



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

WOOL STORAGE, SAMPLING AND TESTING AWARD 2020
[MA000044]

Wool storage, sampling and testing industry

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

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

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

Employee Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Wool Storage		
Wool Industry Worker Level 1 (Wool Storage)	911.30	23.98
Wool Industry Worker Level 2 (Wool Storage)	945.60	24.88
Wool Industry Worker Level 3 (Wool Storage)	958.50	25.22

Employee Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Wool Industry Worker Level 4 (Wool Storage)	1002.40	26.38
Wool Industry Worker Level 5 (Wool Storage)	1032.30	27.17
Wool Industry Worker Level 6 (Wool Storage)	1081.90	28.47
Wool Testing		
Wool Industry Worker Level 1 (Wool Testing)—First 3 months	911.30	23.98
Wool Industry Worker Level 1 (Wool Testing)—After 3 months	928.60	24.44
Wool Industry Worker Level 2 (Wool Testing)	945.60	24.88
Wool Industry Worker Level 3 (Wool Testing)	958.50	25.22
Wool Industry Worker Level 4 (Wool Testing)	1002.40	26.38
Wool Industry Worker Level 5 (Wool Testing)	1041.10	27.40
Skin and Hide Stores		
Wool Industry Worker Level 1 (Skin and Hide Stores)—First 3 months	911.30	23.98
Wool Industry Worker Level 1 (Skin and Hide Stores)—After 3 months up until 12 months	928.60	24.44
Wool Industry Worker Level 1 (Skin and Hide Stores)—After 12 months	945.60	24.88
Wool Industry Worker Level 2 (Skin and Hide Stores)	958.50	25.22
Wool Industry Worker Level 3 (Skin and Hide Stores)	1001.50	26.36
Wool Industry Worker Level 4 (Skin and Hide Stores)	1041.10	27.40

2. By deleting the year “2023” in clause 16.5(b) and inserting “2024”.
3. By deleting the amount “\$55.91” appearing in clause 19.2(a) and inserting “\$58.01”.
4. By deleting the amount “\$20.91” appearing in clause 19.2(b) and inserting “\$21.69”.
5. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Public holiday
	100%	250%
	% of minimum hourly rate	
Wool Industry Worker	\$	\$
Wool Storage—Level 1	23.98	59.95
Wool Testing—Level 1 (first 3 months)	23.98	59.95
Skin and Hide Stores—Level 1 (first 3 months)	23.98	59.95
Wool Testing—Level 1 (after 3 months)	24.44	61.10
Skin and Hide Stores—Level 1 (after 3 months)	24.44	61.10
Wool Storage—Level 2	24.88	62.20
Wool Testing—Level 2	24.88	62.20
Skin and Hide Stores—Level 1 (after 12 months)	24.88	62.20
Wool Storage—Level 3	25.22	63.05
Wool Testing—Level 3	25.22	63.05
Skin and Hide Stores—Level 2	25.22	63.05
Skin and Hide Stores—Level 3	26.36	65.90
Wool Testing—Level 4	26.38	65.95
Wool Storage—Level 4	26.38	65.95
Wool Storage—Level 5	27.17	67.93
Skin and Hide Stores—Level 4	27.40	68.50
Wool Testing—Level 5	27.40	68.50
Wool Storage—Level 6	28.47	71.18

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	23.98	27.58	31.17	35.97	47.96	47.96	59.95
Wool Testing—Level 1 (first 3 months)	23.98	27.58	31.17	35.97	47.96	47.96	59.95
Skin and Hide Stores—Level 1 (first 3 months)	23.98	27.58	31.17	35.97	47.96	47.96	59.95
Wool Testing—Level 1 (after 3 months)	24.44	28.11	31.77	36.66	48.88	48.88	61.10
Skin and Hide Stores—Level 1 (after 3 months)	24.44	28.11	31.77	36.66	48.88	48.88	61.10
Wool Storage—Level 2	24.88	28.61	32.34	37.32	49.76	49.76	62.20
Wool Testing—Level 2	24.88	28.61	32.34	37.32	49.76	49.76	62.20
Skin and Hide Stores—Level 1 (after 12 months)	24.88	28.61	32.34	37.32	49.76	49.76	62.20
Wool Storage—Level 3	25.22	29.00	32.79	37.83	50.44	50.44	63.05
Wool Testing—Level 3	25.22	29.00	32.79	37.83	50.44	50.44	63.05
Skin and Hide Stores—Level 2	25.22	29.00	32.79	37.83	50.44	50.44	63.05
Skin and Hide Stores—Level 3	26.36	30.31	34.27	39.54	52.72	52.72	65.90
Wool Testing—Level 4	26.38	30.34	34.29	39.57	52.76	52.76	65.95

	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 4	26.38	30.34	34.29	39.57	52.76	52.76	65.95
Wool Storage—Level 5	27.17	31.25	35.32	40.76	54.34	54.34	67.93
Skin and Hide Stores—Level 4	27.40	31.51	35.62	41.10	54.80	54.80	68.50
Wool Testing—Level 5	27.40	31.51	35.62	41.10	54.80	54.80	68.50
Wool Storage—Level 6	28.47	32.74	37.01	42.71	56.94	56.94	71.18

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%
Wool Industry Worker	\$	\$	\$	\$	\$	\$
Wool Storage—Level 1	35.97	47.96	47.96	47.96	59.95	47.96
Wool Testing—Level 1 (first 3 months)	35.97	47.96	47.96	47.96	59.95	47.96
Skin and Hide Stores—Level 1 (first 3 months)	35.97	47.96	47.96	47.96	59.95	47.96
Wool Testing—Level 1 (after 3 months)	36.66	48.88	48.88	48.88	61.10	48.88
Skin and Hide Stores—Level 1 (after 3 months)	36.66	48.88	48.88	48.88	61.10	48.88
Wool Storage—Level 2	37.32	49.76	49.76	49.76	62.20	49.76
Wool Testing—Level 2	37.32	49.76	49.76	49.76	62.20	49.76

	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%
Wool Industry Worker	\$	\$	\$	\$	\$	\$
Skin and Hide Stores— Level 1 (after 12 months)	37.32	49.76	49.76	49.76	62.20	49.76
Wool Storage—Level 3	37.83	50.44	50.44	50.44	63.05	50.44
Wool Testing—Level 3	37.83	50.44	50.44	50.44	63.05	50.44
Skin and Hide Stores— Level 2	37.83	50.44	50.44	50.44	63.05	50.44
Skin and Hide Stores— Level 3	39.54	52.72	52.72	52.72	65.90	52.72
Wool Testing—Level 4	39.57	52.76	52.76	52.76	65.95	52.76
Wool Storage—Level 4	39.57	52.76	52.76	52.76	65.95	52.76
Wool Storage—Level 5	40.76	54.34	54.34	54.34	67.93	54.34
Skin and Hide Stores— Level 4	41.10	54.80	54.80	54.80	68.50	54.80
Wool Testing—Level 5	41.10	54.80	54.80	54.80	68.50	54.80
Wool Storage—Level 6	42.71	56.94	56.94	56.94	71.18	56.94

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		
	% of minimum hourly rate				
	125%	175%	225%	225%	275%
Wool Industry Worker	\$	\$	\$	\$	\$
Wool Storage—Level 1	29.98	41.97	53.96	53.96	65.95
Wool Testing—Level 1 (first 3 months)	29.98	41.97	53.96	53.96	65.95
Skin and Hide Stores—Level 1 (first 3 months)	29.98	41.97	53.96	53.96	65.95
Wool Testing—Level 1 (after 3 months)	30.55	42.77	54.99	54.99	67.21

	Ordinary hours	Saturday		Sunday	Public holiday
		First 2 hours	After 2 hours		
% of minimum hourly rate					
	125%	175%	225%	225%	275%
Wool Industry Worker	\$	\$	\$	\$	\$
Skin and Hide Stores—Level 1 (after 3 months)	30.55	42.77	54.99	54.99	67.21
Wool Storage—Level 2	31.10	43.54	55.98	55.98	68.42
Wool Testing—Level 2	31.10	43.54	55.98	55.98	68.42
Skin and Hide Stores—Level 1 (after 12 months)	31.10	43.54	55.98	55.98	68.42
Wool Storage—Level 3	31.53	44.14	56.75	56.75	69.36
Wool Testing—Level 3	31.53	44.14	56.75	56.75	69.36
Skin and Hide Stores—Level 2	31.53	44.14	56.75	56.75	69.36
Skin and Hide Stores—Level 3	32.95	46.13	59.31	59.31	72.49
Wool Testing—Level 4	32.98	46.17	59.36	59.36	72.55
Wool Storage—Level 4	32.98	46.17	59.36	59.36	72.55
Wool Storage—Level 5	33.96	47.55	61.13	61.13	74.72
Skin and Hide Stores—Level 4	34.25	47.95	61.65	61.65	75.35
Wool Testing—Level 5	34.25	47.95	61.65	61.65	75.35
Wool Storage—Level 6	35.59	49.82	64.06	64.06	78.29

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

	Ordinary hours	Afternoon & night shift	Permanent night shift
% of minimum hourly rate			
	125%	140%	155%
Wool Industry Worker	\$	\$	\$
Wool Storage—Level 1	29.98	33.57	37.17
Wool Testing—Level 1 (first 3 months)	29.98	33.57	37.17
Skin and Hide Stores—Level 1 (first 3 months)	29.98	33.57	37.17
Wool Testing—Level 1 (after 3 months)	30.55	34.22	37.88
Skin and Hide Stores—Level 1 (after 3 months)	30.55	34.22	37.88

	Ordinary hours	Afternoon & night shift	Permanent night shift
	% of minimum hourly rate		
	125%	140%	155%
Wool Industry Worker	\$	\$	\$
Wool Storage—Level 2	31.10	34.83	38.56
Wool Testing—Level 2	31.10	34.83	38.56
Skin and Hide Stores—Level 1 (after 12 months)	31.10	34.83	38.56
Wool Storage—Level 3	31.53	35.31	39.09
Wool Testing—Level 3	31.53	35.31	39.09
Skin and Hide Stores—Level 2	31.53	35.31	39.09
Skin and Hide Stores—Level 3	32.95	36.90	40.86
Wool Testing—Level 4	32.98	36.93	40.89
Wool Storage—Level 4	32.98	36.93	40.89
Wool Storage—Level 5	33.96	38.04	42.11
Skin and Hide Stores—Level 4	34.25	38.36	42.47
Wool Testing—Level 5	34.25	38.36	42.47
Wool Storage—Level 6	35.59	39.86	44.13

10. By deleting the amount “\$24.31” appearing in clause C.1.1 and inserting “\$25.22”.

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

Allowance	Clause	% of standard rate	\$	Payable
Leading hand allowance	19.2(a)	230.0	58.01	per week
First aid allowance	19.2(b)	86.0	21.69	per week

B. This determination comes into operation on 1 July 2024. 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 2024.

PRESIDENT