



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

PASTORAL AWARD 2010
[MA000035]

Agricultural industry

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

1. By deleting the year “2019” in clause 20.2 and inserting “2020”.
2. By deleting the table appearing in clause 28.1 and inserting the following:

Wage group	Weekly award rate	Hourly rate
	\$	\$
FLH1	753.80	19.84
FLH2	775.40	20.41
FLH3	786.60	20.70
FLH4	805.10	21.19
FLH5	819.60	21.57
FLH6	832.80	21.92
FLH7	877.60	23.09
FLH8	942.90	24.81

3. By deleting the table appearing in clause 34.1 and inserting the following:

Wage group	Weekly award rate \$	Hourly rate \$
PA1	753.80	19.84
PA2	774.90	20.39
PA3	805.10	21.19
PA4	832.90	21.92
PA5	854.60	22.49
PA6	877.60	23.09
PA7	905.10	23.82

4. By deleting the table appearing in clause 40.1 and inserting the following:

Wage group	Weekly award rate \$	Hourly rate \$
PW1	753.80	19.84
PW2	786.60	20.70
PW3	819.60	21.57
PW4	877.60	23.09

5. By deleting the amount “\$318.62” appearing above the table in clause 45.1(a) and inserting “324.31”.

6. By deleting the table appearing in clause 45.1(a) and inserting the following:

Shearer’s formula	\$
<i>Minimum rate</i>	828.10
Plus 20% piecework allowance—min rate x 20%	165.62
Plus 25% casual loading—min rate x 25%	207.03
<i>Subtotal</i>	1200.75
Plus shearing industry allowance	229.11
Plus rations	62.53
Plus allowance for combs/cutters	105.36
Plus payment for handpiece	23.82
<i>Weekly total for casual piecework Shearer with own handpiece (500 sheep)</i>	1621.57
Rate per 100 conversion—total divided by 5	324.31

7. By deleting the amount “\$32.35” appearing in clause 45.1(h) and inserting “\$32.97”.

8. By deleting the table appearing in clause 45.1(i) and inserting the following:

\$242.29 per day if not found employee;

\$209.32 per day if found employee.

9. By deleting the table appearing in clause 45.2(a) and inserting the following:

	Per 100 \$ At sheds	Per 100 \$ Other than at sheds
Full crutching, that is, shearing the inside parts of the legs, between the legs, and around and above the tail. In addition when required: <ul style="list-style-type: none"> • removing wool that has been struck by blowfly; • lifting the bottom leg and shearing that leg prior to turning the sheep around and above the tail; and/or • giving up to two blows above the tail 	94.05	81.08
All other crutching	74.59	64.86
For wiggging or ringing	35.67	35.67
For either wiggging or ringing in addition to crutching	9.73	9.73
For wiggging and ringing	58.38	58.38
For wiggging and ringing in addition to crutching— crutching rate plus	16.22	16.22
For cleaning the belly of any ewe above the teats (no more than two blows of the machine or shears)— crutching rates plus	8.11	8.11

10. By deleting the amount “\$10.33” appearing in clause 45.2(b) and inserting “\$10.51”.

11. By deleting the amount “\$32.35” appearing in clause 45.2(e) and inserting “\$32.97”.

12. By deleting the table appearing in clause 45.3(a) and inserting the following:

Adults	Weekly \$	Per run \$
For adults with less than 65 work days experience as a shed hand	1166.94	58.35
For adults with 65 or more work days experience as a shed hand	1227.80	61.39

13. By deleting the table appearing in clause 45.3(b) and inserting the following:

	\$
<i>With less than 65 work days experience in the industry</i>	
Minimum rate—which is 84.56% of Shearer’s minimum rate	700.24
Plus 25% casual loading—new minimum wage rate x 25%	175.06
Plus shearing industry allowance	229.11
Plus rations	62.53
<i>Total</i>	1166.94
Per run—divide by 20	58.35
<i>With 65 or more work days experience in the industry</i>	
Minimum rate which is 90.44% of Shearer’s minimum rate	748.93
Plus 25% casual loading—new minimum wage rate x 25%	187.23
Plus shearing industry allowance	229.11
Plus rations	62.53
<i>Total</i>	1227.80
Per run—divide by 20	61.39

14. By deleting the table appearing in clause 45.3(c) and inserting the following:

	\$ per run
Under 18 years	
<i>With less than 65 work days’ experience as a shed hand</i>	
70% of equivalent adult rate	40.85
<i>With 65 or more work days’ experience as a shed hand</i>	
70% of equivalent adult rate	42.97
18–20 years	
<i>With less than 65 work days’ experience as a shed hand</i>	
90% of equivalent adult rate	52.52
<i>With 65 or more work days’ experience as a shed hand</i>	
90% of equivalent adult rate	55.25

15. By deleting the amount “\$32.35” appearing in clause 45.3(d) and inserting “\$32.97”.

16. By deleting the table appearing in clause 45.4(a) and inserting the following:

	\$
By hand—per bale	19.58
By hand—per kilo	0.1285
By power—per bale	13.05
By power—per kilo	0.0856

17. By deleting the table appearing in clause 45.4(b) and inserting the following:

	Piecework	Time work
	\$	\$
<i>Minimum rate</i>	744.02	805.95
Plus 20% piecework allowance—min rate x 20%	148.80	-
Plus 25% casual loading—min rate x 25%	186.01	201.49
<i>Subtotal</i>	1078.83	-
Plus shearing industry allowance	229.11	229.11
Plus rations ¹	62.53	62.53
<i>Total per week</i>	1370.47	1299.08
Per run—total divided by 20	-	64.95
By hand—per bale = total divided by 70	19.58	-
By hand—per kilo = by hand per bale rate divided by 152.4	0.1285	-
By power—per bale = by hand per bale rate x 2/3	13.05	-
By power—per kilo = by power per bale rate divided by 152.4	0.0856	-

18. By deleting the amount “\$0.42” appearing in clause 45.4(c) and inserting “\$0.43”.
19. By deleting the amount “\$63.78” appearing in clause 45.4(d) and inserting “\$64.95”.
20. By deleting the amount “\$32.35” appearing in clause 45.4(e) and inserting “\$32.97”.
21. By deleting the amounts “\$63.78” and “\$32.35” appearing in clause 45.4(g) and inserting “\$64.95” and “\$32.97” respectively.
22. By deleting the amounts “\$20.10” and “\$261.24” appearing in clause 45.5(a) and inserting “\$20.46” and “\$265.95” respectively.

23. By deleting the table appearing in clause 45.5(b) and inserting the following:

Shearing cook's formula	\$
Minimum rate	807.12
Plus 25% casual loading—min rate x 25%	201.78
Plus 20% long hours allowance—min rate x 20%	161.42
Plus 69.58% of shearing industry allowance	159.41
<i>Total</i>	1329.73
Daily rate—total divided by 5	265.95
Per employee per day rate = daily rate divided by 13	20.46

24. By deleting the amount “\$366.04” appearing in clause 45.6(a) and inserting “\$372.44”.

25. By deleting the table appearing in clause 45.8(a) and inserting the following:

Classification	Rate per week
	\$
Shearing shed expert level 1	1242.81
Shearing shed expert level 2	1380.90
Woolclasser level 1	1380.90
Woolclasser level 2	1489.75
Woolclasser level 3	1560.55

26. By deleting the table appearing in clause 45.8(a)(i) and inserting the following:

	\$
Base	866.95
Plus casual loading of 25% (of base)	216.74
<i>Subtotal</i>	1083.69
Plus conditions allowance	122.93
Plus enterprise flexibility (including hours) and wet weather allowance	174.26
<i>Total</i>	1380.88
Rounded to the nearest five cents	1380.90

27. By deleting the table appearing in clause 45.8(a)(ii) and inserting the following:

	\$
Base	866.95
Woolrolling and other shed hands work	87.11
<i>Subtotal 1</i>	954.06
Plus casual loading of 25% (of subtotal 1)	238.52
<i>Subtotal 2</i>	1192.58
Plus conditions allowance	122.93
Plus enterprise flexibility (including hours) and wet weather allowance	174.26
<i>Total</i>	1489.77
Rounded to the nearest five cents	1489.75

28. By deleting the table appearing in clause 45.8(a)(iii) and inserting the following:

	\$
Base	866.95
Woolrolling and other shed hands work	87.11
Bookkeeping, overseeing, experting	56.64
<i>Subtotal 1</i>	1010.70
Plus casual loading of 25% (of subtotal 1)	252.68
<i>Subtotal 2</i>	1263.38
Plus conditions allowance	122.93
Plus enterprise flexibility (including hours) and wet weather allowance	174.26
<i>Total</i>	1560.57
Rounded to the nearest five cents	1560.55

29. By deleting the amounts "\$1464.15" and "\$366.04" appearing in clause 45.8(b) and inserting "\$1489.75" and "\$372.44" respectively.

30. By deleting the amount "\$1221.44" appearing in clause 45.8(c)(i) and inserting "\$1242.81".

31. By deleting the amount "\$1357.15" appearing in clause 45.8(c)(ii) and inserting "\$1380.90".

32. By deleting the amounts “\$186.52” and “\$154.17” appearing in clause 46.5(a) and inserting “\$189.85” and “\$156.88” respectively.

B. This determination comes into operation on 1 November 2020. 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 November 2020.

PRESIDENT