



# DETERMINATION

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

## **Annual Wage Review 2018–19** (C2019/1)

### **PASTORAL AWARD 2010** [MA000035]

Agricultural industry

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT HATCHER  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
PROFESSOR RICHARDSON  
MR GIBBS  
MR APTED

SYDNEY, 20 JUNE 2019

*Annual Wage Review 2018–19.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2018–19 on 30 May 2019 [[\[2019\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the year “2018” in clause 20.2 and inserting “2019”.
2. By deleting the table appearing in clause 28.1 and inserting the following:

<b>Wage group</b>	<b>Weekly award rate</b>	<b>Hourly rate</b>
	<b>\$</b>	<b>\$</b>
FLH1	740.80	19.49
FLH2	762.10	20.06
FLH3	773.10	20.34
FLH4	791.30	20.82
FLH5	805.50	21.20
FLH6	818.50	21.54
FLH7	862.50	22.70
FLH8	926.70	24.39

3. By deleting the table appearing in clause 34.1 and inserting the following:

<b>Wage group</b>	<b>Weekly award rate</b> \$	<b>Hourly rate</b> \$
PA1	740.80	19.49
PA2	761.60	20.04
PA3	791.30	20.82
PA4	818.60	21.54
PA5	839.90	22.10
PA6	862.50	22.70
PA7	889.50	23.41

4. By deleting the table appearing in clause 40.1 and inserting the following:

<b>Wage group</b>	<b>Weekly award rate</b> \$	<b>Hourly rate</b> \$
PW1	740.80	19.49
PW2	773.10	20.34
PW3	805.50	21.20
PW4	862.50	22.70

5. By deleting the amount “\$310.77” appearing above the table in clause 45.1(a) and inserting “\$318.62”.

6. By deleting the table appearing in clause 45.1(a) and inserting the following:

<b>Shearer’s formula</b>	<b>\$</b>
<i>Minimum rate</i>	813.86
Plus 20% piecework allowance—min rate x 20%	162.77
Plus 25% casual loading—min rate x 25%	203.47
<i>Subtotal</i>	1180.10
Plus shearing industry allowance	224.20
Plus rations	61.27
Plus allowance for combs/cutters	104.00
Plus payment for handpiece	23.51
<i>Weekly total for casual piecework shearer with own handpiece (500 sheep)</i>	1593.08
Rate per 100 conversion—total divided by 5	318.62

7. By deleting the amount “\$31.43” appearing in clause 45.1(h) and inserting “\$32.35”.

8. By deleting the table appearing in clause 45.1(i) and inserting the following:

\$238.04 per day if not found employee;  
 \$205.69 per day if found employee.

9. By deleting the table appearing in clause 45.2(a) and inserting the following:

	<b>Per 100 \$ At sheds</b>	<b>Per 100 \$ Other than at sheds</b>
Full crutching, that is, shearing the inside parts of the legs, between the legs, and around and above the tail. In addition when required:		
• removing wool that has been struck by blowfly;	92.40	79.66
• lifting the bottom leg and shearing that leg prior to turning the sheep around and above the tail; and/or		
• giving up to two blows above the tail		
All other crutching	73.28	63.72
For wiggging or ringing	35.05	35.05
For either wiggging or ringing in addition to crutching	9.56	9.56
For wiggging and ringing	57.35	57.35
For wiggging and ringing in addition to crutching— crutching rate plus	15.93	15.93
For cleaning the belly of any ewe above the teats (no more than two blows of the machine or shears)— crutching rates plus	7.97	7.97

10. By deleting the amount “\$10.03” appearing in clause 45.2(b) and inserting “\$10.33”.

11. By deleting the amount “\$31.43” appearing in clause 45.2(e) and inserting “\$32.35”.

12. By deleting the table appearing in clause 45.3(a) and inserting the following:

<b>Adults</b>	<b>Weekly \$</b>	<b>Per run \$</b>
For adults with less than 65 work days experience as a shed hand	1145.72	57.29
For adults with 65 or more work days experience as a shed hand	1205.53	60.28

13. By deleting the table appearing in clause 45.3(b) and inserting the following:

	\$
<i>With less than 65 work days experience in the industry</i>	
Minimum rate—which is 84.56% of Shearer’s minimum rate	688.20
Plus 25% casual loading—new minimum wage rate x 25%	172.05
Plus shearing industry allowance	224.20
Plus rations	61.27
<i>Total</i>	1145.72
Per run—divide by 20	57.29
<i>With more than 65 work days experience in the industry</i>	
Minimum rate which is 90.44% of Shearer’s minimum rate	736.05
Plus 25% casual loading—new minimum wage rate x 25%	184.01
Plus shearing industry allowance	224.20
Plus rations	61.27
<i>Total</i>	1205.53
Per run—divide by 20	60.28

14. By deleting the table appearing in clause 45.3(c) and inserting the following:

	\$ per run
<b>Under 18 years</b>	
<i>With less than 65 work days experience as a shed hand</i>	
70% of equivalent adult rate	40.10
<i>With 65 work days or more experience as a shed hand</i>	
70% of equivalent adult rate	42.20
<b>18–20 years</b>	
<i>With less than 65 work days experience as a shed hand</i>	
90% of equivalent adult rate	51.56
<i>With 65 work days or more experience as a shed hand</i>	
90% of equivalent adult rate	54.25

15. By deleting the amount “\$31.43” appearing in clause 45.3(d) and inserting “\$32.35”.

16. By deleting the table appearing in clause 45.4(a) and inserting the following:

	\$
By hand—per bale	19.22
By hand—per kilo	0.1261
By power—per bale	12.81
By power—per kilo	0.0841

17. By deleting the table appearing in clause 45.4(b) and inserting the following:

	Piecework	Timework
	\$	\$
<i>Minimum rate</i>	731.22	792.09
Plus 20% piecework allowance— min rate x 20%	146.24	-
Plus 25% casual loading—min rate x 25%	182.81	198.02
<i>Subtotal</i>	1060.27	-
Plus shearing industry allowance	224.20	224.20
Plus rations	61.27	61.27
<i>Total per week</i>	1345.74	1275.58
Per run—total divided by 20	-	63.78
By hand—per bale = total divided by 70	19.22	-
By hand—per kilo = by hand per bale rate divided by 152.4	0.1261	-
By power—per bale = by hand per bale rate x 2/3	12.81	-
By power—per kilo = by power per bale rate divided by 152.4	0.0841	-

18. By deleting the amount “\$0.41” appearing in clause 45.4(c) and inserting “\$0.42”.
19. By deleting the amount “\$62.10” appearing in clause 45.4(d) and inserting “\$63.78”.
20. By deleting the amount “\$31.43” appearing in clause 45.4(e) and inserting “\$32.35”.
21. By deleting the amounts “\$62.10” and “\$31.43” appearing in clause 45.4(g) and inserting “\$63.78” and “\$32.35” respectively.
22. By deleting the amounts “\$19.55” and “\$254.13” appearing in clause 45.5(a) and inserting “\$20.10” and “\$261.24” respectively.

23. By deleting the table appearing in clause 45.5(b) and inserting the following:

<b>Shearing cook's formula</b>	<b>\$</b>
Minimum rate	793.24
Plus 25% casual loading—min rate x 25%	198.31
Plus 20% long hours allowance—min rate x 20%	158.65
Plus 69.58% of shearing industry allowance	156.00
<i>Total</i>	1306.20
Daily rate—total divided by 5	261.24
Per employee per day rate = daily rate divided by 13	20.10

24. By deleting the amount “\$355.35” appearing in clause 45.6(a) and inserting “\$366.04”.

25. By deleting the table appearing in clause 45.8(a) and inserting the following:

<b>Classification</b>	<b>Rate per week</b>
	<b>\$</b>
Shearing shed expert level 1	1221.44
Shearing shed expert level 2	1357.15
Woolclasser level 1	1357.15
Woolclasser level 2	1464.15
Woolclasser level 3	1533.75

26. By deleting the table appearing in clause 45.8(a)(i) and inserting the following:

	<b>\$</b>
Base	852.04
Plus casual loading of 25% (of base)	213.01
<i>Subtotal</i>	1065.05
Plus conditions allowance	120.82
Plus enterprise flexibility (including hours) and wet weather allowance	171.27
<i>Total</i>	1357.14
Rounded to the nearest five cents	1357.15

27. By deleting the table appearing in clause 45.8(a)(ii) and inserting the following:

	<b>\$</b>
Base	852.04
Woolrolling and other shed hands work	85.62
<i>Subtotal 1</i>	937.66

	\$
Plus casual loading of 25% (of subtotal 1)	234.42
<i>Subtotal 2</i>	1172.08
Plus conditions allowance	120.82
Plus enterprise flexibility (including hours) and wet weather allowance	171.27
<i>Total</i>	1464.17
Rounded to the nearest five cents	1464.15

28. By deleting the table appearing in clause 45.8(a)(iii) and inserting the following:

	\$
Base	852.04
Woolrolling and other shed hands work	85.62
Bookkeeping, overseeing, experting	55.67
<i>Subtotal 1</i>	993.33
Plus casual loading of 25% (of subtotal 1)	248.33
<i>Subtotal 2</i>	1241.66
Plus conditions allowance	120.82
Plus enterprise flexibility (including hours) and wet weather allowance	171.27
<i>Total</i>	1533.75
Rounded to the nearest five cents	1533.75

29. By deleting the amounts "\$1421.40" and "\$355.35" appearing in clause 45.8(b) and inserting "\$1464.15" and "\$366.04" respectively.

30. By deleting the amount "\$1185.80" appearing in clause 45.8(c)(i) and inserting "\$1221.44".

31. By deleting the amount "\$1317.55" appearing in clause 45.8(c)(ii) and inserting "\$1357.15".

32. By deleting the amounts "\$181.92" and "\$150.49" appearing in clause 46.5(a) and inserting "\$186.52" and "\$154.17" respectively.

B. This determination comes into operation from 1 July 2019. In accordance with s.166(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2019.

PRESIDENT

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