



# DRAFT DETERMINATION

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

## Annual Wage Review 2024–25

(C2025/1)

## TEXTILE, CLOTHING, FOOTWEAR AND ASSOCIATED INDUSTRIES AWARD 2020

[MA000017]

Clothing industry

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

SYDNEY, XX JUNE 2025

*Annual Wage Review 2024–25.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 19.1 and inserting the following:

Employee Classification/Skill Level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Trainee	922.70	24.28
Skill level 1	948.00	24.95
Skill level 2	982.40	25.85
Skill level 3	1014.70	26.70
Skill level 4	1068.40	28.12
Skill level 5 and thereafter	1135.50	29.88

2. By deleting the table appearing in clause 19.2 and inserting the following:

<b>Employee Classification/Skill Level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
General hand – first 3 months of employment only	922.70	24.28
Operator – Grade 3	948.00	24.95
Operator – Grade 2	982.10	25.84
Operator – Grade 1	1017.00	26.76
Senior Operator – Grade 2	1068.40	28.12
Senior Operator – Grade 1	1102.00	29.00

3. By deleting the table appearing in clause 19.3 and inserting the following:

<b>Employee Classification/Skill Level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Storeworker Grade 1—on commencement	982.40	25.85
Storeworker Grade 1—after 3 months	994.20	26.16
Storeworker Grade 1—after 12 months	1005.70	26.47
Storeworker Grade 2	1014.60	26.70
Storeworker Grade 3	1043.50	27.46
Storeworker Grade 4	1074.30	28.27

4. By deleting the table appearing in clause 19.4 and inserting the following:

<b>Employee Classification/Skill Level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Warehouse Grade 1—on commencement	976.40	25.69
Warehouse Grade 1—after 3 months	988.20	26.01

<b>Employee Classification/Skill Level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Warehouse Grade 1—after 12 months	999.70	26.31
Warehouse Grade 2	1008.60	26.54
Warehouse Grade 3	1037.50	27.30
Warehouse Grade 4	1068.30	28.11

5. By deleting the table appearing in clause 19.5(a) and inserting the following:

<b>Employee Classification/Skill Level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Forklift and tow motor drivers	1014.70	26.70
High rise stacker operators	1040.45	27.38
Pedestrian forklift operators	1004.34	26.43

6. By deleting the year “2024” in clause 19.11(b) and inserting “2025”.
7. By deleting the amount “\$9.29” appearing in clause 21.9(d)(i) and inserting “\$9.62”.
8. By deleting the amount “\$8.26” appearing in clause 21.9(d)(ii) and inserting “\$8.55”.
9. By deleting the amount “\$7.33” appearing in clause 21.9(d)(iii) and inserting “\$7.59”.
10. By deleting the table appearing in clause 22.2(a) and inserting the following:

<b>Number of employees at the workplace</b>	<b>\$ per week</b>
1 to 50 employees	19.02
51 employees or more	23.93

11. By deleting the table appearing in clause 22.2(b) and inserting the following”

<b>In charge of</b>	<b>\$ per week</b>
3 to 10 employees	42.31
11 to 20 employees	64.10
21 or more employees	81.20

12. By deleting the table appearing in clause 23.2(a) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
If working in connection with order tailoring or order dress making	28.85
For all others	20.83

13. By deleting the amount “\$6.71” appearing in clause 23.2(b) and inserting “\$6.94”.
14. By deleting the amount “\$6.71” appearing in clause 23.2(c) and inserting “\$6.94”.
15. By deleting the amount “\$27.36” appearing in clause 24.2(b)(i) and inserting “\$28.31”.
16. By deleting the amount “\$1.75” appearing in clause 24.2(c)(i) and inserting “\$1.82”.
17. By deleting the amount “\$29.94” appearing in clause 24.2(d) and inserting “\$30.98”.
18. By deleting the amount “\$28.90” appearing in clause 24.2(e)(i) and inserting “\$29.92”.
19. By deleting the amount “\$15.17” appearing in clause 24.2(f) and inserting “\$15.71”.
20. By deleting the amount “\$2.06” appearing in clause 24.2(g) and inserting “\$2.14”.
21. By deleting the amount “\$4.54” appearing in clause 24.2(h) and inserting “\$4.70”.
22. By deleting the amount “\$13.63” appearing in clause 24.2(i) and inserting “\$14.10”.
23. By deleting the amount “\$1.65” appearing in clause 24.2(j) and inserting “\$1.71”.
24. By deleting the amount “\$12.49” appearing in clause 24.2(k) and inserting “\$12.93”.
25. By deleting the amount “\$12.49” appearing in clause 24.2(l)(i) and inserting “\$12.93”.
26. By deleting the amount “\$6.50” appearing in clause 24.2(l)(ii) and inserting “\$6.73”.
27. By deleting the amount “\$22.71” appearing in clause 24.2(m) and inserting “\$23.50”.
28. By deleting the amount “\$14.97” appearing in clause 24.2(n) and inserting “\$15.49”.
29. By deleting the amounts “\$0.62” and “\$2.58” appearing in clause 25.2(a) and inserting “\$0.64” and “\$2.67” respectively.
30. By deleting the amount “\$1.65” appearing in clause 25.2(b) and inserting “\$1.71”.
31. By deleting the amount “\$28.48” appearing in clause 30.3(a) and inserting “\$29.47”.
32. By deleting the amount “\$56.95” appearing in clause 30.3(b) and inserting “\$58.94”.

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

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Trainee	24.28	60.70
Skill level 1	24.95	62.38
Skill level 2	25.85	64.63
Skill level 3	26.70	66.75
Skill level 4	28.12	70.30
Skill level 5 and thereafter	29.88	74.70

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

	Monday to Saturday		Sunday – all day
	First 3 hours	After 3 hours	
	% of ordinary hourly rate <sup>2</sup>		
	150%	200%	200%
	\$	\$	\$
Trainee	36.42	48.56	48.56
Skill level 1	37.43	49.90	49.90
Skill level 2	38.78	51.70	51.70
Skill level 3	40.05	53.40	53.40
Skill level 4	42.18	56.24	56.24
Skill level 5 and thereafter	44.82	59.76	59.76

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

	<b>Ordinary hours</b>	<b>Afternoon &amp; night</b>	<b>Permanent night shift</b>	<b>Public holiday</b>
	<b>% ordinary hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Trainee	24.28	27.92	31.56	60.70
Skill level 1	24.95	28.69	32.44	62.38
Skill level 2	25.85	29.73	33.61	64.63
Skill level 3	26.70	30.71	34.71	66.75
Skill level 4	28.12	32.34	36.56	70.30
Skill level 5 and thereafter	29.88	34.36	38.84	74.70

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

	<b>Ordinary hours</b>	<b>Midnight Sunday–7am Monday</b>		<b>Public holiday</b>	<b>Week's work commences on Sunday—all hours on Sunday</b>	<b>Morning, afternoon &amp; night<sup>1</sup></b>	<b>Permanent night<sup>1</sup></b>
		<b>First 3 hours</b>	<b>After 3 hours</b>				
	<b>% of ordinary hourly rate<sup>2</sup></b>					<b>15% of 1/5th of weekly rate of Skill level 2</b>	<b>30% of 1/5th of weekly rate of Skill level 2</b>
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>		
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Trainee	24.28	36.42	48.56	60.70	48.56	29.47	58.94
Skill level 1	24.95	37.43	49.90	62.38	49.90	29.47	58.94
Skill level 2	25.85	38.78	51.70	64.63	51.70	29.47	58.94
Skill level 3	26.70	40.05	53.40	66.75	53.40	29.47	58.94
Skill level 4	28.12	42.18	56.24	70.30	56.24	29.47	58.94
Skill level 5 and thereafter	29.88	44.82	59.76	74.70	59.76	29.47	58.94

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

	Ordinary hours	Saturday	Sunday & public holiday	Monday to Friday – 12 hour shift <sup>1</sup>		Morning, afternoon & night <sup>2</sup>	Permanent night <sup>2</sup>
				First 10 hours	Last 2 hours		
	% of ordinary hourly rate <sup>3</sup>					15% of 1/5th of weekly rate of Skill level 2	30% of 1/5th of weekly rate of Skill level 2
	100%	150%	200%	100%	200%		
	\$	\$	\$	\$	\$	\$	\$
Trainee	24.28	36.42	48.56	24.28	48.56	29.47	58.94
Skill level 1	24.95	37.43	49.90	24.95	49.90	29.47	58.94
Skill level 2	25.85	38.78	51.70	25.85	51.70	29.47	58.94
Skill level 3	26.70	40.05	53.40	26.70	53.40	29.47	58.94
Skill level 4	28.12	42.18	56.24	28.12	56.24	29.47	58.94
Skill level 5 and thereafter	29.88	44.82	59.76	29.88	59.76	29.47	58.94

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

	Monday to Saturday		Sunday – all hours	7 day continuous shiftworkers —all hours
	First 3 hours	After 3 hours		
	% of ordinary hourly rate <sup>2</sup>			
	150%	200%	200%	200%
	\$	\$	\$	\$
Trainee	36.42	48.56	48.56	48.56
Skill level 1	37.43	49.90	49.90	49.90
Skill level 2	38.78	51.70	51.70	51.70
Skill level 3	40.05	53.40	53.40	53.40
Skill level 4	42.18	56.24	56.24	56.24
Skill level 5 and thereafter	44.82	59.76	59.76	59.76

39. By deleting the table appearing in clause C.4.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>125%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>
Trainee	30.35	66.77
Skill level 1	31.19	68.61
Skill level 2	32.31	71.09
Skill level 3	33.38	73.43
Skill level 4	35.15	77.33
Skill level 5 and thereafter	37.35	82.17

40. By deleting the table appearing in clause C.5.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Afternoon &amp; night</b>	<b>Permanent night shift</b>	<b>Public holiday</b>
	<b>% ordinary hourly rate<sup>1</sup></b>			
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Trainee	30.35	33.99	37.63	66.77
Skill level 1	31.19	34.93	38.67	68.61
Skill level 2	32.31	36.19	40.07	71.09
Skill level 3	33.38	37.38	41.39	73.43
Skill level 4	35.15	39.37	43.59	77.33
Skill level 5 and thereafter	37.35	41.83	46.31	82.17



41. By deleting the table appearing in clause C.5.2 and inserting the following:

	Ordinary hours	Midnight Sunday—7am Monday		Public holiday	Week's work commences on Sunday—all hours on Sunday	Morning, afternoon & night <sup>1</sup>	Permanent night <sup>1</sup>
		First 3 hours	After 3 hours				
	% of ordinary hourly rate <sup>2</sup>					15% of 1/5th of weekly rate of Skill level 2	30% of 1/5th of weekly rate of Skill level 2
	125%	175%	225%	275%	225%		
	\$	\$	\$	\$	\$	\$	\$
Trainee	30.35	42.49	54.63	66.77	54.63	29.47	58.94
Skill level 1	31.19	43.66	56.14	68.61	56.14	29.47	58.94
Skill level 2	32.31	45.24	58.16	71.09	58.16	29.47	58.94
Skill level 3	33.38	46.73	60.08	73.43	60.08	29.47	58.94
Skill level 4	35.15	49.21	63.27	77.33	63.27	29.47	58.94
Skill level 5 and thereafter	37.35	52.29	67.23	82.17	67.23	29.47	58.94

42. By deleting the table appearing in clause C.5.3 and inserting the following:

	Ordinary hours	Saturday	Sunday & public holiday	Monday to Friday – 12 hour shift <sup>1</sup>		Morning, afternoon & night <sup>2</sup>	Permanent night <sup>2</sup>
				First 10 hours	Last 2 hours		
	% of ordinary hourly rate <sup>3</sup>					15% of 1/5th of weekly rate of Skill level 2	30% of 1/5th of weekly rate of Skill level 2
	125%	175%	225%	125%	225%		
	\$	\$	\$	\$	\$	\$	\$
Trainee	30.35	42.49	54.63	30.35	54.63	29.47	58.94
Skill level 1	31.19	43.66	56.14	31.19	56.14	29.47	58.94
Skill level 2	32.31	45.24	58.16	32.31	58.16	29.47	58.94
Skill level 3	33.38	46.73	60.08	33.38	60.08	29.47	58.94
Skill level 4	35.15	49.21	63.27	35.15	63.27	29.47	58.94
Skill level 5 and thereafter	37.35	52.29	67.23	37.35	67.23	29.47	58.94

43. By deleting the amount “\$1032.30” appearing in clause D.1.1 and inserting “\$1068.40”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
<b>General</b>				
Recording of time standard—instructing a trainee—first week	21.9(d)(i)	0.9	9.62	per week
Recording of time standard—instructing a trainee—second week	21.9(d)(ii)	0.8	8.55	per week
Recording of time standard—instructing a trainee—third and subsequent weeks	21.9(d)(iii)	0.71	7.59	per week
First aid attendant allowance—1 to 50 employees	22.2(a)	1.78	19.02	per week
First aid attendant allowance—51 employees or more	22.2(a)	2.24	23.93	per week
Leading hand allowance—3 to 10 employees	22.2(b)	3.96	42.31	per week
Leading hand allowance—11 to 20 employees	22.2(b)	6.0	64.10	per week
Leading hand allowance—21 or more employees	22.2(b)	7.6	81.20	per week
<b>Clothing industry</b>				
Head of table allowance—if working in connection with order tailoring or order dress making	23.2(a)	2.7	28.85	per week
Head of table allowance—for all others	23.2(a)	1.95	20.83	per week
Dining room allowance	23.2(b)	0.65	6.94	per day
Rest room allowance	23.2(c)	0.65	6.94	per day
<b>Textile industry</b>				
Instructor <sup>1</sup>	24.2(b)(i)	2.65	28.31	per week
Cards allowance <sup>2</sup>	24.2(c)(i)	0.17	1.82	per complete set
Blending allowance	24.2(d)	2.9	30.98	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Change of shift allowance	24.2(e)(i)	2.8	29.92	per occasion of shift change without required notice
Dust allowance	24.2(f)	1.47	15.71	per week
Soda-ash allowance	24.2(g)	0.2	2.14	per hour
Unwashed rags allowance	24.2(h)	0.44	4.70	per week
Waste Room—willey hands allowance	24.2(i)	1.32	14.10	per week
Wool waste and rags—picking-over allowance	24.2(j)	0.16	1.71	per bale
Flax scutcher allowance	24.2(k)	1.21	12.93	per week
Dye house-bleach house allowance—dye houses, machine operators, liquor tanks, colour kitchen or washing of screens	24.2(l)(i)	1.21	12.93	per week
Dye house-bleach house allowance—kiers and vaporloc machines—additional	24.2(l)(ii)	0.63	6.73	per week
Shoddy-shaking machines allowance	24.2(m)	2.2	23.50	per week
Size troughs—sewing threads allowance	24.2(n)	1.45	15.49	per week
<b>Felt and wadding industry</b>				
Wet or steamy conditions—per day	25.2(a)	0.06	0.64	per day or part thereof
Wet or steamy conditions—maximum per week	25.2(a)	0.25	2.67	per week
Having to wear mask or goggles—per hour	25.2(b)	0.02	0.21	per hour or part thereof
Having to wear mask or goggles—maximum per day	25.2(b)	0.16	1.71	per day

45. By deleting the year “2024” appearing under the ‘Wages’ heading in the Appendix to Schedule F and inserting “2025”.

46. By deleting the amounts “\$949.20” and “\$24.98” appearing under the ‘Wages’ heading in the Appendix to Schedule F and inserting “\$982.40” and “\$25.85” respectively.

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