



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

STORAGE SERVICES AND WHOLESALE AWARD 2020
[MA000084]

Storage services

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:

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

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Storeworker grade 1—on commencement	982.40	25.85
Storeworker grade 1—after 3 months	994.40	26.17
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

Classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Wholesale employee level 1—on commencement	982.40	25.85
Wholesale employee level 1—after 3 months	994.40	26.17
Wholesale employee level 1—after 12 months	1005.70	26.47
Wholesale employee level 2	1014.60	26.70
Wholesale employee level 3	1043.50	27.46
Wholesale employee level 4	1074.30	28.27

2. By deleting the year “2024” in clause 15.5(b) and inserting “2025”
3. By deleting the amount “\$15.57” appearing in clause 17.2(a)(i) and inserting “\$16.11”.
4. By deleting the amount “\$1.04” appearing in clause 17.2(b)(i) and inserting “\$1.07”.
5. By deleting the amount “\$1.56” appearing in clause 17.2(b)(ii) and inserting “\$1.61”.
6. By deleting the amount “\$2.08” appearing in clause 17.2(b)(iii) and inserting “\$2.15”.
7. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Storeworker grade 1—on commencement	25.85	38.78	51.70	64.63
Storeworker grade 1—after 3 months	26.17	39.26	52.34	65.43
Storeworker grade 1—after 12 months	26.47	39.71	52.94	66.18
Storeworker grade 2	26.70	40.05	53.40	66.75
Storeworker grade 3	27.46	41.19	54.92	68.65
Storeworker grade 4	28.27	42.41	56.54	70.68
Wholesale employee level 1—on commencement	25.85	38.78	51.70	64.63

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	150%	200%	250%
	\$	\$	\$	\$
Wholesale employee level 1—after 3 months	26.17	39.26	52.34	65.43
Wholesale employee level 1—after 12 months	26.47	39.71	52.94	66.18
Wholesale employee level 2	26.70	40.05	53.40	66.75
Wholesale employee level 3	27.46	41.19	54.92	68.65
Wholesale employee level 4	28.27	42.41	56.54	70.68

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

	Early morning	Afternoon	Night	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	112.5%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Storeworker grade 1—on commencement	29.08	29.73	33.61	38.78	51.70	64.63
Storeworker grade 1—after 3 months	29.44	30.10	34.02	39.26	52.34	65.43
Storeworker grade 1—after 12 months	29.78	30.44	34.41	39.71	52.94	66.18
Storeworker grade 2	30.04	30.71	34.71	40.05	53.40	66.75
Storeworker grade 3	30.89	31.58	35.70	41.19	54.92	68.65
Storeworker grade 4	31.80	32.51	36.75	42.41	56.54	70.68
Wholesale employee level 1—on commencement	29.08	29.73	33.61	38.78	51.70	64.63
Wholesale employee level 1—after 3 months	29.44	30.10	34.02	39.26	52.34	65.43

	Early morning	Afternoon	Night	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	112.5%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$
Wholesale employee level 1—after 12 months	29.78	30.44	34.41	39.71	52.94	66.18
Wholesale employee level 2	30.04	30.71	34.71	40.05	53.40	66.75
Wholesale employee level 3	30.89	31.58	35.70	41.19	54.92	68.65
Wholesale employee level 4	31.80	32.51	36.75	42.41	56.54	70.68

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

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Storeworker grade 1—on commencement	38.78	51.70	51.70	64.63
Storeworker grade 1—after 3 months	39.26	52.34	52.34	65.43
Storeworker grade 1—after 12 months	39.71	52.94	52.94	66.18
Storeworker grade 2	40.05	53.40	53.40	66.75
Storeworker grade 3	41.19	54.92	54.92	68.65
Storeworker grade 4	42.41	56.54	56.54	70.68
Wholesale employee level 1—on commencement	38.78	51.70	51.70	64.63
Wholesale employee level 1—after 3 months	39.26	52.34	52.34	65.43

	Monday to Saturday		Sunday	Public holiday
	First 2 hours	After 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Wholesale employee level 1—after 12 months	39.71	52.94	52.94	66.18
Wholesale employee level 2	40.05	53.40	53.40	66.75
Wholesale employee level 3	41.19	54.92	54.92	68.65
Wholesale employee level 4	42.41	56.54	56.54	70.68

10. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
		% of minimum hourly rate		
	125%	175%	225%	275%
	\$	\$	\$	\$
Storeworker grade 1—on commencement	32.31	45.24	58.16	71.09
Storeworker grade 1—after 3 months	32.71	45.80	58.88	71.97
Storeworker grade 1—after 12 months	33.09	46.32	59.56	72.79
Storeworker grade 2	33.38	46.73	60.08	73.43
Storeworker grade 3	34.33	48.06	61.79	75.52
Storeworker grade 4	35.34	49.47	63.61	77.74
Wholesale employee level 1—on commencement	32.31	45.24	58.16	71.09
Wholesale employee level 1—after 3 months	32.71	45.80	58.88	71.97
Wholesale employee level 1—after 12 months	33.09	46.32	59.56	72.79
Wholesale employee level 2	33.38	46.73	60.08	73.43

	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	175%	225%	275%
	\$	\$	\$	\$
Wholesale employee level 3	34.33	48.06	61.79	75.52
Wholesale employee level 4	35.34	49.47	63.61	77.74

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

	Early morning	Afternoon	Night	Saturday	Sunday	Public holiday
	% of minimum hourly rate					
	137.5%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$
Storeworker grade 1—on commencement	35.54	36.19	40.07	45.24	58.16	71.09
Storeworker grade 1—after 3 months	35.98	36.64	40.56	45.80	58.88	71.97
Storeworker grade 1—after 12 months	36.40	37.06	41.03	46.32	59.56	72.79
Storeworker grade 2	36.71	37.38	41.39	46.73	60.08	73.43
Storeworker grade 3	37.76	38.44	42.56	48.06	61.79	75.52
Storeworker grade 4	38.87	39.58	43.82	49.47	63.61	77.74
Wholesale employee level 1—on commencement	35.54	36.19	40.07	45.24	58.16	71.09
Wholesale employee level 1—after 3 months	35.98	36.64	40.56	45.80	58.88	71.97
Wholesale employee level 1—after 12 months	36.40	37.06	41.03	46.32	59.56	72.79
Wholesale employee level 2	36.71	37.38	41.39	46.73	60.08	73.43
Wholesale employee level 3	37.76	38.44	42.56	48.06	61.79	75.52
Wholesale employee level 4	38.87	39.58	43.82	49.47	63.61	77.74

12. By deleting the amount “\$1038.00” appearing in clause C.1.1 and inserting “\$1074.30”.
13. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	17.2(a)(i)	1.5	16.11	per week
Cold temperatures allowance—From -15.6°C to -18.9°C	17.2(b)(i)	0.1	1.07	per hour or part thereof
Cold temperatures allowance—From -18.9°C to -23.3°C	17.2(b)(ii)	0.15	1.61	per hour or part thereof
Cold temperatures allowance—Below -23.3°C	17.2(b)(iii)	0.2	2.15	per hour or part thereof

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