



# DRAFT DETERMINATION

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

## **Annual Wage Review 2024–25** (C2025/1)

### **MANNEQUINS AND MODELS AWARD 2020** [MA000117]

Mannequins and modelling 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] FWCFCB 3500], the above award is varied as follows:

1. By deleting the amount “\$979.10” appearing in clause 16.1(a)(i) and inserting “\$1013.40”.
2. By deleting the amount “\$25.77” appearing in clause 16.1(a)(ii) and inserting “\$26.67”.
3. By deleting the table appearing in clause 16.2(a) and inserting the following:

<b>Duration of engagement</b>	<b>\$</b>
One hour or part thereof	129.70
Up to 2 hours	205.36
Up to 4 hours	314.00
Half day rate	315.41
Full day rate	629.41

4. By deleting the table appearing in clause 16.2(b) and inserting the following:

<b>Duration/time of engagement</b>	<b>\$</b>
9.00 am to 5.30 pm (ready to start at 9.00 am)—per day	286.19
Day extended beyond 5.30 pm (minimum 1 hour payment)—per hour	48.30
Half day (maximum 4 consecutive hours)—per half day	159.79
Single showing (maximum 1 hour) commencing after 5.30 pm—per showing	107.91
Evening showing (maximum time—2 consecutive hours)—per showing	214.98

5. By deleting the table appearing in clause 16.2(c) and inserting the following:

<b>Duration/time of engagement</b>	<b>\$</b>
Single parade finishing prior to or at 6.00 pm (maximum 2 consecutive hours)—per parade	249.22
Single parade finishing after 6.00 pm (maximum 2 consecutive hours)—per parade	282.05

6. By deleting the table appearing in clause 16.2(d)(i) and inserting the following:

<b>Duration/time of engagement</b>	<b>\$</b>
Full day—9.00 am to 5.30 pm—per day	318.29
Half day (maximum 4 consecutive hours)—per half day	159.79
Evening show parade starting after 5.30 pm (maximum 2 consecutive hours)—per parade	220.00

7. By deleting the amount “\$338.85” appearing in clause 16.2(d)(ii) and inserting “\$350.71”.

8. By deleting the table appearing in clause 16.2(e) and inserting the following:

<b>Duration/day of engagement</b>	<b>\$</b>
Engagement of maximum of 2 consecutive hours on 1 or 2 days (Monday to Friday)—per day	282.05
Engagement of maximum of 2 consecutive hours on 3 or more days (Monday to Friday)—per day	214.98
Engagement of maximum of 2 consecutive hours on a Saturday—per engagement	282.05
Hourly rate where work performed continues beyond the 2 hour engagement—per hour	73.66

9. By deleting the table appearing in clause 16.2(f)(i) and inserting the following:

	<b>\$</b>
Engagement of maximum of 2 consecutive hours on 3 or more days (Monday to Friday)	214.98
Engagement of maximum of 2 consecutive hours on a Saturday	282.05
Hourly rate where work performed continues beyond the 2 hour engagement	73.66

10. By deleting the table appearing in clause 16.2(f)(ii) and inserting the following:

	<b>\$</b>
Not dress rehearsal, immediately preceding parade—per hour or part thereof	73.66
Not dress rehearsal, other than immediately preceding parade (maximum 2 consecutive hours)—per rehearsal	189.76
Full dress (maximum 2 consecutive hours)	Same as for parades

11. By deleting the amount “\$68.98” appearing in clause 16.2(g) and inserting “\$71.39”.
12. By deleting the amount “\$52.19” appearing in clause 16.2(j)(i) and inserting “\$54.01”.
13. By deleting the amounts “\$49.05”, “\$111.62” and “\$170.85” appearing in clause 16.2(j)(ii) and inserting “\$50.77”, “\$115.53” and “\$176.84” respectively.
14. By deleting the amount “\$265.24” appearing in clause 16.2(k) and inserting “\$274.53”.

15. By deleting the amount “\$69.32” appearing in clause 16.2(l) and inserting “\$71.75”.
16. By deleting the amount “\$6.17” appearing in clause 22.1(a)(i) and inserting “\$6.38”.
17. By deleting the amount “\$12.73” appearing in clause 22.1(a)(ii) and inserting “\$13.17”.
18. By deleting the table appearing in clause 22.1(b)(i) and inserting the following:

<b>Age</b>	<b>\$ per hour</b>
15 years of age	3.85
16 years of age	4.76
17 years of age	5.78
18 years of age and over	6.38

19. By deleting the table appearing in clause 22.1(b)(ii) and inserting the following:

<b>Age</b>	<b>\$ per hour</b>
15 years of age	7.90
16 years of age	9.83
17 years of age	11.86
18 years of age and over	13.17

20. By deleting the amount “\$979.10” appearing in clause A.1 and inserting “\$1013.40”.
21. By deleting the table appearing in clause A.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Trade showings or parades	16.2(j)(i)	5.33	54.01	per showing or parade
Freelance comperes— mannequin parades—Not required to prepare a script	16.2(j)(ii)	5.01	50.77	per engagement
Freelance comperes— mannequin parades—Required to prepare a script for repetitive parades	16.2(j)(ii)	11.4	115.53	per engagement
Freelance comperes— mannequin parades—Required to prepare a script for a single parade	16.2(j)(ii)	17.45	176.84	per engagement

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Billboards/posters	16.2(k)	27.09	274.53	additional payment to each model involved
Mannequins—other than manufacturers’ and agents’ showings exclusively to the trade	16.2(l)	7.08	71.75	per exclusive parade where media is present

22. By deleting the amount “\$979.10” appearing in clause A.2 and inserting “\$1013.40”.
23. By deleting the table appearing in clause A.2 and inserting the following:

<b>Penalty</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Evening and Saturday work:	22.1			
House mannequin or model—between 6.00 pm and 9.00 pm on a weekday	22.1(a)(i)	0.63	6.38	per hour
House mannequin or model—between 7.00 am and 6.00 pm on a Saturday	22.1(a)(ii)	1.3	13.17	per hour
Evening and Saturday work—juniors:	22.1(b)			
Ordinary hours between 6.00 pm and 9.00 pm on a weekday:	22.1(b)(i)			
15 years of age		0.38	3.85	per hour
16 years of age		0.47	4.76	per hour
17 years of age		0.57	5.78	per hour
18 years of age and over		0.63	6.38	per hour
Ordinary hours between 7.00 am and 6.00 pm on a Saturday:	22.1(b)(ii)			
15 years of age		0.78	7.90	per hour
16 years of age		0.97	9.83	per hour

<b>Penalty</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
17 years of age		1.17	11.86	per hour
18 years of age and over		1.3	13.17	per hour

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