



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23

(C2023/1)

TEXTILE, CLOTHING, FOOTWEAR AND ASSOCIATED INDUSTRIES AWARD 2020

[MA000017]

Clothing 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 19.1 and inserting the following:

Employee Classification/Skill Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Trainee	859.30	22.61
Skill level 1	882.80	23.23
Skill level 2	914.90	24.08
Skill level 3	945.00	24.87
Skill level 4	995.00	26.18
Skill level 5 and thereafter	1057.40	27.83

2. By deleting the table appearing in clause 19.2 and inserting the following:

Employee Classification/Skill Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
General hand	859.30	22.61
Operator – Grade 3	882.80	23.23
Operator – Grade 2	914.60	24.07
Operator – Grade 1	947.10	24.92
Senior Operator – Grade 2	995.00	26.18
Senior Operator – Grade 1	1026.20	27.01

3. By deleting the table appearing in clause 19.3 and inserting the following:

Employee Classification/Skill Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Storeworker Grade 1—on commencement	914.90	24.08
Storeworker Grade 1—after 3 months	925.90	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

4. By deleting the table appearing in clause 19.4 and inserting the following:

Employee Classification/Skill Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Warehouse Grade 1—on commencement	908.90	23.92
Warehouse Grade 1—after 3 months	919.90	24.21
Warehouse Grade 1—after 12 months	930.60	24.49

Employee Classification/Skill Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Warehouse Grade 2	938.90	24.71
Warehouse Grade 3	965.80	25.42
Warehouse Grade 4	994.50	26.17

5. By deleting the table appearing in clause 19.5(a) and inserting the following:

Employee Classification/Skill Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Forklift and tow motor drivers	945.00	24.87
High rise stacker operators	968.98	25.50
Pedestrian forklift operators	935.35	24.61

6. By deleting the year “2022” in clause 19.11(b) and inserting “2023”.
7. By deleting the amount “\$8.47” appearing in clause 21.9(d)(i) and inserting “\$8.96”.
8. By deleting the amount “\$7.53” appearing in clause 21.9(d)(ii) and inserting “\$7.96”.
9. By deleting the amount “\$6.68” appearing in clause 21.9(d)(iii) and inserting “\$7.06”.
10. By deleting the table appearing in clause 22.2(a) and inserting the following:

Number of employees at the workplace	\$ per week
1 to 50 employees	17.71
51 employees or more	22.29

11. By deleting the table appearing in clause 22.2(b) and inserting the following:

In charge of	\$ per week
3 to 10 employees	39.40
11 to 20 employees	59.70
21 or more employees	75.62

12. By deleting the table appearing in clause 23.2(a) and inserting the following:

In charge of	\$ per week
If working in connection with order tailoring or order dress making	26.87
For all others	19.40

13. By deleting the amount "\$6.12" appearing in clause 23.2(b) and inserting "\$6.47".
14. By deleting the amount "\$6.12" appearing in clause 23.2(c) and inserting "\$6.47".
15. By deleting the amount "\$24.93" appearing in clause 24.2(b)(i) and inserting "\$26.37".
16. By deleting the amount "\$1.60" appearing in clause 24.2(c)(i) and inserting "\$1.69".
17. By deleting the amount "\$27.29" appearing in clause 24.2(d) and inserting "\$28.86".
18. By deleting the amount "\$26.35" appearing in clause 24.2(e)(i) and inserting "\$27.86".
19. By deleting the amount "\$13.83" appearing in clause 24.2(f) and inserting "\$14.63".
20. By deleting the amount "\$1.88" appearing in clause 24.2(g) and inserting "\$1.99".
21. By deleting the amount "\$4.14" appearing in clause 24.2(h) and inserting "\$4.38".
22. By deleting the amount "\$12.42" appearing in clause 24.2(i) and inserting "\$13.13".
23. By deleting the amount "\$1.51" appearing in clause 24.2(j) and inserting "\$1.59".
24. By deleting the amount "\$11.38" appearing in clause 24.2(k) and inserting "\$12.04".
25. By deleting the amount "\$11.38" appearing in clause 24.2(l)(i) and inserting "\$12.04".
26. By deleting the amount "\$5.93" appearing in clause 24.2(l)(ii) and inserting "\$6.27".
27. By deleting the amount "\$20.70" appearing in clause 24.2(m) and inserting "\$21.89".
28. By deleting the amount "\$13.64" appearing in clause 24.2(n) and inserting "\$14.43".
29. By deleting the amounts "\$0.56" and "\$2.35" appearing in clause 25.2(a) and inserting "\$0.60" and "\$2.49" respectively.
30. By deleting the amounts "\$0.19" and "\$1.51" appearing in clause 25.2(b) and inserting "\$0.20" and "\$1.59" respectively.
31. By deleting the amount "\$25.96" appearing in clause 30.3(a) and inserting "\$27.45".
32. By deleting the amount "\$51.91" appearing in clause 30.3(b) and inserting "\$54.89".

33. By deleting the table appearing in clause C.2.1 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	100%	250%
	\$	\$
Trainee	22.61	56.53
Skill level 1	23.23	58.08
Skill level 2	24.08	60.20
Skill level 3	24.87	62.18
Skill level 4	26.18	65.45
Skill level 5 and thereafter	27.83	69.58

34. By deleting the table appearing in clause C.2.2 and inserting the following:

	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	% of ordinary hourly rate²		
	150%	200%	200%
	\$	\$	\$
Trainee	33.92	45.22	45.22
Skill level 1	34.85	46.46	46.46
Skill level 2	36.12	48.16	48.16
Skill level 3	37.31	49.74	49.74
Skill level 4	39.27	52.36	52.36
Skill level 5 and thereafter	41.75	55.66	55.66

35. By deleting the table appearing in clause C.3.1 and inserting the following:

	Ordinary hours	Afternoon & night²	Permanent night shift²	Public holiday
	% ordinary hourly rate¹	% of ordinary weekly rate		% ordinary hourly rate¹
	100%	15%	30%	250%
	\$	\$	\$	\$
Trainee	22.61	128.90	257.79	56.53
Skill level 1	23.23	132.42	264.84	58.08
Skill level 2	24.08	137.24	274.47	60.20
Skill level 3	24.87	141.75	283.50	62.18
Skill level 4	26.18	149.25	298.50	65.45
Skill level 5 and thereafter	27.83	158.61	317.22	69.58

36. By deleting the table appearing in clause C.3.2 and inserting the following:

	Ordinary hours	Midnight Sunday—7am Monday		Public holiday	Week’s work commences on Sunday—all hours on Sunday	Morning, afternoon & night¹	Permanent night¹
		First 3 hours	After 3 hours				
	% of ordinary hourly rate²					15% of 1/5th of weekly rate of Skill level 2	30% of 1/5th of weekly rate of Skill level 2
	100%	150%	200%	250%	200%		
	\$	\$	\$	\$	\$	\$	\$
Trainee	22.61	33.92	45.22	56.53	45.22	27.45	54.89
Skill level 1	23.23	34.85	46.46	58.08	46.46	27.45	54.89
Skill level 2	24.08	36.12	48.16	60.20	48.16	27.45	54.89
Skill level 3	24.87	37.31	49.74	62.18	49.74	27.45	54.89
Skill level 4	26.18	39.27	52.36	65.45	52.36	27.45	54.89
Skill level 5 and thereafter	27.83	41.75	55.66	69.58	55.66	27.45	54.89

37. By deleting the table appearing in clause C.3.3 and inserting the following:

	Ordinary hours	Saturday	Sunday & public holiday	Monday to Friday – 12 hour shift ¹		Morning, afternoon & night ²	Permanent night ²
				First 10 hours	Last 2 hours		
	% of ordinary hourly rate ³					15% of 1/5th of weekly rate of Skill level 2	30% of 1/5th of weekly rate of Skill level 2
	100%	150%	200%	100%	200%		
	\$	\$	\$	\$	\$	\$	\$
Trainee	22.61	33.92	45.22	22.61	45.22	27.45	54.89
Skill level 1	23.23	34.85	46.46	23.23	46.46	27.45	54.89
Skill level 2	24.08	36.12	48.16	24.08	48.16	27.45	54.89
Skill level 3	24.87	37.31	49.74	24.87	49.74	27.45	54.89
Skill level 4	26.18	39.27	52.36	26.18	52.36	27.45	54.89
Skill level 5 and thereafter	27.83	41.75	55.66	27.83	55.66	27.45	54.89

38. By deleting the table appearing in clause C.3.4 and inserting the following:

	Monday to Saturday		Sunday – all hours	7 day continuous shiftworkers —all hours
	First 3 hours	After 3 hours		
	% of ordinary hourly rate ²			
	150%	200%	200%	200%
	\$	\$	\$	\$
Trainee	33.92	45.22	45.22	45.22
Skill level 1	34.85	46.46	46.46	46.46
Skill level 2	36.12	48.16	48.16	48.16
Skill level 3	37.31	49.74	49.74	49.74
Skill level 4	39.27	52.36	52.36	52.36
Skill level 5 and thereafter	41.75	55.66	55.66	55.66

39. By deleting the table appearing in clause C.4.1 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	125%	275%
	\$	\$
Trainee	28.26	62.18
Skill level 1	29.04	63.88
Skill level 2	30.10	66.22
Skill level 3	31.09	68.39
Skill level 4	32.73	72.00
Skill level 5 and thereafter	34.79	76.53

40. By deleting the table appearing in clause C.5.1 and inserting the following:

	Ordinary hours	Afternoon & night²	Permanent night shift²	Public holiday
	% ordinary hourly rate¹	% of ordinary weekly rate		% ordinary hourly rate¹
	125%	15%	30%	275%
	\$	\$	\$	\$
Trainee	28.26	128.90	257.79	62.18
Skill level 1	29.04	132.42	264.84	63.88
Skill level 2	30.10	137.24	274.47	66.22
Skill level 3	31.09	141.75	283.50	68.39
Skill level 4	32.73	149.25	298.50	72.00
Skill level 5 and thereafter	34.79	158.61	317.22	76.53

41. By deleting the table appearing in clause C.5.2 and inserting the following:

	Ordinary hours	Midnight Sunday–7am Monday		Public holiday	Week’s work commences on Sunday—all hours on Sunday	Morning, afternoon & night ¹	Permanent night ¹
		First 3 hours	After 3 hours				
	% of ordinary hourly rate ²					15% of 1/5th of weekly rate of Skill level 2	30% of 1/5th of weekly rate of Skill level 2
	125%	175%	225%	275%	225%		
	\$	\$	\$	\$	\$	\$	\$
Trainee	28.26	39.57	50.87	62.18	50.87	27.45	54.89
Skill level 1	29.04	40.65	52.27	63.88	52.27	27.45	54.89
Skill level 2	30.10	42.14	54.18	66.22	54.18	27.45	54.89
Skill level 3	31.09	43.52	55.96	68.39	55.96	27.45	54.89
Skill level 4	32.73	45.82	58.91	72.00	58.91	27.45	54.89
Skill level 5 and thereafter	34.79	48.70	62.62	76.53	62.62	27.45	54.89

42. By deleting the table appearing in clause C.5.3 and inserting the following:

	Ordinary hours	Saturday	Sunday & public holiday	Monday to Friday – 12 hour shift ¹		Morning, afternoon & night ²	Permanent night ²
				First 10 hours	Last 2 hours		
	% of ordinary hourly rate ³					15% of 1/5th of weekly rate of Skill level 2	30% of 1/5th of weekly rate of Skill level 2
	125%	175%	225%	125%	225%		
	\$	\$	\$	\$	\$	\$	\$
Trainee	28.26	39.57	50.87	28.26	50.87	27.45	54.89
Skill level 1	29.04	40.65	52.27	29.04	52.27	27.45	54.89
Skill level 2	30.10	42.14	54.18	30.10	54.18	27.45	54.89
Skill level 3	31.09	43.52	55.96	31.09	55.96	27.45	54.89
Skill level 4	32.73	45.82	58.91	32.73	58.91	27.45	54.89
Skill level 5 and thereafter	34.79	48.70	62.62	34.79	62.62	27.45	54.89

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

44. By deleting the table appearing in clause D.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
General				
Recording of time standard—instructing a trainee—first week	21.9(d)(i)	0.9	8.96	per week
Recording of time standard—instructing a trainee—second week	21.9(d)(ii)	0.8	7.96	per week
Recording of time standard—instructing a trainee—third and subsequent weeks	21.9(d)(iii)	0.71	7.06	per week
First aid attendant allowance—1 to 50 employees	22.2(a)	1.78	17.71	per week
First aid attendant allowance—51 employees or more	22.2(a)	2.24	22.29	per week
Leading hand allowance—3 to 10 employees	22.2(b)	3.96	39.40	per week
Leading hand allowance—11 to 20 employees	22.2(b)	6.0	59.70	per week
Leading hand allowance—21 or more employees	22.2(b)	7.6	75.62	per week
Clothing industry				
Head of table allowance—if working in connection with order tailoring or order dress making	23.2(a)	2.7	26.87	per week
Head of table allowance—for all others	23.2(a)	1.95	19.40	per week
Dining room allowance	23.2(b)	0.65	6.47	per day
Rest room allowance	23.2(c)	0.65	6.47	per day
Textile industry				
Instructor ¹	24.2(b)(i)	2.65	26.37	per week
Cards allowance ²	24.2(c)(i)	0.17	1.69	per complete set
Blending allowance	24.2(d)	2.9	28.86	per week

Allowance	Clause	% of standard rate	\$	Payable
Change of shift allowance	24.2(e)(i)	2.8	27.86	per occasion of shift change without required notice
Dust allowance	24.2(f)	1.47	14.63	per week
Soda-ash allowance	24.2(g)	0.2	1.99	per hour
Unwashed rags allowance	24.2(h)	0.44	4.38	per week
Waste Room—willey hands allowance	24.2(i)	1.32	13.13	per week
Wool waste and rags—picking-over allowance	24.2(j)	0.16	1.59	per bale
Flax scutcher allowance	24.2(k)	1.21	12.04	per week
Dye house-bleach house allowance—dye houses, machine operators, liquor tanks, colour kitchen or washing of screens	24.2(l)(i)	1.21	12.04	per week
Dye house-bleach house allowance—kiers and vaporloc machines—additional	24.2(l)(ii)	0.63	6.27	per week
Shoddy-shaking machines allowance	24.2(m)	2.2	21.89	per week
Size troughs—sewing threads allowance	24.2(n)	1.45	14.43	per week
Felt and wadding industry				
Wet or steamy conditions—per day	25.2(a)	0.06	0.60	per day or part thereof
Wet or steamy conditions—maximum per week	25.2(a)	0.25	2.49	per week
Having to wear mask or goggles—per hour	25.2(b)	0.02	0.20	per hour or part thereof
Having to wear mask or goggles—maximum per day	25.2(b)	0.16	1.59	per day

45. By deleting the year “2022” appearing under the ‘Wages’ heading in the Appendix to Schedule F and inserting “2023”.

46. By deleting the amounts “\$865.20” and “\$22.77” appearing under the ‘Wages’ heading in the Appendix to Schedule F and inserting “\$914.90” and “\$24.08” respectively.

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