



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

DRY CLEANING AND LAUNDRY INDUSTRY AWARD 2020
[MA000096]

Dry cleaning and laundry services

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 18.1(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Dry cleaning employee Level 1	891.50	23.46
Dry cleaning employee Level 2	915.90	24.10
Dry cleaning employee Level 3	928.60	24.44
Dry cleaning employee Level 4	980.40	25.80
Dry cleaning employee Level 5	1032.30	27.17

2. By deleting the table appearing in clause 18.1(b) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Laundry employee Level 1	903.40	23.77
Laundry employee Level 2	934.30	24.59
Laundry employee Level 3	971.60	25.57
Laundry employee Level 4	996.40	26.22

3. By deleting the year “2023” in clause 18.9(b) and inserting “2024”.
4. By deleting the amount “\$19.50” appearing in clause 20.2(a) and inserting “\$20.23”.
5. By deleting the amount “\$19.90” appearing in clause 20.2(b) and inserting “\$20.65”.
6. By deleting the table appearing in clause C.1.1 and inserting the following:

	Ordinary hours	Saturday– ordinary hours worked before midday	Saturday– ordinary hours worked after midday	Public holiday
	% of minimum hourly rate			
	100%	125%	150%	250%
	\$	\$	\$	\$
Dry cleaning employee Level 1	23.46	29.33	35.19	58.65
Dry cleaning employee Level 2	24.10	30.13	36.15	60.25
Dry cleaning employee Level 3	24.44	30.55	36.66	61.10
Dry cleaning employee Level 4	25.80	32.25	38.70	64.50
Dry cleaning employee Level 5	27.17	33.96	40.76	67.93

7. By deleting the table appearing in clause C.1.2 and inserting the following:

	Day	Morning, afternoon or night shift	Permanent night shift	Saturday–ordinary hours worked before midday	Saturday–ordinary hours worked after midday	Public holiday	Non-successive morning, afternoon or night shift – dry cleaning ¹	
							First 3 hours	After first 3 hours
% of minimum hourly rate								
	100%	115%	130%	125%	150%	250%	150%	200%
	\$	\$	\$	\$	\$	\$	\$	\$
Dry cleaning employee Level 1	23.46	26.98	30.50	29.33	35.19	58.65	35.19	46.92
Dry cleaning employee Level 2	24.10	27.72	31.33	30.13	36.15	60.25	36.15	48.20
Dry cleaning employee Level 3	24.44	28.11	31.77	30.55	36.66	61.10	36.66	48.88
Dry cleaning employee Level 4	25.80	29.67	33.54	32.25	38.70	64.50	38.70	51.60
Dry cleaning employee Level 5	27.17	31.25	35.32	33.96	40.76	67.93	40.76	54.34

8. By deleting the table appearing in clause C.1.3 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Dry cleaning employee Level 1	35.19	46.92	46.92	58.65
Dry cleaning employee Level 2	36.15	48.20	48.20	60.25

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Dry cleaning employee Level 3	36.66	48.88	48.88	61.10
Dry cleaning employee Level 4	38.70	51.60	51.60	64.50
Dry cleaning employee Level 5	40.76	54.34	54.34	67.93

9. By deleting the table appearing in clause C.2.1 and inserting the following:

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	100%	250%
	\$	\$
Laundry employee Level 1	23.77	59.43
Laundry employee Level 2	24.59	61.48
Laundry employee Level 3	25.57	63.93
Laundry employee Level 4	26.22	65.55

10. By deleting the table appearing in clause C.2.2 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Laundry employee Level 1	35.66	47.54	47.54	59.43
Laundry employee Level 2	36.89	49.18	49.18	61.48

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Laundry employee Level 3	38.36	51.14	51.14	63.93
Laundry employee Level 4	39.33	52.44	52.44	65.55

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

	Day	Morning, afternoon or night shift	Permanent night shift	Non-successive morning, afternoon or night shift – laundry¹	
				First 3 hours	After 3 hours
	% of minimum hourly rate				
	100%	115%	130%	150%	200%
	\$	\$	\$	\$	\$
Laundry employee Level 1	23.77	27.34	30.90	35.66	47.54
Laundry employee Level 2	24.59	28.28	31.97	36.89	49.18
Laundry employee Level 3	25.57	29.41	33.24	38.36	51.14
Laundry employee Level 4	26.22	30.15	34.09	39.33	52.44

12. By deleting the table appearing in clause C.2.4 and inserting the following:

	Saturday – ordinary hours worked before midday	Saturday – ordinary hours worked after midday	Sunday – all day	Public holiday
	% of minimum hourly rate			
	125%	150%	200%	250%
	\$	\$	\$	\$
Laundry employee Level 1	29.71	35.66	47.54	59.43
Laundry employee Level 2	30.74	36.89	49.18	61.48
Laundry employee Level 3	31.96	38.36	51.14	63.93
Laundry employee Level 4	32.78	39.33	52.44	65.55

13. By deleting the table appearing in clause C.3.1 and inserting the following:

	Ordinary hours	Saturday–ordinary hours worked before midday	Saturday–ordinary hours worked after midday	Public holiday
	% of minimum hourly rate			
	125%	150%	175%	275%
	\$	\$	\$	\$
Dry cleaning employee Level 1	29.33	35.19	41.06	64.52
Dry cleaning employee Level 2	30.13	36.15	42.18	66.28
Dry cleaning employee Level 3	30.55	36.66	42.77	67.21
Dry cleaning employee Level 4	32.25	38.70	45.15	70.95
Dry cleaning employee Level 5	33.96	40.76	47.55	74.72

14. By deleting the table appearing in clause C.3.2 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of minimum hourly rate			
	175%	225%	225%	275%
	\$	\$	\$	\$
Dry cleaning employee Level 1	41.06	52.79	52.79	64.52
Dry cleaning employee Level 2	42.18	54.23	54.23	66.28
Dry cleaning employee Level 3	42.77	54.99	54.99	67.21
Dry cleaning employee Level 4	45.15	58.05	58.05	70.95
Dry cleaning employee Level 5	47.55	61.13	61.13	74.72

15. By deleting the table appearing in clause C.3.3 and inserting the following:

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	125%	275%
	\$	\$
Laundry employee Level 1	29.71	65.37
Laundry employee Level 2	30.74	67.62
Laundry employee Level 3	31.96	70.32
Laundry employee Level 4	32.78	72.11

16. By deleting the table appearing in clause C.3.4 and inserting the following:

	Monday to Saturday – first 3 hours	Monday to Saturday – after 3 hours	Sunday – all day	Public holiday
	% of minimum hourly rate			
	175%	225%	225%	275%
	\$	\$	\$	\$
Laundry employee Level 1	41.60	53.48	53.48	65.37
Laundry employee Level 2	43.03	55.33	55.33	67.62
Laundry employee Level 3	44.75	57.53	57.53	70.32
Laundry employee Level 4	45.89	59.00	59.00	72.11

17. By deleting the table appearing in clause C.3.5 and inserting the following:

	Ordinary hours	Morning, afternoon or night shift	Permanent night shift	Saturday – ordinary hours worked before midday	Saturday – ordinary hours worked after midday	Public holiday	Non-successive morning, afternoon or night shift – dry cleaning¹	
							First 3 hours	After 3 hours
	% of minimum hourly rate							
	125%	140%	155%	150%	175%	275%	175%	225%
	\$	\$	\$	\$	\$	\$	\$	\$
Dry cleaning employee Level 1	29.33	32.84	36.36	35.19	41.06	64.52	41.06	52.79
Dry cleaning employee Level 2	30.13	33.74	37.36	36.15	42.18	66.28	42.18	54.23
Dry cleaning employee Level 3	30.55	34.22	37.88	36.66	42.77	67.21	42.77	54.99
Dry cleaning employee Level 4	32.25	36.12	39.99	38.70	45.15	70.95	45.15	58.05
Dry cleaning employee Level 5	33.96	38.04	42.11	40.76	47.55	74.72	47.55	61.13

18. By deleting the table appearing in clause C.3.6 and inserting the following:

	Ordinary hours	Morning, afternoon or night shift	Permanent night shift	Saturday – ordinary hours worked before midday	Saturday – ordinary hours worked after midday	Sunday – all day	Public holiday	Non-successive morning, afternoon or night shift – laundry ¹	
								First 3 hours	After 3 hours
% of minimum hourly rate									
	125%	140%	155%	150%	175%	225%	275%	175%	225%
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Laundry employee Level 1	29.71	33.28	36.84	35.66	41.60	53.48	65.37	41.60	53.48
Laundry employee Level 2	30.74	34.43	38.11	36.89	43.03	55.33	67.62	43.03	55.33
Laundry employee Level 3	31.96	35.80	39.63	38.36	44.75	57.53	70.32	44.75	57.53
Laundry employee Level 4	32.78	36.71	40.64	39.33	45.89	59.00	72.11	45.89	59.00

19. By deleting the amount “\$995.00” appearing in clause D.1.1 and inserting “\$1032.30”.

20. By deleting the table appearing in D.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Disability allowance—handling foul laundry	20.2(a)	1.96	20.23	per week
First aid allowance	20.2(b)	2.0	20.65	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