



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

PASTORAL AWARD 2020
[MA000035]

Agricultural industry

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

1. By deleting the year “2022” in clause 15.2 and inserting “2023”.
2. By deleting the table appearing in clause 18.2(b)(i) and inserting the following:

| In charge of | \$ per week |
|------------------------|--------------------|
| 2–6 employees | 26.71 |
| 7–10 employees | 31.13 |
| 11–20 employees | 44.37 |
| More than 20 employees | 55.75 |

3. By deleting the amount “\$3.08” appearing in clause 18.2(c) and inserting “\$3.25”.

Draft determination republished 15 June 2023 to change amount of “215.05” appearing in item A.65 (p.33) to “215.36”.

4. By deleting the table appearing in clause 32.1 and inserting the following:

| Wage group | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|-------------------|---|----------------------------|
| | \$ | \$ |
| FLH1 | 859.30 | 22.61 |
| FLH2 | 882.80 | 23.23 |
| FLH3 | 895.00 | 23.55 |
| FLH4 | 914.90 | 24.08 |
| FLH5 | 930.70 | 24.49 |
| FLH6 | 945.00 | 24.87 |
| FLH7 | 995.00 | 26.18 |
| FLH8 | 1069.10 | 28.13 |

5. By deleting the amount “\$3.73” appearing in clause 33.4 and inserting “\$3.95”.

6. By deleting the table appearing in clause 37.1 and inserting the following:

| Wage group | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|-------------------|---|----------------------------|
| | \$ | \$ |
| PA1 | 859.30 | 22.61 |
| PA2 | 882.30 | 23.22 |
| PA3 | 914.90 | 24.08 |
| PA4 | 945.10 | 24.87 |
| PA5 | 969.00 | 25.50 |
| PA6 | 995.00 | 26.18 |
| PA7 | 1026.20 | 27.01 |

7. By deleting the table appearing in clause 47.1 and inserting the following:

| Wage group | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|-------------------|---|----------------------------|
| | \$ | \$ |
| PW1 | 859.30 | 22.61 |
| PW2 | 895.00 | 23.55 |

| Wage group | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|-------------------|---|----------------------------|
| PW3 | 930.70 | 24.49 |
| PW4 | 995.00 | 26.18 |

8. By deleting the table appearing in clause 51.1 and inserting the following:

| Minimum rates for shearing (by machine) | If not found employee¹ | If found employee¹ |
|--|--|--|
| | \$ | \$ |
| Flock sheep—wethers, ewes and lambs—rate per 100 | 367.89 | 330.62 |
| Flock sheep—wethers, ewes and lambs—rate per day | 274.85 | 237.58 |

9. By deleting the table appearing in clause 51.3(a) and inserting the following:

| | Per 100 At sheds | Per 100 Other than at sheds |
|--|-----------------------------|--|
| | \$ | \$ |
| Full crutching: shearing the inside parts of the legs, between the legs, and around and above the tail. In addition when required: <ul style="list-style-type: none"> removing wool that has been struck by blowfly; lifting the bottom leg and shearing that leg prior to turning the sheep around and above the tail; and/or giving up to 2 blows above the tail | 106.69 | 91.97 |
| All other crutching | 84.61 | 73.58 |
| For wiggging or ringing | 40.47 | 40.47 |
| For either wiggging or ringing in addition to crutching | 11.04 | 11.04 |
| For wiggging and ringing | 66.22 | 66.22 |

| | Per 100 At sheds | Per 100 Other than at sheds |
|--|-----------------------------|--|
| | \$ | \$ |
| For wiggling and ringing in addition to crutching—crutching rate plus | 18.39 | 18.39 |
| For cleaning the belly of any ewe above the teats (no more than 2 blows of the machine or shears)—crutching rates plus | 9.20 | 9.20 |

10. By deleting the amount “\$11.31” appearing in clause 51.3(b) and inserting “\$11.96”.
11. By deleting the amount “\$34.95” appearing in clause 51.3(d) and inserting “\$37.27”.
12. By deleting the table appearing in clause 51.4(a) and inserting the following:

| Adults | Weekly rate (full-time employee) | Per run rate |
|---|---|---------------------|
| | \$ | \$ |
| For adults with less than 65 work days’ experience as a shed hand | 1324.11 | 66.21 |
| For adults with 65 or more work days’ experience as a shed hand | 1393.18 | 69.66 |

13. By deleting the amount “\$34.95” appearing in clause 51.4(d) and inserting “\$37.27”.
14. By deleting the table appearing in clause 51.5(a) and inserting the following:

| | \$ |
|-------------------|-----------|
| By hand—per bale | 22.30 |
| By hand—per kilo | 0.1463 |
| By power—per bale | 14.87 |
| By power—per kilo | 0.0976 |

15. By deleting the amount “\$0.46” appearing in clause 51.5(b) and inserting “\$0.49”.
16. By deleting the amount “\$69.55” appearing in clause 51.5(c) and inserting “\$73.78”.
17. By deleting the amount “\$34.95” appearing in clause 51.5(d) and inserting “\$37.27”.
18. By deleting the amounts “\$69.55” and “\$34.95” appearing in clause 51.5(f) and inserting “\$73.78” and “\$37.27” respectively.

19. By deleting the amount “\$21.95” appearing in clause 51.6(a) and inserting “\$23.25”.
20. By deleting the amount “\$285.40” appearing in clause 51.6(b) and inserting “\$302.23”.
21. By deleting the amount “\$399.75” appearing in clause 51.7(a) and inserting “\$422.73”.
22. By deleting the table appearing in clause 51.9(a) and inserting the following:

| Classification | Minimum weekly rate (full-time employee) |
|----------------------------------|---|
| | \$ |
| Shearing shed expert level 1 | 1410.26 |
| Shearing shed expert level 2 | 1566.95 |
| Woolclasser level 1 ¹ | 1566.95 |
| Woolclasser level 2 ¹ | 1690.90 |
| Woolclasser level 3 ¹ | 1771.45 |

23. By deleting the amounts “\$1599.00” and “\$399.75” appearing in clause 51.9(b) and inserting “\$1690.90” and “\$422.73” respectively.
24. By deleting the amount “\$1333.62” appearing in clause 51.9(c)(i) and inserting “\$1410.26”.
25. By deleting the amount “\$1481.80” appearing in clause 51.9(c)(ii) and inserting “\$1566.95”.
26. By deleting the table appearing in clause 51.9(f) and inserting the following:

| Allowance | \$ per week |
|------------------------|--------------------|
| Conditions | 139.91 |
| Enterprise flexibility | 198.34 |
| Woolrolling | 99.15 |
| Bookkeeping | 64.46 |

27. By deleting the amount “\$56.99” appearing in clause 52.1(b) and inserting “\$60.26”.
28. By deleting the amount “\$18.81” appearing in clause 52.2 and inserting “\$19.88”.
29. By deleting the amount “\$16.92” appearing in clause 52.3(a) and inserting “\$17.89”.
30. By deleting the amounts “\$203.36” and “\$168.41” appearing in clause 52.5(a)(ii) and inserting “\$215.36” and “\$178.09” respectively.

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

| Shearer's formula | \$ |
|---|-----------|
| <i>Minimum rate</i> | 939.91 |
| Plus 20% piecework allowance—min rate x 20% | 187.98 |
| Plus 25% casual loading—min rate x 25% | 234.98 |
| <i>Subtotal</i> | 1362.87 |
| Plus shearing industry allowance ¹ | 260.54 |
| Plus rations ¹ | 70.08 |
| Plus allowance for combs/cutters ¹ | 119.03 |
| Plus payment for handpiece ¹ | 26.91 |
| <i>Weekly total for casual piecework Shearer with own handpiece (500 sheep)</i> | 1839.43 |
| Rate per 100 conversion—total divided by 5 | 367.89 |

32. By deleting the amount “\$34.95” appearing in clause A.1.2 and inserting “\$37.27”.

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

| | \$ |
|--|-----------|
| <i>With less than 65 work days' experience in the industry</i> | |
| Minimum rate—which is 84.56% of Shearer's minimum rate | 794.79 |
| Plus 25% casual loading—new minimum wage rate x 25% | 198.70 |
| Plus shearing industry allowance ¹ | 260.54 |
| Plus rations ¹ | 70.08 |
| <i>Total</i> | 1324.11 |
| Per run—divide by 20 | 66.21 |
| <i>With 65 or more work days' experience in the industry</i> | |
| Minimum rate which is 90.44% of Shearer's minimum rate | 850.05 |
| Plus 25% casual loading—new minimum wage rate x 25% | 212.51 |
| Plus shearing industry allowance ¹ | 260.54 |
| Plus rations ¹ | 70.08 |
| <i>Total</i> | 1393.18 |
| Per run—divide by 20 | 69.66 |

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

| | \$ per run |
|---|-------------------|
| Under 18 years | |
| <i>With less than 65 work days' experience as a shed hand</i> | |
| 70% of equivalent adult rate | 46.35 |
| <i>With 65 or more work days' experience as a shed hand</i> | |
| 70% of equivalent adult rate | 48.76 |
| 18–20 years | |
| <i>With less than 65 work days' experience as a shed hand</i> | |
| 90% of equivalent adult rate | 59.59 |
| <i>With 65 or more work days' experience as a shed hand</i> | |
| 90% of equivalent adult rate | 62.69 |

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

| | Piecework | Time work |
|---|------------------|------------------|
| | \$ | \$ |
| <i>Minimum rate</i> | 848.75 | 915.90 |
| Plus 20% piecework allowance—min rate x 20% | 169.75 | |
| Plus 25% casual loading—min rate x 25% | 212.19 | 228.98 |
| <i>Subtotal</i> | 1230.69 | |
| Plus shearing industry allowance ¹ | 260.54 | 260.54 |
| Plus rations ¹ | 70.08 | 70.08 |
| <i>Total per week</i> | 1561.31 | 1475.50 |
| Per run—total divided by 20 | | 73.78 |
| By hand—per bale = total divided by 70 | 22.30 | |
| By hand—per kilo = by hand per bale rate divided by 152.4 | 0.1463 | |
| By power—per bale = by hand per bale rate x 2/3 | 14.87 | |
| By power—per kilo = by power per bale rate divided by 152.4 | 0.0976 | |

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

| Shearing cook's formula | \$ |
|---|-----------|
| <i>Minimum rate</i> | 917.17 |
| Plus 25% casual loading—min rate x 25% | 229.29 |
| Plus 20% long hours allowance—min rate x 20% | 183.43 |
| Plus 69.58% of shearing industry allowance ¹ | 181.28 |
| <i>Total</i> | 1511.17 |
| Daily rate—total divided by 5 | 302.23 |
| Per employee per day rate = daily rate divided by 13 | 23.25 |

37. By deleting the table appearing in clause A.6.1 and inserting the following:

| | \$ |
|--|-----------|
| Base | 982.95 |
| Plus casual loading of 25% (of base) | 245.74 |
| <i>Subtotal</i> | 1228.69 |
| Plus conditions allowance ¹ | 139.91 |
| Plus enterprise flexibility (including hours) and wet weather allowance ¹ | 198.34 |
| <i>Total</i> | 1566.94 |
| Rounded to the nearest 5 cents | 1566.95 |

38. By deleting the table appearing in clause A.6.2 and inserting the following:

| | \$ |
|--|-----------|
| Base | 982.95 |
| Woolrolling and other shed hands work | 99.15 |
| <i>Subtotal 1</i> | 1082.10 |
| Plus casual loading of 25% (of subtotal 1) | 270.53 |
| <i>Subtotal 2</i> | 1352.63 |
| Plus conditions allowance ¹ | 139.91 |
| Plus enterprise flexibility (including hours) and wet weather allowance ¹ | 198.34 |
| <i>Total</i> | 1690.88 |
| Rounded to the nearest 5 cents | 1690.90 |

39. By deleting the table appearing in clause A.6.3 and inserting the following:

| | |
|--|-----------|
| | \$ |
| Base | 982.95 |
| Woolrolling and other shed hands work | 99.15 |
| Bookkeeping, overseeing, experting ¹ | 64.46 |
| <i>Subtotal 1</i> | 1146.56 |
| Plus casual loading of 25% (of subtotal 1) | 286.64 |
| <i>Subtotal 2</i> | 1433.20 |
| Plus conditions allowance ¹ | 139.91 |
| Plus enterprise flexibility (including hours) and wet weather allowance ¹ | 198.34 |
| <i>Total</i> | 1771.45 |
| Rounded to the nearest 5 cents | 1771.45 |

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

| | Ordinary hours | Public holiday |
|------|--|-----------------------|
| | % of ordinary hourly rate¹ | |
| | 100% | 200% |
| | \$ | \$ |
| FLH1 | 22.61 | 45.22 |
| FLH2 | 23.23 | 46.46 |
| FLH3 | 23.55 | 47.10 |
| FLH4 | 24.08 | 48.16 |
| FLH5 | 24.49 | 48.98 |
| FLH6 | 24.87 | 49.74 |
| FLH7 | 26.18 | 52.36 |
| FLH8 | 28.13 | 56.26 |

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

| | Monday to Saturday— Overtime hours | Sunday—Overtime hours | |
|------|--|-----------------------------|--|
| | | feeding & watering stock | other than feeding & watering stock |
| | % of ordinary hourly rate¹ | | |
| | 150% | 150% | 200% |
| | \$ | \$ | \$ |
| FLH1 | 33.92 | 33.92 | 45.22 |
| FLH2 | 34.85 | 34.85 | 46.46 |
| FLH3 | 35.33 | 35.33 | 47.10 |
| FLH4 | 36.12 | 36.12 | 48.16 |
| FLH5 | 36.74 | 36.74 | 48.98 |
| FLH6 | 37.31 | 37.31 | 49.74 |
| FLH7 | 39.27 | 39.27 | 52.36 |
| FLH8 | 42.20 | 42.20 | 56.26 |

42. By deleting the table appearing in clause B.2.3 and inserting the following:

| | Minimum weekly rate | Work on 6 full days | Work on 6 full days & 1 half day | Work on 7 full days |
|---------------------|--|----------------------------|--|----------------------------|
| | % of ordinary weekly rate² | | | |
| | 100% | 3/22nds¹ | 3/11ths¹ | 9/22nds¹ |
| | \$ | \$ | \$ | \$ |
| Station cook (FLH1) | 859.30 | 117.18 | 234.35 | 351.53 |

43. By deleting the table appearing in clause B.2.4 and inserting the following:

| | Ordinary hours | Public holiday |
|------|--|----------------|
| | % of ordinary hourly rate¹ | |
| | 125% | 225% |
| | \$ | \$ |
| FLH1 | 28.26 | 50.87 |
| FLH2 | 29.04 | 52.27 |
| FLH3 | 29.44 | 52.99 |
| FLH4 | 30.10 | 54.18 |

| | Ordinary hours | Public holiday |
|------|--|-----------------------|
| | % of ordinary hourly rate¹ | |
| | 125% | 225% |
| | \$ | \$ |
| FLH5 | 30.61 | 55.10 |
| FLH6 | 31.09 | 55.96 |
| FLH7 | 32.73 | 58.91 |
| FLH8 | 35.16 | 63.29 |

44. By deleting the table appearing in clause B.3.1 and inserting the following:

| Age | Junior weekly rate | Ordinary hours | Public holiday |
|----------------|--|-----------------------|-----------------------|
| | % of junior hourly rate¹ | | |
| | 100% | 100% | 200% |
| | \$ | \$ | \$ |
| FLH1 | | | |
| Under 16 years | 429.65 | 11.31 | 22.62 |
| 16 years | 515.58 | 13.57 | 27.14 |
| 17 years | 601.51 | 15.83 | 31.66 |
| 18 years | 687.44 | 18.09 | 36.18 |
| 19 years | 773.37 | 20.35 | 40.70 |
| FLH2 | | | |
| Under 16 years | 441.40 | 11.62 | 23.24 |
| 16 years | 529.68 | 13.94 | 27.88 |
| 17 years | 617.96 | 16.26 | 32.52 |
| 18 years | 706.24 | 18.59 | 37.18 |
| 19 years | 794.52 | 20.91 | 41.82 |
| FLH3 | | | |
| Under 16 years | 447.50 | 11.78 | 23.56 |
| 16 years | 537.00 | 14.13 | 28.26 |
| 17 years | 626.50 | 16.49 | 32.98 |
| 18 years | 716.00 | 18.84 | 37.68 |
| 19 years | 805.50 | 21.20 | 42.40 |
| FLH4 | | | |
| Under 16 years | 457.45 | 12.04 | 24.08 |

| Age | Junior weekly rate | Ordinary hours | Public holiday |
|----------------|--------------------|--------------------------------------|----------------|
| | | % of junior hourly rate ¹ | |
| | 100% | 100% | 200% |
| | \$ | \$ | \$ |
| 16 years | 548.94 | 14.45 | 28.90 |
| 17 years | 640.43 | 16.85 | 33.70 |
| 18 years | 731.92 | 19.26 | 38.52 |
| 19 years | 823.41 | 21.67 | 43.34 |
| FLH5 | | | |
| Under 16 years | 465.35 | 12.25 | 24.50 |
| 16 years | 558.42 | 14.70 | 29.40 |
| 17 years | 651.49 | 17.14 | 34.28 |
| 18 years | 744.56 | 19.59 | 39.18 |
| 19 years | 837.63 | 22.04 | 44.08 |
| FLH6 | | | |
| Under 16 years | 472.50 | 12.43 | 24.86 |
| 16 years | 567.00 | 14.92 | 29.84 |
| 17 years | 661.50 | 17.41 | 34.82 |
| 18 years | 756.00 | 19.89 | 39.78 |
| 19 years | 850.50 | 22.38 | 44.76 |
| FLH7 | | | |
| Under 16 years | 497.50 | 13.09 | 26.18 |
| 16 years | 597.00 | 15.71 | 31.42 |
| 17 years | 696.50 | 18.33 | 36.66 |
| 18 years | 796.00 | 20.95 | 41.90 |
| 19 years | 895.50 | 23.57 | 47.14 |
| FLH8 | | | |
| Under 16 years | 534.55 | 14.07 | 28.14 |
| 16 years | 641.46 | 16.88 | 33.76 |
| 17 years | 748.37 | 19.69 | 39.38 |
| 18 years | 855.28 | 22.51 | 45.02 |
| 19 years | 962.19 | 25.32 | 50.64 |

45. By deleting the table appearing in clause B.3.2 and inserting the following:

| | Monday to Saturday—Overtime hours | Sunday—Overtime hours | |
|--------------------------------------|---|-----------------------------|--|
| | | feeding & watering stock | other than feeding & watering stock |
| % of junior hourly rate ¹ | | | |
| | 150% | 150% | 200% |
| | \$ | \$ | \$ |
| FLH1 | | | |
| Under 16 years | 16.97 | 16.97 | 22.62 |
| 16 years | 20.36 | 20.36 | 27.14 |
| 17 years | 23.75 | 23.75 | 31.66 |
| 18 years | 27.14 | 27.14 | 36.18 |
| 19 years | 30.53 | 30.53 | 40.70 |
| FLH2 | | | |
| Under 16 years | 17.43 | 17.43 | 23.24 |
| 16 years | 20.91 | 20.91 | 27.88 |
| 17 years | 24.39 | 24.39 | 32.52 |
| 18 years | 27.89 | 27.89 | 37.18 |
| 19 years | 31.37 | 31.37 | 41.82 |
| FLH3 | | | |
| Under 16 years | 17.67 | 17.67 | 23.56 |
| 16 years | 21.20 | 21.20 | 28.26 |
| 17 years | 24.74 | 24.74 | 32.98 |
| 18 years | 28.26 | 28.26 | 37.68 |
| 19 years | 31.80 | 31.80 | 42.40 |
| FLH4 | | | |
| Under 16 years | 18.06 | 18.06 | 24.08 |
| 16 years | 21.68 | 21.68 | 28.90 |
| 17 years | 25.28 | 25.28 | 33.70 |
| 18 years | 28.89 | 28.89 | 38.52 |
| 19 years | 32.51 | 32.51 | 43.34 |
| FLH5 | | | |
| Under 16 years | 18.38 | 18.38 | 24.50 |
| 16 years | 22.05 | 22.05 | 29.40 |

| | Monday to Saturday—Overtime hours | Sunday—Overtime hours | |
|----------------|---|-----------------------------|--|
| | | feeding & watering stock | other than feeding & watering stock |
| | % of junior hourly rate ¹ | | |
| | 150% | 150% | 200% |
| | \$ | \$ | \$ |
| 17 years | 25.71 | 25.71 | 34.28 |
| 18 years | 29.39 | 29.39 | 39.18 |
| 19 years | 33.06 | 33.06 | 44.08 |
| FLH6 | | | |
| Under 16 years | 18.65 | 18.65 | 24.86 |
| 16 years | 22.38 | 22.38 | 29.84 |
| 17 years | 26.12 | 26.12 | 34.82 |
| 18 years | 29.84 | 29.84 | 39.78 |
| 19 years | 33.57 | 33.57 | 44.76 |
| FLH7 | | | |
| Under 16 years | 19.64 | 19.64 | 26.18 |
| 16 years | 23.57 | 23.57 | 31.42 |
| 17 years | 27.50 | 27.50 | 36.66 |
| 18 years | 31.43 | 31.43 | 41.90 |
| 19 years | 35.36 | 35.36 | 47.14 |
| FLH8 | | | |
| Under 16 years | 21.11 | 21.11 | 28.14 |
| 16 years | 25.32 | 25.32 | 33.76 |
| 17 years | 29.54 | 29.54 | 39.38 |
| 18 years | 33.77 | 33.77 | 45.02 |
| 19 years | 37.98 | 37.98 | 50.64 |

46. By deleting the table appearing in clause B.3.3 and inserting the following:

| | Junior weekly rate | Work on 6 full days | Work on 6 full days & 1 half day | Work on 7 full days |
|----------------------------|--|----------------------------|---|----------------------------|
| | % of junior weekly rate¹ | | | |
| | 100% | 3/22nds² | 3/11ths² | 9/22nds² |
| | \$ | \$ | \$ | \$ |
| Station cook (FLH1) | | | | |
| Under 16 years | 429.65 | 58.59 | 117.18 | 175.77 |
| 16 years | 515.58 | 70.31 | 140.61 | 210.92 |
| 17 years | 601.51 | 82.02 | 164.05 | 246.07 |
| 18 years | 687.44 | 93.74 | 187.48 | 281.23 |
| 19 years | 773.37 | 105.46 | 210.92 | 316.38 |

47. By deleting the table appearing in clause B.3.4 and inserting the following:

| | Ordinary hours | Public holiday |
|----------------|--|-----------------------|
| | % of ordinary hourly rate¹ | |
| | 125% | 225% |
| | \$ | \$ |
| FLH1 | | |
| Under 16 years | 14.14 | 25.45 |
| 16 years | 16.96 | 30.53 |
| 17 years | 19.79 | 35.62 |
| 18 years | 22.61 | 40.70 |
| 19 years | 25.44 | 45.79 |
| FLH2 | | |
| Under 16 years | 14.53 | 26.15 |
| 16 years | 17.43 | 31.37 |
| 17 years | 20.33 | 36.59 |
| 18 years | 23.24 | 41.83 |
| 19 years | 26.14 | 47.05 |

| | Ordinary hours | Public holiday |
|----------------|--|----------------|
| | % of ordinary hourly rate ¹ | |
| | 125% | 225% |
| | \$ | \$ |
| FLH3 | | |
| Under 16 years | 14.73 | 26.51 |
| 16 years | 17.66 | 31.79 |
| 17 years | 20.61 | 37.10 |
| 18 years | 23.55 | 42.39 |
| 19 years | 26.50 | 47.70 |
| FLH4 | | |
| Under 16 years | 15.05 | 27.09 |
| 16 years | 18.06 | 32.51 |
| 17 years | 21.06 | 37.91 |
| 18 years | 24.08 | 43.34 |
| 19 years | 27.09 | 48.76 |
| FLH5 | | |
| Under 16 years | 15.31 | 27.56 |
| 16 years | 18.38 | 33.08 |
| 17 years | 21.43 | 38.57 |
| 18 years | 24.49 | 44.08 |
| 19 years | 27.55 | 49.59 |
| FLH6 | | |
| Under 16 years | 15.54 | 27.97 |
| 16 years | 18.65 | 33.57 |
| 17 years | 21.76 | 39.17 |
| 18 years | 24.86 | 44.75 |
| 19 years | 27.98 | 50.36 |
| FLH7 | | |
| Under 16 years | 16.36 | 29.45 |
| 16 years | 19.64 | 35.35 |
| 17 years | 22.91 | 41.24 |
| 18 years | 26.19 | 47.14 |
| 19 years | 29.46 | 53.03 |

| | Ordinary hours | Public holiday |
|----------------|--|----------------|
| | % of ordinary hourly rate ¹ | |
| | 125% | 225% |
| | \$ | \$ |
| FLH8 | | |
| Under 16 years | 17.59 | 31.66 |
| 16 years | 21.10 | 37.98 |
| 17 years | 24.61 | 44.30 |
| 18 years | 28.14 | 50.65 |
| 19 years | 31.65 | 56.97 |

48. By deleting the table appearing in clause B.4.1 and inserting the following:

| | Ordinary hours | Saturday | Public holiday |
|-----|--|----------|----------------|
| | % of ordinary hourly rate ¹ | | |
| | 100% | 150% | 250% |
| | \$ | \$ | \$ |
| PA1 | 22.61 | 33.92 | 56.53 |
| PA2 | 23.22 | 34.83 | 58.05 |
| PA3 | 24.08 | 36.12 | 60.20 |
| PA4 | 24.87 | 37.31 | 62.18 |
| PA5 | 25.50 | 38.25 | 63.75 |
| PA6 | 26.18 | 39.27 | 65.45 |
| PA7 | 27.01 | 40.52 | 67.53 |

49. By deleting the table appearing in clause B.4.2 and inserting the following:

| | Successive afternoon or night shift ¹ | Non-successive afternoon or night shift ² | | Permanent night shift ³ | Saturday | Sunday ⁴ | Public holiday |
|-----|--|--|---------------|------------------------------------|----------|---------------------|----------------|
| | | first 3 hours | after 3 hours | | | | |
| | % of ordinary hourly rate ⁵ | | | | | | |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| | 115% | 150% | 200% | 130% | 150% | 200% | 200% |
| PA1 | 26.00 | 33.92 | 45.22 | 29.39 | 33.92 | 45.22 | 45.22 |
| PA2 | 26.70 | 34.83 | 46.44 | 30.19 | 34.83 | 46.44 | 46.44 |

| | Successive afternoon or night shift ¹ | Non-successive afternoon or night shift ² | | Permanent night shift ³ | Saturday | Sunday ⁴ | Public holiday |
|--|--|--|---------------|------------------------------------|----------|---------------------|----------------|
| | | first 3 hours | after 3 hours | | | | |
| % of ordinary hourly rate ⁵ | | | | | | | |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| | 115% | 150% | 200% | 130% | 150% | 200% | 200% |
| PA3 | 27.69 | 36.12 | 48.16 | 31.30 | 36.12 | 48.16 | 48.16 |
| PA4 | 28.60 | 37.31 | 49.74 | 32.33 | 37.31 | 49.74 | 49.74 |
| PA5 | 29.33 | 38.25 | 51.00 | 33.15 | 38.25 | 51.00 | 51.00 |
| PA6 | 30.11 | 39.27 | 52.36 | 34.03 | 39.27 | 52.36 | 52.36 |
| PA7 | 31.06 | 40.52 | 54.02 | 35.11 | 40.52 | 54.02 | 54.02 |

50. By deleting the table appearing in clause B.4.3 and inserting the following:

| | Ordinary hours | Monday to Saturday | | Sunday |
|--|----------------|--------------------|---------------|--------|
| | | First 2 hours | After 2 hours | |
| % of ordinary hourly rate ¹ | | | | |
| | 100% | 150% | 200% | 200% |
| | \$ | \$ | \$ | \$ |
| PA1 | 22.61 | 33.92 | 45.22 | 45.22 |
| PA2 | 23.22 | 34.83 | 46.44 | 46.44 |
| PA3 | 24.08 | 36.12 | 48.16 | 48.16 |
| PA4 | 24.87 | 37.31 | 49.74 | 49.74 |
| PA5 | 25.50 | 38.25 | 51.00 | 51.00 |
| PA6 | 26.18 | 39.27 | 52.36 | 52.36 |
| PA7 | 27.01 | 40.52 | 54.02 | 54.02 |

51. By deleting the table appearing in clause B.4.4 and inserting the following:

| | Ordinary hours | Saturday | Public holiday |
|-----|--|----------|----------------|
| | % of ordinary hourly rate ¹ | | |
| | 125% | 175% | 275% |
| | \$ | \$ | \$ |
| PA1 | 28.26 | 39.57 | 62.18 |
| PA2 | 29.03 | 40.64 | 63.86 |

| | Ordinary hours | Saturday | Public holiday |
|-----|--|----------|----------------|
| | % of ordinary hourly rate ¹ | | |
| | 125% | 175% | 275% |
| | \$ | \$ | \$ |
| PA3 | 30.10 | 42.14 | 66.22 |
| PA4 | 31.09 | 43.52 | 68.39 |
| PA5 | 31.88 | 44.63 | 70.13 |
| PA6 | 32.73 | 45.82 | 72.00 |
| PA7 | 33.76 | 47.27 | 74.28 |

52. By deleting the table appearing in clause B.4.5 and inserting the following:

| | Successive afternoon or night shift ¹ | Non-successive afternoon or night shift ² | | Permanent night shift ³ | Saturday | Sunday ⁴ | Public holiday |
|-----|--|--|---------------|------------------------------------|----------|---------------------|----------------|
| | | first 3 hours | after 3 hours | | | | |
| | % of ordinary hourly rate ⁵ | | | | | | |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| | 140% | 175% | 225% | 155% | 175% | 225% | 225% |
| PA1 | 31.65 | 39.57 | 50.87 | 35.05 | 39.57 | 50.87 | 50.87 |
| PA2 | 32.51 | 40.64 | 52.25 | 35.99 | 40.64 | 52.25 | 52.25 |
| PA3 | 33.71 | 42.14 | 54.18 | 37.32 | 42.14 | 54.18 | 54.18 |
| PA4 | 34.82 | 43.52 | 55.96 | 38.55 | 43.52 | 55.96 | 55.96 |
| PA5 | 35.70 | 44.63 | 57.38 | 39.53 | 44.63 | 57.38 | 57.38 |
| PA6 | 36.65 | 45.82 | 58.91 | 40.58 | 45.82 | 58.91 | 58.91 |
| PA7 | 37.81 | 47.27 | 60.77 | 41.87 | 47.27 | 60.77 | 60.77 |

53. By deleting the table appearing in clause B.5.1 and inserting the following:

| | Ordinary hours | Saturday | Public holiday |
|----------------|--------------------------------------|----------|----------------|
| | % of junior hourly rate ¹ | | |
| | 100% | 150% | 250% |
| | \$ | \$ | \$ |
| PA1 | | | |
| Under 16 years | 11.31 | 16.97 | 28.28 |
| 16 years | 13.57 | 20.36 | 33.93 |

| | Ordinary hours | Saturday | Public holiday |
|----------------|--------------------------------------|----------|----------------|
| | % of junior hourly rate ¹ | | |
| | 100% | 150% | 250% |
| | \$ | \$ | \$ |
| 17 years | 15.83 | 23.75 | 39.58 |
| 18 years | 18.09 | 27.14 | 45.23 |
| 19 years | 20.35 | 30.53 | 50.88 |
| PA2 | | | |
| Under 16 years | 11.61 | 17.42 | 29.03 |
| 16 years | 13.93 | 20.90 | 34.83 |
| 17 years | 16.25 | 24.38 | 40.63 |
| 18 years | 18.58 | 27.87 | 46.45 |
| 19 years | 20.90 | 31.35 | 52.25 |
| PA3 | | | |
| Under 16 years | 12.04 | 18.06 | 30.10 |
| 16 years | 14.45 | 21.68 | 36.13 |
| 17 years | 16.86 | 25.29 | 42.15 |
| 18 years | 19.26 | 28.89 | 48.15 |
| 19 years | 21.67 | 32.51 | 54.18 |
| PA4 | | | |
| Under 16 years | 12.44 | 18.66 | 31.10 |
| 16 years | 14.92 | 22.38 | 37.30 |
| 17 years | 17.41 | 26.12 | 43.53 |
| 18 years | 19.90 | 29.85 | 49.75 |
| 19 years | 22.38 | 33.57 | 55.95 |
| PA5 | | | |
| Under 16 years | 12.75 | 19.13 | 31.88 |
| 16 years | 15.30 | 22.95 | 38.25 |
| 17 years | 17.85 | 26.78 | 44.63 |
| 18 years | 20.40 | 30.60 | 51.00 |
| 19 years | 22.95 | 34.43 | 57.38 |
| PA6 | | | |
| Under 16 years | 13.09 | 19.64 | 32.73 |
| 16 years | 15.71 | 23.57 | 39.28 |

| | Ordinary hours | Saturday | Public holiday |
|----------------|--------------------------------------|----------|----------------|
| | % of junior hourly rate ¹ | | |
| | 100% | 150% | 250% |
| | \$ | \$ | \$ |
| 17 years | 18.33 | 27.50 | 45.83 |
| 18 years | 20.94 | 31.41 | 52.35 |
| 19 years | 23.56 | 35.34 | 58.90 |
| PA7 | | | |
| Under 16 years | 13.51 | 20.27 | 33.78 |
| 16 years | 16.21 | 24.32 | 40.53 |
| 17 years | 18.91 | 28.37 | 47.28 |
| 18 years | 21.61 | 32.42 | 54.03 |
| 19 years | 24.31 | 36.47 | 60.78 |

54. By deleting the table appearing in clause B.5.2 and inserting the following:

| | Successive afternoon or night shift ¹ | Non-successive afternoon or night shift ² | | Permanent night shift ³ | Saturday | Sunday ⁴ | Public holiday |
|----------------|--|--|---------------|------------------------------------|----------|---------------------|----------------|
| | | first 3 hours | after 3 hours | | | | |
| | % of junior hourly rate ⁵ | | | | | | |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| | 115% | 150% | 200% | 130% | 150% | 200% | 200% |
| PA1 | | | | | | | |
| Under 16 years | 13.01 | 16.97 | 22.62 | 14.70 | 16.97 | 22.62 | 22.62 |
| 16 years | 15.61 | 20.36 | 27.14 | 17.64 | 20.36 | 27.14 | 27.14 |
| 17 years | 18.20 | 23.75 | 31.66 | 20.58 | 23.75 | 31.66 | 31.66 |
| 18 years | 20.80 | 27.14 | 36.18 | 23.52 | 27.14 | 36.18 | 36.18 |
| 19 years | 23.40 | 30.53 | 40.70 | 26.46 | 30.53 | 40.70 | 40.70 |
| PA2 | | | | | | | |
| Under 16 years | 13.35 | 17.42 | 23.22 | 15.09 | 17.42 | 23.22 | 23.22 |
| 16 years | 16.02 | 20.90 | 27.86 | 18.11 | 20.90 | 27.86 | 27.86 |
| 17 years | 18.69 | 24.38 | 32.50 | 21.13 | 24.38 | 32.50 | 32.50 |

| | Successive afternoon or night shift ¹ | Non-successive afternoon or night shift ² | | Permanent night shift ³ | Saturday | Sunday ⁴ | Public holiday |
|--------------------------------------|---|--|------------------|---------------------------------------|----------|---------------------|-------------------|
| | | first 3 hours | after 3 hours | | | | |
| % of junior hourly rate ⁵ | | | | | | | |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| | 115% | 150% | 200% | 130% | 150% | 200% | 200% |
| 18 years | 21.37 | 27.87 | 37.16 | 24.15 | 27.87 | 37.16 | 37.16 |
| 19 years | 24.04 | 31.35 | 41.80 | 27.17 | 31.35 | 41.80 | 41.80 |
| PA3 | | | | | | | |
| Under 16 years | 13.85 | 18.06 | 24.08 | 15.65 | 18.06 | 24.08 | 24.08 |
| 16 years | 16.62 | 21.68 | 28.90 | 18.79 | 21.68 | 28.90 | 28.90 |
| 17 years | 19.39 | 25.29 | 33.72 | 21.92 | 25.29 | 33.72 | 33.72 |
| 18 years | 22.15 | 28.89 | 38.52 | 25.04 | 28.89 | 38.52 | 38.52 |
| 19 years | 24.92 | 32.51 | 43.34 | 28.17 | 32.51 | 43.34 | 43.34 |
| PA4 | | | | | | | |
| Under 16 years | 14.31 | 18.66 | 24.88 | 16.17 | 18.66 | 24.88 | 24.88 |
| 16 years | 17.16 | 22.38 | 29.84 | 19.40 | 22.38 | 29.84 | 29.84 |
| 17 years | 20.02 | 26.12 | 34.82 | 22.63 | 26.12 | 34.82 | 34.82 |
| 18 years | 22.89 | 29.85 | 39.80 | 25.87 | 29.85 | 39.80 | 39.80 |
| 19 years | 25.74 | 33.57 | 44.76 | 29.09 | 33.57 | 44.76 | 44.76 |
| PA5 | | | | | | | |
| Under 16 years | 14.66 | 19.13 | 25.50 | 16.58 | 19.13 | 25.50 | 25.50 |
| 16 years | 17.60 | 22.95 | 30.60 | 19.89 | 22.95 | 30.60 | 30.60 |
| 17 years | 20.53 | 26.78 | 35.70 | 23.21 | 26.78 | 35.70 | 35.70 |
| 18 years | 23.46 | 30.60 | 40.80 | 26.52 | 30.60 | 40.80 | 40.80 |
| 19 years | 26.39 | 34.43 | 45.90 | 29.84 | 34.43 | 45.90 | 45.90 |
| PA6 | | | | | | | |
| Under 16 years | 15.05 | 19.64 | 26.18 | 17.02 | 19.64 | 26.18 | 26.18 |
| 16 years | 18.07 | 23.57 | 31.42 | 20.42 | 23.57 | 31.42 | 31.42 |
| 17 years | 21.08 | 27.50 | 36.66 | 23.83 | 27.50 | 36.66 | 36.66 |

| | Successive afternoon or night shift ¹ | Non-successive afternoon or night shift ² | | Permanent night shift ³ | Saturday | Sunday ⁴ | Public holiday |
|--------------------------------------|--|--|---------------|------------------------------------|----------|---------------------|----------------|
| | | first 3 hours | after 3 hours | | | | |
| % of junior hourly rate ⁵ | | | | | | | |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| | 115% | 150% | 200% | 130% | 150% | 200% | 200% |
| 18 years | 24.08 | 31.41 | 41.88 | 27.22 | 31.41 | 41.88 | 41.88 |
| 19 years | 27.09 | 35.34 | 47.12 | 30.63 | 35.34 | 47.12 | 47.12 |
| PA7 | | | | | | | |
| Under 16 years | 15.54 | 20.27 | 27.02 | 17.56 | 20.27 | 27.02 | 27.02 |
| 16 years | 18.64 | 24.32 | 32.42 | 21.07 | 24.32 | 32.42 | 32.42 |
| 17 years | 21.75 | 28.37 | 37.82 | 24.58 | 28.37 | 37.82 | 37.82 |
| 18 years | 24.85 | 32.42 | 43.22 | 28.09 | 32.42 | 43.22 | 43.22 |
| 19 years | 27.96 | 36.47 | 48.62 | 31.60 | 36.47 | 48.62 | 48.62 |

55. By deleting the table appearing in clause B.5.3 and inserting the following:

| | Monday to Saturday | | Sunday |
|--------------------------------------|--------------------|---------------|--------|
| | First 2 hours | After 2 hours | |
| % of junior hourly rate ¹ | | | |
| | 150% | 200% | 200% |
| | \$ | \$ | \$ |
| PA1 | | | |
| Under 16 years | 16.97 | 22.62 | 22.62 |
| 16 years | 20.36 | 27.14 | 27.14 |
| 17 years | 23.75 | 31.66 | 31.66 |
| 18 years | 27.14 | 36.18 | 36.18 |
| 19 years | 30.53 | 40.70 | 40.70 |
| PA2 | | | |
| Under 16 years | 17.42 | 23.22 | 23.22 |
| 16 years | 20.90 | 27.86 | 27.86 |
| 17 years | 24.38 | 32.50 | 32.50 |

| | Monday to Saturday | | Sunday |
|----------------|--------------------------------------|---------------|--------|
| | First 2 hours | After 2 hours | |
| | % of junior hourly rate ¹ | | |
| | 150% | 200% | 200% |
| | \$ | \$ | \$ |
| 18 years | 27.87 | 37.16 | 37.16 |
| 19 years | 31.35 | 41.80 | 41.80 |
| PA3 | | | |
| Under 16 years | 18.06 | 24.08 | 24.08 |
| 16 years | 21.68 | 28.90 | 28.90 |
| 17 years | 25.29 | 33.72 | 33.72 |
| 18 years | 28.89 | 38.52 | 38.52 |
| 19 years | 32.51 | 43.34 | 43.34 |
| PA4 | | | |
| Under 16 years | 18.66 | 24.88 | 24.88 |
| 16 years | 22.38 | 29.84 | 29.84 |
| 17 years | 26.12 | 34.82 | 34.82 |
| 18 years | 29.85 | 39.80 | 39.80 |
| 19 years | 33.57 | 44.76 | 44.76 |
| PA5 | | | |
| Under 16 years | 19.13 | 25.50 | 25.50 |
| 16 years | 22.95 | 30.60 | 30.60 |
| 17 years | 26.78 | 35.70 | 35.70 |
| 18 years | 30.60 | 40.80 | 40.80 |
| 19 years | 34.43 | 45.90 | 45.90 |
| PA6 | | | |
| Under 16 years | 19.64 | 26.18 | 26.18 |
| 16 years | 23.57 | 31.42 | 31.42 |
| 17 years | 27.50 | 36.66 | 36.66 |
| 18 years | 31.41 | 41.88 | 41.88 |
| 19 years | 35.34 | 47.12 | 47.12 |
| PA7 | | | |
| Under 16 years | 20.27 | 27.02 | 27.02 |
| 16 years | 24.32 | 32.42 | 32.42 |

| | Monday to Saturday | | Sunday |
|----------|--------------------------------------|---------------|--------|
| | First 2 hours | After 2 hours | |
| | % of junior hourly rate ¹ | | |
| | 150% | 200% | 200% |
| | \$ | \$ | \$ |
| 17 years | 28.37 | 37.82 | 37.82 |
| 18 years | 32.42 | 43.22 | 43.22 |
| 19 years | 36.47 | 48.62 | 48.62 |

56. By deleting the table appearing in clause B.5.4 and inserting the following:

| | Ordinary hours | Saturday | Public holiday |
|----------------|--------------------------------------|----------|----------------|
| | % of junior hourly rate ¹ | | |
| | 125% | 175% | 275% |
| | \$ | \$ | \$ |
| PA1 | | | |
| Under 16 years | 14.14 | 19.79 | 31.10 |
| 16 years | 16.96 | 23.75 | 37.32 |
| 17 years | 19.79 | 27.70 | 43.53 |
| 18 years | 22.61 | 31.66 | 49.75 |
| 19 years | 25.44 | 35.61 | 55.96 |
| PA2 | | | |
| Under 16 years | 14.51 | 20.32 | 31.93 |
| 16 years | 17.41 | 24.38 | 38.31 |
| 17 years | 20.31 | 28.44 | 44.69 |
| 18 years | 23.23 | 32.52 | 51.10 |
| 19 years | 26.13 | 36.58 | 57.48 |
| PA3 | | | |
| Under 16 years | 15.05 | 21.07 | 33.11 |
| 16 years | 18.06 | 25.29 | 39.74 |
| 17 years | 21.08 | 29.51 | 46.37 |
| 18 years | 24.08 | 33.71 | 52.97 |
| 19 years | 27.09 | 37.92 | 59.59 |

| | Ordinary hours | Saturday | Public holiday |
|----------------|--------------------------------------|----------|----------------|
| | % of junior hourly rate ¹ | | |
| | 125% | 175% | 275% |
| | \$ | \$ | \$ |
| PA4 | | | |
| Under 16 years | 15.55 | 21.77 | 34.21 |
| 16 years | 18.65 | 26.11 | 41.03 |
| 17 years | 21.76 | 30.47 | 47.88 |
| 18 years | 24.88 | 34.83 | 54.73 |
| 19 years | 27.98 | 39.17 | 61.55 |
| PA5 | | | |
| Under 16 years | 15.94 | 22.31 | 35.06 |
| 16 years | 19.13 | 26.78 | 42.08 |
| 17 years | 22.31 | 31.24 | 49.09 |
| 18 years | 25.50 | 35.70 | 56.10 |
| 19 years | 28.69 | 40.16 | 63.11 |
| PA6 | | | |
| Under 16 years | 16.36 | 22.91 | 36.00 |
| 16 years | 19.64 | 27.49 | 43.20 |
| 17 years | 22.91 | 32.08 | 50.41 |
| 18 years | 26.18 | 36.65 | 57.59 |
| 19 years | 29.45 | 41.23 | 64.79 |
| PA7 | | | |
| Under 16 years | 16.89 | 23.64 | 37.15 |
| 16 years | 20.26 | 28.37 | 44.58 |
| 17 years | 23.64 | 33.09 | 52.00 |
| 18 years | 27.01 | 37.82 | 59.43 |
| 19 years | 30.39 | 42.54 | 66.85 |

57. By deleting the table appearing in clause B.5.5 and inserting the following:

| | Successive afternoon or night shift ¹ | Non-successive afternoon or night shift ² | | Permanent night shift ³ | Saturday | Sunday ⁴ | Public holiday |
|--------------------------------------|---|--|------------------|---------------------------------------|-------------|---------------------|-------------------|
| | | first 3 hours | after 3 hours | | | | |
| % of junior hourly rate ⁵ | | | | | | | |
| | 140% | 175% | 225% | 155% | 175% | 225% | 225% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| PA1 | | | | | | | |
| Under 16 years | 15.83 | 19.79 | 25.45 | 17.53 | 19.79 | 25.45 | 25.45 |
| 16 years | 19.00 | 23.75 | 30.53 | 21.03 | 23.75 | 30.53 | 30.53 |
| 17 years | 22.16 | 27.70 | 35.62 | 24.54 | 27.70 | 35.62 | 35.62 |
| 18 years | 25.33 | 31.66 | 40.70 | 28.04 | 31.66 | 40.70 | 40.70 |
| 19 years | 28.49 | 35.61 | 45.79 | 31.54 | 35.61 | 45.79 | 45.79 |
| PA2 | | | | | | | |
| Under 16 years | 16.25 | 20.32 | 26.12 | 18.00 | 20.32 | 26.12 | 26.12 |
| 16 years | 19.50 | 24.38 | 31.34 | 21.59 | 24.38 | 31.34 | 31.34 |
| 17 years | 22.75 | 28.44 | 36.56 | 25.19 | 28.44 | 36.56 | 36.56 |
| 18 years | 26.01 | 32.52 | 41.81 | 28.80 | 32.52 | 41.81 | 41.81 |
| 19 years | 29.26 | 36.58 | 47.03 | 32.40 | 36.58 | 47.03 | 47.03 |
| PA3 | | | | | | | |
| Under 16 years | 16.86 | 21.07 | 27.09 | 18.66 | 21.07 | 27.09 | 27.09 |
| 16 years | 20.23 | 25.29 | 32.51 | 22.40 | 25.29 | 32.51 | 32.51 |
| 17 years | 23.60 | 29.51 | 37.94 | 26.13 | 29.51 | 37.94 | 37.94 |
| 18 years | 26.96 | 33.71 | 43.34 | 29.85 | 33.71 | 43.34 | 43.34 |
| 19 years | 30.34 | 37.92 | 48.76 | 33.59 | 37.92 | 48.76 | 48.76 |
| PA4 | | | | | | | |
| Under 16 years | 17.42 | 21.77 | 27.99 | 19.28 | 21.77 | 27.99 | 27.99 |
| 16 years | 20.89 | 26.11 | 33.57 | 23.13 | 26.11 | 33.57 | 33.57 |
| 17 years | 24.37 | 30.47 | 39.17 | 26.99 | 30.47 | 39.17 | 39.17 |
| 18 years | 27.86 | 34.83 | 44.78 | 30.85 | 34.83 | 44.78 | 44.78 |
| 19 years | 31.33 | 39.17 | 50.36 | 34.69 | 39.17 | 50.36 | 50.36 |

| | Successive afternoon or night shift ¹ | Non-successive afternoon or night shift ² | | Permanent night shift ³ | Saturday | Sunday ⁴ | Public holiday |
|--------------------------------------|--|--|---------------|------------------------------------|----------|---------------------|----------------|
| | | first 3 hours | after 3 hours | | | | |
| % of junior hourly rate ⁵ | | | | | | | |
| | 140% | 175% | 225% | 155% | 175% | 225% | 225% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| PA5 | | | | | | | |
| Under 16 years | 17.85 | 22.31 | 28.69 | 19.76 | 22.31 | 28.69 | 28.69 |
| 16 years | 21.42 | 26.78 | 34.43 | 23.72 | 26.78 | 34.43 | 34.43 |
| 17 years | 24.99 | 31.24 | 40.16 | 27.67 | 31.24 | 40.16 | 40.16 |
| 18 years | 28.56 | 35.70 | 45.90 | 31.62 | 35.70 | 45.90 | 45.90 |
| 19 years | 32.13 | 40.16 | 51.64 | 35.57 | 40.16 | 51.64 | 51.64 |
| PA6 | | | | | | | |
| Under 16 years | 18.33 | 22.91 | 29.45 | 20.29 | 22.91 | 29.45 | 29.45 |
| 16 years | 21.99 | 27.49 | 35.35 | 24.35 | 27.49 | 35.35 | 35.35 |
| 17 years | 25.66 | 32.08 | 41.24 | 28.41 | 32.08 | 41.24 | 41.24 |
| 18 years | 29.32 | 36.65 | 47.12 | 32.46 | 36.65 | 47.12 | 47.12 |
| 19 years | 32.98 | 41.23 | 53.01 | 36.52 | 41.23 | 53.01 | 53.01 |
| PA7 | | | | | | | |
| Under 16 years | 18.91 | 23.64 | 30.40 | 20.94 | 23.64 | 30.40 | 30.40 |
| 16 years | 22.69 | 28.37 | 36.47 | 25.13 | 28.37 | 36.47 | 36.47 |
| 17 years | 26.47 | 33.09 | 42.55 | 29.31 | 33.09 | 42.55 | 42.55 |
| 18 years | 30.25 | 37.82 | 48.62 | 33.50 | 37.82 | 48.62 | 48.62 |
| 19 years | 34.03 | 42.54 | 54.70 | 37.68 | 42.54 | 54.70 | 54.70 |

58. By deleting the table appearing in clause B.6.1 and inserting the following:

| | Ordinary hours | Public holiday |
|-----|--|----------------|
| | % of ordinary hourly rate ¹ | |
| | \$ | \$ |
| | 100% | 200% |
| PW1 | 22.61 | 45.22 |
| PW2 | 23.55 | 47.10 |

| | Ordinary hours | Public holiday |
|-----|---|-----------------------|
| | % of ordinary hourly rate ¹ | |
| | \$ | \$ |
| | 100% | 200% |
| PW3 | 24.49 | 48.98 |
| PW4 | 26.18 | 52.36 |

59. By deleting the table appearing in clause B.6.2 and inserting the following:

| | Ordinary hours | Monday to Saturday—Overtime hours | Sunday—Overtime hours | | Public holiday |
|-----|---|--|----------------------------------|---|-----------------------|
| | | | Feeding or watering stock | Other than feeding or watering stock | |
| | % of ordinary hourly rate ¹ | | | | |
| | 100% | 150% | 150% | 200% | 200% |
| | \$ | \$ | \$ | \$ | \$ |
| PW1 | 22.61 | 33.92 | 33.92 | 45.22 | 45.22 |
| PW2 | 23.55 | 35.33 | 35.33 | 47.10 | 47.10 |
| PW3 | 24.49 | 36.74 | 36.74 | 48.98 | 48.98 |
| PW4 | 26.18 | 39.27 | 39.27 | 52.36 | 52.36 |

60. By deleting the table appearing in clause B.6.3 and inserting the following:

| | Ordinary hours | Public holiday |
|-----|---|-----------------------|
| | % of ordinary hourly rate ¹ | |
| | \$ | \$ |
| | 125% | 225% |
| PW1 | 28.26 | 50.87 |
| PW2 | 29.44 | 52.99 |
| PW3 | 30.61 | 55.10 |
| PW4 | 32.73 | 58.91 |

61. By deleting the table appearing in clause B.7.2 and inserting the following:

| Age | Junior hourly rate | Public holiday (all hours worked) | Overtime | | |
|----------------|--------------------|-----------------------------------|--------------------------------------|---------------------------|--------------------------------------|
| | | | Monday to Saturday | Sunday | |
| | | | | Feeding or watering stock | Other than feeding or watering stock |
| | | | % of junior hourly rate ¹ | | |
| | 100% | 200% | 150% | 150% | 200% |
| | \$ | \$ | \$ | \$ | \$ |
| PW1 | | | | | |
| Under 16 years | 11.31 | 22.62 | 16.97 | 16.97 | 22.62 |
| 16 years | 13.57 | 27.14 | 20.36 | 20.36 | 27.14 |
| 17 years | 15.83 | 31.66 | 23.75 | 23.75 | 31.66 |
| 18 years | 18.09 | 36.18 | 27.14 | 27.14 | 36.18 |
| 19 years | 20.35 | 40.70 | 30.53 | 30.53 | 40.70 |
| PW2 | | | | | |
| Under 16 years | 11.78 | 23.56 | 17.67 | 17.67 | 23.56 |
| 16 years | 14.13 | 28.26 | 21.20 | 21.20 | 28.26 |
| 17 years | 16.49 | 32.98 | 24.74 | 24.74 | 32.98 |
| 18 years | 18.84 | 37.68 | 28.26 | 28.26 | 37.68 |
| 19 years | 21.20 | 42.40 | 31.80 | 31.80 | 42.40 |
| PW3 | | | | | |
| Under 16 years | 12.25 | 24.50 | 18.38 | 18.38 | 24.50 |
| 16 years | 14.69 | 29.38 | 22.04 | 22.04 | 29.38 |
| 17 years | 17.14 | 34.28 | 25.71 | 25.71 | 34.28 |
| 18 years | 19.59 | 39.18 | 29.39 | 29.39 | 39.18 |
| 19 years | 22.04 | 44.08 | 33.06 | 33.06 | 44.08 |
| PW4 | | | | | |
| Under 16 years | 13.09 | 26.18 | 19.64 | 19.64 | 26.18 |
| 16 years | 15.71 | 31.42 | 23.57 | 23.57 | 31.42 |
| 17 years | 18.33 | 36.66 | 27.50 | 27.50 | 36.66 |
| 18 years | 20.94 | 41.88 | 31.41 | 31.41 | 41.88 |
| 19 years | 23.56 | 47.12 | 35.34 | 35.34 | 47.12 |

62. By deleting the table appearing in clause B.7.3 and inserting the following:

| Age | Ordinary hours | Public holiday |
|----------------|--------------------------------------|----------------|
| | % of junior hourly rate ¹ | |
| | 125% | 225% |
| | \$ | \$ |
| PW1 | | |
| Under 16 years | 14.14 | 25.45 |
| 16 years | 16.96 | 30.53 |
| 17 years | 19.79 | 35.62 |
| 18 years | 22.61 | 40.70 |
| 19 years | 25.44 | 45.79 |
| PW2 | | |
| Under 16 years | 14.73 | 26.51 |
| 16 years | 17.66 | 31.79 |
| 17 years | 20.61 | 37.10 |
| 18 years | 23.55 | 42.39 |
| 19 years | 26.50 | 47.70 |
| PW3 | | |
| Under 16 years | 15.31 | 27.56 |
| 16 years | 18.36 | 33.05 |
| 17 years | 21.43 | 38.57 |
| 18 years | 24.49 | 44.08 |
| 19 years | 27.55 | 49.59 |
| PW4 | | |
| Under 16 years | 16.36 | 29.45 |
| 16 years | 19.64 | 35.35 |
| 17 years | 22.91 | 41.24 |
| 18 years | 26.18 | 47.12 |
| 19 years | 29.45 | 53.01 |

63. By deleting the amount “\$21.97” appearing in clause C.1.1 and inserting “\$23.23”.

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

| Allowance | Clause | % of standard rate | \$ | Payable |
|--|---------------|---------------------------|-----------|----------------|
| General Employment Conditions | | | | |
| Leading hand, in charge of—2 to 6 employees ¹ | 18.2(b)(i) | 115.0 | 26.71 | per week |
| Leading hand, in charge of—7 to 10 employees ¹ | 18.2(b)(i) | 134.0 | 31.13 | per week |
| Leading hand, in charge of—11 to 20 employees ¹ | 18.2(b)(i) | 191.0 | 44.37 | per week |
| Leading hand, in charge of—More than 20 employees ¹ | 18.2(b)(i) | 240.0 | 55.75 | per week |
| First aid allowance ¹ | 18.2(c) | 14.0 | 3.25 | per day |
| Broadacre Farming and Livestock Operations | | | | |
| Station hand—jetting, spraying, swabbing sheep | 33.4 | 17.0 | 3.95 | per day |
| Shearing Operations | | | | |
| Lack of amenities allowance | 51.3(b) | 51.5 | 11.96 | per day |
| Conditions allowance | 51.9(f) | 602.3 | 139.91 | per week |
| Enterprise flexibility allowance | 51.9(f) | 853.8 | 198.34 | per week |
| Woolrolling allowance | 51.9(f) | 426.8 | 99.15 | per week |
| Bookkeeping allowance | 51.9(f) | 277.5 | 64.46 | per week |
| Allowance where sleeping quarters not provided—to pay for sleeping quarters | 52.1(b) | 259.4 | 60.26 | per night |
| Allowance where sleeping quarters not provided—travel time in excess of one hour per day, between shed and sleeping quarters | 52.2 | 85.6 | 19.88 | per hour |

| Allowance | Clause | % of standard rate | \$ | Payable |
|---|---------------|---------------------------|-----------|----------------|
| Allowance where sleeping quarters not provided—travelling allowance (more than 65 km distance from shed)—Shearers (or Crutchers) only | 52.3(a) | 77.0 | 17.89 | per day |

65. By deleting the table appearing in clause C.2.3 and inserting the following:

| Allowance | Clause | \$ | Payable |
|--|---------------|-----------|----------------|
| Woolpressers—weighing and branding bales | 51.5(b) | 0.49 | per bale |
| Woolclassers—Conditions allowance | 51.9(f) | 139.91 | per week |
| Woolclassers—Enterprise flexibility (including hours) and wet weather allowance | 51.9(f) | 198.34 | per week |
| Woolrolling and other shed hands work allowance | 51.9(f) | 99.15 | per week |
| Bookkeeping, overseeing, experting allowance | 51.9(f) | 64.46 | per week |
| Breakdown of machinery—allowance for delays and termination of agreements—not found employees ¹ | 52.5(a)(ii) | 215.36 | per day |
| Breakdown of machinery—allowance for delays and termination of agreements—found employees ¹ | 52.5(a)(ii) | 178.09 | per day |

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT