



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

DRY CLEANING AND LAUNDRY INDUSTRY AWARD 2020 [MA000096]

Dry cleaning and laundry 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:

- 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	922.70	24.28
Dry cleaning employee Level 2	948.00	24.95
Dry cleaning employee Level 3	961.10	25.29
Dry cleaning employee Level 4	1014.70	26.70
Dry cleaning employee Level 5	1068.40	28.12

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	935.00	24.61
Laundry employee Level 2	967.00	25.45
Laundry employee Level 3	1005.60	26.46
Laundry employee Level 4	1031.30	27.14

3. By deleting the year “2024” in clause 18.9(b) and inserting “2025”.
4. By deleting the amount “\$20.23” appearing in clause 20.2(a) and inserting “\$20.94”.
5. By deleting the amount “\$20.65” appearing in clause 20.2(b) and inserting “\$21.37”.
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	24.28	30.35	36.42	60.70
Dry cleaning employee Level 2	24.95	31.19	37.43	62.38
Dry cleaning employee Level 3	25.29	31.61	37.94	63.23
Dry cleaning employee Level 4	26.70	33.38	40.05	66.75
Dry cleaning employee Level 5	28.12	35.15	42.18	70.30

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	24.28	27.92	31.56	30.35	36.42	60.70	36.42	48.56
Dry cleaning employee Level 2	24.95	28.69	32.44	31.19	37.43	62.38	37.43	49.90
Dry cleaning employee Level 3	25.29	29.08	32.88	31.61	37.94	63.23	37.94	50.58
Dry cleaning employee Level 4	26.70	30.71	34.71	33.38	40.05	66.75	40.05	53.40
Dry cleaning employee Level 5	28.12	32.34	36.56	35.15	42.18	70.30	42.18	56.24

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	36.42	48.56	48.56	60.70
Dry cleaning employee Level 2	37.43	49.90	49.90	62.38

	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	37.94	50.58	50.58	63.23
Dry cleaning employee Level 4	40.05	53.40	53.40	66.75
Dry cleaning employee Level 5	42.18	56.24	56.24	70.30

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	24.61	61.53
Laundry employee Level 2	25.45	63.63
Laundry employee Level 3	26.46	66.15
Laundry employee Level 4	27.14	67.85

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	36.92	49.22	49.22	61.53
Laundry employee Level 2	38.18	50.90	50.90	63.63

	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	39.69	52.92	52.92	66.15
Laundry employee Level 4	40.71	54.28	54.28	67.85

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 – laundry ¹	
				First 3 hours	After 3 hours
	% of minimum hourly rate				
	100%	115%	130%	150%	200%
	\$	\$	\$	\$	\$
Laundry employee Level 1	24.61	28.30	31.99	36.92	49.22
Laundry employee Level 2	25.45	29.27	33.09	38.18	50.90
Laundry employee Level 3	26.46	30.43	34.40	39.69	52.92
Laundry employee Level 4	27.14	31.21	35.28	40.71	54.28

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	30.76	36.92	49.22	61.53
Laundry employee Level 2	31.81	38.18	50.90	63.63
Laundry employee Level 3	33.08	39.69	52.92	66.15
Laundry employee Level 4	33.93	40.71	54.28	67.85

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	30.35	36.42	42.49	66.77
Dry cleaning employee Level 2	31.19	37.43	43.66	68.61
Dry cleaning employee Level 3	31.61	37.94	44.26	69.55
Dry cleaning employee Level 4	33.38	40.05	46.73	73.43
Dry cleaning employee Level 5	35.15	42.18	49.21	77.33

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	42.49	54.63	54.63	66.77
Dry cleaning employee Level 2	43.66	56.14	56.14	68.61
Dry cleaning employee Level 3	44.26	56.90	56.90	69.55
Dry cleaning employee Level 4	46.73	60.08	60.08	73.43
Dry cleaning employee Level 5	49.21	63.27	63.27	77.33

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	30.76	67.68
Laundry employee Level 2	31.81	69.99
Laundry employee Level 3	33.08	72.77
Laundry employee Level 4	33.93	74.64

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	43.07	55.37	55.37	67.68
Laundry employee Level 2	44.54	57.26	57.26	69.99
Laundry employee Level 3	46.31	59.54	59.54	72.77
Laundry employee Level 4	47.50	61.07	61.07	74.64

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

	Ordinary hours	Morning, afternoon or night shift	Permanen t night shift	Saturday –ordinary hours worked before midday	Saturda y – ordinary hours worked after midday	Public holiday	Non-successive morning, afternoon or night shift – dry cleaning ¹	
							First 3 hours	After 3 hours
	% of minimum hourly rate							
	125%	140%	155%	150%	175%	275%	175%	225%
	\$	\$	\$	\$	\$	\$	\$	\$
Dry cleaning employee Level 1	30.35	33.99	37.63	36.42	42.49	66.77	42.49	54.63
Dry cleaning employee Level 2	31.19	34.93	38.67	37.43	43.66	68.61	43.66	56.14
Dry cleaning employee Level 3	31.61	35.41	39.20	37.94	44.26	69.55	44.26	56.90
Dry cleaning employee Level 4	33.38	37.38	41.39	40.05	46.73	73.43	46.73	60.08
Dry cleaning employee Level 5	35.15	39.37	43.59	42.18	49.21	77.33	49.21	63.27

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	30.76	34.45	38.15	36.92	43.07	55.37	67.68	43.07	55.37
Laundry employee Level 2	31.81	35.63	39.45	38.18	44.54	57.26	69.99	44.54	57.26
Laundry employee Level 3	33.08	37.04	41.01	39.69	46.31	59.54	72.77	46.31	59.54
Laundry employee Level 4	33.93	38.00	42.07	40.71	47.50	61.07	74.64	47.50	61.07

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

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	20.94	per week
First aid allowance	20.2(b)	2.0	21.37	per week

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