	\$23.99	\$27.99	\$23.99	\$31.98
Plus 2 years out of school	\$707.20	\$18.61	\$27.92	\$18.61	\$23.26	\$27.92	\$37.22	\$23.26	\$27.92	\$32.57	\$27.92	\$37.22
Plus 3 years out of school	\$809.70	\$21.31	\$31.96	\$21.31	\$26.63	\$31.96	\$42.62	\$26.63	\$31.96	\$37.29	\$31.96	\$42.62
<b>Certificate IV in Community Pharmacy (Retail Services)</b>												
<b>Wage Level A</b>												
First year of traineeship	\$840.40	\$22.12	\$33.17	\$22.12	\$27.64	\$33.17	\$44.23	\$27.64	\$33.17	\$38.70	\$33.17	\$44.23
Subsequent years of traineeship	\$872.30	\$22.96	\$34.43	\$22.96	\$28.69	\$34.43	\$45.91	\$28.69	\$34.43	\$40.17	\$34.43	\$45.91

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**Pharmacy Industry Award 2020**  
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Effective first full pay period starting on or after: 1 July 2024

**Training Schedule Minimum Wages - Full-time Trainees**

based on 38 hours per week

Sunday			Public Holiday	
7am - 9pm	9pm to midnight	Overtime	7am - midnight	Overtime
150%	200%	200%	225%	250%

**Wage Level B - Certificate II in Community Pharmacy (Retail Services)**

Year 10 (highest year of schooling completed)					
School leaver	\$15.74	\$20.98	\$20.98	\$23.61	\$26.23
Plus 1 year out of school	\$17.33	\$23.11	\$23.11	\$25.99	\$28.88
Plus 2 years out of school	\$20.09	\$26.78	\$26.78	\$30.13	\$33.48
Plus 3 years out of school	\$23.11	\$30.81	\$30.81	\$34.66	\$38.51
Plus 4 years out of school	\$27.10	\$36.14	\$36.14	\$40.65	\$45.17
Plus 5 or more years out of school	\$30.91	\$41.21	\$41.21	\$46.36	\$51.51
Year 11 (highest year of schooling completed)					
School leaver	\$17.33	\$23.11	\$23.11	\$25.99	\$28.88
Plus 1 year out of school	\$20.09	\$26.78	\$26.78	\$30.13	\$33.48
Plus 2 years out of school	\$23.11	\$30.81	\$30.81	\$34.66	\$38.51
Plus 3 years out of school	\$27.10	\$36.14	\$36.14	\$40.65	\$45.17
Plus 4 years out of school	\$30.91	\$41.21	\$41.21	\$46.36	\$51.51
Year 12 (highest year of schooling completed)					
School leaver	\$20.09	\$26.78	\$26.78	\$30.13	\$33.48
Plus 1 year out of school	\$23.11	\$30.81	\$30.81	\$34.66	\$38.51
Plus 2 years out of school	\$27.10	\$36.14	\$36.14	\$40.65	\$45.17
Plus 3 years out of school	\$30.91	\$41.21	\$41.21	\$46.36	\$51.51

**Wage Level A - Certificate III in Community Pharmacy (Retail Services)**

Year 10 (highest year of schooling completed)					
School leaver	\$15.74	\$20.98	\$20.98	\$23.61	\$26.23
Plus 1 year out of school	\$17.33	\$23.11	\$23.11	\$25.99	\$28.88
Plus 2 years out of school	\$20.61	\$27.48	\$27.48	\$30.92	\$34.36
Plus 3 years out of school	\$23.99	\$31.98	\$31.98	\$35.98	\$39.98
Plus 4 years out of school	\$27.92	\$37.22	\$37.22	\$41.87	\$46.53
Plus 5 or more years out of school	\$31.96	\$42.62	\$42.62	\$47.94	\$53.27
Year 11 (highest year of schooling completed)					
School leaver	\$17.33	\$23.11	\$23.11	\$25.99	\$28.88
Plus 1 year out of school	\$20.61	\$27.48	\$27.48	\$30.92	\$34.36
Plus 2 years out of school	\$23.99	\$31.98	\$31.98	\$35.98	\$39.98
Plus 3 years out of school	\$27.92	\$37.22	\$37.22	\$41.87	\$46.53
Plus 4 years out of school	\$31.96	\$42.62	\$42.62	\$47.94	\$53.27
Year 12 (highest year of schooling completed)					
School leaver	\$20.61	\$27.48	\$27.48	\$30.92	\$34.36
Plus 1 year out of school	\$23.99	\$31.98	\$31.98	\$35.98	\$39.98
Plus 2 years out of school	\$27.92	\$37.22	\$37.22	\$41.87	\$46.53
Plus 3 years out of school	\$31.96	\$42.62	\$42.62	\$47.94	\$53.27

**Certificate IV in Community Pharmacy (Retail Services)**

Wage Level A					
First year of traineeship	\$33.17	\$44.23	\$44.23	\$49.76	\$55.29
Subsequent years of traineeship	\$34.43	\$45.91	\$45.91	\$51.65	\$57.39

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Training Schedule Minimum Wages - Part-time Trainees where training is delivered fully off-the-job

where the full-time equivalent ordinary hours are 38 hours per week

	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
	100%	150%	100%	125%	150%		200%	125%	150%	175%	150%	200%
<b>Wage Level B - Certificate II in Community Pharmacy (Retail Services)</b>												
<b>Year 10</b> (highest year of schooling completed)												
School leaver	\$13.11	\$19.67	\$13.11	\$16.39	\$19.67		\$26.22	\$16.39	\$19.67	\$22.94	\$19.67	\$26.22
Plus 1 year out of school	\$14.44	\$21.66	\$14.44	\$18.05	\$21.66		\$28.88	\$18.05	\$21.66	\$25.27	\$21.66	\$28.88
Plus 2 years out of school	\$16.75	\$25.13	\$16.75	\$20.94	\$25.13		\$33.50	\$20.94	\$25.13	\$29.31	\$25.13	\$33.50
Plus 3 years out of school	\$19.26	\$28.89	\$19.26	\$24.08	\$28.89		\$38.52	\$24.08	\$28.89	\$33.71	\$28.89	\$38.52
Plus 4 years out of school	\$22.59	\$33.89	\$22.59	\$28.24	\$33.89		\$45.18	\$28.24	\$33.89	\$39.53	\$33.89	\$45.18
Plus 5 or more years out of school	\$25.76	\$38.64	\$25.76	\$32.20	\$38.64		\$51.52	\$32.20	\$38.64	\$45.08	\$38.64	\$51.52
<b>Year 11</b> (highest year of schooling completed)												
School leaver	\$14.44	\$21.66	\$14.44	\$18.05	\$21.66		\$28.88	\$18.05	\$21.66	\$25.27	\$21.66	\$28.88
Plus 1 year out of school	\$16.75	\$25.13	\$16.75	\$20.94	\$25.13		\$33.50	\$20.94	\$25.13	\$29.31	\$25.13	\$33.50
Plus 2 years out of school	\$19.26	\$28.89	\$19.26	\$24.08	\$28.89		\$38.52	\$24.08	\$28.89	\$33.71	\$28.89	\$38.52
Plus 3 years out of school	\$22.59	\$33.89	\$22.59	\$28.24	\$33.89		\$45.18	\$28.24	\$33.89	\$39.53	\$33.89	\$45.18
Plus 4 years out of school	\$25.76	\$38.64	\$25.76	\$32.20	\$38.64		\$51.52	\$32.20	\$38.64	\$45.08	\$38.64	\$51.52
<b>Year 12</b> (highest year of schooling completed)												
School leaver	\$16.75	\$25.13	\$16.75	\$20.94	\$25.13		\$33.50	\$20.94	\$25.13	\$29.31	\$25.13	\$33.50
Plus 1 year out of school	\$19.26	\$28.89	\$19.26	\$24.08	\$28.89		\$38.52	\$24.08	\$28.89	\$33.71	\$28.89	\$38.52
Plus 2 years out of school	\$22.59	\$33.89	\$22.59	\$28.24	\$33.89		\$45.18	\$28.24	\$33.89	\$39.53	\$33.89	\$45.18
Plus 3 years out of school	\$25.76	\$38.64	\$25.76	\$32.20	\$38.64		\$51.52	\$32.20	\$38.64	\$45.08	\$38.64	\$51.52
<b>Wage Level A - Certificate III in Community Pharmacy (Retail Services)</b>												
<b>Year 10</b> (highest year of schooling completed)												
School leaver	\$13.11	\$19.67	\$13.11	\$16.39	\$19.67		\$26.22	\$16.39	\$19.67	\$22.94	\$19.67	\$26.22
Plus 1 year out of school	\$14.44	\$21.66	\$14.44	\$18.05	\$21.66		\$28.88	\$18.05	\$21.66	\$25.27	\$21.66	\$28.88
Plus 2 years out of school	\$17.17	\$25.76	\$17.17	\$21.46	\$25.76		\$34.34	\$21.46	\$25.76	\$30.05	\$25.76	\$34.34
Plus 3 years out of school	\$19.99	\$29.99	\$19.99	\$24.99	\$29.99		\$39.98	\$24.99	\$29.99	\$34.98	\$29.99	\$39.98
Plus 4 years out of school	\$23.26	\$34.89	\$23.26	\$29.08	\$34.89		\$46.52	\$29.08	\$34.89	\$40.71	\$34.89	\$46.52
Plus 5 or more years out of school	\$26.64	\$39.96	\$26.64	\$33.30	\$39.96		\$53.28	\$33.30	\$39.96	\$46.62	\$39.96	\$53.28
<b>Year 11</b> (highest year of schooling completed)												
School leaver	\$14.44	\$21.66	\$14.44	\$18.05	\$21.66		\$28.88	\$18.05	\$21.66	\$25.27	\$21.66	\$28.88
Plus 1 year out of school	\$17.17	\$25.76	\$17.17	\$21.46	\$25.76		\$34.34	\$21.46	\$25.76	\$30.05	\$25.76	\$34.34
Plus 2 years out of school	\$19.99	\$29.99	\$19.99	\$24.99	\$29.99		\$39.98	\$24.99	\$29.99	\$34.98	\$29.99	\$39.98
Plus 3 years out of school	\$23.26	\$34.89	\$23.26	\$29.08	\$34.89		\$46.52	\$29.08	\$34.89	\$40.71	\$34.89	\$46.52
Plus 4 years out of school	\$26.64	\$39.96	\$26.64	\$33.30	\$39.96		\$53.28	\$33.30	\$39.96	\$46.62	\$39.96	\$53.28
<b>Year 12</b> (highest year of schooling completed)												
School leaver	\$17.17	\$25.76	\$17.17	\$21.46	\$25.76		\$34.34	\$21.46	\$25.76	\$30.05	\$25.76	\$34.34
Plus 1 year out of school	\$19.99	\$29.99	\$19.99	\$24.99	\$29.99		\$39.98	\$24.99	\$29.99	\$34.98	\$29.99	\$39.98
Plus 2 years out of school	\$23.26	\$34.89	\$23.26	\$29.08	\$34.89		\$46.52	\$29.08	\$34.89	\$40.71	\$34.89	\$46.52
Plus 3 years out of school	\$26.64	\$39.96	\$26.64	\$33.30	\$39.96		\$53.28	\$33.30	\$39.96	\$46.62	\$39.96	\$53.28
<b>Certificate IV in Community Pharmacy (Retail Services)</b>												
<b>Wage Level A</b>												
First year of traineeship	\$27.65	\$41.48	\$27.65	\$34.56	\$41.48		\$55.30	\$34.56	\$41.48	\$48.39	\$41.48	\$55.30
Subsequent years of traineeship	\$28.69	\$43.04	\$28.69	\$35.86	\$43.04		\$57.38	\$35.86	\$43.04	\$50.21	\$43.04	\$57.38

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The Pharmacy  
Guild of Australia

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#### Training Schedule Minimum Wages - Part-time Trainees where training is delivered fully off-the-job

where the full-time equivalent ordinary hours are 38 hours per week

	Sunday			Public Holiday	
	7am - 9pm	9pm to midnight	Overtime	7am - midnight	Overtime
	150%	200%	200%	225%	250%
<b>Wage Level B - Certificate II in Community Pharmacy (Retail Services)</b>					
<b>Year 10</b> (highest year of schooling completed)					
School leaver	\$19.67	\$26.22	\$26.22	\$29.50	\$32.78
Plus 1 year out of school	\$21.66	\$28.88	\$28.88	\$32.49	\$36.10
Plus 2 years out of school	\$25.13	\$33.50	\$33.50	\$37.69	\$41.88
Plus 3 years out of school	\$28.89	\$38.52	\$38.52	\$43.34	\$48.15
Plus 4 years out of school	\$33.89	\$45.18	\$45.18	\$50.83	\$56.48
Plus 5 or more years out of school	\$38.64	\$51.52	\$51.52	\$57.96	\$64.40
<b>Year 11</b> (highest year of schooling completed)					
School leaver	\$21.66	\$28.88	\$28.88	\$32.49	\$36.10
Plus 1 year out of school	\$25.13	\$33.50	\$33.50	\$37.69	\$41.88
Plus 2 years out of school	\$28.89	\$38.52	\$38.52	\$43.34	\$48.15
Plus 3 years out of school	\$33.89	\$45.18	\$45.18	\$50.83	\$56.48
Plus 4 years out of school	\$38.64	\$51.52	\$51.52	\$57.96	\$64.40
<b>Year 12</b> (highest year of schooling completed)					
School leaver	\$25.13	\$33.50	\$33.50	\$37.69	\$41.88
Plus 1 year out of school	\$28.89	\$38.52	\$38.52	\$43.34	\$48.15
Plus 2 years out of school	\$33.89	\$45.18	\$45.18	\$50.83	\$56.48
Plus 3 years out of school	\$38.64	\$51.52	\$51.52	\$57.96	\$64.40
<b>Wage Level A - Certificate III in Community Pharmacy (Retail Services)</b>					
<b>Year 10</b> (highest year of schooling completed)					
School leaver	\$19.67	\$26.22	\$26.22	\$29.50	\$32.78
Plus 1 year out of school	\$21.66	\$28.88	\$28.88	\$32.49	\$36.10
Plus 2 years out of school	\$25.76	\$34.34	\$34.34	\$38.63	\$42.93
Plus 3 years out of school	\$29.99	\$39.98	\$39.98	\$44.98	\$49.98
Plus 4 years out of school	\$34.89	\$46.52	\$46.52	\$52.34	\$58.15
Plus 5 or more years out of school	\$39.96	\$53.28	\$53.28	\$59.94	\$66.60
<b>Year 11</b> (highest year of schooling completed)					
School leaver	\$21.66	\$28.88	\$28.88	\$32.49	\$36.10
Plus 1 year out of school	\$25.76	\$34.34	\$34.34	\$38.63	\$42.93
Plus 2 years out of school	\$29.99	\$39.98	\$39.98	\$44.98	\$49.98
Plus 3 years out of school	\$34.89	\$46.52	\$46.52	\$52.34	\$58.15
Plus 4 years out of school	\$39.96	\$53.28	\$53.28	\$59.94	\$66.60
<b>Year 12</b> (highest year of schooling completed)					
School leaver	\$25.76	\$34.34	\$34.34	\$38.63	\$42.93
Plus 1 year out of school	\$29.99	\$39.98	\$39.98	\$44.98	\$49.98
Plus 2 years out of school	\$34.89	\$46.52	\$46.52	\$52.34	\$58.15
Plus 3 years out of school	\$39.96	\$53.28	\$53.28	\$59.94	\$66.60
<b>Certificate IV in Community Pharmacy (Retail Services)</b>					
<b>Wage Level A</b>					
First year of traineeship	\$41.48	\$55.30	\$55.30	\$62.21	\$69.13
Subsequent years of traineeship	\$43.04	\$57.38	\$57.38	\$64.55	\$71.73

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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

### Training Schedule Minimum Wages - Part-time Trainees where training is delivered at least partly on-the-job

where the full-time equivalent ordinary hours are 38 hours per week

	Monday - Friday					Saturday				Overtime	
	Ordinary Rate										
	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>Wage Level B - Certificate II in Community Pharmacy (Retail Services)</b>											
<b>Year 10</b> (highest year of schooling completed)											
School leaver	\$10.49	\$15.74	\$10.49	\$13.11	\$15.74	\$20.98	\$13.11	\$15.74	\$18.36	\$15.74	\$20.98
Plus 1 year out of school	\$11.55	\$17.33	\$11.55	\$14.44	\$17.33	\$23.10	\$14.44	\$17.33	\$20.21	\$17.33	\$23.10
Plus 2 years out of school	\$13.40	\$20.10	\$13.40	\$16.75	\$20.10	\$26.80	\$16.75	\$20.10	\$23.45	\$20.10	\$26.80
Plus 3 years out of school	\$15.41	\$23.12	\$15.41	\$19.26	\$23.12	\$30.82	\$19.26	\$23.12	\$26.97	\$23.12	\$30.82
Plus 4 years out of school	\$18.07	\$27.11	\$18.07	\$22.59	\$27.11	\$36.14	\$22.59	\$27.11	\$31.62	\$27.11	\$36.14
Plus 5 or more years out of school	\$20.61	\$30.92	\$20.61	\$25.76	\$30.92	\$41.22	\$25.76	\$30.92	\$36.07	\$30.92	\$41.22
<b>Year 11</b> (highest year of schooling completed)											
School leaver	\$11.55	\$17.33	\$11.55	\$14.44	\$17.33	\$23.10	\$14.44	\$17.33	\$20.21	\$17.33	\$23.10
Plus 1 year out of school	\$13.40	\$20.10	\$13.40	\$16.75	\$20.10	\$26.80	\$16.75	\$20.10	\$23.45	\$20.10	\$26.80
Plus 2 years out of school	\$15.41	\$23.12	\$15.41	\$19.26	\$23.12	\$30.82	\$19.26	\$23.12	\$26.97	\$23.12	\$30.82
Plus 3 years out of school	\$18.07	\$27.11	\$18.07	\$22.59	\$27.11	\$36.14	\$22.59	\$27.11	\$31.62	\$27.11	\$36.14
Plus 4 years out of school	\$20.61	\$30.92	\$20.61	\$25.76	\$30.92	\$41.22	\$25.76	\$30.92	\$36.07	\$30.92	\$41.22
<b>Year 12</b> (highest year of schooling completed)											
School leaver	\$13.40	\$20.10	\$13.40	\$16.75	\$20.10	\$26.80	\$16.75	\$20.10	\$23.45	\$20.10	\$26.80
Plus 1 year out of school	\$15.41	\$23.12	\$15.41	\$19.26	\$23.12	\$30.82	\$19.26	\$23.12	\$26.97	\$23.12	\$30.82
Plus 2 years out of school	\$18.07	\$27.11	\$18.07	\$22.59	\$27.11	\$36.14	\$22.59	\$27.11	\$31.62	\$27.11	\$36.14
Plus 3 years out of school	\$20.61	\$30.92	\$20.61	\$25.76	\$30.92	\$41.22	\$25.76	\$30.92	\$36.07	\$30.92	\$41.22
<b>Wage Level A - Certificate III in Community Pharmacy (Retail Services)</b>											
<b>Year 10</b> (highest year of schooling completed)											
School leaver	\$10.49	\$15.74	\$10.49	\$13.11	\$15.74	\$20.98	\$13.11	\$15.74	\$18.36	\$15.74	\$20.98
Plus 1 year out of school	\$11.55	\$17.33	\$11.55	\$14.44	\$17.33	\$23.10	\$14.44	\$17.33	\$20.21	\$17.33	\$23.10
Plus 2 years out of school	\$13.74	\$20.61	\$13.74	\$17.18	\$20.61	\$27.48	\$17.18	\$20.61	\$24.05	\$20.61	\$27.48
Plus 3 years out of school	\$15.99	\$23.99	\$15.99	\$19.99	\$23.99	\$31.98	\$19.99	\$23.99	\$27.98	\$23.99	\$31.98
Plus 4 years out of school	\$18.61	\$27.92	\$18.61	\$23.26	\$27.92	\$37.22	\$23.26	\$27.92	\$32.57	\$27.92	\$37.22
Plus 5 or more years out of school	\$21.31	\$31.97	\$21.31	\$26.64	\$31.97	\$42.62	\$26.64	\$31.97	\$37.29	\$31.97	\$42.62
<b>Year 11</b> (highest year of schooling completed)											
School leaver	\$11.55	\$17.33	\$11.55	\$14.44	\$17.33	\$23.10	\$14.44	\$17.33	\$20.21	\$17.33	\$23.10
Plus 1 year out of school	\$13.74	\$20.61	\$13.74	\$17.18	\$20.61	\$27.48	\$17.18	\$20.61	\$24.05	\$20.61	\$27.48
Plus 2 years out of school	\$15.99	\$23.99	\$15.99	\$19.99	\$23.99	\$31.98	\$19.99	\$23.99	\$27.98	\$23.99	\$31.98
Plus 3 years out of school	\$18.61	\$27.92	\$18.61	\$23.26	\$27.92	\$37.22	\$23.26	\$27.92	\$32.57	\$27.92	\$37.22
Plus 4 years out of school	\$21.31	\$31.97	\$21.31	\$26.64	\$31.97	\$42.62	\$26.64	\$31.97	\$37.29	\$31.97	\$42.62
<b>Year 12</b> (highest year of schooling completed)											
School leaver	\$13.74	\$20.61	\$13.74	\$17.18	\$20.61	\$27.48	\$17.18	\$20.61	\$24.05	\$20.61	\$27.48
Plus 1 year out of school	\$15.99	\$23.99	\$15.99	\$19.99	\$23.99	\$31.98	\$19.99	\$23.99	\$27.98	\$23.99	\$31.98
Plus 2 years out of school	\$18.61	\$27.92	\$18.61	\$23.26	\$27.92	\$37.22	\$23.26	\$27.92	\$32.57	\$27.92	\$37.22
Plus 3 years out of school	\$21.31	\$31.97	\$21.31	\$26.64	\$31.97	\$42.62	\$26.64	\$31.97	\$37.29	\$31.97	\$42.62
<b>Certificate IV in Community Pharmacy (Retail Services)</b>											
<b>Wage Level A</b>											
First year of traineeship	\$22.12	\$33.18	\$22.12	\$27.65	\$33.18	\$44.24	\$27.65	\$33.18	\$38.71	\$33.18	\$44.24
Subsequent years of traineeship	\$22.95	\$34.43	\$22.95	\$28.69	\$34.43	\$45.90	\$28.69	\$34.43	\$40.16	\$34.43	\$45.90

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**The Pharmacy  
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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

#### Training Schedule Minimum Wages - Part-time Trainees where training is delivered at least partly on-the-job

where the full-time equivalent ordinary hours are 38 hours per week

	Sunday			Public Holiday	
	7am - 9pm	9pm to midnight	Overtime	7am - midnight	Overtime
	150%	200%	200%	225%	250%
<b>Wage Level B - Certificate II in Community Pharmacy (Retail Services)</b>					
<b>Year 10</b> (highest year of schooling completed)					
School leaver	\$15.74	\$20.98	\$20.98	\$23.60	\$26.23
Plus 1 year out of school	\$17.33	\$23.10	\$23.10	\$25.99	\$28.88
Plus 2 years out of school	\$20.10	\$26.80	\$26.80	\$30.15	\$33.50
Plus 3 years out of school	\$23.12	\$30.82	\$30.82	\$34.67	\$38.53
Plus 4 years out of school	\$27.11	\$36.14	\$36.14	\$40.66	\$45.18
Plus 5 or more years out of school	\$30.92	\$41.22	\$41.22	\$46.37	\$51.53
<b>Year 11</b> (highest year of schooling completed)					
School leaver	\$17.33	\$23.10	\$23.10	\$25.99	\$28.88
Plus 1 year out of school	\$20.10	\$26.80	\$26.80	\$30.15	\$33.50
Plus 2 years out of school	\$23.12	\$30.82	\$30.82	\$34.67	\$38.53
Plus 3 years out of school	\$27.11	\$36.14	\$36.14	\$40.66	\$45.18
Plus 4 years out of school	\$30.92	\$41.22	\$41.22	\$46.37	\$51.53
<b>Year 12</b> (highest year of schooling completed)					
School leaver	\$20.10	\$26.80	\$26.80	\$30.15	\$33.50
Plus 1 year out of school	\$23.12	\$30.82	\$30.82	\$34.67	\$38.53
Plus 2 years out of school	\$27.11	\$36.14	\$36.14	\$40.66	\$45.18
Plus 3 years out of school	\$30.92	\$41.22	\$41.22	\$46.37	\$51.53
<b>Wage Level A - Certificate III in Community Pharmacy (Retail Services)</b>					
<b>Year 10</b> (highest year of schooling completed)					
School leaver	\$15.74	\$20.98	\$20.98	\$23.60	\$26.23
Plus 1 year out of school	\$17.33	\$23.10	\$23.10	\$25.99	\$28.88
Plus 2 years out of school	\$20.61	\$27.48	\$27.48	\$30.92	\$34.35
Plus 3 years out of school	\$23.99	\$31.98	\$31.98	\$35.98	\$39.98
Plus 4 years out of school	\$27.92	\$37.22	\$37.22	\$41.87	\$46.53
Plus 5 or more years out of school	\$31.97	\$42.62	\$42.62	\$47.95	\$53.28
<b>Year 11</b> (highest year of schooling completed)					
School leaver	\$17.33	\$23.10	\$23.10	\$25.99	\$28.88
Plus 1 year out of school	\$20.61	\$27.48	\$27.48	\$30.92	\$34.35
Plus 2 years out of school	\$23.99	\$31.98	\$31.98	\$35.98	\$39.98
Plus 3 years out of school	\$27.92	\$37.22	\$37.22	\$41.87	\$46.53
Plus 4 years out of school	\$31.97	\$42.62	\$42.62	\$47.95	\$53.28
<b>Year 12</b> (highest year of schooling completed)					
School leaver	\$20.61	\$27.48	\$27.48	\$30.92	\$34.35
Plus 1 year out of school	\$23.99	\$31.98	\$31.98	\$35.98	\$39.98
Plus 2 years out of school	\$27.92	\$37.22	\$37.22	\$41.87	\$46.53
Plus 3 years out of school	\$31.97	\$42.62	\$42.62	\$47.95	\$53.28
<b>Certificate IV in Community Pharmacy (Retail Services)</b>					
<b>Wage Level A</b>					
First year of traineeship	\$33.18	\$44.24	\$44.24	\$49.77	\$55.30
Subsequent years of traineeship	\$34.43	\$45.90	\$45.90	\$51.64	\$57.38

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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

Training Schedule Minimum Wages - Part-time Trainees where training is delivered fully off-the-job (Schedule E4.2(f)(ii))  
where the full-time equivalent ordinary hours are 38 hours per week

	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
<b>School-based Trainee</b>												
<b>With paid leave</b>	100%	150%	100%	125%	150%		200%	125%	150%	175%	150%	200%
Year 11 or lower	\$13.11	\$19.67	\$13.11	\$16.39	\$19.67		\$26.22	\$16.39	\$19.67	\$22.94	\$19.67	\$26.22
Year 12	\$14.44	\$21.66	\$14.44	\$18.05	\$21.66		\$28.88	\$18.05	\$21.66	\$25.27	\$21.66	\$28.88
<b>With 25% loading in lieu of leave</b>	125%	175%	125%	150%	175%		225%	150%	175%	200%	150%	200%
Year 11 or lower	\$16.39	\$22.94	\$16.39	\$19.67	\$22.94		\$29.50	\$19.67	\$22.94	\$26.22	\$19.67	\$26.22
Year 12	\$18.05	\$25.27	\$18.05	\$21.66	\$25.27		\$32.49	\$21.66	\$25.27	\$28.88	\$21.66	\$28.88

	Sunday			Public Holiday	
	7am - 9pm	9pm - midnight	Overtime	7am - midnight	Overtime
<b>School-based Trainee</b>					
<b>With paid leave</b>	150%	200%	200%	225%	250%
Year 11 or lower	\$19.67	\$26.22	\$26.22	\$29.50	\$32.78
Year 12	\$21.66	\$28.88	\$28.88	\$32.49	\$36.10
<b>With 25% loading in lieu of leave</b>	175%	225%	200%	250%	250%
Year 11 or lower	\$22.94	\$29.50	\$26.22	\$32.78	\$32.78
Year 12	\$25.27	\$32.49	\$28.88	\$36.10	\$36.10

Training Schedule Minimum Wages - Part-time Trainees where training is delivered at least partly on-the-job (Schedule E4.2(f)(iii))  
where the full-time equivalent ordinary hours are 38 hours per week

	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
<b>School-based Trainee</b>												
<b>With paid leave</b>	100%	150%	100%	125%	150%		200%	125%	150%	175%	150%	200%
Year 11 or lower	\$10.49	\$15.73	\$10.49	\$13.11	\$15.73		\$20.98	\$13.11	\$15.73	\$18.35	\$15.73	\$20.98
Year 12	\$11.55	\$17.33	\$11.55	\$14.44	\$17.33		\$23.10	\$14.44	\$17.33	\$20.22	\$17.33	\$23.10
<b>With 25% loading in lieu of leave</b>	125%	175%	125%	150%	175%		225%	150%	175%	200%	150%	200%
Year 11 or lower	\$13.11	\$18.35	\$13.11	\$15.73	\$18.35		\$23.60	\$15.73	\$18.35	\$20.98	\$15.73	\$20.98
Year 12	\$14.44	\$20.22	\$14.44	\$17.33	\$20.22		\$25.99	\$17.33	\$20.22	\$23.10	\$17.33	\$23.10

	Sunday			Public Holiday	
	7am - 9pm	9pm - midnight	Overtime	7am - midnight	Overtime
<b>School-based Trainee</b>					
<b>With paid leave</b>	150%	200%	200%	225%	250%
Year 11 or lower	\$15.73	\$20.98	\$20.98	\$23.60	\$26.22
Year 12	\$17.33	\$23.10	\$23.10	\$25.99	\$28.88
<b>With 25% loading in lieu of leave</b>	175%	225%	200%	250%	250%
Year 11 or lower	\$18.35	\$23.60	\$20.98	\$26.22	\$26.22
Year 12	\$20.22	\$25.99	\$23.10	\$28.88	\$28.88

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