



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

STORAGE SERVICES AND WHOLESALE AWARD 2020
[MA000084]

Storage services

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

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 15.1 and inserting the following:

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Storeworker grade 1—on commencement	805.10	21.19
Storeworker grade 1—after 3 months	815.30	21.46
Storeworker grade 1—after 12 months	825.10	21.71
Storeworker grade 2	832.70	21.91
Storeworker grade 3	857.20	22.56
Storeworker grade 4	882.40	23.22

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Wholesale employee level 1—on commencement	805.10	21.19
Wholesale employee level 1—after 3 months	815.30	21.46
Wholesale employee level 1—after 12 months	825.10	21.71
Wholesale employee level 2	832.70	21.91
Wholesale employee level 3	857.20	22.56
Wholesale employee level 4	882.40	23.22

2. By deleting the year “2019” in clause 15.5(b) and inserting “2020”
3. By deleting the amount “\$13.01” appearing in clause 17.2(a)(i) and inserting “\$13.24”.
4. By deleting the amount “\$0.87” appearing in clause 17.2(b)(i) and inserting “\$0.88”.
5. By deleting the amount “\$1.30” appearing in clause 17.2(b)(ii) and inserting “\$1.32”.
6. By deleting the amount “\$1.73” appearing in clause 17.2(b)(iii) and inserting “\$1.76”.
7. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Storeworker grade 1—on commencement	21.19	31.79	42.38	52.98
Storeworker grade 1—after 3 months	21.46	32.19	42.92	53.65
Storeworker grade 1—after 12 months	21.71	32.57	43.42	54.28
Storeworker grade 2	21.91	32.87	43.82	54.78
Storeworker grade 3	22.56	33.84	45.12	56.40
Storeworker grade 4	23.22	34.83	46.44	58.05
Wholesale employee level 1—on commencement	21.19	31.79	42.38	52.98
Wholesale employee level 1—after 3	21.46	32.19	42.92	53.65

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
months				
Wholesale employee level 1—after 12 months	21.71	32.57	43.42	54.28
Wholesale employee level 2	21.91	32.87	43.82	54.78
Wholesale employee level 3	22.56	33.84	45.12	56.40
Wholesale employee level 4	23.22	34.83	46.44	58.05

8. By deleting the table appearing in clause B.1.2 and inserting the following:

	Early morning	Afternoon	Night	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	112.5%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Storeworker grade 1—on commencement	23.84	24.37	27.55	31.79	42.38	52.98
Storeworker grade 1—after 3 months	24.14	24.68	27.90	32.19	42.92	53.65
Storeworker grade 1—after 12 months	24.42	24.97	28.22	32.57	43.42	54.28
Storeworker grade 2	24.65	25.20	28.48	32.87	43.82	54.78
Storeworker grade 3	25.38	25.94	29.33	33.84	45.12	56.40
Storeworker grade 4	26.12	26.70	30.19	34.83	46.44	58.05
Wholesale employee level 1—on commencement	23.84	24.37	27.55	31.79	42.38	52.98
Wholesale employee level 1—after 3 months	24.14	24.68	27.90	32.19	42.92	53.65
Wholesale employee level 1—after 12 months	24.42	24.97	28.22	32.57	43.42	54.28
Wholesale employee level 2	24.65	25.20	28.48	32.87	43.82	54.78

	Early morning	Afternoon	Night	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	112.5%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Wholesale employee level 3	25.38	25.94	29.33	33.84	45.12	56.40
Wholesale employee level 4	26.12	26.70	30.19	34.83	46.44	58.05

9. By deleting the table appearing in clause B.1.3 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Storeworker grade 1—on commencement	31.79	42.38	42.38	52.98
Storeworker grade 1—after 3 months	32.19	42.92	42.92	53.65
Storeworker grade 1—after 12 months	32.57	43.42	43.42	54.28
Storeworker grade 2	32.87	43.82	43.82	54.78
Storeworker grade 3	33.84	45.12	45.12	56.40
Storeworker grade 4	34.83	46.44	46.44	58.05
Wholesale employee level 1—on commencement	31.79	42.38	42.38	52.98
Wholesale employee level 1—after 3 months	32.19	42.92	42.92	53.65
Wholesale employee level 1—after 12 months	32.57	43.42	43.42	54.28
Wholesale employee level 2	32.87	43.82	43.82	54.78
Wholesale employee level 3	33.84	45.12	45.12	56.40
Wholesale employee level 4	34.83	46.44	46.44	58.05

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

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	175%	225%	275%
	\$	\$	\$	\$
Storeworker grade 1—on commencement	26.49	37.08	47.68	58.27
Storeworker grade 1—after 3 months	26.83	37.56	48.29	59.02
Storeworker grade 1—after 12 months	27.14	37.99	48.85	59.70
Storeworker grade 2	27.39	38.34	49.30	60.25
Storeworker grade 3	28.20	39.48	50.76	62.04
Storeworker grade 4	29.03	40.64	52.25	63.86
Wholesale employee level 1—on commencement	26.49	37.08	47.68	58.27
Wholesale employee level 1—after 3 months	26.83	37.56	48.29	59.02
Wholesale employee level 1—after 12 months	27.14	37.99	48.85	59.70
Wholesale employee level 2	27.39	38.34	49.30	60.25
Wholesale employee level 3	28.20	39.48	50.76	62.04
Wholesale employee level 4	29.03	40.64	52.25	63.86

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

	Early morning	Afternoon	Night	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	137.5%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Storeworker grade 1—on commencement	29.14	29.67	32.84	37.08	47.68	58.27
Storeworker grade 1—after 3 months	29.51	30.04	33.26	37.56	48.29	59.02
Storeworker grade 1—after 12 months	29.85	30.39	33.65	37.99	48.85	59.70
Storeworker grade 2	30.13	30.67	33.96	38.34	49.30	60.25
Storeworker grade 3	31.02	31.58	34.97	39.48	50.76	62.04

	Early morning	Afternoon	Night	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	137.5%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Storeworker grade 4	31.93	32.51	35.99	40.64	52.25	63.86
Wholesale employee level 1—on commencement	29.14	29.67	32.84	37.08	47.68	58.27
Wholesale employee level 1—after 3 months	29.51	30.04	33.26	37.56	48.29	59.02
Wholesale employee level 1—after 12 months	29.85	30.39	33.65	37.99	48.85	59.70
Wholesale employee level 2	30.13	30.67	33.96	38.34	49.30	60.25
Wholesale employee level 3	31.02	31.58	34.97	39.48	50.76	62.04
Wholesale employee level 4	31.93	32.51	35.99	40.64	52.25	63.86

12. By deleting the amount “\$867.20” appearing in clause C.1.1 and inserting “\$882.40”.

13. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	17.2(a)(i)	1.5	13.24	per week
Cold temperatures allowance— From -15.6°C to -18.9°C	17.2(b)(i)	0.1	0.88	per hour or part there of
Cold temperatures allowance— From -18.9°C to -23.3°C	17.2(b)(ii)	0.15	1.32	per hour or part there of
Cold temperatures allowance— Below -23.3°C	17.2(b)(iii)	0.2	1.76	per hour or part there of

B. This determination comes into operation on 1 November 2020. 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 November 2020.

PRESIDENT