



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

WOOL STORAGE, SAMPLING AND TESTING AWARD 2020
[MA000044]

Wool storage, sampling and testing 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:

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

Employee Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Wool Storage		
Wool Industry Worker Level 1 (Wool Storage)	878.40	23.12
Wool Industry Worker Level 2 (Wool Storage)	911.40	23.98
Wool Industry Worker Level 3 (Wool Storage)	923.90	24.31
Wool Industry Worker Level 4 (Wool Storage)	966.20	25.43

Employee Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Wool Industry Worker Level 5 (Wool Storage)	995.00	26.18
Wool Industry Worker Level 6 (Wool Storage)	1042.80	27.44
Wool Testing		
Wool Industry Worker Level 1 (Wool Testing)—First 3 months	878.40	23.12
Wool Industry Worker Level 1 (Wool Testing)—After 3 months	895.00	23.55
Wool Industry Worker Level 2 (Wool Testing)	911.40	23.98
Wool Industry Worker Level 3 (Wool Testing)	923.90	24.31
Wool Industry Worker Level 4 (Wool Testing)	966.20	25.43
Wool Industry Worker Level 5 (Wool Testing)	1003.50	26.41
Skin and Hide Stores		
Wool Industry Worker Level 1 (Skin and Hide Stores)—First 3 months	878.40	23.12
Wool Industry Worker Level 1 (Skin and Hide Stores)—After 3 months up until 12 months	895.00	23.55
Wool Industry Worker Level 1 (Skin and Hide Stores)—After 12 months	911.40	23.98
Wool Industry Worker Level 2 (Skin and Hide Stores)	923.90	24.31
Wool Industry Worker Level 3 (Skin and Hide Stores)	965.30	25.40
Wool Industry Worker Level 4 (Skin and Hide Stores)	1003.50	26.41

2. By deleting the year “2022” in clause 16.5(b) and inserting “2023”.
3. By deleting the amount “\$52.88” appearing in clause 19.2(a) and inserting “\$55.91”.
4. By deleting the amount “\$19.77” appearing in clause 19.2(b) and inserting “\$20.91”.

5. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	100%	250%
Wool Industry Worker	\$	\$
Wool Storage—Level 1	23.12	57.80
Wool Testing—Level 1 (first 3 months)	23.12	57.80
Skin and Hide Stores—Level 1 (first 3 months)	23.12	57.80
Wool Testing—Level 1 (after 3 months)	23.55	58.88
Skin and Hide Stores—Level 1 (after 3 months)	23.55	58.88
Wool Storage—Level 2	23.98	59.95
Wool Testing—Level 2	23.98	59.95
Skin and Hide Stores—Level 1 (after 12 months)	23.98	59.95
Wool Storage—Level 3	24.31	60.78
Wool Testing—Level 3	24.31	60.78
Skin and Hide Stores—Level 2	24.31	60.78
Skin and Hide Stores—Level 3	25.40	63.50
Wool Testing—Level 4	25.43	63.58
Wool Storage—Level 4	25.43	63.58
Wool Storage—Level 5	26.18	65.45
Skin and Hide Stores—Level 4	26.41	66.03
Wool Testing—Level 5	26.41	66.03
Wool Storage—Level 6	27.44	68.60

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%
Wool Industry Worker	\$	\$	\$	\$	\$	\$	\$
Wool Storage—Level 1	23.12	26.59	30.06	34.68	46.24	46.24	57.80
Wool Testing—Level 1 (first 3 months)	23.12	26.59	30.06	34.68	46.24	46.24	57.80
Skin and Hide Stores—Level 1 (first 3 months)	23.12	26.59	30.06	34.68	46.24	46.24	57.80
Wool Testing—Level 1 (after 3 months)	23.55	27.08	30.62	35.33	47.10	47.10	58.88
Skin and Hide Stores—Level 1 (after 3 months)	23.55	27.08	30.62	35.33	47.10	47.10	58.88
Wool Storage—Level 2	23.98	27.58	31.17	35.97	47.96	47.96	59.95
Wool Testing—Level 2	23.98	27.58	31.17	35.97	47.96	47.96	59.95
Skin and Hide Stores—Level 1 (after 12 months)	23.98	27.58	31.17	35.97	47.96	47.96	59.95
Wool Storage—Level 3	24.31	27.96	31.60	36.47	48.62	48.62	60.78
Wool Testing—Level 3	24.31	27.96	31.60	36.47	48.62	48.62	60.78
Skin and Hide Stores—Level 2	24.31	27.96	31.60	36.47	48.62	48.62	60.78
Skin and Hide Stores—Level 3	25.40	29.21	33.02	38.10	50.80	50.80	63.50
Wool Testing—Level 4	25.43	29.24	33.06	38.15	50.86	50.86	63.58

	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%
Wool Industry Worker	\$	\$	\$	\$	\$	\$	\$
Wool Storage—Level 4	25.43	29.24	33.06	38.15	50.86	50.86	63.58
Wool Storage—Level 5	26.18	30.11	34.03	39.27	52.36	52.36	65.45
Skin and Hide Stores—Level 4	26.41	30.37	34.33	39.62	52.82	52.82	66.03
Wool Testing—Level 5	26.41	30.37	34.33	39.62	52.82	52.82	66.03
Wool Storage—Level 6	27.44	31.56	35.67	41.16	54.88	54.88	68.60

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				
	% of minimum hourly rate					
	150%	200%	200%	200%	250%	200%
Wool Industry Worker	\$	\$	\$	\$	\$	\$
Wool Storage—Level 1	34.68	46.24	46.24	46.24	57.80	46.24
Wool Testing—Level 1 (first 3 months)	34.68	46.24	46.24	46.24	57.80	46.24
Skin and Hide Stores—Level 1 (first 3 months)	34.68	46.24	46.24	46.24	57.80	46.24
Wool Testing—Level 1 (after 3 months)	35.33	47.10	47.10	47.10	58.88	47.10
Skin and Hide Stores—Level 1 (after 3 months)	35.33	47.10	47.10	47.10	58.88	47.10
Wool Storage—Level 2	35.97	47.96	47.96	47.96	59.95	47.96
Wool Testing—Level 2	35.97	47.96	47.96	47.96	59.95	47.96

	Monday to 12 pm Saturday		Saturday after 12 pm	Sunday – all day	Public holiday	Continuous shiftworkers – all hours
	First 2 hours	After 2 hours				
% of minimum hourly rate						
	150%	200%	200%	200%	250%	200%
Wool Industry Worker	\$	\$	\$	\$	\$	\$
Skin and Hide Stores— Level 1 (after 12 months)	35.97	47.96	47.96	47.96	59.95	47.96
Wool Storage—Level 3	36.47	48.62	48.62	48.62	60.78	48.62
Wool Testing—Level 3	36.47	48.62	48.62	48.62	60.78	48.62
Skin and Hide Stores— Level 2	36.47	48.62	48.62	48.62	60.78	48.62
Skin and Hide Stores— Level 3	38.10	50.80	50.80	50.80	63.50	50.80
Wool Testing—Level 4	38.15	50.86	50.86	50.86	63.58	50.86
Wool Storage—Level 4	38.15	50.86	50.86	50.86	63.58	50.86
Wool Storage—Level 5	39.27	52.36	52.36	52.36	65.45	52.36
Skin and Hide Stores— Level 4	39.62	52.82	52.82	52.82	66.03	52.82
Wool Testing—Level 5	39.62	52.82	52.82	52.82	66.03	52.82
Wool Storage—Level 6	41.16	54.88	54.88	54.88	68.60	54.88

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		
% of minimum hourly rate					
	125%	175%	225%	225%	275%
Wool Industry Worker	\$	\$	\$	\$	\$
Wool Storage—Level 1	28.90	40.46	52.02	52.02	63.58
Wool Testing—Level 1 (first 3 months)	28.90	40.46	52.02	52.02	63.58
Skin and Hide Stores—Level 1 (first 3 months)	28.90	40.46	52.02	52.02	63.58
Wool Testing—Level 1 (after 3 months)	29.44	41.21	52.99	52.99	64.76
Skin and Hide Stores—Level 1 (after 3 months)	29.44	41.21	52.99	52.99	64.76

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
	% of minimum hourly rate				
	125%	175%	225%	225%	275%
Wool Industry Worker	\$	\$	\$	\$	\$
months)					
Wool Storage—Level 2	29.98	41.97	53.96	53.96	65.95
Wool Testing—Level 2	29.98	41.97	53.96	53.96	65.95
Skin and Hide Stores—Level 1 (after 12 months)	29.98	41.97	53.96	53.96	65.95
Wool Storage—Level 3	30.39	42.54	54.70	54.70	66.85
Wool Testing—Level 3	30.39	42.54	54.70	54.70	66.85
Skin and Hide Stores—Level 2	30.39	42.54	54.70	54.70	66.85
Skin and Hide Stores—Level 3	31.75	44.45	57.15	57.15	69.85
Wool Testing—Level 4	31.79	44.50	57.22	57.22	69.93
Wool Storage—Level 4	31.79	44.50	57.22	57.22	69.93
Wool Storage—Level 5	32.73	45.82	58.91	58.91	72.00
Skin and Hide Stores—Level 4	33.01	46.22	59.42	59.42	72.63
Wool Testing—Level 5	33.01	46.22	59.42	59.42	72.63
Wool Storage—Level 6	34.30	48.02	61.74	61.74	75.46

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

	Ordinary hours	Afternoon & night shift	Permanent night shift
	125%	140%	155%
Wool Industry Worker	\$	\$	\$
Wool Storage—Level 1	28.90	32.37	35.84
Wool Testing—Level 1 (first 3 months)	28.90	32.37	35.84
Skin and Hide Stores—Level 1 (first 3 months)	28.90	32.37	35.84
Wool Testing—Level 1 (after 3 months)	29.44	32.97	36.50
Skin and Hide Stores—Level 1 (after 3 months)	29.44	32.97	36.50
Wool Storage—Level 2	29.98	33.57	37.17

	Ordinary hours	Afternoon & night shift	Permanent night shift
	% of minimum hourly rate		
	125%	140%	155%
Wool Industry Worker	\$	\$	\$
Wool Testing—Level 2	29.98	33.57	37.17
Skin and Hide Stores—Level 1 (after 12 months)	29.98	33.57	37.17
Wool Storage—Level 3	30.39	34.03	37.68
Wool Testing—Level 3	30.39	34.03	37.68
Skin and Hide Stores—Level 2	30.39	34.03	37.68
Skin and Hide Stores—Level 3	31.75	35.56	39.37
Wool Testing—Level 4	31.79	35.60	39.42
Wool Storage—Level 4	31.79	35.60	39.42
Wool Storage—Level 5	32.73	36.65	40.58
Skin and Hide Stores—Level 4	33.01	36.97	40.94
Wool Testing—Level 5	33.01	36.97	40.94
Wool Storage—Level 6	34.30	38.42	42.53

- 10. By deleting the amount “\$22.99” appearing in clause C.1.1 and inserting “\$24.31”.
- 11. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Leading hand allowance	19.2(a)	230.0	55.91	per week
First aid allowance	19.2(b)	86.0	20.91	per week

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