



# DRAFT DETERMINATION

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

**Annual Wage Review 2021–22**  
(C2022/1)

**PASTORAL AWARD 2020**  
[MA000035]

Agricultural industry

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2022

*Annual Wage Review 2021–22.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

1. By deleting the year “2021” in clause 15.2 and inserting “2022”.
2. By deleting the table appearing in clause 18.2(b)(i) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
2–6 employees	25.27
7–10 employees	29.44
11–20 employees	41.96
More than 20 employees	52.73

3. By deleting the amount “\$2.93” appearing in clause 18.2(c) and inserting “\$3.08”.

4. By deleting the table appearing in clause 32.1 and inserting the following:

<b>Wage group</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
FLH1	812.60	21.38
FLH2	834.80	21.97
FLH3	846.30	22.27
FLH4	865.20	22.77
FLH5	880.10	23.16
FLH6	893.60	23.52
FLH7	940.90	24.76
FLH8	1011.00	26.61

5. By deleting the amount “\$3.56” appearing in clause 33.4 and inserting “\$3.73”.

6. By deleting the table appearing in clause 37.1 and inserting the following:

<b>Wage group</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
PA1	812.60	21.38
PA2	834.30	21.96
PA3	865.20	22.77
PA4	893.70	23.52
PA5	916.30	24.11
PA6	940.90	24.76
PA7	970.40	25.54

7. By deleting the table appearing in clause 47.1 and inserting the following:

<b>Wage group</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
PW1	812.60	21.38
PW2	846.30	22.27

<b>Wage group</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
PW3	880.10	23.16
PW4	940.90	24.76

8. By deleting the table appearing in clause 51.1 and inserting the following:

<b>Minimum rates for shearing (by machine)</b>	<b>If not found employee<sup>1</sup></b>	<b>If found employee<sup>1</sup></b>
	<b>\$</b>	<b>\$</b>
Flock sheep—wethers, ewes and lambs—rate per 100	347.39	312.44
Flock sheep—wethers, ewes and lambs—rate per day	259.53	224.58

9. By deleting the table appearing in clause 51.3(a) and inserting the following:

	<b>Per 100 At sheds</b>	<b>Per 100 Other than at sheds</b>
	<b>\$</b>	<b>\$</b>
Full crutching: shearing the inside parts of the legs, between the legs, and around and above the tail. In addition when required: <ul style="list-style-type: none"> <li>removing wool that has been struck by blowfly;</li> <li>lifting the bottom leg and shearing that leg prior to turning the sheep around and above the tail; and/or</li> <li>giving up to 2 blows above the tail</li> </ul>	100.74	86.85
All other crutching	79.90	69.48
For wiggging or ringing	38.21	38.21
For either wiggging or ringing in addition to crutching	10.42	10.42
For wiggging and ringing	62.53	62.53
For wiggging and ringing in addition to crutching—crutching rate plus	17.37	17.37
For cleaning the belly of any ewe above the teats (no more than 2 blows of the machine or shears)—crutching rates plus	8.68	8.68

- 10. By deleting the amount “\$10.77” appearing in clause 51.3(b) and inserting “\$11.31”.
- 11. By deleting the amount “\$33.65” appearing in clause 51.3(d) and inserting “\$34.95”.
- 12. By deleting the table appearing in clause 51.4(a) and inserting the following:

<b>Adults</b>	<b>Weekly rate (full-time employee)</b>	<b>Per run rate</b>
	<b>\$</b>	<b>\$</b>
For adults with less than 65 work days’ experience as a shed hand	1247.91	62.40
For adults with 65 or more work days’ experience as a shed hand	1313.24	65.66

- 13. By deleting the amount “\$33.65” appearing in clause 51.4(d) and inserting “\$34.95”.
- 14. By deleting the table appearing in clause 51.5(a) and inserting the following:

	<b>\$</b>
By hand—per bale	21.03
By hand—per kilo	0.1380
By power—per bale	14.02
By power—per kilo	0.0920

- 15. By deleting the amount “\$0.44” appearing in clause 51.5(b) and inserting “\$0.46”.
- 16. By deleting the amount “\$66.39” appearing in clause 51.5(c) and inserting “\$69.55”.
- 17. By deleting the amount “\$33.65” appearing in clause 51.5(d) and inserting “\$34.95”.
- 18. By deleting the amounts “\$66.39” and “\$33.65” appearing in clause 51.5(f) and inserting “\$69.55” and “\$34.95” respectively.
- 19. By deleting the amount “\$20.94” appearing in clause 51.6(a) and inserting “\$21.95”.
- 20. By deleting the amount “\$272.16” appearing in clause 51.6(b) and inserting “\$285.40”.
- 21. By deleting the amount “\$381.75” appearing in clause 51.7(a) and inserting “\$399.75”.

22. By deleting the table appearing in clause 51.9(a) and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>
	<b>\$</b>
Shearing shed expert level 1	1333.62
Shearing shed expert level 2	1481.80
Woolclasser level 1 <sup>1</sup>	1481.80
Woolclasser level 2 <sup>1</sup>	1599.00
Woolclasser level 3 <sup>1</sup>	1675.20

23. By deleting the amounts “\$1527.00” and “\$381.75” appearing in clause 51.9(b) and inserting “\$1599.00” and “\$399.75” respectively.

24. By deleting the amount “\$1273.86” appearing in clause 51.9(c)(i) and inserting “\$1333.62”.

25. By deleting the amount “\$1415.40” appearing in clause 51.9(c)(ii) and inserting “\$1481.80”.

26. By deleting the table appearing in clause 51.9(f) and inserting the following:

<b>Allowance</b>	<b>\$ per week</b>
Conditions	132.33
Enterprise flexibility	187.58
Woolrolling	93.77
Bookkeeping	60.97

27. By deleting the amount “\$54.27” appearing in clause 52.1(b) and inserting “\$56.99”.

28. By deleting the amount “\$17.91” appearing in clause 52.2 and inserting “\$18.81”.

29. By deleting the amount “\$16.11” appearing in clause 52.3(a) and inserting “\$16.92”.

30. By deleting the amounts “\$194.34” and “\$160.69” appearing in clause 52.5(a)(ii) and inserting “\$203.36” and “\$168.41” respectively.

31. By deleting the table appearing in clause A.1.1 and inserting the following:

<b>Shearer’s formula</b>	<b>\$</b>
<i>Minimum rate</i>	888.80
Plus 20% piecework allowance—min rate x 20%	177.76

<b>Shearer's formula</b>	<b>\$</b>
Plus 25% casual loading—min rate x 25%	222.20
<i>Subtotal</i>	1288.76
Plus shearing industry allowance <sup>1</sup>	243.45
Plus rations <sup>1</sup>	65.00
Plus allowance for combs/cutters <sup>1</sup>	113.99
Plus payment for handpiece <sup>1</sup>	25.77
<i>Weekly total for casual piecework Shearer with own handpiece (500 sheep)</i>	1736.97
Rate per 100 conversion—total divided by 5	347.39

32. By deleting the amount “\$33.65” appearing in clause A.1.2 and inserting “\$34.95”.

33. By deleting the table appearing in clause A.3.1 and inserting the following:

	<b>\$</b>
<i>With less than 65 work days' experience in the industry</i>	
Minimum rate—which is 84.56% of Shearer's minimum rate	751.57
Plus 25% casual loading—new minimum wage rate x 25%	187.89
Plus shearing industry allowance <sup>1</sup>	243.45
Plus rations <sup>1</sup>	65.00
<i>Total</i>	1247.91
Per run—divide by 20	62.40
<i>With 65 or more work days' experience in the industry</i>	
Minimum rate which is 90.44% of Shearer's minimum rate	803.83
Plus 25% casual loading—new minimum wage rate x 25%	200.96
Plus shearing industry allowance <sup>1</sup>	243.45
Plus rations <sup>1</sup>	65.00
<i>Total</i>	1313.24
Per run—divide by 20	65.66

34. By deleting the table appearing in clause A.3.2 and inserting the following:

	<b>\$ per run</b>
<b>Under 18 years</b>	
<i>With less than 65 work days' experience as a shed hand</i>	
70% of equivalent adult rate	43.68
<i>With 65 or more work days' experience as a shed hand</i>	
70% of equivalent adult rate	45.96
<b>18–20 years</b>	
<i>With less than 65 work days' experience as a shed hand</i>	
90% of equivalent adult rate	56.16
<i>With 65 or more work days' experience as a shed hand</i>	
90% of equivalent adult rate	59.09

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

	<b>Piecework</b>	<b>Time work</b>
	<b>\$</b>	<b>\$</b>
<i>Minimum rate</i>	802.60	866.10
Plus 20% piecework allowance—min rate x 20%	160.52	
Plus 25% casual loading—min rate x 25%	200.65	216.53
<i>Subtotal</i>	1163.77	
Plus shearing industry allowance <sup>1</sup>	243.45	243.45
Plus rations <sup>1</sup>	65.00	65.00
<i>Total per week</i>	1472.22	1391.08
Per run—total divided by 20		69.55
By hand—per bale = total divided by 70	21.03	
By hand—per kilo = by hand per bale rate divided by 152.4	0.1380	
By power—per bale = by hand per bale rate x 2/3	14.02	
By power—per kilo = by power per bale rate divided by 152.4	0.0920	

36. By deleting the table appearing in clause A.5 and inserting the following:

<b>Shearing cook's formula</b>	<b>\$</b>
<i>Minimum rate</i>	867.30
Plus 25% casual loading—min rate x 25%	216.83
Plus 20% long hours allowance—min rate x 20%	173.46
Plus 69.58% of shearing industry allowance <sup>1</sup>	169.39
<i>Total</i>	1426.98
Daily rate—total divided by 5	285.40
Per employee per day rate = daily rate divided by 13	21.95

37. By deleting the table appearing in clause A.6.1 and inserting the following:

	<b>\$</b>
Base	929.50
Plus casual loading of 25% (of base)	232.38
<i>Subtotal</i>	1161.88
Plus conditions allowance <sup>1</sup>	132.33
Plus enterprise flexibility (including hours) and wet weather allowance <sup>1</sup>	187.58
<i>Total</i>	1481.79
Rounded to the nearest 5 cents	1481.80

38. By deleting the table appearing in clause A.6.2 and inserting the following:

	<b>\$</b>
Base	929.50
Woolrolling and other shed hands work	93.77
<i>Subtotal 1</i>	1023.27
Plus casual loading of 25% (of subtotal 1)	255.82
<i>Subtotal 2</i>	1279.09
Plus conditions allowance <sup>1</sup>	132.33
Plus enterprise flexibility (including hours) and wet weather allowance <sup>1</sup>	187.58
<i>Total</i>	1599.00
Rounded to the nearest 5 cents	1599.00



39. By deleting the table appearing in clause A.6.3 and inserting the following:

	<b>\$</b>
Base	929.50
Woolrolling and other shed hands work	93.77
Bookkeeping, overseeing, experting <sup>1</sup>	60.97
<i>Subtotal 1</i>	1084.24
Plus casual loading of 25% (of subtotal 1)	271.06
<i>Subtotal 2</i>	1355.30
Plus conditions allowance <sup>1</sup>	132.33
Plus enterprise flexibility (including hours) and wet weather allowance <sup>1</sup>	187.58
<i>Total</i>	1675.21
Rounded to the nearest 5 cents	1675.20

40. By deleting the table appearing in clause B.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>100%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
FLH1	21.38	42.76
FLH2	21.97	43.94
FLH3	22.27	44.54
FLH4	22.77	45.54
FLH5	23.16	46.32
FLH6	23.52	47.04
FLH7	24.76	49.52
FLH8	26.61	53.22

41. By deleting the table appearing in clause B.2.2 and inserting the following:

	Monday to Saturday— Overtime hours	Sunday—Overtime hours	
		feeding & watering stock	other than feeding & watering stock
	<b>% of ordinary hourly rate<sup>1</sup></b>		
	<b>150%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
FLH1	32.07	32.07	42.76
FLH2	32.96	32.96	43.94
FLH3	33.41	33.41	44.54
FLH4	34.16	34.16	45.54
FLH5	34.74	34.74	46.32
FLH6	35.28	35.28	47.04
FLH7	37.14	37.14	49.52
FLH8	39.92	39.92	53.22

42. By deleting the table appearing in clause B.2.3 and inserting the following:

	Minimum weekly rate	Work on 6 full days	Work on 6 full days & 1 half day	Work on 7 full days
	<b>% of ordinary weekly rate<sup>2</sup></b>			
	<b>100%</b>	<b>3/22nds<sup>1</sup></b>	<b>3/11ths<sup>1</sup></b>	<b>9/22nds<sup>1</sup></b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Station cook (FLH1)	812.60	110.81	221.62	332.43

43. By deleting the table appearing in clause B.2.4 and inserting the following:

	Ordinary hours	Public holiday
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>125%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>
FLH1	26.73	48.11
FLH2	27.46	49.43
FLH3	27.84	50.11
FLH4	28.46	51.23

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>125%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>
FLH5	28.95	52.11
FLH6	29.40	52.92
FLH7	30.95	55.71
FLH8	33.26	59.87

44. By deleting the table appearing in clause B.3.1 and inserting the following:

<b>Age</b>	<b>Junior weekly rate</b>	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of junior hourly rate<sup>1</sup></b>		
	<b>100%</b>	<b>100%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>FLH1</b>			
Under 16 years	406.30	10.69	21.38
16 years	487.56	12.83	25.66
17 years	568.82	14.97	29.94
18 years	650.08	17.11	34.22
19 years	731.34	19.25	38.50
<b>FLH2</b>			
Under 16 years	417.40	10.98	21.96
16 years	500.88	13.18	26.36
17 years	584.36	15.38	30.76
18 years	667.84	17.57	35.14
19 years	751.32	19.77	39.54
<b>FLH3</b>			
Under 16 years	423.15	11.14	22.28
16 years	507.78	13.36	26.72
17 years	592.41	15.59	31.18
18 years	677.04	17.82	35.64
19 years	761.67	20.04	40.08

Age	Junior weekly rate	Ordinary hours	Public holiday
		% of junior hourly rate <sup>1</sup>	
	<b>100%</b>	<b>100%</b>	<b>200%</b>
	\$	\$	\$
<b>FLH4</b>			
Under 16 years	432.60	11.38	22.76
16 years	519.12	13.66	27.32
17 years	605.64	15.94	31.88
18 years	692.16	18.21	36.42
19 years	778.68	20.49	40.98
<b>FLH5</b>			
Under 16 years	440.05	11.58	23.16
16 years	528.06	13.90	27.80
17 years	616.07	16.21	32.42
18 years	704.08	18.53	37.06
19 years	792.09	20.84	41.68
<b>FLH6</b>			
Under 16 years	446.80	11.76	23.52
16 years	536.16	14.11	28.22
17 years	625.52	16.46	32.92
18 years	714.88	18.81	37.62
19 years	804.24	21.16	42.32
<b>FLH7</b>			
Under 16 years	470.45	12.38	24.76
16 years	564.54	14.86	29.72
17 years	658.63	17.33	34.66
18 years	752.72	19.81	39.62
19 years	846.81	22.28	44.56
<b>FLH8</b>			
Under 16 years	505.50	13.30	26.60
16 years	606.60	15.96	31.92
17 years	707.70	18.62	37.24
18 years	808.80	21.28	42.56
19 years	909.90	23.94	47.88

45. By deleting the table appearing in clause B.3.2 and inserting the following:

	Monday to Saturday—Overtime hours	Sunday—Overtime hours	
		feeding & watering stock	other than feeding & watering stock
	% of junior hourly rate <sup>1</sup>		
	150%	150%	200%
	\$	\$	\$
<b>FLH1</b>			
Under 16 years	16.04	16.04	21.38
16 years	19.25	19.25	25.66
17 years	22.46	22.46	29.94
18 years	25.67	25.67	34.22
19 years	28.88	28.88	38.50
<b>FLH2</b>			
Under 16 years	16.47	16.47	21.96
16 years	19.77	19.77	26.36
17 years	23.07	23.07	30.76
18 years	26.36	26.36	35.14
19 years	29.66	29.66	39.54
<b>FLH3</b>			
Under 16 years	16.71	16.71	22.28
16 years	20.04	20.04	26.72
17 years	23.39	23.39	31.18
18 years	26.73	26.73	35.64
19 years	30.06	30.06	40.08
<b>FLH4</b>			
Under 16 years	17.07	17.07	22.76
16 years	20.49	20.49	27.32
17 years	23.91	23.91	31.88
18 years	27.32	27.32	36.42
19 years	30.74	30.74	40.98

	Monday to Saturday—Overtime hours	Sunday—Overtime hours	
		feeding & watering stock	other than feeding & watering stock
% of junior hourly rate <sup>1</sup>			
	150%	150%	200%
	\$	\$	\$
<b>FLH5</b>			
Under 16 years	17.37	17.37	23.16
16 years	20.85	20.85	27.80
17 years	24.32	24.32	32.42
18 years	27.80	27.80	37.06
19 years	31.26	31.26	41.68
<b>FLH6</b>			
Under 16 years	17.64	17.64	23.52
16 years	21.17	21.17	28.22
17 years	24.69	24.69	32.92
18 years	28.22	28.22	37.62
19 years	31.74	31.74	42.32
<b>FLH7</b>			
Under 16 years	18.57	18.57	24.76
16 years	22.29	22.29	29.72
17 years	26.00	26.00	34.66
18 years	29.72	29.72	39.62
19 years	33.42	33.42	44.56
<b>FLH8</b>			
Under 16 years	19.95	19.95	26.60
16 years	23.94	23.94	31.92
17 years	27.93	27.93	37.24
18 years	31.92	31.92	42.56
19 years	35.91	35.91	47.88

46. By deleting the table appearing in clause B.3.3 and inserting the following:

	<b>Junior weekly rate</b>	<b>Work on 6 full days</b>	<b>Work on 6 full days &amp; 1 half day</b>	<b>Work on 7 full days</b>
	<b>% of junior weekly rate<sup>1</sup></b>			
	<b>100%</b>	<b>3/22nds<sup>2</sup></b>	<b>3/11ths<sup>2</sup></b>	<b>9/22nds<sup>2</sup></b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Station cook (FLH1)</b>				
Under 16 years	406.30	55.40	110.81	166.21
16 years	487.56	66.49	132.97	199.46
17 years	568.82	77.57	155.13	232.70
18 years	650.08	88.65	177.29	265.94
19 years	731.34	99.73	199.46	299.18

47. By deleting the table appearing in clause B.3.4 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>125%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>
<b>FLH1</b>		
Under 16 years	13.36	24.05
16 years	16.04	28.87
17 years	18.71	33.68
18 years	21.39	38.50
19 years	24.06	43.31
<b>FLH2</b>		
Under 16 years	13.73	24.71
16 years	16.48	29.66
17 years	19.23	34.61
18 years	21.96	39.53
19 years	24.71	44.48
<b>FLH3</b>		
Under 16 years	13.93	25.07
16 years	16.70	30.06

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>125%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>
17 years	19.49	35.08
18 years	22.28	40.10
19 years	25.05	45.09
<b>FLH4</b>		
Under 16 years	14.23	25.61
16 years	17.08	30.74
17 years	19.93	35.87
18 years	22.76	40.97
19 years	25.61	46.10
<b>FLH5</b>		
Under 16 years	14.48	26.06
16 years	17.38	31.28
17 years	20.26	36.47
18 years	23.16	41.69
19 years	26.05	46.89
<b>FLH6</b>		
Under 16 years	14.70	26.46
16 years	17.64	31.75
17 years	20.58	37.04
18 years	23.51	42.32
19 years	26.45	47.61
<b>FLH7</b>		
Under 16 years	15.48	27.86
16 years	18.58	33.44
17 years	21.66	38.99
18 years	24.76	44.57
19 years	27.85	50.13



	Ordinary hours	Public holiday
	% of ordinary hourly rate <sup>1</sup>	
	125%	225%
	\$	\$
<b>FLH8</b>		
Under 16 years	16.63	29.93
16 years	19.95	35.91
17 years	23.28	41.90
18 years	26.60	47.88
19 years	29.93	53.87

48. By deleting the table appearing in clause B.4.1 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	% of ordinary hourly rate <sup>1</sup>		
	100%	150%	250%
	\$	\$	\$
PA1	21.38	32.07	53.45
PA2	21.96	32.94	54.90
PA3	22.77	34.16	56.93
PA4	23.52	35.28	58.80
PA5	24.11	36.17	60.28
PA6	24.76	37.14	61.90
PA7	25.54	38.31	63.85

49. By deleting the table appearing in clause B.4.2 and inserting the following:

	Successive afternoon or night shift <sup>1</sup>	Non-successive afternoon or night shift <sup>2</sup>		Permanent night shift <sup>3</sup>	Saturday	Sunday <sup>4</sup>	Public holiday
		first 3 hours	after 3 hours				
	% of ordinary hourly rate <sup>5</sup>						
	\$	\$	\$	\$	\$	\$	\$
	115%	150%	200%	130%	150%	200%	200%
PA1	24.59	32.07	42.76	27.79	32.07	42.76	42.76
PA2	25.25	32.94	43.92	28.55	32.94	43.92	43.92

	Successive afternoon or night shift <sup>1</sup>	Non-successive afternoon or night shift <sup>2</sup>		Permanent night shift <sup>3</sup>	Saturday	Sunday <sup>4</sup>	Public holiday
		first 3 hours	after 3 hours				
% of ordinary hourly rate <sup>5</sup>							
	\$	\$	\$	\$	\$	\$	\$
	115%	150%	200%	130%	150%	200%	200%
PA3	26.19	34.16	45.54	29.60	34.16	45.54	45.54
PA4	27.05	35.28	47.04	30.58	35.28	47.04	47.04
PA5	27.73	36.17	48.22	31.34	36.17	48.22	48.22
PA6	28.47	37.14	49.52	32.19	37.14	49.52	49.52
PA7	29.37	38.31	51.08	33.20	38.31	51.08	51.08

50. By deleting the table appearing in clause B.4.3 and inserting the following:

	Ordinary hours	Monday to Saturday		Sunday
		First 2 hours	After 2 hours	
% of ordinary hourly rate <sup>1</sup>				
	100%	150%	200%	200%
	\$	\$	\$	\$
PA1	21.38	32.07	42.76	42.76
PA2	21.96	32.94	43.92	43.92
PA3	22.77	34.16	45.54	45.54
PA4	23.52	35.28	47.04	47.04
PA5	24.11	36.17	48.22	48.22
PA6	24.76	37.14	49.52	49.52
PA7	25.54	38.31	51.08	51.08

51. By deleting the table appearing in clause B.4.4 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	125%	175%	275%
	\$	\$	\$
PA1	26.73	37.42	58.80
PA2	27.45	38.43	60.39

	Ordinary hours	Saturday	Public holiday
	% of ordinary hourly rate <sup>1</sup>		
	125%	175%	275%
	\$	\$	\$
PA3	28.46	39.85	62.62
PA4	29.40	41.16	64.68
PA5	30.14	42.19	66.30
PA6	30.95	43.33	68.09
PA7	31.93	44.70	70.24

52. By deleting the table appearing in clause B.4.5 and inserting the following:

	Successive afternoon or night shift <sup>1</sup>	Non-successive afternoon or night shift <sup>2</sup>		Permanent night shift <sup>3</sup>	Saturday	Sunday <sup>4</sup>	Public holiday
		first 3 hours	after 3 hours				
	% of ordinary hourly rate <sup>5</sup>						
	\$	\$	\$	\$	\$	\$	\$
	140%	175%	225%	155%	175%	225%	225%
PA1	29.93	37.42	48.11	33.14	37.42	48.11	48.11
PA2	30.74	38.43	49.41	34.04	38.43	49.41	49.41
PA3	31.88	39.85	51.23	35.29	39.85	51.23	51.23
PA4	32.93	41.16	52.92	36.46	41.16	52.92	52.92
PA5	33.75	42.19	54.25	37.37	42.19	54.25	54.25
PA6	34.66	43.33	55.71	38.38	43.33	55.71	55.71
PA7	35.76	44.70	57.47	39.59	44.70	57.47	57.47

53. By deleting the table appearing in clause B.5.1 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate <sup>1</sup>		
	100%	150%	250%
	\$	\$	\$
<b>PA1</b>			
Under 16 years	10.69	16.04	26.73
16 years	12.83	19.25	32.08

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate <sup>1</sup>		
	100%	150%	250%
	\$	\$	\$
17 years	14.97	22.46	37.43
18 years	17.10	25.65	42.75
19 years	19.24	28.86	48.10
<b>PA2</b>			
Under 16 years	10.98	16.47	27.45
16 years	13.18	19.77	32.95
17 years	15.37	23.06	38.43
18 years	17.57	26.36	43.93
19 years	19.76	29.64	49.40
<b>PA3</b>			
Under 16 years	11.39	17.09	28.48
16 years	13.66	20.49	34.15
17 years	15.94	23.91	39.85
18 years	18.22	27.33	45.55
19 years	20.49	30.74	51.23
<b>PA4</b>			
Under 16 years	11.76	17.64	29.40
16 years	14.11	21.17	35.28
17 years	16.46	24.69	41.15
18 years	18.82	28.23	47.05
19 years	21.17	31.76	52.93
<b>PA5</b>			
Under 16 years	12.06	18.09	30.15
16 years	14.47	21.71	36.18
17 years	16.88	25.32	42.20
18 years	19.29	28.94	48.23
19 years	21.70	32.55	54.25
<b>PA6</b>			
Under 16 years	12.38	18.57	30.95
16 years	14.86	22.29	37.15

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate <sup>1</sup>		
	100%	150%	250%
	\$	\$	\$
17 years	17.33	26.00	43.33
18 years	19.81	29.72	49.53
19 years	22.28	33.42	55.70
<b>PA7</b>			
Under 16 years	12.77	19.16	31.93
16 years	15.32	22.98	38.30
17 years	17.88	26.82	44.70
18 years	20.43	30.65	51.08
19 years	22.99	34.49	57.48

54. By deleting the table appearing in clause B.5.2 and inserting the following:

	Successive afternoon or night shift <sup>1</sup>	Non-successive afternoon or night shift <sup>2</sup>		Permanent night shift <sup>3</sup>	Saturday	Sunday <sup>4</sup>	Public holiday
		first 3 hours	after 3 hours				
	% of junior hourly rate <sup>5</sup>						
	\$	\$	\$	\$	\$	\$	\$
	115%	150%	200%	130%	150%	200%	200%
<b>PA1</b>							
Under 16 years	12.29	16.04	21.38	13.90	16.04	21.38	21.38
16 years	14.75	19.25	25.66	16.68	19.25	25.66	25.66
17 years	17.22	22.46	29.94	19.46	22.46	29.94	29.94
18 years	19.67	25.65	34.20	22.23	25.65	34.20	34.20
19 years	22.13	28.86	38.48	25.01	28.86	38.48	38.48
<b>PA2</b>							
Under 16 years	12.63	16.47	21.96	14.27	16.47	21.96	21.96
16 years	15.16	19.77	26.36	17.13	19.77	26.36	26.36
17 years	17.68	23.06	30.74	19.98	23.06	30.74	30.74

	Successive afternoon or night shift <sup>1</sup>	Non-successive afternoon or night shift <sup>2</sup>		Permanent night shift <sup>3</sup>	Saturday	Sunday <sup>4</sup>	Public holiday
		first 3 hours	after 3 hours				
% of junior hourly rate <sup>5</sup>							
	\$	\$	\$	\$	\$	\$	\$
	115%	150%	200%	130%	150%	200%	200%
18 years	20.21	26.36	35.14	22.84	26.36	35.14	35.14
19 years	22.72	29.64	39.52	25.69	29.64	39.52	39.52
<b>PA3</b>							
Under 16 years	13.10	17.09	22.78	14.81	17.09	22.78	22.78
16 years	15.71	20.49	27.32	17.76	20.49	27.32	27.32
17 years	18.33	23.91	31.88	20.72	23.91	31.88	31.88
18 years	20.95	27.33	36.44	23.69	27.33	36.44	36.44
19 years	23.56	30.74	40.98	26.64	30.74	40.98	40.98
<b>PA4</b>							
Under 16 years	13.52	17.64	23.52	15.29	17.64	23.52	23.52
16 years	16.23	21.17	28.22	18.34	21.17	28.22	28.22
17 years	18.93	24.69	32.92	21.40	24.69	32.92	32.92
18 years	21.64	28.23	37.64	24.47	28.23	37.64	37.64
19 years	24.35	31.76	42.34	27.52	31.76	42.34	42.34
<b>PA5</b>							
Under 16 years	13.87	18.09	24.12	15.68	18.09	24.12	24.12
16 years	16.64	21.71	28.94	18.81	21.71	28.94	28.94
17 years	19.41	25.32	33.76	21.94	25.32	33.76	33.76
18 years	22.18	28.94	38.58	25.08	28.94	38.58	38.58
19 years	24.96	32.55	43.40	28.21	32.55	43.40	43.40
<b>PA6</b>							
Under 16 years	14.24	18.57	24.76	16.09	18.57	24.76	24.76
16 years	17.09	22.29	29.72	19.32	22.29	29.72	29.72
17 years	19.93	26.00	34.66	22.53	26.00	34.66	34.66

	Successive afternoon or night shift <sup>1</sup>	Non-successive afternoon or night shift <sup>2</sup>		Permanent night shift <sup>3</sup>	Saturday	Sunday <sup>4</sup>	Public holiday
		first 3 hours	after 3 hours				
% of junior hourly rate <sup>5</sup>							
	\$	\$	\$	\$	\$	\$	\$
	115%	150%	200%	130%	150%	200%	200%
18 years	22.78	29.72	39.62	25.75	29.72	39.62	39.62
19 years	25.62	33.42	44.56	28.96	33.42	44.56	44.56
<b>PA7</b>							
Under 16 years	14.69	19.16	25.54	16.60	19.16	25.54	25.54
16 years	17.62	22.98	30.64	19.92	22.98	30.64	30.64
17 years	20.56	26.82	35.76	23.24	26.82	35.76	35.76
18 years	23.49	30.65	40.86	26.56	30.65	40.86	40.86
19 years	26.44	34.49	45.98	29.89	34.49	45.98	45.98

55. By deleting the table appearing in clause B.5.3 and inserting the following:

	Monday to Saturday		Sunday
	First 2 hours	After 2 hours	
% of junior hourly rate <sup>1</sup>			
	150%	200%	200%
	\$	\$	\$
<b>PA1</b>			
Under 16 years	16.04	21.38	21.38
16 years	19.25	25.66	25.66
17 years	22.46	29.94	29.94
18 years	25.65	34.20	34.20
19 years	28.86	38.48	38.48
<b>PA2</b>			
Under 16 years	16.47	21.96	21.96
16 years	19.77	26.36	26.36
17 years	23.06	30.74	30.74
18 years	26.36	35.14	35.14

	Monday to Saturday		Sunday
	First 2 hours	After 2 hours	
	% of junior hourly rate <sup>1</sup>		
	150%	200%	200%
	\$	\$	\$
19 years	29.64	39.52	39.52
<b>PA3</b>			
Under 16 years	17.09	22.78	22.78
16 years	20.49	27.32	27.32
17 years	23.91	31.88	31.88
18 years	27.33	36.44	36.44
19 years	30.74	40.98	40.98
<b>PA4</b>			
Under 16 years	17.64	23.52	23.52
16 years	21.17	28.22	28.22
17 years	24.69	32.92	32.92
18 years	28.23	37.64	37.64
19 years	31.76	42.34	42.34
<b>PA5</b>			
Under 16 years	18.09	24.12	24.12
16 years	21.71	28.94	28.94
17 years	25.32	33.76	33.76
18 years	28.94	38.58	38.58
19 years	32.55	43.40	43.40
<b>PA6</b>			
Under 16 years	18.57	24.76	24.76
16 years	22.29	29.72	29.72
17 years	26.00	34.66	34.66
18 years	29.72	39.62	39.62
19 years	33.42	44.56	44.56
<b>PA7</b>			
Under 16 years	19.16	25.54	25.54
16 years	22.98	30.64	30.64
17 years	26.82	35.76	35.76



	Monday to Saturday		Sunday
	First 2 hours	After 2 hours	
	% of junior hourly rate <sup>1</sup>		
	150%	200%	200%
	\$	\$	\$
18 years	30.65	40.86	40.86
19 years	34.49	45.98	45.98

56. By deleting the table appearing in clause B.5.4 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate <sup>1</sup>		
	125%	175%	275%
	\$	\$	\$
<b>PA1</b>			
Under 16 years	13.36	18.71	29.40
16 years	16.04	22.45	35.28
17 years	18.71	26.20	41.17
18 years	21.38	29.93	47.03
19 years	24.05	33.67	52.91
<b>PA2</b>			
Under 16 years	13.73	19.22	30.20
16 years	16.48	23.07	36.25
17 years	19.21	26.90	42.27
18 years	21.96	30.75	48.32
19 years	24.70	34.58	54.34
<b>PA3</b>			
Under 16 years	14.24	19.93	31.32
16 years	17.08	23.91	37.57
17 years	19.93	27.90	43.84
18 years	22.78	31.89	50.11
19 years	25.61	35.86	56.35
<b>PA4</b>			
Under 16 years	14.70	20.58	32.34
16 years	17.64	24.69	38.80

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Public holiday</b>
	<b>% of junior hourly rate <sup>1</sup></b>		
	<b>125%</b>	<b>175%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
17 years	20.58	28.81	45.27
18 years	23.53	32.94	51.76
19 years	26.46	37.05	58.22
<b>PA5</b>			
Under 16 years	15.08	21.11	33.17
16 years	18.09	25.32	39.79
17 years	21.10	29.54	46.42
18 years	24.11	33.76	53.05
19 years	27.13	37.98	59.68
<b>PA6</b>			
Under 16 years	15.48	21.67	34.05
16 years	18.58	26.01	40.87
17 years	21.66	30.33	47.66
18 years	24.76	34.67	54.48
19 years	27.85	38.99	61.27
<b>PA7</b>			
Under 16 years	15.96	22.35	35.12
16 years	19.15	26.81	42.13
17 years	22.35	31.29	49.17
18 years	25.54	35.75	56.18
19 years	28.74	40.23	63.22

57. By deleting the table appearing in clause B.5.5 and inserting the following:

	Successive afternoon or night shift <sup>1</sup>	Non-successive afternoon or night shift <sup>2</sup>		Permanent night shift <sup>3</sup>	Saturday	Sunday <sup>4</sup>	Public holiday
		first 3 hours	after 3 hours				
% of junior hourly rate <sup>5</sup>							
	140%	175%	225%	155%	175%	225%	225%
	\$	\$	\$	\$	\$	\$	\$
<b>PA1</b>							
Under 16 years	14.97	18.71	24.05	16.57	18.71	24.05	24.05
16 years	17.96	22.45	28.87	19.89	22.45	28.87	28.87
17 years	20.96	26.20	33.68	23.20	26.20	33.68	33.68
18 years	23.94	29.93	38.48	26.51	29.93	38.48	38.48
19 years	26.94	33.67	43.29	29.82	33.67	43.29	43.29
<b>PA2</b>							
Under 16 years	15.37	19.22	24.71	17.02	19.22	24.71	24.71
16 years	18.45	23.07	29.66	20.43	23.07	29.66	29.66
17 years	21.52	26.90	34.58	23.82	26.90	34.58	34.58
18 years	24.60	30.75	39.53	27.23	30.75	39.53	39.53
19 years	27.66	34.58	44.46	30.63	34.58	44.46	44.46
<b>PA3</b>							
Under 16 years	15.95	19.93	25.63	17.65	19.93	25.63	25.63
16 years	19.12	23.91	30.74	21.17	23.91	30.74	30.74
17 years	22.32	27.90	35.87	24.71	27.90	35.87	35.87
18 years	25.51	31.89	41.00	28.24	31.89	41.00	41.00
19 years	28.69	35.86	46.10	31.76	35.86	46.10	46.10
<b>PA4</b>							
Under 16 years	16.46	20.58	26.46	18.23	20.58	26.46	26.46
16 years	19.75	24.69	31.75	21.87	24.69	31.75	31.75
17 years	23.04	28.81	37.04	25.51	28.81	37.04	37.04
18 years	26.35	32.94	42.35	29.17	32.94	42.35	42.35
19 years	29.64	37.05	47.63	32.81	37.05	47.63	47.63
<b>PA5</b>							
Under 16 years	16.88	21.11	27.14	18.69	21.11	27.14	27.14

	Successive afternoon or night shift <sup>1</sup>	Non-successive afternoon or night shift <sup>2</sup>		Permanent night shift <sup>3</sup>	Saturday	Sunday <sup>4</sup>	Public holiday
		first 3 hours	after 3 hours				
<b>% of junior hourly rate<sup>5</sup></b>							
	<b>140%</b>	<b>175%</b>	<b>225%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
16 years	20.26	25.32	32.56	22.43	25.32	32.56	32.56
17 years	23.63	29.54	37.98	26.16	29.54	37.98	37.98
18 years	27.01	33.76	43.40	29.90	33.76	43.40	43.40
19 years	30.38	37.98	48.83	33.64	37.98	48.83	48.83
<b>PA6</b>							
Under 16 years	17.33	21.67	27.86	19.19	21.67	27.86	27.86
16 years	20.80	26.01	33.44	23.03	26.01	33.44	33.44
17 years	24.26	30.33	38.99	26.86	30.33	38.99	38.99
18 years	27.73	34.67	44.57	30.71	34.67	44.57	44.57
19 years	31.19	38.99	50.13	34.53	38.99	50.13	50.13
<b>PA7</b>							
Under 16 years	17.88	22.35	28.73	19.79	22.35	28.73	28.73
16 years	21.45	26.81	34.47	23.75	26.81	34.47	34.47
17 years	25.03	31.29	40.23	27.71	31.29	40.23	40.23
18 years	28.60	35.75	45.97	31.67	35.75	45.97	45.97
19 years	32.19	40.23	51.73	35.63	40.23	51.73	51.73

58. By deleting the table appearing in clause B.6.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
<b>% of ordinary hourly rate <sup>1</sup></b>		
	<b>\$</b>	<b>\$</b>
	<b>100%</b>	<b>200%</b>
PW1	21.38	42.76
PW2	22.27	44.54
PW3	23.16	46.32
PW4	24.76	49.52

59. By deleting the table appearing in clause B.6.2 and inserting the following:

	Ordinary hours	Monday to Saturday—Overtime hours	Sunday—Overtime hours		Public holiday
			Feeding or watering stock	Other than feeding or watering stock	
% of ordinary hourly rate <sup>1</sup>					
	100%	150%	150%	200%	200%
	\$	\$	\$	\$	\$
PW1	21.38	32.07	32.07	42.76	42.76
PW2	22.27	33.41	33.41	44.54	44.54
PW3	23.16	34.74	34.74	46.32	46.32
PW4	24.76	37.14	37.14	49.52	49.52

60. By deleting the table appearing in clause B.6.3 and inserting the following:

	Ordinary hours	Public holiday
% of ordinary hourly rate <sup>1</sup>		
	\$	\$
	125%	225%
PW1	26.73	48.11
PW2	27.84	50.11
PW3	28.95	52.11
PW4	30.95	55.71

61. By deleting the table appearing in clause B.7.2 and inserting the following:

Age	Junior hourly rate	Public holiday (all hours worked)	Overtime		
			Monday to Saturday	Sunday	
				Feeding or watering stock	Other than feeding or watering stock
% of junior hourly rate <sup>1</sup>					
	100%	200%	150%	150%	200%
	\$	\$	\$	\$	\$
<b>PW1</b>					
Under 16 years	10.69	21.38	16.04	16.04	21.38
16 years	12.83	25.66	19.25	19.25	25.66
17 years	14.97	29.94	22.46	22.46	29.94
18 years	17.10	34.20	25.65	25.65	34.20

Age	Junior hourly rate	Public holiday (all hours worked)	Overtime		
			Monday to Saturday	Sunday	
				Feeding or watering stock	Other than feeding or watering stock
			% of junior hourly rate <sup>1</sup>		
	100%	200%	150%	150%	200%
	\$	\$	\$	\$	\$
19 years	19.24	38.48	28.86	28.86	38.48
<b>PW2</b>					
Under 16 years	11.14	22.28	16.71	16.71	22.28
16 years	13.36	26.72	20.04	20.04	26.72
17 years	15.59	31.18	23.39	23.39	31.18
18 years	17.82	35.64	26.73	26.73	35.64
19 years	20.04	40.08	30.06	30.06	40.08
<b>PW3</b>					
Under 16 years	11.58	23.16	17.37	17.37	23.16
16 years	13.90	27.80	20.85	20.85	27.80
17 years	16.21	32.42	24.32	24.32	32.42
18 years	18.53	37.06	27.80	27.80	37.06
19 years	20.84	41.68	31.26	31.26	41.68
<b>PW4</b>					
Under 16 years	12.38	24.76	18.57	18.57	24.76
16 years	14.86	29.72	22.29	22.29	29.72
17 years	17.33	34.66	26.00	26.00	34.66
18 years	19.81	39.62	29.72	29.72	39.62
19 years	22.28	44.56	33.42	33.42	44.56

62. By deleting the table appearing in clause B.7.3 and inserting the following:

Age	Ordinary hours	Public holiday
	% of junior hourly rate <sup>1</sup>	
	125%	225%
	\$	\$
<b>PW1</b>		
Under 16 years	13.36	24.05
16 years	16.04	28.87
17 years	18.71	33.68

Age	Ordinary hours	Public holiday
	% of junior hourly rate <sup>1</sup>	
	125%	225%
	\$	\$
18 years	21.38	38.48
19 years	24.05	43.29
<b>PW2</b>		
Under 16 years	13.93	25.07
16 years	16.70	30.06
17 years	19.49	35.08
18 years	22.28	40.10
19 years	25.05	45.09
<b>PW3</b>		
Under 16 years	14.48	26.06
16 years	17.38	31.28
17 years	20.26	36.47
18 years	23.16	41.69
19 years	26.05	46.89
<b>PW4</b>		
Under 16 years	15.48	27.86
16 years	18.58	33.44
17 years	21.66	38.99
18 years	24.76	44.57
19 years	27.85	50.13

63. By deleting the amount “\$20.92” appearing in clause C.1.1 and inserting “\$21.97”.
64. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
<b>General Employment Conditions</b>				
Leading hand, in charge of—2 to 6 employees <sup>1</sup>	18.2(b)(i)	115.0	25.27	per week
Leading hand, in charge of—7 to 10 employees <sup>1</sup>	18.2(b)(i)	134.0	29.44	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hand, in charge of—11 to 20 employees <sup>1</sup>	18.2(b)(i)	191.0	41.96	per week
Leading hand, in charge of—More than 20 employees <sup>1</sup>	18.2(b)(i)	240.0	52.73	per week
First aid allowance <sup>1</sup>	18.2(c)	14.0	3.08	per day
<b>Broadacre Farming and Livestock Operations</b>				
Station hand—jetting, spraying, swabbing sheep	33.4	17.0	3.73	per day
<b>Shearing Operations</b>				
Lack of amenities allowance	51.3(b)	51.5	11.31	per day
Conditions allowance	51.9(f)	602.3	132.33	per week
Enterprise flexibility allowance	51.9(f)	853.8	187.58	per week
Woolrolling allowance	51.9(f)	426.8	93.77	per week
Bookkeeping allowance	51.9(f)	277.5	60.97	per week
Allowance where sleeping quarters not provided—to pay for sleeping quarters	52.1(b)	259.4	56.99	per night
Allowance where sleeping quarters not provided—travel time in excess of one hour per day, between shed and sleeping quarters	52.2	85.6	18.81	per hour
Allowance where sleeping quarters not provided—travelling allowance (more than 65 km distance from shed)—Shearers (or Crutchers) only	52.3(a)	77.0	16.92	per day

65. By deleting the table appearing in clause C.2.3 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>\$</b>	<b>Payable</b>
Woolpressers—weighing and branding bales	51.5(b)	0.46	per bale
Woolclassers—Conditions allowance	51.9(f)	132.33	per week



<b>Allowance</b>	<b>Clause</b>	<b>\$</b>	<b>Payable</b>
Woolclassers—Enterprise flexibility (including hours) and wet weather allowance	51.9(f)	187.58	per week
Woolrolling and other shed hands work allowance	51.9(f)	93.77	per week
Bookkeeping, overseeing, experting allowance	51.9(f)	60.97	per week
Breakdown of machinery—allowance for delays and termination of agreements—not found employees <sup>1</sup>	52.5(a)(ii)	203.36	per day
Breakdown of machinery—allowance for delays and termination of agreements—found employees <sup>1</sup>	52.5(a)(ii)	168.41	per day

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT