



# DRAFT DETERMINATION

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

**Annual Wage Review 2020–21**  
(C2021/1)

**TEXTILE, CLOTHING, FOOTWEAR AND ASSOCIATED  
INDUSTRIES AWARD 2020**  
[MA000017]

Clothing industry

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

MELBOURNE, XX JUNE 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 19.1 and inserting the following:

<b>Employee Classification/Skill Level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Trainee	772.60	20.33
Skill level 1	794.80	20.92
Skill level 2	825.20	21.72
Skill level 3	853.60	22.46
Skill level 4	899.50	23.67
Skill level 5 and thereafter	955.90	25.16

2. By deleting the table appearing in clause 19.2 and inserting the following:

<b>Employee Classification/Skill Level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
General hand	772.60	20.33
Operator – Grade 3	794.80	20.92
Operator – Grade 2	824.90	21.71
Operator – Grade 1	855.60	22.52
Senior Operator – Grade 2	899.50	23.67
Senior Operator – Grade 1	927.70	24.41

3. By deleting the table appearing in clause 19.3 and inserting the following:

<b>Employee Classification/Skill Level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Storeworker Grade 1—on commencement	825.20	21.72
Storeworker Grade 1—after 3 months	835.60	21.99
Storeworker Grade 1—after 12 months	845.70	22.26
Storeworker Grade 2	853.50	22.46
Storeworker Grade 3	878.60	23.12
Storeworker Grade 4	904.50	23.80

4. By deleting the table appearing in clause 19.4 and inserting the following:

<b>Employee Classification/Skill Level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Warehouse Grade 1—on commencement	819.20	21.56
Warehouse Grade 1—after 3 months	829.60	21.83
Warehouse Grade 1—after 12 months	839.70	22.10

<b>Employee Classification/Skill Level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Warehouse Grade 2	847.50	22.30
Warehouse Grade 3	872.60	22.96
Warehouse Grade 4	898.50	23.64

5. By deleting the table appearing in clause 19.5 and inserting the following:

<b>Employee Classification/Skill Level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Forklift and tow motor drivers	853.60	22.46
High rise stacker operators	875.28	23.03
Pedestrian forklift operators	844.87	22.23

6. By deleting the words “1 November 2020” in clause 19.11(b) and inserting “1 July 2021”.
7. By deleting the amount “\$7.90” appearing in clause 21.9(d)(i) and inserting “\$8.10”.
8. By deleting the amount “\$7.02” appearing in clause 21.9(d)(ii) and inserting “\$7.20”.
9. By deleting the amount “\$6.23” appearing in clause 21.9(d)(iii) and inserting “\$6.39”.
10. By deleting the table appearing in clause 22.2(a) and inserting the following:

<b>Number of employees at the workplace</b>	<b>\$ per week</b>
1 to 50 employees	16.01
51 employees or more	20.15

11. By deleting the table appearing in clause 22.2(b) and inserting the following

<b>In charge of</b>	<b>\$ per week</b>
3 to 10 employees	35.62
11 to 20 employees	53.97
21 or more employees	68.36

12. By deleting the table appearing in clause 23.2(a) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
If working in connection with order tailoring or order dress making	24.29
For all others	17.54

13. By deleting the amount “\$5.70” appearing in clause 23.2(b) and inserting “\$5.85”.
14. By deleting the amount “\$5.70” appearing in clause 23.2(c) and inserting “\$5.85”.
15. By deleting the amount “\$23.26” appearing in clause 24.2(b)(i) and inserting “\$23.84”.
16. By deleting the amount “\$1.49” appearing in clause 24.2(c)(i) and inserting “\$1.53”.
17. By deleting the amount “\$25.45” appearing in clause 24.2(d) and inserting “\$26.09”.
18. By deleting the amount “\$24.57” appearing in clause 24.2(e)(i) and inserting “\$25.19”.
19. By deleting the amount “\$12.9” appearing in clause 24.2(f) and inserting “\$13.22”.
20. By deleting the amount “\$1.76” appearing in clause 24.2(g) and inserting “\$1.80”.
21. By deleting the amount “\$3.86” appearing in clause 24.2(h) and inserting “\$3.96”.
22. By deleting the amount “\$11.58” appearing in clause 24.2(i) and inserting “\$11.87”.
23. By deleting the amount “\$1.40” appearing in clause 24.2(j) and inserting “\$1.44”.
24. By deleting the amount “\$10.62” appearing in clause 24.2(k) and inserting “\$10.88”.
25. By deleting the amount “\$10.62” appearing in clause 24.2(l)(i) and inserting “\$10.88”.
26. By deleting the amount “\$5.53” appearing in clause 24.2(l)(ii) and inserting “\$5.67”.
27. By deleting the amount “\$19.31” appearing in clause 24.2(m) and inserting “\$19.79”.
28. By deleting the amount “\$12.73” appearing in clause 24.2(n) and inserting “\$13.04”.
29. By deleting the amounts “\$0.53” and “\$2.19” appearing in clause 25.2(a) and inserting “\$0.54” and “\$2.25” respectively.
30. By deleting the amounts “\$0.18” and “\$1.40” appearing in clause 25.2(b) and inserting “\$0.18” and “\$1.44” respectively.
31. By deleting the amount “\$24.15” appearing in clause 30.3(a) and inserting “\$24.76”.
32. By deleting the amount “\$48.31” appearing in clause 30.3(b) and inserting “\$49.51”.

33. By deleting the table appearing in clause C.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>250%</b>
	<b>\$</b>	<b>\$</b>
Trainee	20.33	50.83
Skill level 1	20.92	52.30
Skill level 2	21.72	54.30
Skill level 3	22.46	56.15
Skill level 4	23.67	59.18
Skill level 5 and thereafter	25.16	62.90

34. By deleting the table appearing in clause C.2.2 and inserting the following:

	<b>Monday to Saturday</b>		<b>Sunday – all day</b>
	<b>First 3 hours</b>	<b>After 3 hours</b>	
	<b>% of ordinary hourly rate<sup>2</sup></b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Trainee	30.50	40.66	40.66
Skill level 1	31.38	41.84	41.84
Skill level 2	32.58	43.44	43.44
Skill level 3	33.69	44.92	44.92
Skill level 4	35.51	47.34	47.34
Skill level 5 and thereafter	37.74	50.32	50.32

35. By deleting the table appearing in clause C.3.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Afternoon &amp; night<sup>2</sup></b>	<b>Permanent night shift<sup>2</sup></b>	<b>Public holiday</b>
	<b>% ordinary hourly rate<sup>1</sup></b>	<b>% of ordinary weekly rate</b>		<b>% ordinary hourly rate<sup>1</sup></b>
	<b>100%</b>	<b>15%</b>	<b>30%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Trainee	20.33	115.89	231.78	50.83
Skill level 1	20.92	119.22	238.44	52.30
Skill level 2	21.72	123.78	247.56	54.30
Skill level 3	22.46	128.04	256.08	56.15
Skill level 4	23.67	134.93	269.85	59.18
Skill level 5 and thereafter	25.16	143.39	286.77	62.90

36. By deleting the table appearing in clause C.3.2 and inserting the following:

	<b>Ordinary hours</b>	<b>Midnight Sunday–7am Monday</b>		<b>Public holiday</b>	<b>Week’s work commences on Sunday—all hours on Sunday</b>	<b>Morning, afternoon &amp; night<sup>1</sup></b>	<b>Permanent night<sup>1</sup></b>
		<b>First 3 hours</b>	<b>After 3 hours</b>				
	<b>% or ordinary hourly rate<sup>2</sup></b>					<b>15% of 1/5th of weekly rate of Skill level 2</b>	<b>30% of 1/5th of weekly rate of Skill level 2</b>
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>		
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Trainee	20.33	30.50	40.66	50.83	40.66	24.76	49.51
Skill level 1	20.92	31.38	41.84	52.30	41.84	24.76	49.51
Skill level 2	21.72	32.58	43.44	54.30	43.44	24.76	49.51
Skill level 3	22.46	33.69	44.92	56.15	44.92	24.76	49.51
Skill level 4	23.67	35.51	47.34	59.18	47.34	24.76	49.51
Skill level 5 and thereafter	25.16	37.74	50.32	62.90	50.32	24.76	49.51

37. By deleting the table appearing in clause C.3.3 and inserting the following:

	Ordinary hours	Saturday	Sunday & public holiday	Monday to Friday – 12 hour shift <sup>1</sup>		Morning, afternoon & night <sup>2</sup>	Permanent night <sup>2</sup>
				First 10 hours	Last 2 hours		
	% of ordinary hourly rate <sup>3</sup>					15% of 1/5th of weekly rate of Skill level 2	30% of 1/5th of weekly rate of Skill level 2
	100%	150%	200%	100%	200%		
	\$	\$	\$	\$	\$	\$	\$
Trainee	20.33	30.50	40.66	20.33	40.66	24.76	49.51
Skill level 1	20.92	31.38	41.84	20.92	41.84	24.76	49.51
Skill level 2	21.72	32.58	43.44	21.72	43.44	24.76	49.51
Skill level 3	22.46	33.69	44.92	22.46	44.92	24.76	49.51
Skill level 4	23.67	35.51	47.34	23.67	47.34	24.76	49.51
Skill level 5 and thereafter	25.16	37.74	50.32	25.16	50.32	24.76	49.51

38. By deleting the table appearing in clause C.3.4 and inserting the following:

	Monday to Saturday		Sunday – all hours	7 day continuous shiftworkers —all hours
	First 3 hours	After 3 hours		
	% of ordinary hourly rate <sup>2</sup>			
	150%	200%	200%	200%
	\$	\$	\$	\$
Trainee	30.50	40.66	40.66	40.66
Skill level 1	31.38	41.84	41.84	41.84
Skill level 2	32.58	43.44	43.44	43.44
Skill level 3	33.69	44.92	44.92	44.92
Skill level 4	35.51	47.34	47.34	47.34
Skill level 5 and thereafter	37.74	50.32	50.32	50.32

39. By deleting the table appearing in clause C.4.1 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>275%</b>
	<b>\$</b>	<b>\$</b>
Trainee	25.41	55.91
Skill level 1	26.15	57.53
Skill level 2	27.15	59.73
Skill level 3	28.08	61.77
Skill level 4	29.59	65.09
Skill level 5 and thereafter	31.45	69.19

40. By deleting the table appearing in clause C.5.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Afternoon &amp; night<sup>2</sup></b>	<b>Permanent night shift<sup>2</sup></b>	<b>Public holiday</b>
	<b>% ordinary hourly rate<sup>1</sup></b>	<b>% of ordinary weekly rate</b>		<b>% ordinary hourly rate<sup>1</sup></b>
	<b>125%</b>	<b>15%</b>	<b>30%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Trainee	25.41	115.89	231.78	55.91
Skill level 1	26.15	119.22	238.44	57.53
Skill level 2	27.15	123.78	247.56	59.73
Skill level 3	28.08	128.04	256.08	61.77
Skill level 4	29.59	134.93	269.85	65.09
Skill level 5 and thereafter	31.45	143.39	286.77	69.19



41. By deleting the table appearing in clause C.5.2 and inserting the following:

	Ordinary hours	Midnight Sunday—7am Monday		Public holiday	Week's work commences on Sunday—all hours on Sunday	Morning, afternoon & night <sup>1</sup>	Permanent night <sup>1</sup>
		First 3 hours	After 3 hours				
	% or ordinary hourly rate <sup>2</sup>					15% of 1/5th of weekly rate of Skill level 2	30% of 1/5th of weekly rate of Skill level 2
	125%	175%	225%	275%	225%		
	\$	\$	\$	\$	\$	\$	\$
Trainee	25.41	35.58	45.74	55.91	45.74	24.76	49.51
Skill level 1	26.15	36.61	47.07	57.53	47.07	24.76	49.51
Skill level 2	27.15	38.01	48.87	59.73	48.87	24.76	49.51
Skill level 3	28.08	39.31	50.54	61.77	50.54	24.76	49.51
Skill level 4	29.59	41.42	53.26	65.09	53.26	24.76	49.51
Skill level 5 and thereafter	31.45	44.03	56.61	69.19	56.61	24.76	49.51

42. By deleting the table appearing in clause C.5.3 and inserting the following:

	Ordinary hours	Saturday	Sunday & public holiday	Monday to Friday – 12 hour shift <sup>1</sup>		Morning, afternoon & night <sup>2</sup>	Permanent night <sup>2</sup>
				First 10 hours	Last 2 hours		
	% of ordinary hourly rate <sup>3</sup>					15% of 1/5th of weekly rate of Skill level 2	30% of 1/5th of weekly rate of Skill level 2
	125%	175%	225%	125%	225%		
	\$	\$	\$	\$	\$	\$	\$
Trainee	25.41	35.58	45.74	25.41	45.74	24.76	49.51
Skill level 1	26.15	36.61	47.07	26.15	47.07	24.76	49.51
Skill level 2	27.15	38.01	48.87	27.15	48.87	24.76	49.51
Skill level 3	28.08	39.31	50.54	28.08	50.54	24.76	49.51
Skill level 4	29.59	41.42	53.26	29.59	53.26	24.76	49.51
Skill level 5 and thereafter	31.45	44.03	56.61	31.45	56.61	24.76	49.51

43. By deleting the amount “\$877.60” appearing in clause D.1.1 and inserting “\$899.50”.

44. By deleting the table appearing in clause D.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
<b>General</b>				
Recording of time standard—instructing a trainee—first week	21.9(d)(i)	0.9	8.10	per week
Recording of time standard—instructing a trainee—second week	21.9(d)(ii)	0.8	7.20	per week
Recording of time standard—instructing a trainee—third and subsequent weeks	21.9(d)(iii)	0.71	6.39	per week
First aid attendant allowance—1 to 50 employees	22.2(a)	1.78	16.01	per week
First aid attendant allowance—51 employees or more	22.2(a)	2.24	20.15	per week
Leading hand allowance—3 to 10 employees	22.2(b)	3.96	35.62	per week
Leading hand allowance—11 to 20 employees	22.2(b)	6.0	53.97	per week
Leading hand allowance—21 or more employees	22.2(b)	7.6	68.36	per week
<b>Clothing industry</b>				
Head of table allowance—if working in connection with order tailoring or order dress making	23.2(a)	2.7	24.29	per week
Head of table allowance—for all others	23.2(a)	1.95	17.54	per week
Dining room allowance	23.2(b)	0.65	5.85	per day
Rest room allowance	23.2(c)	0.65	5.85	per day
<b>Textile industry</b>				
Instructor <sup>1</sup>	24.2(b)(i)	2.65	23.84	per week
Cards allowance <sup>2</sup>	24.2(c)(i)	0.17	1.53	per complete set
Blending allowance	24.2(d)	2.9	26.09	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Change of shift allowance	24.2(e)(i)	2.8	25.19	per occasion of shift change without required notice
Dust allowance	24.2(f)	1.47	13.22	per week
Soda-ash allowance	24.2(g)	0.2	1.80	per hour
Unwashed rags allowance	24.2(h)	0.44	3.96	per week
Waste Room—willey hands allowance	24.2(i)	1.32	11.87	per week
Wool waste and rags—picking-over allowance	24.2(j)	0.16	1.44	per bale
Flax scutcher allowance	24.2(k)	1.21	10.88	per week
Dye house-bleach house allowance—dye houses, machine operators, liquor tanks, colour kitchen or washing of screens	24.2(l)(i)	1.21	10.88	per week
Dye house-bleach house allowance—kiers and vaporloc machines—additional	24.2(l)(ii)	0.63	5.67	per week
Shoddy-shaking machines allowance	24.2(m)	2.2	19.79	per week
Size troughs—sewing threads allowance	24.2(n)	1.45	13.04	per week
<b>Felt and wadding industry</b>				
Wet or steamy conditions—per day	25.2(a)	0.06	0.54	per day or part thereof
Wet or steamy conditions—maximum per week	25.2(a)	0.25	2.25	per week
Having to wear mask or goggles—per hour	25.2(b)	0.02	0.18	per hour or part thereof
Having to wear mask or goggles—maximum per day	25.2(b)	0.16	1.44	per day

45. By deleting the amounts “\$805.10” and “\$21.19” appearing under the ‘Wages’ heading in the Appendix to Schedule F and inserting “\$825.20” and “\$21.72” respectively.

46. By deleting the words “1 November 2020” appearing in the Appendix to Schedule F and inserting “1 July 2021”.

47. By deleting the words “In 2020 the Award hourly rate of pay will increase from 1 November” appearing in the Appendix to Schedule F and inserting “This usually means the Award hourly rate of pay will increase each year from 1 July”.

B. This determination comes into operation from 1 July 2021. In accordance with s.286(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 2021.

PRESIDENT