



DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

PASTORAL AWARD 2020
[MA000035]

Agricultural 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 [[\[2023\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the year “2022” in clause 15.2 and inserting “2023”.
2. By deleting the table appearing in clause 18.2(b)(i) and inserting the following:

In charge of	\$ per week
2–6 employees	26.71
7–10 employees	31.13
11–20 employees	44.37
More than 20 employees	55.75

3. By deleting the amount “\$3.08” appearing in clause 18.2(c) and inserting “\$3.25”.

Draft determination republished 15 June 2023 to change amount of “215.05” appearing in item A.65 (p.33) to “215.36”.

4. By deleting the table appearing in clause 32.1 and inserting the following:

Wage group	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
FLH1	859.30	22.61
FLH2	882.80	23.23
FLH3	895.00	23.55
FLH4	914.90	24.08
FLH5	930.70	24.49
FLH6	945.00	24.87
FLH7	995.00	26.18
FLH8	1069.10	28.13

5. By deleting the amount “\$3.73” appearing in clause 33.4 and inserting “\$3.95”.

6. By deleting the table appearing in clause 37.1 and inserting the following:

Wage group	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
PA1	859.30	22.61
PA2	882.30	23.22
PA3	914.90	24.08
PA4	945.10	24.87
PA5	969.00	25.50
PA6	995.00	26.18
PA7	1026.20	27.01

7. By deleting the table appearing in clause 47.1 and inserting the following:

Wage group	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
PW1	859.30	22.61
PW2	895.00	23.55

Wage group	Minimum weekly rate (full-time employee)	Minimum hourly rate
PW3	930.70	24.49
PW4	995.00	26.18

8. By deleting the table appearing in clause 51.1 and inserting the following:

Minimum rates for shearing (by machine)	If not found employee¹	If found employee¹
	\$	\$
Flock sheep—wethers, ewes and lambs—rate per 100	367.89	330.62
Flock sheep—wethers, ewes and lambs—rate per day	274.85	237.58

9. By deleting the table appearing in clause 51.3(a) and inserting the following:

	Per 100 At sheds	Per 100 Other than at sheds
	\$	\$
Full crutching: shearing the inside parts of the legs, between the legs, and around and above the tail. In addition when required: 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 2 blows above the tail	106.69	91.97
All other crutching	84.61	73.58
For wiggging or ringing	40.47	40.47
For either wiggging or ringing in addition to crutching	11.04	11.04
For wiggging and ringing	66.22	66.22

	Per 100 At sheds	Per 100 Other than at sheds
	\$	\$
For wiggling and ringing in addition to crutching—crutching rate plus	18.39	18.39
For cleaning the belly of any ewe above the teats (no more than 2 blows of the machine or shears)—crutching rates plus	9.20	9.20

10. By deleting the amount “\$11.31” appearing in clause 51.3(b) and inserting “\$11.96”.
11. By deleting the amount “\$34.95” appearing in clause 51.3(d) and inserting “\$37.27”.
12. By deleting the table appearing in clause 51.4(a) and inserting the following:

Adults	Weekly rate (full-time employee)	Per run rate
	\$	\$
For adults with less than 65 work days’ experience as a shed hand	1324.11	66.21
For adults with 65 or more work days’ experience as a shed hand	1393.18	69.66

13. By deleting the amount “\$34.95” appearing in clause 51.4(d) and inserting “\$37.27”.
14. By deleting the table appearing in clause 51.5(a) and inserting the following:

	\$
By hand—per bale	22.30
By hand—per kilo	0.1463
By power—per bale	14.87
By power—per kilo	0.0976

15. By deleting the amount “\$0.46” appearing in clause 51.5(b) and inserting “\$0.49”.
16. By deleting the amount “\$69.55” appearing in clause 51.5(c) and inserting “\$73.78”.
17. By deleting the amount “\$34.95” appearing in clause 51.5(d) and inserting “\$37.27”.
18. By deleting the amounts “\$69.55” and “\$34.95” appearing in clause 51.5(f) and inserting “\$73.78” and “\$37.27” respectively.

- 19. By deleting the amount “\$21.95” appearing in clause 51.6(a) and inserting “\$23.25”.
- 20. By deleting the amount “\$285.40” appearing in clause 51.6(b) and inserting “\$302.23”.
- 21. By deleting the amount “\$399.75” appearing in clause 51.7(a) and inserting “\$422.73”.
- 22. By deleting the table appearing in clause 51.9(a) and inserting the following:

Classification	Minimum weekly rate (full-time employee)
	\$
Shearing shed expert level 1	1410.26
Shearing shed expert level 2	1566.95
Woolclasser level 1 ¹	1566.95
Woolclasser level 2 ¹	1690.90
Woolclasser level 3 ¹	1771.45

- 23. By deleting the amounts “\$1599.00” and “\$399.75” appearing in clause 51.9(b) and inserting “\$1690.90” and “\$422.73” respectively.
- 24. By deleting the amount “\$1333.62” appearing in clause 51.9(c)(i) and inserting “\$1410.26”.
- 25. By deleting the amount “\$1481.80” appearing in clause 51.9(c)(ii) and inserting “\$1566.95”.
- 26. By deleting the table appearing in clause 51.9(f) and inserting the following:

Allowance	\$ per week
Conditions	139.91
Enterprise flexibility	198.34
Woolrolling	99.15
Bookkeeping	64.46

- 27. By deleting the amount “\$56.99” appearing in clause 52.1(b) and inserting “\$60.26”.
- 28. By deleting the amount “\$18.81” appearing in clause 52.2 and inserting “\$19.88”.
- 29. By deleting the amount “\$16.92” appearing in clause 52.3(a) and inserting “\$17.89”.
- 30. By deleting the amounts “\$203.36” and “\$168.41” appearing in clause 52.5(a)(ii) and inserting “\$215.36” and “\$178.09” respectively.

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

Shearer's formula	\$
<i>Minimum rate</i>	939.91
Plus 20% piecework allowance—min rate x 20%	187.98
Plus 25% casual loading—min rate x 25%	234.98
<i>Subtotal</i>	1362.87
Plus shearing industry allowance ¹	260.54
Plus rations ¹	70.08
Plus allowance for combs/cutters ¹	119.03
Plus payment for handpiece ¹	26.91
<i>Weekly total for casual piecework Shearer with own handpiece (500 sheep)</i>	1839.43
Rate per 100 conversion—total divided by 5	367.89

32. By deleting the amount “\$34.95” appearing in clause A.1.2 and inserting “\$37.27”.

33. By deleting the table appearing in clause A.3.1 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	794.79
Plus 25% casual loading—new minimum wage rate x 25%	198.70
Plus shearing industry allowance ¹	260.54
Plus rations ¹	70.08
<i>Total</i>	1324.11
Per run—divide by 20	66.21
<i>With 65 or more work days' experience in the industry</i>	
Minimum rate which is 90.44% of Shearer's minimum rate	850.05
Plus 25% casual loading—new minimum wage rate x 25%	212.51
Plus shearing industry allowance ¹	260.54
Plus rations ¹	70.08
<i>Total</i>	1393.18
Per run—divide by 20	69.66

34. By deleting the table appearing in clause A.3.2 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	46.35
<i>With 65 or more work days' experience as a shed hand</i>	
70% of equivalent adult rate	48.76
18–20 years	
<i>With less than 65 work days' experience as a shed hand</i>	
90% of equivalent adult rate	59.59
<i>With 65 or more work days' experience as a shed hand</i>	
90% of equivalent adult rate	62.69

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

	Piecework	Time work
	\$	\$
<i>Minimum rate</i>	848.75	915.90
Plus 20% piecework allowance—min rate x 20%	169.75	
Plus 25% casual loading—min rate x 25%	212.19	228.98
<i>Subtotal</i>	1230.69	
Plus shearing industry allowance ¹	260.54	260.54
Plus rations ¹	70.08	70.08
<i>Total per week</i>	1561.31	1475.50
Per run—total divided by 20		73.78
By hand—per bale = total divided by 70	22.30	
By hand—per kilo = by hand per bale rate divided by 152.4	0.1463	
By power—per bale = by hand per bale rate x 2/3	14.87	
By power—per kilo = by power per bale rate divided by 152.4	0.0976	

36. By deleting the table appearing in clause A.5 and inserting the following:

Shearing cook's formula	\$
<i>Minimum rate</i>	917.17
Plus 25% casual loading—min rate x 25%	229.29
Plus 20% long hours allowance—min rate x 20%	183.43
Plus 69.58% of shearing industry allowance ¹	181.28
<i>Total</i>	1511.17
Daily rate—total divided by 5	302.23
Per employee per day rate = daily rate divided by 13	23.25

37. By deleting the table appearing in clause A.6.1 and inserting the following:

	\$
Base	982.95
Plus casual loading of 25% (of base)	245.74
<i>Subtotal</i>	1228.69
Plus conditions allowance ¹	139.91
Plus enterprise flexibility (including hours) and wet weather allowance ¹	198.34
<i>Total</i>	1566.94
Rounded to the nearest 5 cents	1566.95

38. By deleting the table appearing in clause A.6.2 and inserting the following:

	\$
Base	982.95
Woolrolling and other shed hands work	99.15
<i>Subtotal 1</i>	1082.10
Plus casual loading of 25% (of subtotal 1)	270.53
<i>Subtotal 2</i>	1352.63
Plus conditions allowance ¹	139.91
Plus enterprise flexibility (including hours) and wet weather allowance ¹	198.34
<i>Total</i>	1690.88
Rounded to the nearest 5 cents	1690.90

39. By deleting the table appearing in clause A.6.3 and inserting the following:

	\$
Base	982.95
Woolrolling and other shed hands work	99.15
Bookkeeping, overseeing, experting ¹	64.46
<i>Subtotal 1</i>	1146.56
Plus casual loading of 25% (of subtotal 1)	286.64
<i>Subtotal 2</i>	1433.20
Plus conditions allowance ¹	139.91
Plus enterprise flexibility (including hours) and wet weather allowance ¹	198.34
<i>Total</i>	1771.45
Rounded to the nearest 5 cents	1771.45

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

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	100%	200%
	\$	\$
FLH1	22.61	45.22
FLH2	23.23	46.46
FLH3	23.55	47.10
FLH4	24.08	48.16
FLH5	24.49	48.98
FLH6	24.87	49.74
FLH7	26.18	52.36
FLH8	28.13	56.26

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

	Monday to Saturday— Overtime hours	Sunday—Overtime hours	
		feeding & watering stock	other than feeding & watering stock
	% of ordinary hourly rate¹		
	150%	150%	200%
	\$	\$	\$
FLH1	33.92	33.92	45.22
FLH2	34.85	34.85	46.46
FLH3	35.33	35.33	47.10
FLH4	36.12	36.12	48.16
FLH5	36.74	36.74	48.98
FLH6	37.31	37.31	49.74
FLH7	39.27	39.27	52.36
FLH8	42.20	42.20	56.26

42. By deleting the table appearing in clause B.2.3 and inserting the following:

	Minimum weekly rate	Work on 6 full days	Work on 6 full days & 1 half day	Work on 7 full days
	% of ordinary weekly rate²			
	100%	3/22nds¹	3/11ths¹	9/22nds¹
	\$	\$	\$	\$
Station cook (FLH1)	859.30	117.18	234.35	351.53

43. By deleting the table appearing in clause B.2.4 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	125%	225%
	\$	\$
FLH1	28.26	50.87
FLH2	29.04	52.27
FLH3	29.44	52.99
FLH4	30.10	54.18

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	125%	225%
	\$	\$
FLH5	30.61	55.10
FLH6	31.09	55.96
FLH7	32.73	58.91
FLH8	35.16	63.29

44. By deleting the table appearing in clause B.3.1 and inserting the following:

Age	Junior weekly rate	Ordinary hours	Public holiday
	% of junior hourly rate¹		
	100%	100%	200%
	\$	\$	\$
FLH1			
Under 16 years	429.65	11.31	22.62
16 years	515.58	13.57	27.14
17 years	601.51	15.83	31.66
18 years	687.44	18.09	36.18
19 years	773.37	20.35	40.70
FLH2			
Under 16 years	441.40	11.62	23.24
16 years	529.68	13.94	27.88
17 years	617.96	16.26	32.52
18 years	706.24	18.59	37.18
19 years	794.52	20.91	41.82
FLH3			
Under 16 years	447.50	11.78	23.56
16 years	537.00	14.13	28.26
17 years	626.50	16.49	32.98
18 years	716.00	18.84	37.68
19 years	805.50	21.20	42.40
FLH4			
Under 16 years	457.45	12.04	24.08

Age	Junior weekly rate	Ordinary hours	Public holiday
		% of junior hourly rate ¹	
	100%	100%	200%
	\$	\$	\$
16 years	548.94	14.45	28.90
17 years	640.43	16.85	33.70
18 years	731.92	19.26	38.52
19 years	823.41	21.67	43.34
FLH5			
Under 16 years	465.35	12.25	24.50
16 years	558.42	14.70	29.40
17 years	651.49	17.14	34.28
18 years	744.56	19.59	39.18
19 years	837.63	22.04	44.08
FLH6			
Under 16 years	472.50	12.43	24.86
16 years	567.00	14.92	29.84
17 years	661.50	17.41	34.82
18 years	756.00	19.89	39.78
19 years	850.50	22.38	44.76
FLH7			
Under 16 years	497.50	13.09	26.18
16 years	597.00	15.71	31.42
17 years	696.50	18.33	36.66
18 years	796.00	20.95	41.90
19 years	895.50	23.57	47.14
FLH8			
Under 16 years	534.55	14.07	28.14
16 years	641.46	16.88	33.76
17 years	748.37	19.69	39.38
18 years	855.28	22.51	45.02
19 years	962.19	25.32	50.64

45. By deleting the table appearing in clause B.3.2 and inserting the following:

	Monday to Saturday—Overtime hours	Sunday—Overtime hours	
		feeding & watering stock	other than feeding & watering stock
% of junior hourly rate ¹			
	150%	150%	200%
	\$	\$	\$
FLH1			
Under 16 years	16.97	16.97	22.62
16 years	20.36	20.36	27.14
17 years	23.75	23.75	31.66
18 years	27.14	27.14	36.18
19 years	30.53	30.53	40.70
FLH2			
Under 16 years	17.43	17.43	23.24
16 years	20.91	20.91	27.88
17 years	24.39	24.39	32.52
18 years	27.89	27.89	37.18
19 years	31.37	31.37	41.82
FLH3			
Under 16 years	17.67	17.67	23.56
16 years	21.20	21.20	28.26
17 years	24.74	24.74	32.98
18 years	28.26	28.26	37.68
19 years	31.80	31.80	42.40
FLH4			
Under 16 years	18.06	18.06	24.08
16 years	21.68	21.68	28.90
17 years	25.28	25.28	33.70
18 years	28.89	28.89	38.52
19 years	32.51	32.51	43.34
FLH5			
Under 16 years	18.38	18.38	24.50
16 years	22.05	22.05	29.40

	Monday to Saturday—Overtime hours	Sunday—Overtime hours	
		feeding & watering stock	other than feeding & watering stock
	% of junior hourly rate ¹		
	150%	150%	200%
	\$	\$	\$
17 years	25.71	25.71	34.28
18 years	29.39	29.39	39.18
19 years	33.06	33.06	44.08
FLH6			
Under 16 years	18.65	18.65	24.86
16 years	22.38	22.38	29.84
17 years	26.12	26.12	34.82
18 years	29.84	29.84	39.78
19 years	33.57	33.57	44.76
FLH7			
Under 16 years	19.64	19.64	26.18
16 years	23.57	23.57	31.42
17 years	27.50	27.50	36.66
18 years	31.43	31.43	41.90
19 years	35.36	35.36	47.14
FLH8			
Under 16 years	21.11	21.11	28.14
16 years	25.32	25.32	33.76
17 years	29.54	29.54	39.38
18 years	33.77	33.77	45.02
19 years	37.98	37.98	50.64

46. By deleting the table appearing in clause B.3.3 and inserting the following:

	Junior weekly rate	Work on 6 full days	Work on 6 full days & 1 half day	Work on 7 full days
	% of junior weekly rate¹			
	100%	3/22nds²	3/11ths²	9/22nds²
	\$	\$	\$	\$
Station cook (FLH1)				
Under 16 years	429.65	58.59	117.18	175.77
16 years	515.58	70.31	140.61	210.92
17 years	601.51	82.02	164.05	246.07
18 years	687.44	93.74	187.48	281.23
19 years	773.37	105.46	210.92	316.38

47. By deleting the table appearing in clause B.3.4 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	125%	225%
	\$	\$
FLH1		
Under 16 years	14.14	25.45
16 years	16.96	30.53
17 years	19.79	35.62
18 years	22.61	40.70
19 years	25.44	45.79
FLH2		
Under 16 years	14.53	26.15
16 years	17.43	31.37
17 years	20.33	36.59
18 years	23.24	41.83
19 years	26.14	47.05

	Ordinary hours	Public holiday
	% of ordinary hourly rate ¹	
	125%	225%
	\$	\$
FLH3		
Under 16 years	14.73	26.51
16 years	17.66	31.79
17 years	20.61	37.10
18 years	23.55	42.39
19 years	26.50	47.70
FLH4		
Under 16 years	15.05	27.09
16 years	18.06	32.51
17 years	21.06	37.91
18 years	24.08	43.34
19 years	27.09	48.76
FLH5		
Under 16 years	15.31	27.56
16 years	18.38	33.08
17 years	21.43	38.57
18 years	24.49	44.08
19 years	27.55	49.59
FLH6		
Under 16 years	15.54	27.97
16 years	18.65	33.57
17 years	21.76	39.17
18 years	24.86	44.75
19 years	27.98	50.36
FLH7		
Under 16 years	16.36	29.45
16 years	19.64	35.35
17 years	22.91	41.24
18 years	26.19	47.14
19 years	29.46	53.03

	Ordinary hours	Public holiday
	% of ordinary hourly rate ¹	
	125%	225%
	\$	\$
FLH8		
Under 16 years	17.59	31.66
16 years	21.10	37.98
17 years	24.61	44.30
18 years	28.14	50.65
19 years	31.65	56.97

48. By deleting the table appearing in clause B.4.1 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	% of ordinary hourly rate ¹		
	100%	150%	250%
	\$	\$	\$
PA1	22.61	33.92	56.53
PA2	23.22	34.83	58.05
PA3	24.08	36.12	60.20
PA4	24.87	37.31	62.18
PA5	25.50	38.25	63.75
PA6	26.18	39.27	65.45
PA7	27.01	40.52	67.53

49. By deleting the table appearing in clause B.4.2 and inserting the following:

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
	% of ordinary hourly rate ⁵						
	\$	\$	\$	\$	\$	\$	\$
	115%	150%	200%	130%	150%	200%	200%
PA1	26.00	33.92	45.22	29.39	33.92	45.22	45.22
PA2	26.70	34.83	46.44	30.19	34.83	46.44	46.44

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
% of ordinary hourly rate ⁵							
	\$	\$	\$	\$	\$	\$	\$
	115%	150%	200%	130%	150%	200%	200%
PA3	27.69	36.12	48.16	31.30	36.12	48.16	48.16
PA4	28.60	37.31	49.74	32.33	37.31	49.74	49.74
PA5	29.33	38.25	51.00	33.15	38.25	51.00	51.00
PA6	30.11	39.27	52.36	34.03	39.27	52.36	52.36
PA7	31.06	40.52	54.02	35.11	40.52	54.02	54.02

50. By deleting the table appearing in clause B.4.3 and inserting the following:

	Ordinary hours	Monday to Saturday		Sunday
		First 2 hours	After 2 hours	
% of ordinary hourly rate ¹				
	100%	150%	200%	200%
	\$	\$	\$	\$
PA1	22.61	33.92	45.22	45.22
PA2	23.22	34.83	46.44	46.44
PA3	24.08	36.12	48.16	48.16
PA4	24.87	37.31	49.74	49.74
PA5	25.50	38.25	51.00	51.00
PA6	26.18	39.27	52.36	52.36
PA7	27.01	40.52	54.02	54.02

51. By deleting the table appearing in clause B.4.4 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	125%	175%	275%
	\$	\$	\$
PA1	28.26	39.57	62.18
PA2	29.03	40.64	63.86

	Ordinary hours	Saturday	Public holiday
	% of ordinary hourly rate ¹		
	125%	175%	275%
	\$	\$	\$
PA3	30.10	42.14	66.22
PA4	31.09	43.52	68.39
PA5	31.88	44.63	70.13
PA6	32.73	45.82	72.00
PA7	33.76	47.27	74.28

52. By deleting the table appearing in clause B.4.5 and inserting the following:

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
	% of ordinary hourly rate ⁵						
	\$	\$	\$	\$	\$	\$	\$
	140%	175%	225%	155%	175%	225%	225%
PA1	31.65	39.57	50.87	35.05	39.57	50.87	50.87
PA2	32.51	40.64	52.25	35.99	40.64	52.25	52.25
PA3	33.71	42.14	54.18	37.32	42.14	54.18	54.18
PA4	34.82	43.52	55.96	38.55	43.52	55.96	55.96
PA5	35.70	44.63	57.38	39.53	44.63	57.38	57.38
PA6	36.65	45.82	58.91	40.58	45.82	58.91	58.91
PA7	37.81	47.27	60.77	41.87	47.27	60.77	60.77

53. By deleting the table appearing in clause B.5.1 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate ¹		
	100%	150%	250%
	\$	\$	\$
PA1			
Under 16 years	11.31	16.97	28.28
16 years	13.57	20.36	33.93

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate ¹		
	100%	150%	250%
	\$	\$	\$
17 years	15.83	23.75	39.58
18 years	18.09	27.14	45.23
19 years	20.35	30.53	50.88
PA2			
Under 16 years	11.61	17.42	29.03
16 years	13.93	20.90	34.83
17 years	16.25	24.38	40.63
18 years	18.58	27.87	46.45
19 years	20.90	31.35	52.25
PA3			
Under 16 years	12.04	18.06	30.10
16 years	14.45	21.68	36.13
17 years	16.86	25.29	42.15
18 years	19.26	28.89	48.15
19 years	21.67	32.51	54.18
PA4			
Under 16 years	12.44	18.66	31.10
16 years	14.92	22.38	37.30
17 years	17.41	26.12	43.53
18 years	19.90	29.85	49.75
19 years	22.38	33.57	55.95
PA5			
Under 16 years	12.75	19.13	31.88
16 years	15.30	22.95	38.25
17 years	17.85	26.78	44.63
18 years	20.40	30.60	51.00
19 years	22.95	34.43	57.38
PA6			
Under 16 years	13.09	19.64	32.73
16 years	15.71	23.57	39.28

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate ¹		
	100%	150%	250%
	\$	\$	\$
17 years	18.33	27.50	45.83
18 years	20.94	31.41	52.35
19 years	23.56	35.34	58.90
PA7			
Under 16 years	13.51	20.27	33.78
16 years	16.21	24.32	40.53
17 years	18.91	28.37	47.28
18 years	21.61	32.42	54.03
19 years	24.31	36.47	60.78

54. By deleting the table appearing in clause B.5.2 and inserting the following:

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
	% of junior hourly rate ⁵						
	\$	\$	\$	\$	\$	\$	\$
	115%	150%	200%	130%	150%	200%	200%
PA1							
Under 16 years	13.01	16.97	22.62	14.70	16.97	22.62	22.62
16 years	15.61	20.36	27.14	17.64	20.36	27.14	27.14
17 years	18.20	23.75	31.66	20.58	23.75	31.66	31.66
18 years	20.80	27.14	36.18	23.52	27.14	36.18	36.18
19 years	23.40	30.53	40.70	26.46	30.53	40.70	40.70
PA2							
Under 16 years	13.35	17.42	23.22	15.09	17.42	23.22	23.22
16 years	16.02	20.90	27.86	18.11	20.90	27.86	27.86
17 years	18.69	24.38	32.50	21.13	24.38	32.50	32.50

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
% of junior hourly rate ⁵							
	\$	\$	\$	\$	\$	\$	\$
	115%	150%	200%	130%	150%	200%	200%
18 years	21.37	27.87	37.16	24.15	27.87	37.16	37.16
19 years	24.04	31.35	41.80	27.17	31.35	41.80	41.80
PA3							
Under 16 years	13.85	18.06	24.08	15.65	18.06	24.08	24.08
16 years	16.62	21.68	28.90	18.79	21.68	28.90	28.90
17 years	19.39	25.29	33.72	21.92	25.29	33.72	33.72
18 years	22.15	28.89	38.52	25.04	28.89	38.52	38.52
19 years	24.92	32.51	43.34	28.17	32.51	43.34	43.34
PA4							
Under 16 years	14.31	18.66	24.88	16.17	18.66	24.88	24.88
16 years	17.16	22.38	29.84	19.40	22.38	29.84	29.84
17 years	20.02	26.12	34.82	22.63	26.12	34.82	34.82
18 years	22.89	29.85	39.80	25.87	29.85	39.80	39.80
19 years	25.74	33.57	44.76	29.09	33.57	44.76	44.76
PA5							
Under 16 years	14.66	19.13	25.50	16.58	19.13	25.50	25.50
16 years	17.60	22.95	30.60	19.89	22.95	30.60	30.60
17 years	20.53	26.78	35.70	23.21	26.78	35.70	35.70
18 years	23.46	30.60	40.80	26.52	30.60	40.80	40.80
19 years	26.39	34.43	45.90	29.84	34.43	45.90	45.90
PA6							
Under 16 years	15.05	19.64	26.18	17.02	19.64	26.18	26.18
16 years	18.07	23.57	31.42	20.42	23.57	31.42	31.42
17 years	21.08	27.50	36.66	23.83	27.50	36.66	36.66

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
% of junior hourly rate ⁵							
	\$	\$	\$	\$	\$	\$	\$
	115%	150%	200%	130%	150%	200%	200%
18 years	24.08	31.41	41.88	27.22	31.41	41.88	41.88
19 years	27.09	35.34	47.12	30.63	35.34	47.12	47.12
PA7							
Under 16 years	15.54	20.27	27.02	17.56	20.27	27.02	27.02
16 years	18.64	24.32	32.42	21.07	24.32	32.42	32.42
17 years	21.75	28.37	37.82	24.58	28.37	37.82	37.82
18 years	24.85	32.42	43.22	28.09	32.42	43.22	43.22
19 years	27.96	36.47	48.62	31.60	36.47	48.62	48.62

55. By deleting the table appearing in clause B.5.3 and inserting the following:

	Monday to Saturday		Sunday
	First 2 hours	After 2 hours	
% of junior hourly rate ¹			
	150%	200%	200%
	\$	\$	\$
PA1			
Under 16 years	16.97	22.62	22.62
16 years	20.36	27.14	27.14
17 years	23.75	31.66	31.66
18 years	27.14	36.18	36.18
19 years	30.53	40.70	40.70
PA2			
Under 16 years	17.42	23.22	23.22
16 years	20.90	27.86	27.86
17 years	24.38	32.50	32.50

	Monday to Saturday		Sunday
	First 2 hours	After 2 hours	
	% of junior hourly rate ¹		
	150%	200%	200%
	\$	\$	\$
18 years	27.87	37.16	37.16
19 years	31.35	41.80	41.80
PA3			
Under 16 years	18.06	24.08	24.08
16 years	21.68	28.90	28.90
17 years	25.29	33.72	33.72
18 years	28.89	38.52	38.52
19 years	32.51	43.34	43.34
PA4			
Under 16 years	18.66	24.88	24.88
16 years	22.38	29.84	29.84
17 years	26.12	34.82	34.82
18 years	29.85	39.80	39.80
19 years	33.57	44.76	44.76
PA5			
Under 16 years	19.13	25.50	25.50
16 years	22.95	30.60	30.60
17 years	26.78	35.70	35.70
18 years	30.60	40.80	40.80
19 years	34.43	45.90	45.90
PA6			
Under 16 years	19.64	26.18	26.18
16 years	23.57	31.42	31.42
17 years	27.50	36.66	36.66
18 years	31.41	41.88	41.88
19 years	35.34	47.12	47.12
PA7			
Under 16 years	20.27	27.02	27.02
16 years	24.32	32.42	32.42

	Monday to Saturday		Sunday
	First 2 hours	After 2 hours	
	% of junior hourly rate ¹		
	150%	200%	200%
	\$	\$	\$
17 years	28.37	37.82	37.82
18 years	32.42	43.22	43.22
19 years	36.47	48.62	48.62

56. By deleting the table appearing in clause B.5.4 and inserting the following:

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate ¹		
	125%	175%	275%
	\$	\$	\$
PA1			
Under 16 years	14.14	19.79	31.10
16 years	16.96	23.75	37.32
17 years	19.79	27.70	43.53
18 years	22.61	31.66	49.75
19 years	25.44	35.61	55.96
PA2			
Under 16 years	14.51	20.32	31.93
16 years	17.41	24.38	38.31
17 years	20.31	28.44	44.69
18 years	23.23	32.52	51.10
19 years	26.13	36.58	57.48
PA3			
Under 16 years	15.05	21.07	33.11
16 years	18.06	25.29	39.74
17 years	21.08	29.51	46.37
18 years	24.08	33.71	52.97
19 years	27.09	37.92	59.59

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate ¹		
	125%	175%	275%
	\$	\$	\$
PA4			
Under 16 years	15.55	21.77	34.21
16 years	18.65	26.11	41.03
17 years	21.76	30.47	47.88
18 years	24.88	34.83	54.73
19 years	27.98	39.17	61.55
PA5			
Under 16 years	15.94	22.31	35.06
16 years	19.13	26.78	42.08
17 years	22.31	31.24	49.09
18 years	25.50	35.70	56.10
19 years	28.69	40.16	63.11
PA6			
Under 16 years	16.36	22.91	36.00
16 years	19.64	27.49	43.20
17 years	22.91	32.08	50.41
18 years	26.18	36.65	57.59
19 years	29.45	41.23	64.79
PA7			
Under 16 years	16.89	23.64	37.15
16 years	20.26	28.37	44.58
17 years	23.64	33.09	52.00
18 years	27.01	37.82	59.43
19 years	30.39	42.54	66.85

57. By deleting the table appearing in clause B.5.5 and inserting the following:

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
% of junior hourly rate ⁵							
	140%	175%	225%	155%	175%	225%	225%
	\$	\$	\$	\$	\$	\$	\$
PA1							
Under 16 years	15.83	19.79	25.45	17.53	19.79	25.45	25.45
16 years	19.00	23.75	30.53	21.03	23.75	30.53	30.53
17 years	22.16	27.70	35.62	24.54	27.70	35.62	35.62
18 years	25.33	31.66	40.70	28.04	31.66	40.70	40.70
19 years	28.49	35.61	45.79	31.54	35.61	45.79	45.79
PA2							
Under 16 years	16.25	20.32	26.12	18.00	20.32	26.12	26.12
16 years	19.50	24.38	31.34	21.59	24.38	31.34	31.34
17 years	22.75	28.44	36.56	25.19	28.44	36.56	36.56
18 years	26.01	32.52	41.81	28.80	32.52	41.81	41.81
19 years	29.26	36.58	47.03	32.40	36.58	47.03	47.03
PA3							
Under 16 years	16.86	21.07	27.09	18.66	21.07	27.09	27.09
16 years	20.23	25.29	32.51	22.40	25.29	32.51	32.51
17 years	23.60	29.51	37.94	26.13	29.51	37.94	37.94
18 years	26.96	33.71	43.34	29.85	33.71	43.34	43.34
19 years	30.34	37.92	48.76	33.59	37.92	48.76	48.76
PA4							
Under 16 years	17.42	21.77	27.99	19.28	21.77	27.99	27.99
16 years	20.89	26.11	33.57	23.13	26.11	33.57	33.57
17 years	24.37	30.47	39.17	26.99	30.47	39.17	39.17
18 years	27.86	34.83	44.78	30.85	34.83	44.78	44.78
19 years	31.33	39.17	50.36	34.69	39.17	50.36	50.36

	Successive afternoon or night shift ¹	Non-successive afternoon or night shift ²		Permanent night shift ³	Saturday	Sunday ⁴	Public holiday
		first 3 hours	after 3 hours				
% of junior hourly rate ⁵							
	140%	175%	225%	155%	175%	225%	225%
	\$	\$	\$	\$	\$	\$	\$
PA5							
Under 16 years	17.85	22.31	28.69	19.76	22.31	28.69	28.69
16 years	21.42	26.78	34.43	23.72	26.78	34.43	34.43
17 years	24.99	31.24	40.16	27.67	31.24	40.16	40.16
18 years	28.56	35.70	45.90	31.62	35.70	45.90	45.90
19 years	32.13	40.16	51.64	35.57	40.16	51.64	51.64
PA6							
Under 16 years	18.33	22.91	29.45	20.29	22.91	29.45	29.45
16 years	21.99	27.49	35.35	24.35	27.49	35.35	35.35
17 years	25.66	32.08	41.24	28.41	32.08	41.24	41.24
18 years	29.32	36.65	47.12	32.46	36.65	47.12	47.12
19 years	32.98	41.23	53.01	36.52	41.23	53.01	53.01
PA7							
Under 16 years	18.91	23.64	30.40	20.94	23.64	30.40	30.40
16 years	22.69	28.37	36.47	25.13	28.37	36.47	36.47
17 years	26.47	33.09	42.55	29.31	33.09	42.55	42.55
18 years	30.25	37.82	48.62	33.50	37.82	48.62	48.62
19 years	34.03	42.54	54.70	37.68	42.54	54.70	54.70

58. By deleting the table appearing in clause B.6.1 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate ¹	
	\$	\$
	100%	200%
PW1	22.61	45.22
PW2	23.55	47.10

	Ordinary hours	Public holiday
	% of ordinary hourly rate ¹	
	\$	\$
	100%	200%
PW3	24.49	48.98
PW4	26.18	52.36

59. By deleting the table appearing in clause B.6.2 and inserting the following:

	Ordinary hours	Monday to Saturday—Overtime hours	Sunday—Overtime hours		Public holiday
			Feeding or watering stock	Other than feeding or watering stock	
	% of ordinary hourly rate ¹				
	100%	150%	150%	200%	200%
	\$	\$	\$	\$	\$
PW1	22.61	33.92	33.92	45.22	45.22
PW2	23.55	35.33	35.33	47.10	47.10
PW3	24.49	36.74	36.74	48.98	48.98
PW4	26.18	39.27	39.27	52.36	52.36

60. By deleting the table appearing in clause B.6.3 and inserting the following:

	Ordinary hours	Public holiday
	% of ordinary hourly rate ¹	
	\$	\$
	125%	225%
PW1	28.26	50.87
PW2	29.44	52.99
PW3	30.61	55.10
PW4	32.73	58.91

61. By deleting the table appearing in clause B.7.2 and inserting the following:

Age	Junior hourly rate	Public holiday (all hours worked)	Overtime		
			Monday to Saturday	Sunday	
				Feeding or watering stock	Other than feeding or watering stock
			% of junior hourly rate ¹		
	100%	200%	150%	150%	200%
	\$	\$	\$	\$	\$
PW1					
Under 16 years	11.31	22.62	16.97	16.97	22.62
16 years	13.57	27.14	20.36	20.36	27.14
17 years	15.83	31.66	23.75	23.75	31.66
18 years	18.09	36.18	27.14	27.14	36.18
19 years	20.35	40.70	30.53	30.53	40.70
PW2					
Under 16 years	11.78	23.56	17.67	17.67	23.56
16 years	14.13	28.26	21.20	21.20	28.26
17 years	16.49	32.98	24.74	24.74	32.98
18 years	18.84	37.68	28.26	28.26	37.68
19 years	21.20	42.40	31.80	31.80	42.40
PW3					
Under 16 years	12.25	24.50	18.38	18.38	24.50
16 years	14.69	29.38	22.04	22.04	29.38
17 years	17.14	34.28	25.71	25.71	34.28
18 years	19.59	39.18	29.39	29.39	39.18
19 years	22.04	44.08	33.06	33.06	44.08
PW4					
Under 16 years	13.09	26.18	19.64	19.64	26.18
16 years	15.71	31.42	23.57	23.57	31.42
17 years	18.33	36.66	27.50	27.50	36.66
18 years	20.94	41.88	31.41	31.41	41.88
19 years	23.56	47.12	35.34	35.34	47.12

62. By deleting the table appearing in clause B.7.3 and inserting the following:

Age	Ordinary hours	Public holiday
	% of junior hourly rate ¹	
	125%	225%
	\$	\$
PW1		
Under 16 years	14.14	25.45
16 years	16.96	30.53
17 years	19.79	35.62
18 years	22.61	40.70
19 years	25.44	45.79
PW2		
Under 16 years	14.73	26.51
16 years	17.66	31.79
17 years	20.61	37.10
18 years	23.55	42.39
19 years	26.50	47.70
PW3		
Under 16 years	15.31	27.56
16 years	18.36	33.05
17 years	21.43	38.57
18 years	24.49	44.08
19 years	27.55	49.59
PW4		
Under 16 years	16.36	29.45
16 years	19.64	35.35
17 years	22.91	41.24
18 years	26.18	47.12
19 years	29.45	53.01

63. By deleting the amount “\$21.97” appearing in clause C.1.1 and inserting “\$23.23”.

64. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
General Employment Conditions				
Leading hand, in charge of—2 to 6 employees ¹	18.2(b)(i)	115.0	26.71	per week
Leading hand, in charge of—7 to 10 employees ¹	18.2(b)(i)	134.0	31.13	per week
Leading hand, in charge of—11 to 20 employees ¹	18.2(b)(i)	191.0	44.37	per week
Leading hand, in charge of—More than 20 employees ¹	18.2(b)(i)	240.0	55.75	per week
First aid allowance ¹	18.2(c)	14.0	3.25	per day
Broadacre Farming and Livestock Operations				
Station hand—jetting, spraying, swabbing sheep	33.4	17.0	3.95	per day
Shearing Operations				
Lack of amenities allowance	51.3(b)	51.5	11.96	per day
Conditions allowance	51.9(f)	602.3	139.91	per week
Enterprise flexibility allowance	51.9(f)	853.8	198.34	per week
Woolrolling allowance	51.9(f)	426.8	99.15	per week
Bookkeeping allowance	51.9(f)	277.5	64.46	per week
Allowance where sleeping quarters not provided—to pay for sleeping quarters	52.1(b)	259.4	60.26	per night
Allowance where sleeping quarters not provided—travel time in excess of one hour per day, between shed and sleeping quarters	52.2	85.6	19.88	per hour

Allowance	Clause	% of standard rate	\$	Payable
Allowance where sleeping quarters not provided—travelling allowance (more than 65 km distance from shed)—Shearers (or Crutchers) only	52.3(a)	77.0	17.89	per day

65. By deleting the table appearing in clause C.2.3 and inserting the following:

Allowance	Clause	\$	Payable
Woolpressers—weighing and branding bales	51.5(b)	0.49	per bale
Woolclassers—Conditions allowance	51.9(f)	139.91	per week
Woolclassers—Enterprise flexibility (including hours) and wet weather allowance	51.9(f)	198.34	per week
Woolrolling and other shed hands work allowance	51.9(f)	99.15	per week
Bookkeeping, overseeing, experting allowance	51.9(f)	64.46	per week
Breakdown of machinery—allowance for delays and termination of agreements—not found employees ¹	52.5(a)(ii)	215.36	per day
Breakdown of machinery—allowance for delays and termination of agreements—found employees ¹	52.5(a)(ii)	178.09	per day

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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