



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

GENERAL RETAIL INDUSTRY AWARD 2020
[MA000004]

Retail industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 17.1 and inserting the following:

Column 1	Column 2	Column 3
Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Retail Employee Level 1	939.60	24.73
Retail Employee Level 2	961.10	25.29
Retail Employee Level 3	976.00	25.68
Retail Employee Level 4	995.00	26.18
Retail Employee Level 5	1035.90	27.26
Retail Employee Level 6	1050.90	27.66

Column 1	Column 2	Column 3
Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Retail Employee Level 7	1103.60	29.04
Retail Employee Level 8	1148.40	30.22

2. By deleting the year “2022” in clause 17.7(b) and inserting “2023”.
3. By deleting the amount “\$0.32” appearing in clause 19.9(b) and inserting “\$0.34”.
4. By deleting the amount “\$0.50” appearing in clause 19.9(c) and inserting “\$0.52”.
5. By deleting the amount “\$12.23” appearing in clause 19.10(b) and inserting “\$12.94”.
6. By deleting the amount “\$29.17” appearing in clause 19.12 and inserting “\$30.85”.
7. By deleting the amount “\$1.06” appearing in clause 19.13 and inserting “\$1.12”.
8. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of minimum hourly rate				
	100%	125%	125%	150%	225%
	\$	\$	\$	\$	\$
Retail Employee Level 1	24.73	30.91	30.91	37.10	55.64
Retail Employee Level 2	25.29	31.61	31.61	37.94	56.90
Retail Employee Level 3	25.68	32.10	32.10	38.52	57.78
Retail Employee Level 4	26.18	32.73	32.73	39.27	58.91
Retail Employee Level 5	27.26	34.08	34.08	40.89	61.34
Retail Employee Level 6	27.66	34.58	34.58	41.49	62.24
Retail Employee Level 7	29.04	36.30	36.30	43.56	65.34
Retail Employee Level 8	30.22	37.78	37.78	45.33	68.00

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

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE¹ BPE²		All hours within shift
	% of minimum hourly rate					
	130%	112.5%	130%	150%	175%	225%
	\$	\$	\$	\$	\$	\$
Retail Employee Level 1	32.15	27.82	32.15	37.10	43.28	55.64
Retail Employee Level 2	32.88	28.45	32.88	37.94	44.26	56.90
Retail Employee Level 3	33.38	28.89	33.38	38.52	44.94	57.78
Retail Employee Level 4	34.03	29.45	34.03	39.27	45.82	58.91
Retail Employee Level 5	35.44	30.67	35.44	40.89	47.71	61.34
Retail Employee Level 6	35.96	31.12	35.96	41.49	48.41	62.24
Retail Employee Level 7	37.75	32.67	37.75	43.56	50.82	65.34
Retail Employee Level 8	39.29	34.00	39.29	45.33	52.89	68.00

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

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Retail Employee Level 1	37.10	49.46	49.46	61.83
Retail Employee Level 2	37.94	50.58	50.58	63.23

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Retail Employee Level 3	38.52	51.36	51.36	64.20
Retail Employee Level 4	39.27	52.36	52.36	65.45
Retail Employee Level 5	40.89	54.52	54.52	68.15
Retail Employee Level 6	41.49	55.32	55.32	69.15
Retail Employee Level 7	43.56	58.08	58.08	72.60
Retail Employee Level 8	45.33	60.44	60.44	75.55

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

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of minimum hourly rate				
	125%	150%	150%	175%	250%
	\$	\$	\$	\$	\$
Retail Employee Level 1	30.91	37.10	37.10	43.28	61.83
Retail Employee Level 2	31.61	37.94	37.94	44.26	63.23
Retail Employee Level 3	32.10	38.52	38.52	44.94	64.20
Retail Employee Level 4	32.73	39.27	39.27	45.82	65.45
Retail Employee Level 5	34.08	40.89	40.89	47.71	68.15
Retail Employee Level 6	34.58	41.49	41.49	48.41	69.15
Retail Employee Level 7	36.30	43.56	43.56	50.82	72.60
Retail Employee Level 8	37.78	45.33	45.33	52.89	75.55

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

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE¹ BPE²		All hours within shift
	% of minimum hourly rate					
	155%	137.5%	155%	175%	200%	250%
	\$	\$	\$	\$	\$	\$
Retail Employee Level 1	38.33	34.00	38.33	43.28	49.46	61.83
Retail Employee Level 2	39.20	34.77	39.20	44.26	50.58	63.23
Retail Employee Level 3	39.80	35.31	39.80	44.94	51.36	64.20
Retail Employee Level 4	40.58	36.00	40.58	45.82	52.36	65.45
Retail Employee Level 5	42.25	37.48	42.25	47.71	54.52	68.15
Retail Employee Level 6	42.87	38.03	42.87	48.41	55.32	69.15
Retail Employee Level 7	45.01	39.93	45.01	50.82	58.08	72.60
Retail Employee Level 8	46.84	41.55	46.84	52.89	60.44	75.55

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

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of junior hourly rate				
	100%	125%	125%	150%	225%
	\$	\$	\$	\$	\$
Retail Employee Level 1					
15 years of age and under	11.13	13.91	13.91	16.70	25.04
16 years of age	12.36	15.45	15.45	18.54	27.81
17 years of age	14.84	18.55	18.55	22.26	33.39
18 years of age	17.31	21.64	21.64	25.97	38.95
19 years of age	19.78	24.73	24.73	29.67	44.51

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of junior hourly rate				
	100%	125%	125%	150%	225%
	\$	\$	\$	\$	\$
20 years of age and employed by the employer for 6 months or less	22.25	27.81	27.81	33.38	50.06
20 years of age and employed by the employer for more than 6 months	24.73	30.91	30.91	37.10	55.64
Retail Employee Level 2					
15 years of age and under	11.38	14.23	14.23	17.07	25.61
16 years of age	12.65	15.81	15.81	18.98	28.46
17 years of age	15.18	18.98	18.98	22.77	34.16
18 years of age	17.70	22.13	22.13	26.55	39.83
19 years of age	20.23	25.29	25.29	30.35	45.52
20 years of age and employed by the employer for 6 months or less	22.76	28.45	28.45	34.14	51.21
20 years of age and employed by the employer for more than 6 months	25.29	31.61	31.61	37.94	56.90
Retail Employee Level 3					
15 years of age and under	11.56	14.45	14.45	17.34	26.01
16 years of age	12.84	16.05	16.05	19.26	28.89
17 years of age	15.41	19.26	19.26	23.12	34.67
18 years of age	17.98	22.48	22.48	26.97	40.46
19 years of age	20.55	25.69	25.69	30.83	46.24
20 years of age and employed by the employer for 6 months or less	23.12	28.90	28.90	34.68	52.02
20 years of age and employed by the employer for more than 6 months	25.68	32.10	32.10	38.52	57.78

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

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE¹ BPE²		All hours within shift
	% of junior hourly rate					
	130%	112.5%	130%	150%	175%	225%
	\$	\$	\$	\$	\$	\$
Retail Employee Level 1						
15 years of age and under	14.47	12.52	14.47	16.70	19.48	25.04
16 years of age	16.07	13.91	16.07	18.54	21.63	27.81
17 years of age	19.29	16.70	19.29	22.26	25.97	33.39
18 years of age	22.50	19.47	22.50	25.97	30.29	38.95
19 years of age	25.71	22.25	25.71	29.67	34.62	44.51
20 years of age and employed by the employer for 6 months or less	28.93	25.03	28.93	33.38	38.94	50.06
20 years of age and employed by the employer for more than 6 months	32.15	27.82	32.15	37.10	43.28	55.64
Retail Employee Level 2						
15 years of age and under	14.79	12.80	14.79	17.07	19.92	25.61
16 years of age	16.45	14.23	16.45	18.98	22.14	28.46
17 years of age	19.73	17.08	19.73	22.77	26.57	34.16
18 years of age	23.01	19.91	23.01	26.55	30.98	39.83
19 years of age	26.30	22.76	26.30	30.35	35.40	45.52
20 years of age and employed by the employer for 6 months or less	29.59	25.61	29.59	34.14	39.83	51.21
20 years of age and employed by the employer for more than 6 months	32.88	28.45	32.88	37.94	44.26	56.90
Retail Employee Level 3						
15 years of age and under	15.03	13.01	15.03	17.34	20.23	26.01

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE¹ BPE²		All hours within shift
	% of junior hourly rate					
	130%	112.5%	130%	150%	175%	225%
	\$	\$	\$	\$	\$	\$
16 years of age	16.69	14.45	16.69	19.26	22.47	28.89
17 years of age	20.03	17.34	20.03	23.12	26.97	34.67
18 years of age	23.37	20.23	23.37	26.97	31.47	40.46
19 years of age	26.72	23.12	26.72	30.83	35.96	46.24
20 years of age and employed by the employer for 6 months or less	30.06	26.01	30.06	34.68	40.46	52.02
20 years of age and employed by the employer for more than 6 months	33.38	28.89	33.38	38.52	44.94	57.78

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

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of junior hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Retail Employee Level 1				
15 years of age and under	16.70	22.26	22.26	27.83
16 years of age	18.54	24.72	24.72	30.90
17 years of age	22.26	29.68	29.68	37.10
18 years of age	25.97	34.62	34.62	43.28
19 years of age	29.67	39.56	39.56	49.45
20 years of age and employed by the employer for 6 months or less	33.38	44.50	44.50	55.63

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of junior hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
20 years of age and employed by the employer for more than 6 months	37.10	49.46	49.46	61.83
Retail Employee Level 2				
15 years of age and under	17.07	22.76	22.76	28.45
16 years of age	18.98	25.30	25.30	31.63
17 years of age	22.77	30.36	30.36	37.95
18 years of age	26.55	35.40	35.40	44.25
19 years of age	30.35	40.46	40.46	50.58
20 years of age and employed by the employer for 6 months or less	34.14	45.52	45.52	56.90
20 years of age and employed by the employer for more than 6 months	37.94	50.58	50.58	63.23
Retail Employee Level 3				
15 years of age and under	17.34	23.12	23.12	28.90
16 years of age	19.26	25.68	25.68	32.10
17 years of age	23.12	30.82	30.82	38.53
18 years of age	26.97	35.96	35.96	44.95
19 years of age	30.83	41.10	41.10	51.38
20 years of age and employed by the employer for 6 months or less	34.68	46.24	46.24	57.80
20 years of age and employed by the employer for more than 6 months	38.52	51.36	51.36	64.20

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

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of junior hourly rate				
	125%	150%	150%	175%	250%
	\$	\$	\$	\$	\$
Retail Employee Level 1					

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of junior hourly rate				
	125%	150%	150%	175%	250%
	\$	\$	\$	\$	\$
15 years of age and under	13.91	16.70	16.70	19.48	27.83
16 years of age	15.45	18.54	18.54	21.63	30.90
17 years of age	18.55	22.26	22.26	25.97	37.10
18 years of age	21.64	25.97	25.97	30.29	43.28
19 years of age	24.73	29.67	29.67	34.62	49.45
20 years of age and employed by the employer for 6 months or less	27.81	33.38	33.38	38.94	55.63
20 years of age and employed by the employer for more than 6 months	30.91	37.10	37.10	43.28	61.83
Retail Employee Level 2					
15 years of age and under	14.23	17.07	17.07	19.92	28.45
16 years of age	15.81	18.98	18.98	22.14	31.63
17 years of age	18.98	22.77	22.77	26.57	37.95
18 years of age	22.13	26.55	26.55	30.98	44.25
19 years of age	25.29	30.35	30.35	35.40	50.58
20 years of age and employed by the employer for 6 months or less	28.45	34.14	34.14	39.83	56.90
20 years of age and employed by the employer for more than 6 months	31.61	37.94	37.94	44.26	63.23
Retail Employee Level 3					
15 years of age and under	14.45	17.34	17.34	20.23	28.90
16 years of age	16.05	19.26	19.26	22.47	32.10
17 years of age	19.26	23.12	23.12	26.97	38.53
18 years of age	22.48	26.97	26.97	31.47	44.95
19 years of age	25.69	30.83	30.83	35.96	51.38
20 years of age and employed by the employer for 6 months or less	28.90	34.68	34.68	40.46	57.80
20 years of age and employed by the employer for more than 6 months	32.10	38.52	38.52	44.94	64.20

17. By deleting the table appearing in clause B.3.5 and inserting the following:

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
		Monday to Friday			Saturday	Sunday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE ¹ BPE ²		All hours within shift
	% of junior hourly rate					
	155%	137.5%	155%	175%	200%	250%
	\$	\$	\$	\$	\$	\$
Retail Employee Level 1						
15 years of age and under	17.25	15.30	17.25	19.48	22.26	27.83
16 years of age	19.16	17.00	19.16	21.63	24.72	30.90
17 years of age	23.00	20.41	23.00	25.97	29.68	37.10
18 years of age	26.83	23.80	26.83	30.29	34.62	43.28
19 years of age	30.66	27.20	30.66	34.62	39.56	49.45
20 years of age and employed by the employer for 6 months or less	34.49	30.59	34.49	38.94	44.50	55.63
20 years of age and employed by the employer for more than 6 months	38.33	34.00	38.33	43.28	49.46	61.83
Retail Employee Level 2						
15 years of age and under	17.64	15.65	17.64	19.92	22.76	28.45
16 years of age	19.61	17.39	19.61	22.14	25.30	31.63
17 years of age	23.53	20.87	23.53	26.57	30.36	37.95
18 years of age	27.44	24.34	27.44	30.98	35.40	44.25
19 years of age	31.36	27.82	31.36	35.40	40.46	50.58
20 years of age and employed by the employer for 6 months or less	35.28	31.30	35.28	39.83	45.52	56.90
20 years of age and employed by the employer for more than 6 months	39.20	34.77	39.20	44.26	50.58	63.23
Retail Employee Level 3						
15 years of age and under	17.92	15.90	17.92	20.23	23.12	28.90

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE¹ BPE²		All hours within shift
	% of junior hourly rate					
	155%	137.5%	155%	175%	200%	250%
	\$	\$	\$	\$	\$	\$
16 years of age	19.90	17.66	19.90	22.47	25.68	32.10
17 years of age	23.89	21.19	23.89	26.97	30.82	38.53
18 years of age	27.87	24.72	27.87	31.47	35.96	44.95
19 years of age	31.85	28.26	31.85	35.96	41.10	51.38
20 years of age and employed by the employer for 6 months or less	35.84	31.79	35.84	40.46	46.24	57.80
20 years of age and employed by the employer for more than 6 months	39.80	35.31	39.80	44.94	51.36	64.20

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

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of junior apprentice hourly rate				
	100%	125%	125%	150%	225%
	\$	\$	\$	\$	\$
1st year	13.09	16.36	16.36	19.64	29.45
2nd year	15.71	19.64	19.64	23.57	35.35
3rd year	20.95	26.19	26.19	31.43	47.14
4th year (4 year apprenticeship only)	23.57	29.46	29.46	35.36	53.03

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

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE¹ BPE²		All hours within shift
	% of junior apprentice hourly rate					
	130%	112.5%	130%	150%	175%	225%
	\$	\$	\$	\$	\$	\$
1st year	17.02	14.73	17.02	19.64	22.91	29.45
2nd year	20.42	17.67	20.42	23.57	27.49	35.35
3rd year	27.24	23.57	27.24	31.43	36.66	47.14
4th year (4 year apprenticeship only)	30.64	26.52	30.64	35.36	41.25	53.03

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

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of junior apprentice hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
1st year	19.64	26.18	26.18	32.73
2nd year	23.57	31.42	31.42	39.28
3rd year	31.43	41.90	41.90	52.38
4th year (4 year apprenticeship only)	35.36	47.14	47.14	58.93

21. By deleting the table appearing in clause B.4.6 and inserting the following:

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of junior apprentice hourly rate				
	100%	125%	125%	150%	225%
	\$	\$	\$	\$	\$
Has not completed year 12					
1st year	13.09	16.36	16.36	19.64	29.45
2nd year	15.71	19.64	19.64	23.57	35.35
3rd year	20.95	26.19	26.19	31.43	47.14
4th year (4 year apprenticeship only)	23.57	29.46	29.46	35.36	53.03
Completed year 12					
1st year	14.40	18.00	18.00	21.60	32.40
2nd year	17.02	21.28	21.28	25.53	38.30
3rd year	20.95	26.19	26.19	31.43	47.14
4th year (4 year apprenticeship only)	23.57	29.46	29.46	35.36	53.03

22. By deleting the table appearing in clause B.4.7 and inserting the following:

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts			All shiftworkers		
		Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE¹ BPE²		All hours within shift	
	% of junior apprentice hourly rate						
	130%	112.5%	130%	150%	175%	225%	
	\$	\$	\$	\$	\$	\$	
Has not completed year 12							
1st year	17.02	14.73	17.02	19.64	22.91	29.45	

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE¹ BPE²		All hours within shift
	% of junior apprentice hourly rate					
	130%	112.5%	130%	150%	175%	225%
	\$	\$	\$	\$	\$	\$
2nd year	20.42	17.67	20.42	23.57	27.49	35.35
3rd year	27.24	23.57	27.24	31.43	36.66	47.14
4th year (4 year apprenticeship only)	30.64	26.52	30.64	35.36	41.25	53.03
Completed year 12						
1st year	18.72	16.20	18.72	21.60	25.20	32.40
2nd year	22.13	19.15	22.13	25.53	29.79	38.30
3rd year	27.24	23.57	27.24	31.43	36.66	47.14
4th year (4 year apprenticeship only)	30.64	26.52	30.64	35.36	41.25	53.03

23. By deleting the table appearing in clause B.4.8 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of junior apprentice hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Has not completed year 12				
1st year	19.64	26.18	26.18	32.73
2nd year	23.57	31.42	31.42	39.28
3rd year	31.43	41.90	41.90	52.38

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of junior apprentice hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
4th year (4 year apprenticeship only)	35.36	47.14	47.14	58.93
Completed year 12				
1st year	21.60	28.80	28.80	36.00
2nd year	25.53	34.04	34.04	42.55
3rd year	31.43	41.90	41.90	52.38
4th year (4 year apprenticeship only)	35.36	47.14	47.14	58.93

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

	Ordinary hours	Monday to Friday after 6.00 pm	Saturday	Sunday	Public holiday
	% of adult apprentice hourly rate				
	100%	125%	125%	150%	225%
	\$	\$	\$	\$	\$
1st year	20.95	26.19	26.19	31.43	47.14
2nd year	24.73	30.91	30.91	37.10	55.64
3rd year	24.73	30.91	30.91	37.10	55.64
4th year (4 year apprenticeship only)	24.73	30.91	30.91	37.10	55.64

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

	Other than baking production employees (OBPE)	Baking production employees (BPE) Early morning shifts		All shiftworkers		
	Monday to Friday			Saturday	Sunday	Public holiday
	Starting at or after 6.00 pm and before 5.00 am	Starting at or after 2.00 am and before 6.00 am	Starting before 2.00 am	OBPE¹ BPE²		All hours within shift
	% of adult apprentice hourly rate					
	130%	112.5%	130%	150%	175%	225%
	\$	\$	\$	\$	\$	\$
1st year	27.24	23.57	27.24	31.43	36.66	47.14
2nd year	32.15	27.82	32.15	37.10	43.28	55.64
3rd year	32.15	27.82	32.15	37.10	43.28	55.64
4th year (4 year apprenticeship only)	32.15	27.82	32.15	37.10	43.28	55.64

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

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of adult apprentice hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
1st year	31.43	41.90	41.90	52.38
2nd year	37.10	49.46	49.46	61.83
3rd year	37.10	49.46	49.46	61.83
4th year (4 year apprenticeship only)	37.10	49.46	49.46	61.83

27. By deleting the amount “\$940.90” appearing in clause C.1.1 and inserting “\$995.00”.

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

Allowance	Clause	% of standard weekly rate	\$	Payable
First aid allowance	19.10(b)	1.3	12.94	per week
Liquor licence allowance	19.12	3.1	30.85	per week

29. By deleting the amount “\$24.76” appearing in clause C.1.2 and inserting “\$26.18”.

30. By deleting the table appearing in clause C.1.2 and inserting the following:

Allowance	Clause	% of standard hourly rate	\$	Payable
Cold work disability allowance—cold chambers; stocking and refilling refrigerated storages	19.9(b)	1.3	0.34	per hour
Cold work disability allowance—cold chambers; below 0°C—additional to clause 19.9(b)	19.9(c)	2.0	0.52	per hour
Broken Hill	19.13	4.28	1.12	per hour

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT