



# DRAFT DETERMINATION

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

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

**WOOL STORAGE, SAMPLING AND TESTING AWARD 2020**  
[MA000044]

Wool storage, sampling and testing 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:

- By deleting the table appearing in clause 16.1 and inserting the following:

<b>Employee Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Wool Storage</b>		
Wool Industry Worker Level 1 (Wool Storage)	790.60	20.81
Wool Industry Worker Level 2 (Wool Storage)	821.80	21.63
Wool Industry Worker Level 3 (Wool Storage)	833.70	21.94
Wool Industry Worker Level 4 (Wool Storage)	873.50	22.99

<b>Employee Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Wool Industry Worker Level 5 (Wool Storage)	899.50	23.67
Wool Industry Worker Level 6 (Wool Storage)	942.70	24.81
<b>Wool Testing</b>		
Wool Industry Worker Level 1 (Wool Testing)—First 3 months	790.60	20.81
Wool Industry Worker Level 1 (Wool Testing)—After 3 months	806.30	21.22
Wool Industry Worker Level 2 (Wool Testing)	821.80	21.63
Wool Industry Worker Level 3 (Wool Testing)	833.70	21.94
Wool Industry Worker Level 4 (Wool Testing)	873.50	22.99
Wool Industry Worker Level 5 (Wool Testing)	907.20	23.87
<b>Skin and Hide Stores</b>		
Wool Industry Worker Level 1 (Skin and Hide Stores)—First 3 months	790.60	20.81
Wool Industry Worker Level 1 (Skin and Hide Stores)—After 3 months up until 12 months	806.30	21.22
Wool Industry Worker Level 1 (Skin and Hide Stores)—After 12 months	821.80	21.63
Wool Industry Worker Level 2 (Skin and Hide Stores)	833.70	21.94
Wool Industry Worker Level 3 (Skin and Hide Stores)	872.70	22.97
Wool Industry Worker Level 4 (Skin and Hide Stores)	907.20	23.87

2. By deleting the words “1 November 2020” in clause 16.5(b) and inserting “1 July 2021”.
3. By deleting the amount “\$49.24” appearing in clause 19.2(a) and inserting “\$50.46”.

4. By deleting the amount “\$18.41” appearing in clause 19.2(b) and inserting “\$18.87”.
5. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Public holiday
	100%	250%
	% of minimum hourly rate	
Wool Industry Worker	\$	\$
Wool Storage—Level 1	20.81	52.03
Wool Testing—Level 1 (first 3 months)	20.81	52.03
Skin and Hide Stores—Level 1 (first 3 months)	20.81	52.03
Wool Testing—Level 1 (after 3 months)	21.22	53.05
Skin and Hide Stores—Level 1 (after 3 months)	21.22	53.05
Wool Storage—Level 2	21.63	54.08
Wool Testing—Level 2	21.63	54.08
Skin and Hide Stores—Level 1 (after 12 months)	21.63	54.08
Wool Storage—Level 3	21.94	54.85
Wool Testing—Level 3	21.94	54.85
Skin and Hide Stores—Level 2	21.94	54.85
Skin and Hide Stores—Level 3	22.97	57.43
Wool Testing—Level 4	22.99	57.48
Wool Storage—Level 4	22.99	57.48
Wool Storage—Level 5	23.67	59.18
Skin and Hide Stores—Level 4	23.87	59.68
Wool Testing—Level 5	23.87	59.68
Wool Storage—Level 6	24.81	62.03

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

	Ordinary hours	Afternoon & night shift	Permanent night shift	Saturday		Sunday	Public holiday
				First 2 hours	After 2 hours		
% of minimum hourly rate							
	100%	115%	130%	150%	200%	200%	250%

<b>Wool Industry Worker</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Wool Storage— Level 1	20.81	23.93	27.05	31.22	41.62	41.62	52.03
Wool Testing— Level 1 (first 3 months)	20.81	23.93	27.05	31.22	41.62	41.62	52.03
Skin and Hide Stores—Level 1 (first 3 months)	20.81	23.93	27.05	31.22	41.62	41.62	52.03
Wool Testing— Level 1 (after 3 months)	21.22	24.40	27.59	31.83	42.44	42.44	53.05
Skin and Hide Stores—Level 1 (after 3 months)	21.22	24.40	27.59	31.83	42.44	42.44	53.05
Wool Storage— Level 2	21.63	24.87	28.12	32.45	43.26	43.26	54.08
Wool Testing— Level 2	21.63	24.87	28.12	32.45	43.26	43.26	54.08
Skin and Hide Stores—Level 1 (after 12 months)	21.63	24.87	28.12	32.45	43.26	43.26	54.08
Wool Storage— Level 3	21.94	25.23	28.52	32.91	43.88	43.88	54.85
Wool Testing— Level 3	21.94	25.23	28.52	32.91	43.88	43.88	54.85
Skin and Hide Stores—Level 2	21.94	25.23	28.52	32.91	43.88	43.88	54.85
Skin and Hide Stores—Level 3	22.97	26.42	29.86	34.46	45.94	45.94	57.43
Wool Testing— Level 4	22.99	26.44	29.89	34.49	45.98	45.98	57.48
Wool Storage— Level 4	22.99	26.44	29.89	34.49	45.98	45.98	57.48
Wool Storage— Level 5	23.67	27.22	30.77	35.51	47.34	47.34	59.18
Skin and Hide Stores—Level 4	23.87	27.45	31.03	35.81	47.74	47.74	59.68
Wool Testing— Level 5	23.87	27.45	31.03	35.81	47.74	47.74	59.68

	Ordinary hours	Afternoon & night shift	Permanent night shift	Saturday		Sunday	Public holiday
				First 2 hours	After 2 hours		
	<b>% of minimum hourly rate</b>						
	100%	115%	130%	150%	200%	200%	250%
<b>Wool Industry Worker</b>	\$	\$	\$	\$	\$	\$	\$
Wool Storage—Level 6	24.81	28.53	32.25	37.22	49.62	49.62	62.03

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

	Monday to 12 pm Saturday		Saturday after 12 pm	Sunday – all day	Public holiday	Continuous shiftworkers – all hours
	First 2 hours	After 2 hours				
	<b>% of minimum hourly rate</b>					
	150%	200%	200%	200%	250%	200%
<b>Wool Industry Worker</b>	\$	\$	\$	\$	\$	\$
Wool Storage—Level 1	31.22	41.62	41.62	41.62	52.03	41.62
Wool Testing—Level 1 (first 3 months)	31.22	41.62	41.62	41.62	52.03	41.62
Skin and Hide Stores—Level 1 (first 3 months)	31.22	41.62	41.62	41.62	52.03	41.62
Wool Testing—Level 1 (after 3 months)	31.83	42.44	42.44	42.44	53.05	42.44
Skin and Hide Stores—Level 1 (after 3 months)	31.83	42.44	42.44	42.44	53.05	42.44
Wool Storage—Level 2	32.45	43.26	43.26	43.26	54.08	43.26
Wool Testing—Level 2	32.45	43.26	43.26	43.26	54.08	43.26
Skin and Hide Stores—Level 1 (after 12 months)	32.45	43.26	43.26	43.26	54.08	43.26
Wool Storage—Level 3	32.91	43.88	43.88	43.88	54.85	43.88
Wool Testing—Level 3	32.91	43.88	43.88	43.88	54.85	43.88
Skin and Hide Stores—Level 2	32.91	43.88	43.88	43.88	54.85	43.88
Skin and Hide Stores—Level 3	34.46	45.94	45.94	45.94	57.43	45.94

	Monday to 12 pm Saturday		Saturday after 12 pm	Sunday – all day	Public holiday	Continuous shiftworkers – all hours
	First 2 hours	After 2 hours				
	<b>% of minimum hourly rate</b>					
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
<b>Wool Industry Worker</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Wool Testing—Level 4	34.49	45.98	45.98	45.98	57.48	45.98
Wool Storage—Level 4	34.49	45.98	45.98	45.98	57.48	45.98
Wool Storage—Level 5	35.51	47.34	47.34	47.34	59.18	47.34
Skin and Hide Stores— Level 4	35.81	47.74	47.74	47.74	59.68	47.74
Wool Testing—Level 5	35.81	47.74	47.74	47.74	59.68	47.74
Wool Storage—Level 6	37.22	49.62	49.62	49.62	62.03	49.62

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

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
<b>Wool Industry Worker</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Wool Storage—Level 1	26.01	36.42	46.82	46.82	57.23
Wool Testing—Level 1 (first 3 months)	26.01	36.42	46.82	46.82	57.23
Skin and Hide Stores—Level 1 (first 3 months)	26.01	36.42	46.82	46.82	57.23
Wool Testing—Level 1 (after 3 months)	26.53	37.14	47.75	47.75	58.36
Skin and Hide Stores—Level 1 (after 3 months)	26.53	37.14	47.75	47.75	58.36
Wool Storage—Level 2	27.04	37.85	48.67	48.67	59.48
Wool Testing—Level 2	27.04	37.85	48.67	48.67	59.48
Skin and Hide Stores—Level 1 (after 12 months)	27.04	37.85	48.67	48.67	59.48
Wool Storage—Level 3	27.43	38.40	49.37	49.37	60.34
Wool Testing—Level 3	27.43	38.40	49.37	49.37	60.34
Skin and Hide Stores—Level 2	27.43	38.40	49.37	49.37	60.34

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
<b>Wool Industry Worker</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Skin and Hide Stores—Level 3	28.71	40.20	51.68	51.68	63.17
Wool Testing—Level 4	28.74	40.23	51.73	51.73	63.22
Wool Storage—Level 4	28.74	40.23	51.73	51.73	63.22
Wool Storage—Level 5	29.59	41.42	53.26	53.26	65.09
Skin and Hide Stores—Level 4	29.84	41.77	53.71	53.71	65.64
Wool Testing—Level 5	29.84	41.77	53.71	53.71	65.64
Wool Storage—Level 6	31.01	43.42	55.82	55.82	68.23

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

	Ordinary hours	Afternoon & night shift	Permanent night shift
	<b>125%</b>	<b>140%</b>	<b>155%</b>
<b>Wool Industry Worker</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Wool Storage—Level 1	26.01	29.13	32.26
Wool Testing—Level 1 (first 3 months)	26.01	29.13	32.26
Skin and Hide Stores—Level 1 (first 3 months)	26.01	29.13	32.26
Wool Testing—Level 1 (after 3 months)	26.53	29.71	32.89
Skin and Hide Stores—Level 1 (after 3 months)	26.53	29.71	32.89
Wool Storage—Level 2	27.04	30.28	33.53
Wool Testing—Level 2	27.04	30.28	33.53
Skin and Hide Stores—Level 1 (after 12 months)	27.04	30.28	33.53
Wool Storage—Level 3	27.43	30.72	34.01
Wool Testing—Level 3	27.43	30.72	34.01
Skin and Hide Stores—Level 2	27.43	30.72	34.01
Skin and Hide Stores—Level 3	28.71	32.16	35.60

	<b>Ordinary hours</b>	<b>Afternoon &amp; night shift</b>	<b>Permanent night shift</b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>140%</b>	<b>155%</b>
<b>Wool Industry Worker</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Wool Testing—Level 4	28.74	32.19	35.63
Wool Storage—Level 4	28.74	32.19	35.63
Wool Storage—Level 5	29.59	33.14	36.69
Skin and Hide Stores—Level 4	29.84	33.42	37.00
Wool Testing—Level 5	29.84	33.42	37.00
Wool Storage—Level 6	31.01	34.73	38.46

- 10. By deleting the amount “\$21.41” appearing in clause C.1.1 and inserting “\$21.94”.
- 11. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hand allowance	19.2(a)	230.0	50.46	per week
First aid allowance	19.2(b)	86.0	18.87	per week

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