



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20 (C2020/1)

COMMERCIAL SALES AWARD 2020 [MA000083]

Commercial sales

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

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

Classification level	Minimum weekly rate (full-time employee) \$	Minimum hourly rate \$
Probationary Traveller	792.45	20.85
Merchandiser	817.30	21.51
Commercial Traveller/Advertising Sales Representative	880.50	23.17

2. By deleting the table appearing in clause A.1.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Other than travelling	Travelling for work
	% of minimum hourly rate				
	100%	150%	200%	250%	150%
	\$	\$	\$	\$	\$
Probationary Traveller	20.85	31.28	41.70	52.13	31.28
Merchandiser	21.51	32.27	43.02	53.78	32.27
Commercial Traveller/Advertising Sales Representative	23.17	34.76	46.34	57.93	34.76

3. By deleting the table appearing in clause A.1.2 and inserting the following:

	Monday to Friday ¹	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	% of minimum hourly rate				
	150%	150%	200%	250%	150%
	\$	\$	\$	\$	\$
Probationary Traveller	31.28	31.28	41.70	52.13	31.28
Merchandiser	32.27	32.27	43.02	53.78	32.27
Commercial Traveller/Advertising Sales Representative	34.76	34.76	46.34	57.93	34.76

4. By deleting the table appearing in clause A.2.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Other than travelling	Travelling for work
	% of minimum hourly rate				
	125%	175%	225%	275%	175%
	\$	\$	\$	\$	\$
Probationary Traveller	26.06	36.49	46.91	57.34	36.49

	Ordinary hours	Saturday	Sunday	Public holiday	
				Other than travelling	Travelling for work
	% of minimum hourly rate				
	125%	175%	225%	275%	175%
Merchandiser	26.89	37.64	48.40	59.15	37.64
Commercial Traveller/Advertising Sales Representative	28.96	40.55	52.13	63.72	40.55

5. By deleting the table appearing in clause A.3.1 and inserting the following:

Age	Junior hourly rate—ordinary hours	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	% of junior hourly rate				
	100%	150%	200%	250%	150%
	\$	\$	\$	\$	\$
Under 19 years of age	15.64	23.46	31.28	39.10	23.46
19 years of age	18.54	27.81	37.08	46.35	27.81
20 years of age	20.85	31.28	41.70	52.13	31.28

6. By deleting the table appearing in clause A.3.2 and inserting the following:

Age	Monday to Friday	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	% of junior hourly rate				
	150%	150%	200%	250%	150%
	\$	\$	\$	\$	\$
Under 19 years of age	23.46	23.46	31.28	39.10	23.46
19 years of age	27.81	27.81	37.08	46.35	27.81
20 years of age	31.28	31.28	41.70	52.13	31.28

7. By deleting the table appearing in clause A.3.3 and inserting the following:

Age	Casual junior rate—ordinary hours	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	% of junior hourly rate				
	125%	175%	225%	275%	175%
	\$	\$	\$	\$	\$
Under 19 years of age	19.55	27.37	35.19	43.01	27.37
19 years of age	23.18	32.45	41.72	50.99	32.45
20 years of age	26.06	36.49	46.91	57.34	36.49

B. This determination comes into operation on 1 February 2021. In accordance with s.286(5) of the *Fair Work Act 2009* 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 February 2021.

PRESIDENT