



# DRAFT DETERMINATION

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

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

**FUNERAL INDUSTRY AWARD 2020**  
[MA000105]

Funeral directing

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 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>
Grade 1	859.30	22.61
Grade 2	882.80	23.23
Grade 3	914.90	24.08
Grade 4	945.00	24.87
Grade 5	995.00	26.18
Grade 6	1026.20	27.01

- By deleting the year “2022” in clause 15.4(b) and inserting “2023”.

3. By deleting the amount “\$14.11” appearing in clause 17.2(a)(i) and inserting “\$14.93”.
4. By deleting the amount “\$30.11” appearing in clause 17.2(a)(ii) and inserting “\$31.84”.
5. By deleting the amount “\$100.68” appearing in clause 17.2(b) and inserting “\$106.47”.
6. By deleting the table appearing in clause 17.2(c) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
3–10 employees	39.80
11–19 employees	59.70

7. By deleting the table appearing in clause A.1.1 and inserting the following:

<b>Classification</b>	<b>Ordinary hours</b>	<b>Employees undertaking removals</b>			<b>Public holiday – all employees other than employees undertaking removals</b>
		<b>7.00 pm to midnight and 7.00 am to 7.00 pm</b>		<b>Midnight to 7.00 am – all hours worked</b>	
		<b>First 3 hours</b>	<b>After first 3 hours</b>		
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	22.61	33.92	45.22	45.22	45.22
Grade 2	23.23	34.85	46.46	46.46	46.46
Grade 3	24.08	36.12	48.16	48.16	48.16
Grade 4	24.87	37.31	49.74	49.74	49.74
Grade 5	26.18	39.27	52.36	52.36	52.36
Grade 6	27.01	40.52	54.02	54.02	54.02

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

<b>Classification</b>	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>

<b>Classification</b>	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	33.92	45.22	45.22	45.22
Grade 2	34.85	46.46	46.46	46.46
Grade 3	36.12	48.16	48.16	48.16
Grade 4	37.31	49.74	49.74	49.74
Grade 5	39.27	52.36	52.36	52.36
Grade 6	40.52	54.02	54.02	54.02

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

<b>Classification</b>	<b>Day shift</b>	<b>Afternoon</b>	<b>Non-continuing afternoon<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>120%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	22.61	27.13	33.92	45.22
Grade 2	23.23	27.88	34.85	46.46
Grade 3	24.08	28.90	36.12	48.16
Grade 4	24.87	29.84	37.31	49.74
Grade 5	26.18	31.42	39.27	52.36
Grade 6	27.01	32.41	40.52	54.02

10. By deleting the table appearing in clause A.1.4 and inserting the following:

<b>Classification</b>	<b>Afternoon shift</b>	<b>Non-continuing afternoon shift<sup>1</sup></b>	<b>Afternoon shift – Monday to Friday</b>		<b>Non-continuing afternoon shift<sup>1</sup> – Monday to Friday</b>	
			<b>First 3 hours</b>	<b>After 3 hours</b>	<b>First 3 hours</b>	<b>After 3 hours</b>
			<b>% of minimum hourly rate</b>			

	<b>120%</b>	<b>150%</b>	<b>170%</b>	<b>220%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	27.13	33.92	38.44	49.74	45.22	56.53
Grade 2	27.88	34.85	39.49	51.11	46.46	58.08
Grade 3	28.90	36.12	40.94	52.98	48.16	60.20
Grade 4	29.84	37.31	42.28	54.71	49.74	62.18
Grade 5	31.42	39.27	44.51	57.60	52.36	65.45
Grade 6	32.41	40.52	45.92	59.42	54.02	67.53

11. By deleting the table appearing in clause A.1.5 and inserting the following:

<b>Classification</b>	<b>Day shift (minimum hourly rate)</b>	<b>Afternoon shift – Saturday and Sunday</b>		<b>Non-continuing afternoon shift<sup>1</sup> – Saturday and Sunday</b>	
		<b>First 3 hours</b>	<b>After 3 hours</b>	<b>First 3 hours</b>	<b>After 3 hours</b>
<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>170%</b>	<b>220%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	22.61	38.44	49.74	45.22	56.53
Grade 2	23.23	39.49	51.11	46.46	58.08
Grade 3	24.08	40.94	52.98	48.16	60.20
Grade 4	24.87	42.28	54.71	49.74	62.18
Grade 5	26.18	44.51	57.60	52.36	65.45
Grade 6	27.01	45.92	59.42	54.02	67.53

12. By deleting the table appearing in clause A.2.1 and inserting the following:

<b>Classification</b>	<b>Ordinary hours</b>	<b>Employees undertaking removals</b>			<b>Public holiday – all employees other than employees undertaking removals</b>
		<b>7.00 pm to midnight and 7.00 am to 7.00 pm</b>		<b>Midnight to 7.00 am – all hours worked</b>	
		<b>First 3 hours</b>	<b>After first 3 hours</b>		
<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>

Classification	Ordinary hours	Employees undertaking removals			Public holiday – all employees other than employees undertaking removals
		7.00 pm to midnight and 7.00 am to 7.00 pm		Midnight to 7.00 am – all hours worked	
First 3 hours		After first 3 hours			
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	28.26	39.57	50.87	50.87	50.87
Grade 2	29.04	40.65	52.27	52.27	52.27
Grade 3	30.10	42.14	54.18	54.18	54.18
Grade 4	31.09	43.52	55.96	55.96	55.96
Grade 5	32.73	45.82	58.91	58.91	58.91
Grade 6	33.76	47.27	60.77	60.77	60.77

13. By deleting the table appearing in clause A.2.2 and inserting the following:

Classification	Day shift	Afternoon shift	Non-continuing afternoon shift <sup>1</sup>	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>145%</b>	<b>175%</b>	<b>175%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	28.26	32.78	39.57	39.57	50.87
Grade 2	29.04	33.68	40.65	40.65	52.27
Grade 3	30.10	34.92	42.14	42.14	54.18
Grade 4	31.09	36.06	43.52	43.52	55.96
Grade 5	32.73	37.96	45.82	45.82	58.91
Grade 6	33.76	39.16	47.27	47.27	60.77

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

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Stand-by allowance— Between normal finishing and starting time—Monday to Friday	17.2(a)(i)	1.5	14.93	per stand-by period
Stand-by allowance— Saturday, Sunday and public holidays	17.2(a)(ii)	3.2	31.84	per stand-by period
Exhumation allowance	17.2(b)	10.7	106.47	per body
Leading hand, in charge of—3 to 10 employees	17.2(c)	4.0	39.80	per week
Leading hand, in charge of—11 to 19 employees	17.2(c)	6.0	59.70	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