



DETERMINATION

Fair Work Act 2009

s 157—FWC may vary etc. modern awards if necessary to achieve modern awards objective

Review of C14 and C13 rates in modern awards (C2019/5259)

FUNERAL INDUSTRY AWARD 2020 [MA000105]

Funeral directing

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
COMMISSIONER DURHAM

MELBOURNE, 19 NOVEMBER 2024

Review of classification rates at the C14 and C13 level in modern awards – Funeral Industry Award 2020 – award varied.

A. Further to the decision issued by the Expert Panel on 19 November 2024 [[\[2024\] FWCFB 438](#)], the above award is varied as follows:

1. By deleting clause 12.1 and inserting the following:

12.1 Grade 1

An employee may only be employed at this grade for a maximum period of 6 months and may be employed as:

- (a) a Funeral director’s assistant;
- (b) a coffin draper; or
- (c) an adult employee not mentioned elsewhere in any of Grades 2 to 6.

2. By deleting clause 12.2 and inserting the following:

12.2 Grade 2

- (a) Funeral director’s assistant engaged in preparation work;
- (b) unqualified embalmer in training or under supervision;

(c) adult employee engaged in coffin staining, including puttying, filling and sanding or buffing by mechanical means or operating a spray gun, applying stains, fillers and/or undercoats; or

(d) the duties of a Grade 1 employee after the first 6 months of employment.

3. By updating the cross-references accordingly.

B. This determination comes into operation on 1 January 2025. In accordance with s 165(3) 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 January 2025.



PRESIDENT

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