



# DETERMINATION

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

**Annual Wage Review 2021–22**  
(C2022/1)

**FUNERAL INDUSTRY AWARD 2020**  
[MA000105]

Funeral directing

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

MELBOURNE, 28 JUNE 2022

*Annual Wage Review 2021–22.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 15.1 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Grade 1	812.60	21.38
Grade 2	834.80	21.97
Grade 3	865.20	22.77
Grade 4	893.60	23.52
Grade 5	940.90	24.76
Grade 6	970.40	25.54

2. By deleting the year “2021” in clause 15.4(b) and inserting “2022”.

3. By deleting the amount “\$13.49” appearing in clause 17.2(a)(i) and inserting “\$14.11”.
4. By deleting the amount “\$28.78” appearing in clause 17.2(a)(ii) and inserting “\$30.11”.
5. By deleting the amount “\$96.25” appearing in clause 17.2(b) and inserting “\$100.68”.
6. By deleting the table appearing in clause 17.2(c) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
3–10 employees	37.64
11–19 employees	56.45

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

<b>Classification</b>	<b>Ordinary hours</b>	<b>Employees undertaking removals</b>			<b>Public holiday – all employees other than employees undertaking removals</b>
		<b>7.00 pm to midnight and 7.00 am to 7.00 pm</b>		<b>Midnight to 7.00 am – all hours worked</b>	
		<b>First 3 hours</b>	<b>After first 3 hours</b>		
<b>% of minimum hourly rate</b>					
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	21.38	32.07	42.76	42.76	42.76
Grade 2	21.97	32.96	43.94	43.94	43.94
Grade 3	22.77	34.16	45.54	45.54	45.54
Grade 4	23.52	35.28	47.04	47.04	47.04
Grade 5	24.76	37.14	49.52	49.52	49.52
Grade 6	25.54	38.31	51.08	51.08	51.08

8. By deleting the table appearing in clause A.1.2 and inserting the following:

<b>Classification</b>	<b>Monday to Saturday – first 3 hours</b>	<b>Monday to Saturday – after 3 hours</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	32.07	42.76	42.76	42.76
Grade 2	32.96	43.94	43.94	43.94
Grade 3	34.16	45.54	45.54	45.54
Grade 4	35.28	47.04	47.04	47.04
Grade 5	37.14	49.52	49.52	49.52
Grade 6	38.31	51.08	51.08	51.08

9. By deleting the table appearing in clause A.1.3 and inserting the following:

<b>Classification</b>	<b>Day shift</b>	<b>Afternoon</b>	<b>Non-continuing afternoon<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>120%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	21.38	25.66	32.07	42.76
Grade 2	21.97	26.36	32.96	43.94
Grade 3	22.77	27.32	34.16	45.54
Grade 4	23.52	28.22	35.28	47.04
Grade 5	24.76	29.71	37.14	49.52
Grade 6	25.54	30.65	38.31	51.08

10. By deleting the table appearing in clause A.1.4 and inserting the following:

Classification	Afternoon shift	Non-continuing afternoon shift <sup>1</sup>	Afternoon shift – Monday to Friday		Non-continuing afternoon shift <sup>1</sup> – Monday to Friday	
			First 3 hours	After 3 hours	First 3 hours	After 3 hours
% of minimum hourly rate						
	120%	150%	170%	220%	200%	250%
	\$	\$	\$	\$	\$	\$
Grade 1	25.66	32.07	36.35	47.04	42.76	53.45
Grade 2	26.36	32.96	37.35	48.33	43.94	54.93
Grade 3	27.32	34.16	38.71	50.09	45.54	56.93
Grade 4	28.22	35.28	39.98	51.74	47.04	58.80
Grade 5	29.71	37.14	42.09	54.47	49.52	61.90
Grade 6	30.65	38.31	43.42	56.19	51.08	63.85

11. By deleting the table appearing in clause A.1.5 and inserting the following:

Classification	Day shift (minimum hourly rate)	Afternoon shift – Saturday and Sunday		Non-continuing afternoon shift <sup>1</sup> – Saturday and Sunday	
		First 3 hours	After 3 hours	First 3 hours	After 3 hours
% of minimum hourly rate					
	100%	170%	220%	200%	250%
	\$	\$	\$	\$	\$
Grade 1	21.38	36.35	47.04	42.76	53.45
Grade 2	21.97	37.35	48.33	43.94	54.93
Grade 3	22.77	38.71	50.09	45.54	56.93
Grade 4	23.52	39.98	51.74	47.04	58.80
Grade 5	24.76	42.09	54.47	49.52	61.90
Grade 6	25.54	43.42	56.19	51.08	63.85

12. By deleting the table appearing in clause A.2.1 and inserting the following:

Classification	Ordinary hours	Employees undertaking removals			Public holiday – all employees other than employees undertaking removals
		7.00 pm to midnight and 7.00 am to 7.00 pm		Midnight to 7.00 am – all hours worked	
		First 3 hours	After first 3 hours		
<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	26.73	37.42	48.11	48.11	48.11
Grade 2	27.46	38.45	49.43	49.43	49.43
Grade 3	28.46	39.85	51.23	51.23	51.23
Grade 4	29.40	41.16	52.92	52.92	52.92
Grade 5	30.95	43.33	55.71	55.71	55.71
Grade 6	31.93	44.70	57.47	57.47	57.47

13. By deleting the table appearing in clause A.2.2 and inserting the following:

Classification	Day shift	Afternoon shift	Non-continuing afternoon shift <sup>1</sup>	Monday to Friday – first 3 hours	Monday to Friday – after 3 hours
<b>% of minimum hourly rate</b>					
	<b>125%</b>	<b>145%</b>	<b>175%</b>	<b>175%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	26.73	31.00	37.42	37.42	48.11
Grade 2	27.46	31.86	38.45	38.45	49.43
Grade 3	28.46	33.02	39.85	39.85	51.23
Grade 4	29.40	34.10	41.16	41.16	52.92
Grade 5	30.95	35.90	43.33	43.33	55.71
Grade 6	31.93	37.03	44.70	44.70	57.47

14. By deleting the amount “\$899.50” appearing in clause B.1.1 and inserting “\$940.90”.

15. By deleting the table appearing in B.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Stand-by allowance— Between normal finishing and starting time—Monday to Friday	17.2(a)(i)	1.5	14.11	per stand-by period
Stand-by allowance— Saturday, Sunday and public holidays	17.2(a)(ii)	3.2	30.11	per stand-by period
Exhumation allowance	17.2(b)	10.7	100.68	per body
Leading hand, in charge of—3 to 10 employees	17.2(c)	4.0	37.64	per week
Leading hand, in charge of—11 to 19 employees	17.2(c)	6.0	56.45	per week

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT

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