



# DETERMINATION

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

## Annual Wage Review 2025 (C2025/1)

### WOOL STORAGE, SAMPLING AND TESTING AWARD 2020 [MA000044]

Wool storage, sampling and testing industry

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT MILLHOUSE  
DEPUTY PRESIDENT O'NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, 19 JUNE 2025

*Annual Wage Review 2025.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2025 on 3 June 2025 [[\[2025\] FWC FB 3500](#)], the above award is varied as follows:

- By deleting the table appearing in clause 16.1 and inserting the following:

<b>Employee Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
<b>Wool Storage</b>		
Wool Industry Worker Level 1 (Wool Storage)—First 3 months	943.20	24.82
Wool Industry Worker Level 1 (Wool Storage)—After 3 months	948.00	24.95
Wool Industry Worker Level 2 (Wool Storage)	978.70	25.76
Wool Industry Worker Level 3 (Wool Storage)	992.00	26.11

<b>Employee Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Wool Industry Worker Level 4 (Wool Storage)	1037.50	27.30
Wool Industry Worker Level 5 (Wool Storage)	1068.40	28.12
Wool Industry Worker Level 6 (Wool Storage)	1119.80	29.47
<b>Wool Testing</b>		
Wool Industry Worker Level 1 (Wool Testing)—First 3 months	943.20	24.82
Wool Industry Worker Level 1 (Wool Testing)—After 3 months	961.10	25.29
Wool Industry Worker Level 2 (Wool Testing)	978.70	25.76
Wool Industry Worker Level 3 (Wool Testing)	992.00	26.11
Wool Industry Worker Level 4 (Wool Testing)	1037.50	27.30
Wool Industry Worker Level 5 (Wool Testing)	1077.50	28.36
<b>Skin and Hide Stores</b>		
Wool Industry Worker Level 1 (Skin and Hide Stores)—First 3 months	943.20	24.82
Wool Industry Worker Level 1 (Skin and Hide Stores)—After 3 months up until 12 months	961.10	25.29
Wool Industry Worker Level 1 (Skin and Hide Stores)—After 12 months	978.70	25.76
Wool Industry Worker Level 2 (Skin and Hide Stores)	992.00	26.11
Wool Industry Worker Level 3 (Skin and Hide Stores)	1036.60	27.28
Wool Industry Worker Level 4 (Skin and Hide Stores)	1077.50	28.36

2. By deleting the year “2024” in clause 16.5(b) and inserting “2025”.

3. By deleting the amount “\$58.01” appearing in clause 19.2(a) and inserting “\$60.05”.
4. By deleting the amount “\$21.69” appearing in clause 19.2(b) and inserting “\$22.45”.
5. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>100%</b>	<b>250%</b>
	<b>% of minimum hourly rate</b>	
<b>Wool Industry Worker</b>	<b>\$</b>	<b>\$</b>
Wool Storage—Level 1 (first 3 months)	24.82	62.05
Wool Testing—Level 1 (first 3 months)	24.82	62.05
Skin and Hide Stores—Level 1 (first 3 months)	24.82	62.05
Wool Storage—Level 1 (after 3 months)	24.95	62.38
Wool Testing—Level 1 (after 3 months)	25.29	63.23
Skin and Hide Stores—Level 1 (after 3 months)	25.29	63.23
Wool Storage—Level 2	25.76	64.40
Wool Testing—Level 2	25.76	64.40
Skin and Hide Stores—Level 1 (after 12 months)	25.76	64.40
Wool Storage—Level 3	26.11	65.28
Wool Testing—Level 3	26.11	65.28
Skin and Hide Stores—Level 2	26.11	65.28
Skin and Hide Stores—Level 3	27.28	68.20
Wool Testing—Level 4	27.30	68.25
Wool Storage—Level 4	27.30	68.25
Wool Storage—Level 5	28.12	70.30
Skin and Hide Stores—Level 4	28.36	70.90
Wool Testing—Level 5	28.36	70.90
Wool Storage—Level 6	29.47	73.68

6. By deleting the table appearing in clause B.1.2 and inserting the following:

	Ordinary hours	Afternoon & night shift	Permanent night shift	Saturday		Sunday	Public holiday
				First 2 hours	After 2 hours		
% of minimum hourly rate							
	100%	115%	130%	150%	200%	200%	250%
Wool Industry Worker	\$	\$	\$	\$	\$	\$	\$
Wool Storage—Level 1 (first 3 months)	24.82	28.54	32.27	37.23	49.64	49.64	62.05
Wool Testing—Level 1 (first 3 months)	24.82	28.54	32.27	37.23	49.64	49.64	62.05
Skin and Hide Stores—Level 1 (first 3 months)	24.82	28.54	32.27	37.23	49.64	49.64	62.05
Wool Storage—Level 1 (after 3 months)	24.95	28.69	32.44	37.43	49.90	49.90	62.38
Wool Testing—Level 1 (after 3 months)	25.29	29.08	32.88	37.94	50.58	50.58	63.23
Skin and Hide Stores—Level 1 (after 3 months)	25.29	29.08	32.88	37.94	50.58	50.58	63.23
Wool Storage—Level 2	25.76	29.62	33.49	38.64	51.52	51.52	64.40
Wool Testing—Level 2	25.76	29.62	33.49	38.64	51.52	51.52	64.40
Skin and Hide Stores—Level 1 (after 12 months)	25.76	29.62	33.49	38.64	51.52	51.52	64.40
Wool Storage—Level 3	26.11	30.03	33.94	39.17	52.22	52.22	65.28
Wool Testing—Level 3	26.11	30.03	33.94	39.17	52.22	52.22	65.28
Skin and Hide Stores—Level 2	26.11	30.03	33.94	39.17	52.22	52.22	65.28

	Ordinary hours	Afternoon & night shift	Permanent night shift	Saturday		Sunday	Public holiday
				First 2 hours	After 2 hours		
% of minimum hourly rate							
	100%	115%	130%	150%	200%	200%	250%
<b>Wool Industry Worker</b>	\$	\$	\$	\$	\$	\$	\$
Skin and Hide Stores—Level 3	27.28	31.37	35.46	40.92	54.56	54.56	68.20
Wool Testing—Level 4	27.30	31.40	35.49	40.95	54.60	54.60	68.25
Wool Storage—Level 4	27.30	31.40	35.49	40.95	54.60	54.60	68.25
Wool Storage—Level 5	28.12	32.34	36.56	42.18	56.24	56.24	70.30
Skin and Hide Stores—Level 4	28.36	32.61	36.87	42.54	56.72	56.72	70.90
Wool Testing—Level 5	28.36	32.61	36.87	42.54	56.72	56.72	70.90
Wool Storage—Level 6	29.47	33.89	38.31	44.21	58.94	58.94	73.68

7. By deleting the table appearing in clause B.1.3 and inserting the following:

	Monday to 12 pm Saturday		Saturday after 12 pm	Sunday – all day	Public holiday	Continuous shiftworkers – all hours
	First 2 hours	After 2 hours				
% of minimum hourly rate						
	150%	200%	200%	200%	250%	200%
<b>Wool Industry Worker</b>	\$	\$	\$	\$	\$	\$
Wool Storage—Level 1 (first 3 months)	37.23	49.64	49.64	49.64	62.05	49.64
Wool Testing—Level 1 (first 3 months)	37.23	49.64	49.64	49.64	62.05	49.64
Skin and Hide Stores—Level 1 (first 3 months)	37.23	49.64	49.64	49.64	62.05	49.64
Wool Storage—Level 1 (after 3 months)	37.43	49.90	49.90	49.90	62.38	49.90

	Monday to 12 pm Saturday		Saturday after 12 pm	Sunday – all day	Public holiday	Continuous shiftworkers – all hours
	First 2 hours	After 2 hours				
	% of minimum hourly rate					
	150%	200%	200%	200%	250%	200%
<b>Wool Industry Worker</b>	\$	\$	\$	\$	\$	\$
Wool Testing—Level 1 (after 3 months)	37.94	50.58	50.58	50.58	63.23	50.58
Skin and Hide Stores— Level 1 (after 3 months)	37.94	50.58	50.58	50.58	63.23	50.58
Wool Storage—Level 2	38.64	51.52	51.52	51.52	64.40	51.52
Wool Testing—Level 2	38.64	51.52	51.52	51.52	64.40	51.52
Skin and Hide Stores— Level 1 (after 12 months)	38.64	51.52	51.52	51.52	64.40	51.52
Wool Storage—Level 3	39.17	52.22	52.22	52.22	65.28	52.22
Wool Testing—Level 3	39.17	52.22	52.22	52.22	65.28	52.22
Skin and Hide Stores— Level 2	39.17	52.22	52.22	52.22	65.28	52.22
Skin and Hide Stores— Level 3	40.92	54.56	54.56	54.56	68.20	54.56
Wool Testing—Level 4	40.95	54.60	54.60	54.60	68.25	54.60
Wool Storage—Level 4	40.95	54.60	54.60	54.60	68.25	54.60
Wool Storage—Level 5	42.18	56.24	56.24	56.24	70.30	56.24
Skin and Hide Stores— Level 4	42.54	56.72	56.72	56.72	70.90	56.72
Wool Testing—Level 5	42.54	56.72	56.72	56.72	70.90	56.72
Wool Storage—Level 6	44.21	58.94	58.94	58.94	73.68	58.94

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

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
<b>Wool Industry Worker</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Wool Storage—Level 1 (first 3 months)	31.03	43.44	55.85	55.85	68.26
Wool Testing—Level 1 (first 3 months)	31.03	43.44	55.85	55.85	68.26
Skin and Hide Stores—Level 1 (first 3 months)	31.03	43.44	55.85	55.85	68.26
Wool Storage—Level 1 (after 3 months)	31.19	43.66	56.14	56.14	68.61
Wool Testing—Level 1 (after 3 months)	31.61	44.26	56.90	56.90	69.55
Skin and Hide Stores—Level 1 (after 3 months)	31.61	44.26	56.90	56.90	69.55
Wool Storage—Level 2	32.20	45.08	57.96	57.96	70.84
Wool Testing—Level 2	32.20	45.08	57.96	57.96	70.84
Skin and Hide Stores—Level 1 (after 12 months)	32.20	45.08	57.96	57.96	70.84
Wool Storage—Level 3	32.64	45.69	58.75	58.75	71.80
Wool Testing—Level 3	32.64	45.69	58.75	58.75	71.80
Skin and Hide Stores—Level 2	32.64	45.69	58.75	58.75	71.80
Skin and Hide Stores—Level 3	34.10	47.74	61.38	61.38	75.02
Wool Testing—Level 4	34.13	47.78	61.43	61.43	75.08
Wool Storage—Level 4	34.13	47.78	61.43	61.43	75.08
Wool Storage—Level 5	35.15	49.21	63.27	63.27	77.33
Skin and Hide Stores—Level 4	35.45	49.63	63.81	63.81	77.99
Wool Testing—Level 5	35.45	49.63	63.81	63.81	77.99
Wool Storage—Level 6	36.84	51.57	66.31	66.31	81.04

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

	<b>Ordinary hours</b>	<b>Afternoon &amp; night shift</b>	<b>Permanent night shift</b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>140%</b>	<b>155%</b>
<b>Wool Industry Worker</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Wool Storage—Level 1 (first 3 months)	31.03	34.75	38.47
Wool Testing—Level 1 (first 3 months)	31.03	34.75	38.47
Skin and Hide Stores—Level 1 (first 3 months)	31.03	34.75	38.47
Wool Storage—Level 1 (after 3 months)	31.19	34.93	38.67
Wool Testing—Level 1 (after 3 months)	31.61	35.41	39.20
Skin and Hide Stores—Level 1 (after 3 months)	31.61	35.41	39.20
Wool Storage—Level 2	32.20	36.06	39.93
Wool Testing—Level 2	32.20	36.06	39.93
Skin and Hide Stores—Level 1 (after 12 months)	32.20	36.06	39.93
Wool Storage—Level 3	32.64	36.55	40.47
Wool Testing—Level 3	32.64	36.55	40.47
Skin and Hide Stores—Level 2	32.64	36.55	40.47
Skin and Hide Stores—Level 3	34.10	38.19	42.28
Wool Testing—Level 4	34.13	38.22	42.32
Wool Storage—Level 4	34.13	38.22	42.32
Wool Storage—Level 5	35.15	39.37	43.59
Skin and Hide Stores—Level 4	35.45	39.70	43.96
Wool Testing—Level 5	35.45	39.70	43.96
Wool Storage—Level 6	36.84	41.26	45.68

10. By deleting the amount “\$25.22” appearing in clause C.1.1 and inserting “\$26.11”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hand allowance	19.2(a)	230.0	60.05	per week
First aid allowance	19.2(b)	86.0	22.45	per week

B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2025.



PRESIDENT

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