



DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

MANNEQUINS AND MODELS AWARD 2020
[MA000117]

Mannequins and modelling industry

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

SYDNEY, 20 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 [[\[2023\] FWC FB 3500](#)], the above award is varied as follows:

1. By deleting the amount “\$892.40” appearing in clause 16.1(a)(i) and inserting “\$943.70”.
2. By deleting the amount “\$23.48” appearing in clause 16.1(a)(ii) and inserting “\$24.83”.
3. By deleting the table appearing in clause 16.2(a) and inserting the following:

Duration of engagement	\$
One hour or part thereof	120.78
Up to 2 hours	191.25
Up to 4 hours	292.41
Half day rate	293.73
Full day rate	586.15

4. By deleting the table appearing in clause 16.2(b) and inserting the following:

Duration/time of engagement	\$
9.00 am to 5.30 pm (ready to start at 9.00 am)—per day	266.52
Day extended beyond 5.30 pm (minimum 1 hour payment)—per hour	44.98
Half day (maximum 4 consecutive hours)—per half day	148.81
Single showing (maximum 1 hour) commencing after 5.30 pm—per showing	100.49
Evening showing (maximum time—2 consecutive hours)—per showing	200.20

5. By deleting the table appearing in clause 16.2(c) and inserting the following:

Duration/time of engagement	\$
Single parade finishing prior to or at 6.00 pm (maximum 2 consecutive hours)—per parade	232.09
Single parade finishing after 6.00 pm (maximum 2 consecutive hours)—per parade	262.66

6. By deleting the table appearing in clause 16.2(d)(i) and inserting the following:

Duration/time of engagement	\$
Full day—9.00 am to 5.30 pm—per day	296.41
Half day (maximum 4 consecutive hours)—per half day	148.81
Evening show parade starting after 5.30 pm (maximum 2 consecutive hours)—per parade	204.88

7. By deleting the amount “\$308.84” appearing in clause 16.2(d)(ii) and inserting “\$326.60”.

8. By deleting the table appearing in clause 16.2(e) and inserting the following:

Duration/day of engagement	\$
Engagement of maximum of 2 consecutive hours on 1 or 2 days (Monday to Friday)—per day	262.66
Engagement of maximum of 2 consecutive hours on 3 or more days (Monday to Friday)—per day	200.20
Engagement of maximum of 2 consecutive hours on a Saturday—per engagement	262.66
Hourly rate where work performed continues beyond the 2 hour engagement—per hour	68.60

9. By deleting the table appearing in clause 16.2(f)(i) and inserting the following:

	\$
Engagement of maximum of 2 consecutive hours on 3 or more days (Monday to Friday)	200.20
Engagement of maximum of 2 consecutive hours on a Saturday	262.66
Hourly rate where work performed continues beyond the 2 hour engagement	68.60

10. By deleting the table appearing in clause 16.2(f)(ii) and inserting the following:

	\$
Not dress rehearsal, immediately preceding parade—per hour or part thereof	68.60
Not dress rehearsal, other than immediately preceding parade (maximum 2 consecutive hours)—per rehearsal	176.71
Full dress (maximum 2 consecutive hours)	Same as for parades

11. By deleting the amount “\$62.87” appearing in clause 16.2(g) and inserting “\$66.49”.
12. By deleting the amount “\$47.56” appearing in clause 16.2(j)(i) and inserting “\$50.30”.
13. By deleting the amounts “\$44.71”, “\$101.73” and “\$155.72” appearing in clause 16.2(j)(ii) and inserting “\$47.28”, “\$107.58” and “\$164.68” respectively.

- 14. By deleting the amount “\$241.75” appearing in clause 16.2(k) and inserting “\$255.65”.
- 15. By deleting the amount “\$63.18” appearing in clause 16.2(l) and inserting “\$66.81”.
- 16. By deleting the amount “\$5.62” appearing in clause 22.1(a)(i) and inserting “\$5.95”.
- 17. By deleting the amount “\$11.60” appearing in clause 22.1(a)(ii) and inserting “\$12.27”.

- 18. By deleting the table appearing in clause 22.1(b)(i) and inserting the following:

Age	\$ per hour
15 years of age	3.59
16 years of age	4.44
17 years of age	5.38
18 years of age and over	5.95

- 19. By deleting the table appearing in clause 22.1(b)(ii) and inserting the following:

Age	\$ per hour
15 years of age	7.36
16 years of age	9.15
17 years of age	11.04
18 years of age and over	12.27

- 20. By deleting the amount “\$892.40” appearing in clause A.1 and inserting “\$943.70”.
- 21. By deleting the table appearing in clause A.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Trade showings or parades	16.2(j)(i)	5.33	50.30	per showing or parade
Freelance comperes— mannequin parades—Not required to prepare a script	16.2(j)(ii)	5.01	47.28	per engagement
Freelance comperes— mannequin parades—Required to prepare a script for repetitive parades	16.2(j)(ii)	11.4	107.58	per engagement
Freelance comperes—	16.2(j)(ii)	17.45	164.68	per engagement

Allowance	Clause	% of standard rate	\$	Payable
mannequin parades—Required to prepare a script for a single parade				
Billboards/posters	16.2(k)	27.09	255.65	additional payment to each model involved
Mannequins—other than manufacturers’ and agents’ showings exclusively to the trade	16.2(l)	7.08	66.81	per exclusive parade where media is present

22. By deleting the amount “\$892.40” appearing in clause A.2 and inserting “\$943.70”.
23. By deleting the table appearing in clause A.2 and inserting the following:

Penalty	Clause	% of standard rate	\$	Payable
Evening and Saturday work:	22.1			
House mannequin or model—between 6.00 pm and 9.00 pm on a weekday	22.1(a)(i)	0.63	5.95	per hour
House mannequin or model—between 7.00 am and 6.00 pm on a Saturday	22.1(a)(ii)	1.3	12.27	per hour
Evening and Saturday work—juniors:	22.1(b)			
Ordinary hours between 6.00 pm and 9.00 pm on a weekday:	22.1(b)(i)			
15 years of age		0.38	3.59	per hour
16 years of age		0.47	4.44	per hour
17 years of age		0.57	5.38	per hour
18 years of age and over		0.63	5.95	per hour
Ordinary hours between 7.00 am and 6.00 pm on a Saturday:	22.1(b)(ii)			
15 years of age		0.78	7.36	per hour
16 years of age		0.97	9.15	per hour

Penalty	Clause	% of standard rate	\$	Payable
17 years of age		1.17	11.04	per hour
18 years of age and over		1.3	12.27	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

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