



# DRAFT DETERMINATION

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

**Annual Wage Review 2022–23**  
(C2023/1)

**STORAGE SERVICES AND WHOLESALE AWARD 2020**  
[MA000084]

Storage services

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 15.1 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Storeworker grade 1—on commencement	914.90	24.08
Storeworker grade 1—after 3 months	926.10	24.37
Storeworker grade 1—after 12 months	936.60	24.65
Storeworker grade 2	944.90	24.87
Storeworker grade 3	971.80	25.57
Storeworker grade 4	1000.50	26.33
Wholesale employee level 1—on	914.90	24.08

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
commencement		
Wholesale employee level 1—after 3 months	926.10	24.37
Wholesale employee level 1—after 12 months	936.60	24.65
Wholesale employee level 2	944.90	24.87
Wholesale employee level 3	971.80	25.57
Wholesale employee level 4	1000.50	26.33

2. By deleting the year “2022” in clause 15.5(b) and inserting “2023”
3. By deleting the amount “\$14.19” appearing in clause 17.2(a)(i) and inserting “\$15.01”.
4. By deleting the amount “\$0.95” appearing in clause 17.2(b)(i) and inserting “\$1.00”.
5. By deleting the amount “\$1.42” appearing in clause 17.2(b)(ii) and inserting “\$1.50”.
6. By deleting the amount “\$1.89” appearing in clause 17.2(b)(iii) and inserting “\$2.00”.
7. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Storeworker grade 1—on commencement	24.08	36.12	48.16	60.20
Storeworker grade 1—after 3 months	24.37	36.56	48.74	60.93
Storeworker grade 1—after 12 months	24.65	36.98	49.30	61.63
Storeworker grade 2	24.87	37.31	49.74	62.18
Storeworker grade 3	25.57	38.36	51.14	63.93
Storeworker grade 4	26.33	39.50	52.66	65.83
Wholesale employee level 1—on commencement	24.08	36.12	48.16	60.20
Wholesale employee level 1—after 3 months	24.37	36.56	48.74	60.93

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Wholesale employee level 1—after 12 months	24.65	36.98	49.30	61.63
Wholesale employee level 2	24.87	37.31	49.74	62.18
Wholesale employee level 3	25.57	38.36	51.14	63.93
Wholesale employee level 4	26.33	39.50	52.66	65.83

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

	<b>Early morning</b>	<b>Afternoon</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>112.5%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Storeworker grade 1—on commencement	27.09	27.69	31.30	36.12	48.16	60.20
Storeworker grade 1—after 3 months	27.42	28.03	31.68	36.56	48.74	60.93
Storeworker grade 1—after 12 months	27.73	28.35	32.05	36.98	49.30	61.63
Storeworker grade 2	27.98	28.60	32.33	37.31	49.74	62.18
Storeworker grade 3	28.77	29.41	33.24	38.36	51.14	63.93
Storeworker grade 4	29.62	30.28	34.23	39.50	52.66	65.83
Wholesale employee level 1—on commencement	27.09	27.69	31.30	36.12	48.16	60.20
Wholesale employee level 1—after 3 months	27.42	28.03	31.68	36.56	48.74	60.93
Wholesale employee level 1—after 12 months	27.73	28.35	32.05	36.98	49.30	61.63
Wholesale employee level 2	27.98	28.60	32.33	37.31	49.74	62.18

	<b>Early morning</b>	<b>Afternoon</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>112.5%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Wholesale employee level 3	28.77	29.41	33.24	38.36	51.14	63.93
Wholesale employee level 4	29.62	30.28	34.23	39.50	52.66	65.83

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

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Storeworker grade 1—on commencement	36.12	48.16	48.16	60.20
Storeworker grade 1—after 3 months	36.56	48.74	48.74	60.93
Storeworker grade 1—after 12 months	36.98	49.30	49.30	61.63
Storeworker grade 2	37.31	49.74	49.74	62.18
Storeworker grade 3	38.36	51.14	51.14	63.93
Storeworker grade 4	39.50	52.66	52.66	65.83
Wholesale employee level 1—on commencement	36.12	48.16	48.16	60.20
Wholesale employee level 1—after 3 months	36.56	48.74	48.74	60.93
Wholesale employee level 1—after 12 months	36.98	49.30	49.30	61.63
Wholesale employee level 2	37.31	49.74	49.74	62.18
Wholesale employee level 3	38.36	51.14	51.14	63.93
Wholesale employee level 4	39.50	52.66	52.66	65.83

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

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Storeworker grade 1—on commencement	30.10	42.14	54.18	66.22
Storeworker grade 1—after 3 months	30.46	42.65	54.83	67.02
Storeworker grade 1—after 12 months	30.81	43.14	55.46	67.79
Storeworker grade 2	31.09	43.52	55.96	68.39
Storeworker grade 3	31.96	44.75	57.53	70.32
Storeworker grade 4	32.91	46.08	59.24	72.41
Wholesale employee level 1—on commencement	30.10	42.14	54.18	66.22
Wholesale employee level 1—after 3 months	30.46	42.65	54.83	67.02
Wholesale employee level 1—after 12 months	30.81	43.14	55.46	67.79
Wholesale employee level 2	31.09	43.52	55.96	68.39
Wholesale employee level 3	31.96	44.75	57.53	70.32
Wholesale employee level 4	32.91	46.08	59.24	72.41

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

	<b>Early morning</b>	<b>Afternoon</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>137.5%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Storeworker grade 1—on commencement	33.11	33.71	37.32	42.14	54.18	66.22
Storeworker grade 1—after 3 months	33.51	34.12	37.77	42.65	54.83	67.02
Storeworker grade 1—after 12 months	33.89	34.51	38.21	43.14	55.46	67.79
Storeworker grade 2	34.20	34.82	38.55	43.52	55.96	68.39
Storeworker grade 3	35.16	35.80	39.63	44.75	57.53	70.32

Storeworker grade 4	36.20	36.86	40.81	46.08	59.24	72.41
Wholesale employee level 1—on commencement	33.11	33.71	37.32	42.14	54.18	66.22
Wholesale employee level 1—after 3 months	33.51	34.12	37.77	42.65	54.83	67.02
Wholesale employee level 1—after 12 months	33.89	34.51	38.21	43.14	55.46	67.79
Wholesale employee level 2	34.20	34.82	38.55	43.52	55.96	68.39
Wholesale employee level 3	35.16	35.80	39.63	44.75	57.53	70.32
Wholesale employee level 4	36.20	36.86	40.81	46.08	59.24	72.41

12. By deleting the amount “\$946.10” appearing in clause C.1.1 and inserting “\$1000.50”.

13. 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>
First aid allowance	17.2(a)(i)	1.5	15.01	per week
Cold temperatures allowance—From -15.6°C to -18.9°C	17.2(b)(i)	0.1	1.00	per hour or part thereof
Cold temperatures allowance—From -18.9°C to -23.3°C	17.2(b)(ii)	0.15	1.50	per hour or part thereof
Cold temperatures allowance—Below -23.3°C	17.2(b)(iii)	0.2	2.00	per hour or part thereof

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