



# DRAFT DETERMINATION

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

**Annual Wage Review 2020–21**  
(C2021/1)

**STORAGE SERVICES AND WHOLESALE AWARD 2020**  
[MA000084]

Storage services

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

MELBOURNE, XX JUNE 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

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

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Storeworker grade 1—on commencement	825.20	21.72
Storeworker grade 1—after 3 months	835.70	21.99
Storeworker grade 1—after 12 months	845.70	22.26
Storeworker grade 2	853.50	22.46
Storeworker grade 3	878.60	23.12
Storeworker grade 4	904.50	23.80
Wholesale employee level 1—on	825.20	21.72

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
commencement		
Wholesale employee level 1—after 3 months	835.70	21.99
Wholesale employee level 1—after 12 months	845.70	22.26
Wholesale employee level 2	853.50	22.46
Wholesale employee level 3	878.60	23.12
Wholesale employee level 4	904.50	23.80

2. By deleting the words “1 November 2020” in clause 15.5(b) and inserting “1 July 2021”.
3. By deleting the amount “\$13.24” appearing in clause 17.2(a)(i) and inserting “\$13.57”.
4. By deleting the amount “\$0.88” appearing in clause 17.2(b)(i) and inserting “\$0.90”.
5. By deleting the amount “\$1.32” appearing in clause 17.2(b)(ii) and inserting “\$1.36”.
6. By deleting the amount “\$1.76” appearing in clause 17.2(b)(iii) and inserting “\$1.81”.
7. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Storeworker grade 1—on commencement	21.72	32.58	43.44	54.30
Storeworker grade 1—after 3 months	21.99	32.99	43.98	54.98
Storeworker grade 1—after 12 months	22.26	33.39	44.52	55.65
Storeworker grade 2	22.46	33.69	44.92	56.15
Storeworker grade 3	23.12	34.68	46.24	57.80
Storeworker grade 4	23.80	35.70	47.60	59.50
Wholesale employee level 1—on commencement	21.72	32.58	43.44	54.30
Wholesale employee level 1—after 3	21.99	32.99	43.98	54.98

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
months				
Wholesale employee level 1—after 12 months	22.26	33.39	44.52	55.65
Wholesale employee level 2	22.46	33.69	44.92	56.15
Wholesale employee level 3	23.12	34.68	46.24	57.80
Wholesale employee level 4	23.80	35.70	47.60	59.50

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

	<b>Early morning</b>	<b>Afternoon</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>112.5%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Storeworker grade 1—on commencement	24.44	24.98	28.24	32.58	43.44	54.30
Storeworker grade 1—after 3 months	24.74	25.29	28.59	32.99	43.98	54.98
Storeworker grade 1—after 12 months	25.04	25.60	28.94	33.39	44.52	55.65
Storeworker grade 2	25.27	25.83	29.20	33.69	44.92	56.15
Storeworker grade 3	26.01	26.59	30.06	34.68	46.24	57.80
Storeworker grade 4	26.78	27.37	30.94	35.70	47.60	59.50
Wholesale employee level 1—on commencement	24.44	24.98	28.24	32.58	43.44	54.30
Wholesale employee level 1—after 3 months	24.74	25.29	28.59	32.99	43.98	54.98
Wholesale employee level 1—after 12 months	25.04	25.60	28.94	33.39	44.52	55.65
Wholesale employee level 2	25.27	25.83	29.20	33.69	44.92	56.15

	<b>Early morning</b>	<b>Afternoon</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>112.5%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Wholesale employee level 3	26.01	26.59	30.06	34.68	46.24	57.80
Wholesale employee level 4	26.78	27.37	30.94	35.70	47.60	59.50

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

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</b>		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Storeworker grade 1—on commencement	32.58	43.44	43.44	54.30
Storeworker grade 1—after 3 months	32.99	43.98	43.98	54.98
Storeworker grade 1—after 12 months	33.39	44.52	44.52	55.65
Storeworker grade 2	33.69	44.92	44.92	56.15
Storeworker grade 3	34.68	46.24	46.24	57.80
Storeworker grade 4	35.70	47.60	47.60	59.50
Wholesale employee level 1—on commencement	32.58	43.44	43.44	54.30
Wholesale employee level 1—after 3 months	32.99	43.98	43.98	54.98
Wholesale employee level 1—after 12 months	33.39	44.52	44.52	55.65
Wholesale employee level 2	33.69	44.92	44.92	56.15
Wholesale employee level 3	34.68	46.24	46.24	57.80
Wholesale employee level 4	35.70	47.60	47.60	59.50

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

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Storeworker grade 1—on commencement	27.15	38.01	48.87	59.73
Storeworker grade 1—after 3 months	27.49	38.48	49.48	60.47
Storeworker grade 1—after 12 months	27.83	38.96	50.09	61.22
Storeworker grade 2	28.08	39.31	50.54	61.77
Storeworker grade 3	28.90	40.46	52.02	63.58
Storeworker grade 4	29.75	41.65	53.55	65.45
Wholesale employee level 1—on commencement	27.15	38.01	48.87	59.73
Wholesale employee level 1—after 3 months	27.49	38.48	49.48	60.47
Wholesale employee level 1—after 12 months	27.83	38.96	50.09	61.22
Wholesale employee level 2	28.08	39.31	50.54	61.77
Wholesale employee level 3	28.90	40.46	52.02	63.58
Wholesale employee level 4	29.75	41.65	53.55	65.45

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

	<b>Early morning</b>	<b>Afternoon</b>	<b>Night</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>					
	<b>137.5%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Storeworker grade 1—on commencement	29.87	30.41	33.67	38.01	48.87	59.73
Storeworker grade 1—after 3 months	30.24	30.79	34.08	38.48	49.48	60.47
Storeworker grade 1—after 12 months	30.61	31.16	34.50	38.96	50.09	61.22
Storeworker grade 2	30.88	31.44	34.81	39.31	50.54	61.77
Storeworker grade 3	31.79	32.37	35.84	40.46	52.02	63.58

Storeworker grade 4	32.73	33.32	36.89	41.65	53.55	65.45
Wholesale employee level 1—on commencement	29.87	30.41	33.67	38.01	48.87	59.73
Wholesale employee level 1—after 3 months	30.24	30.79	34.08	38.48	49.48	60.47
Wholesale employee level 1—after 12 months	30.61	31.16	34.50	38.96	50.09	61.22
Wholesale employee level 2	30.88	31.44	34.81	39.31	50.54	61.77
Wholesale employee level 3	31.79	32.37	35.84	40.46	52.02	63.58
Wholesale employee level 4	32.73	33.32	36.89	41.65	53.55	65.45

12. By deleting the amount “\$882.40” appearing in clause C.1.1 and inserting “\$904.50”.

13. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
First aid allowance	17.2(a)(i)	1.5	13.57	per week
Cold temperatures allowance—From -15.6°C to -18.9°C	17.2(b)(i)	0.1	0.90	per hour or part thereof
Cold temperatures allowance—From -18.9°C to -23.3°C	17.2(b)(ii)	0.15	1.36	per hour or part thereof
Cold temperatures allowance—Below -23.3°C	17.2(b)(iii)	0.2	1.81	per hour or part thereof

B. This determination comes into operation on 1 July 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 July 2021.

PRESIDENT