



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

COMMERCIAL SALES AWARD 2020
[MA000083]

Commercial sales

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 15.1 and inserting the following:

Classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Probationary Traveller ¹	932.13	24.53
Merchandiser	963.00	25.34
Commercial Traveller/Advertising Sales Representative	1035.70	27.26

- By deleting the year “2023” in clause 15.2(b)(ii) and inserting “2024”.

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

	Ordinary hours	Saturday	Sunday	Public holiday	
				Other than travelling	Travelling for work
	% of minimum hourly rate				
	100%	150%	200%	250%	150%
	\$	\$	\$	\$	\$
Probationary Traveller	24.53	36.80	49.06	61.33	36.80
Merchandiser	25.34	38.01	50.68	63.35	38.01
Commercial Traveller/Advertising Sales Representative	27.26	40.89	54.52	68.15	40.89

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

	Monday to Friday ¹	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	% of minimum hourly rate				
	150%	150%	200%	250%	150%
	\$	\$	\$	\$	\$
Probationary Traveller	36.80	36.80	49.06	61.33	36.80
Merchandiser	38.01	38.01	50.68	63.35	38.01
Commercial Traveller/Advertising Sales Representative	40.89	40.89	54.52	68.15	40.89

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

	Ordinary hours	Saturday	Sunday	Public holiday	
				Other than travelling	Travelling for work
	% of minimum hourly rate				
	125%	175%	225%	275%	175%
	\$	\$	\$	\$	\$
Probationary Traveller	30.66	42.93	55.19	67.46	42.93

	Ordinary hours	Saturday	Sunday	Public holiday	
				Other than travelling	Travelling for work
	% of minimum hourly rate				
	125%	175%	225%	275%	175%
	\$	\$	\$	\$	\$
Merchandiser	31.68	44.35	57.02	69.69	44.35
Commercial Traveller/Advertising Sales Representative	34.08	47.71	61.34	74.97	47.71

6. By deleting the table appearing in clause A.3.1 and inserting the following:

Age	Junior hourly rate—ordinary hours	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	% of junior hourly rate				
	100%	150%	200%	250%	150%
	\$	\$	\$	\$	\$
Under 19 years of age	18.40	27.60	36.80	46.00	27.60
19 years of age	21.81	32.72	43.62	54.53	32.72
20 years of age	24.53	36.80	49.06	61.33	36.80

7. By deleting the table appearing in clause A.3.2 and inserting the following:

Age	Monday to Friday	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	% of junior hourly rate				
	150%	150%	200%	250%	150%
	\$	\$	\$	\$	\$
Under 19 years of age	27.60	27.60	36.80	46.00	27.60
19 years of age	32.72	32.72	43.62	54.53	32.72
20 years of age	36.80	36.80	49.06	61.33	36.80

8. By deleting the table appearing in clause A.3.3 and inserting the following:

Age	Casual junior rate—ordinary hours	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	% of junior hourly rate				
	125%	175%	225%	275%	175%
	\$	\$	\$	\$	\$
Under 19 years of age	23.00	32.20	41.40	50.60	32.20
19 years of age	27.26	38.17	49.07	59.98	38.17
20 years of age	30.66	42.93	55.19	67.46	42.93

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