



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

PASTORAL AWARD 2020
[MA000035]

Agricultural industry

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 words “1 November 2020” in clause 15.2 and inserting “1 July 2021”.
2. By deleting the table appearing in clause 18.2(b)(i) and inserting the following:

In charge of	\$ per week
2–6 employees	24.06
7–10 employees	28.03
11–20 employees	39.96
More than 20 employees	50.21

3. By deleting the amount “\$2.86” appearing in clause 18.2(c) and inserting “\$2.93”.

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	772.60	20.33
FLH2	794.80	20.92
FLH3	806.30	21.22
FLH4	825.20	21.72
FLH5	840.10	22.11
FLH6	853.60	22.46
FLH7	899.50	23.67
FLH8	966.50	25.43

5. By deleting the amount “\$3.47” appearing in clause 33.4 and inserting “\$3.56”.

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	772.60	20.33
PA2	794.30	20.90
PA3	825.20	21.72
PA4	853.70	22.47
PA5	876.00	23.05
PA6	899.50	23.67
PA7	927.70	24.41

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	772.60	20.33
PW2	806.30	21.22

Wage group	Minimum weekly rate (full-time employee)	Minimum hourly rate
PW3	840.10	22.11
PW4	899.50	23.67

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	331.98	298.33
Flock sheep—wethers, ewes and lambs—rate per day	248.02	214.37

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: 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	96.27	83.00
All other crutching	76.36	66.40
For wiggging or ringing	36.52	36.52
For either wiggging or ringing in addition to crutching	9.96	9.96
For wiggging and ringing	59.76	59.76
For wiggging and ringing in addition to crutching—crutching rate plus	16.60	16.60
For cleaning the belly of any ewe above the teats (no more than 2 blows of the machine or shears)—crutching rates plus	8.30	8.30

- 10. By deleting the amount “\$10.51” appearing in clause 51.3(b) and inserting “\$10.77”.
- 11. By deleting the amount “\$32.97” appearing in clause 51.3(d) and inserting “\$33.65”.
- 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	1192.38	59.62
For adults with 65 or more work days’ experience as a shed hand	1254.75	62.74

- 13. By deleting the amount “\$32.97” appearing in clause 51.4(d) and inserting “\$33.65”.
- 14. By deleting the table appearing in clause 51.5(a) and inserting the following:

	\$
By hand—per bale	20.01
By hand—per kilo	0.1313
By power—per bale	13.34
By power—per kilo	0.0875

- 15. By deleting the amount “\$0.43” appearing in clause 51.5(b) and inserting “\$0.44”.
- 17. By deleting the amount “\$64.95” appearing in clause 51.5(c) and inserting “\$66.39”.
- 18. By deleting the amount “\$32.97” appearing in clause 51.5(d) and inserting “\$33.65”.
- 19. By deleting the amounts “\$64.95” and “\$32.97” appearing in clause 51.5(f) and inserting “\$66.39” and “\$33.65” respectively.
- 20. By deleting the amount “\$20.46” appearing in clause 51.6(a) and inserting “\$20.94”.
- 21. By deleting the amount “\$265.95” appearing in clause 51.6(b) and inserting “\$272.16”.
- 22. By deleting the amount “\$372.44” appearing in clause 51.7(a) and inserting “\$381.75”.

23. 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	1273.86
Shearing shed expert level 2	1415.40
Woolclasser level 1 ¹	1415.40
Woolclasser level 2 ¹	1527.00
Woolclasser level 3 ¹	1599.55

24. By deleting the amounts “\$1489.75” and “\$372.44” appearing in clause 51.9(b) and inserting “\$1527.00” and “\$381.75” respectively.

25. By deleting the amount “\$1242.81” appearing in clause 51.9(c)(i) and inserting “\$1273.86”.

26. By deleting the amount “\$1380.90” appearing in clause 51.9(c)(ii) and inserting “\$1415.40”.

27. By deleting the table appearing in clause 51.9(f) and inserting the following:

Allowance	\$ per week
Conditions	126.00
Enterprise flexibility	178.61
Woolrolling	89.29
Bookkeeping	58.05

28. By deleting the amount “\$52.94” appearing in clause 52.1(b) and inserting “\$54.27”.

29. By deleting the amount “\$17.47” appearing in clause 52.2 and inserting “\$17.91”.

30. By deleting the amount “\$15.72” appearing in clause 52.3(a) and inserting “\$16.11”.

31. By deleting the amounts “\$189.85” and “\$156.88” appearing in clause 52.5(a)(ii) and inserting “\$194.34” and “\$160.69” respectively.

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

Shearer’s formula	\$
<i>Minimum rate</i>	848.80
Plus 20% piecework allowance—min rate x 20%	169.76
Plus 25% casual loading—min rate x 25%	212.20

Shearer's formula	\$
<i>Subtotal</i>	1230.76
Plus shearing industry allowance ¹	231.66
Plus rations ¹	63.53
Plus allowance for combs/cutters ¹	109.24
Plus payment for handpiece ¹	24.70
<i>Weekly total for casual piecework Shearer with own handpiece (500 sheep)</i>	1659.89
Rate per 100 conversion—total divided by 5	331.98

- 33. By deleting the amount “\$32.97” appearing in clause A.1.2 and inserting “\$33.65”.
- 34. 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	717.75
Plus 25% casual loading—new minimum wage rate x 25%	179.44
Plus shearing industry allowance ¹	231.66
Plus rations ¹	63.53
<i>Total</i>	1192.38
Per run—divide by 20	59.62
<i>With 65 or more work days' experience in the industry</i>	
Minimum rate which is 90.44% of Shearer's minimum rate	767.65
Plus 25% casual loading—new minimum wage rate x 25%	191.91
Plus shearing industry allowance ¹	231.66
Plus rations ¹	63.53
<i>Total</i>	1254.75
Per run—divide by 20	62.74

- 35. 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	41.73
<i>With 65 or more work days' experience as a shed hand</i>	
70% of equivalent adult rate	43.92

	\$ per run
18–20 years	
<i>With less than 65 work days' experience as a shed hand</i>	
90% of equivalent adult rate	53.66
<i>With 65 or more work days' experience as a shed hand</i>	
90% of equivalent adult rate	56.47

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

	Piecework	Time work
	\$	\$
<i>Minimum rate</i>	762.62	826.10
Plus 20% piecework allowance—min rate x 20%	152.52	
Plus 25% casual loading—min rate x 25%	190.66	206.53
<i>Subtotal</i>	1105.80	
Plus shearing industry allowance ¹	231.66	231.66
Plus rations ¹	63.53	63.53
<i>Total per week</i>	1400.99	1327.82
Per run—total divided by 20		66.39
By hand—per bale = total divided by 70	20.01	
By hand—per kilo = by hand per bale rate divided by 152.4	0.1313	
By power—per bale = by hand per bale rate x 2/3	13.34	
By power—per kilo = by power per bale rate divided by 152.4	0.0875	

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

Shearing cook's formula	\$
<i>Minimum rate</i>	827.30
Plus 25% casual loading—min rate x 25%	206.83
Plus 20% long hours allowance—min rate x 20%	165.46
Plus 69.58% of shearing industry allowance ¹	161.19
<i>Total</i>	1360.78
Daily rate—total divided by 5	272.16
Per employee per day rate = daily rate divided by 13	20.94

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

	\$
Base	888.62
Plus casual loading of 25% (of base)	222.16
<i>Subtotal</i>	1110.78
Plus conditions allowance ¹	126.00
Plus enterprise flexibility (including hours) and wet weather allowance ¹	178.61
<i>Total</i>	1415.39
Rounded to the nearest 5 cents	1415.40

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

	\$
Base	888.62
Woolrolling and other shed hands work	89.29
<i>Subtotal 1</i>	977.91
Plus casual loading of 25% (of subtotal 1)	244.48
<i>Subtotal 2</i>	1222.39
Plus conditions allowance ¹	126.00
Plus enterprise flexibility (including hours) and wet weather allowance ¹	178.61
<i>Total</i>	1527.00
Rounded to the nearest 5 cents	1527.00

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

	\$
Base	888.62
Woolrolling and other shed hands work	89.29
Bookkeeping, overseeing, experting ¹	58.05
<i>Subtotal 1</i>	1035.96
Plus casual loading of 25% (of subtotal 1)	258.99
<i>Subtotal 2</i>	1294.95
Plus conditions allowance ¹	126.00

	\$
Plus enterprise flexibility (including hours) and wet weather allowance ¹	178.61
<i>Total</i>	1599.56
Rounded to the nearest 5 cents	1599.55

41. 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	20.33	40.66
FLH2	20.92	41.84
FLH3	21.22	42.44
FLH4	21.72	43.44
FLH5	22.11	44.22
FLH6	22.46	44.92
FLH7	23.67	47.34
FLH8	25.43	50.86

42. 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	30.50	30.50	40.66
FLH2	31.38	31.38	41.84
FLH3	31.83	31.83	42.44
FLH4	32.58	32.58	43.44
FLH5	33.17	33.17	44.22
FLH6	33.69	33.69	44.92
FLH7	35.51	35.51	47.34
FLH8	38.15	38.15	50.86

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

B.2.3 Full-time and part-time adult station cooks—additional overtime rates

	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)	772.60	105.35	210.71	316.06

44. 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	25.41	45.74
FLH2	26.15	47.07
FLH3	26.53	47.75
FLH4	27.15	48.87
FLH5	27.64	49.75
FLH6	28.08	50.54
FLH7	29.59	53.26
FLH8	31.79	57.22

45. 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	386.30	10.17	20.34
16 years	463.56	12.20	24.40
17 years	540.82	14.23	28.46
18 years	618.08	16.27	32.54

Age	Junior weekly rate	Ordinary hours	Public holiday
		% of junior hourly rate ¹	
	100%	100%	200%
	\$	\$	\$
19 years	695.34	18.30	36.60
FLH2			
Under 16 years	397.40	10.46	20.92
16 years	476.88	12.55	25.10
17 years	556.36	14.64	29.28
18 years	635.84	16.73	33.46
19 years	715.32	18.82	37.64
FLH3			
Under 16 years	403.15	10.61	21.22
16 years	483.78	12.73	25.46
17 years	564.41	14.85	29.70
18 years	645.04	16.97	33.94
19 years	725.67	19.10	38.20
FLH4			
Under 16 years	412.60	10.86	21.72
16 years	495.12	13.03	26.06
17 years	577.64	15.20	30.40
18 years	660.16	17.37	34.74
19 years	742.68	19.54	39.08
FLH5			
Under 16 years	420.05	11.05	22.10
16 years	504.06	13.26	26.52
17 years	588.07	15.48	30.96
18 years	672.08	17.69	35.38
19 years	756.09	19.90	39.80
FLH6			
Under 16 years	426.80	11.23	22.46
16 years	512.16	13.48	26.96
17 years	597.52	15.72	31.44
18 years	682.88	17.97	35.94

Age	Junior weekly rate	Ordinary hours	Public holiday
		% of junior hourly rate¹	
	100%	100%	200%
	\$	\$	\$
19 years	768.24	20.22	40.44
FLH7			
Under 16 years	449.75	11.84	23.68
16 years	539.70	14.20	28.40
17 years	629.65	16.57	33.14
18 years	719.60	18.94	37.88
19 years	809.55	21.30	42.60
FLH8			
Under 16 years	483.25	12.72	25.44
16 years	579.90	15.26	30.52
17 years	676.55	17.80	35.60
18 years	773.20	20.35	40.70
19 years	869.85	22.89	45.78

46. 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 rate¹	
	150%	150%	200%
	\$	\$	\$
FLH1			
Under 16 years	15.26	15.26	20.34
16 years	18.30	18.30	24.40
17 years	21.35	21.35	28.46
18 years	24.41	24.41	32.54
19 years	27.45	27.45	36.60
FLH2			
Under 16 years	15.69	15.69	20.92
16 years	18.83	18.83	25.10

	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	21.96	21.96	29.28
18 years	25.10	25.10	33.46
19 years	28.23	28.23	37.64
FLH3			
Under 16 years	15.92	15.92	21.22
16 years	19.10	19.10	25.46
17 years	22.28	22.28	29.70
18 years	25.46	25.46	33.94
19 years	28.65	28.65	38.20
FLH4			
Under 16 years	16.29	16.29	21.72
16 years	19.55	19.55	26.06
17 years	22.80	22.80	30.40
18 years	26.06	26.06	34.74
19 years	29.31	29.31	39.08
FLH5			
Under 16 years	16.58	16.58	22.10
16 years	19.89	19.89	26.52
17 years	23.22	23.22	30.96
18 years	26.54	26.54	35.38
19 years	29.85	29.85	39.80
FLH6			
Under 16 years	16.85	16.85	22.46
16 years	20.22	20.22	26.96
17 years	23.58	23.58	31.44
18 years	26.96	26.96	35.94
19 years	30.33	30.33	40.44
FLH7			

	Monday to Saturday—Overtime hours	Sunday—Overtime hours	
		feeding & watering stock	other than feeding & watering stock
	% of junior hourly rate ¹		
	150%	150%	200%
	\$	\$	\$
Under 16 years	17.76	17.76	23.68
16 years	21.30	21.30	28.40
17 years	24.86	24.86	33.14
18 years	28.41	28.41	37.88
19 years	31.95	31.95	42.60
FLH8			
Under 16 years	19.08	19.08	25.44
16 years	22.89	22.89	30.52
17 years	26.70	26.70	35.60
18 years	30.53	30.53	40.70
19 years	34.34	34.34	45.78

47. 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 rate ¹			
	100%	3/22nds²	3/11ths²	9/22nds²
	\$	\$	\$	\$
Station cook (FLH1)				
Under 16 years	386.30	52.68	105.35	158.03
16 years	463.56	63.21	126.43	189.64
17 years	540.82	73.75	147.50	221.24
18 years	618.08	84.28	168.57	252.85
19 years	695.34	94.82	189.64	284.46

48. 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	12.71	22.88
16 years	15.25	27.45
17 years	17.79	32.02
18 years	20.34	36.61
19 years	22.88	41.18
FLH2		
Under 16 years	13.08	23.54
16 years	15.69	28.24
17 years	18.30	32.94
18 years	20.91	37.64
19 years	23.53	42.35
FLH3		
Under 16 years	13.26	23.87
16 years	15.91	28.64
17 years	18.56	33.41
18 years	21.21	38.18
19 years	23.88	42.98
FLH4		
Under 16 years	13.58	24.44
16 years	16.29	29.32
17 years	19.00	34.20
18 years	21.71	39.08
19 years	24.43	43.97
FLH5		
Under 16 years	13.81	24.86
16 years	16.58	29.84
17 years	19.35	34.83

	Ordinary hours	Public holiday
	% of ordinary hourly rate ¹	
	125%	225%
	\$	\$
18 years	22.11	39.80
19 years	24.88	44.78
FLH6		
Under 16 years	14.04	25.27
16 years	16.85	30.33
17 years	19.65	35.37
18 years	22.46	40.43
19 years	25.28	45.50
FLH7		
Under 16 years	14.80	26.64
16 years	17.75	31.95
17 years	20.71	37.28
18 years	23.68	42.62
19 years	26.63	47.93
FLH8		
Under 16 years	15.90	28.62
16 years	19.08	34.34
17 years	22.25	40.05
18 years	25.44	45.79
19 years	28.61	51.50

49. 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	20.33	30.50	50.83
PA2	20.90	31.35	52.25
PA3	21.72	32.58	54.30
PA4	22.47	33.71	56.18

	Ordinary hours	Saturday	Public holiday
	% of ordinary hourly rate ¹		
	100%	150%	250%
	\$	\$	\$
PA5	23.05	34.58	57.63
PA6	23.67	35.51	59.18
PA7	24.41	36.62	61.03

50. 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	23.38	30.50	40.66	26.43	30.50	40.66	40.66
PA2	24.04	31.35	41.80	27.17	31.35	41.80	41.80
PA3	24.98	32.58	43.44	28.24	32.58	43.44	43.44
PA4	25.84	33.71	44.94	29.21	33.71	44.94	44.94
PA5	26.51	34.58	46.10	29.97	34.58	46.10	46.10
PA6	27.22	35.51	47.34	30.77	35.51	47.34	47.34
PA7	28.07	36.62	48.82	31.73	36.62	48.82	48.82

51. 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	20.33	30.50	40.66	40.66
PA2	20.90	31.35	41.80	41.80
PA3	21.72	32.58	43.44	43.44
PA4	22.47	33.71	44.94	44.94

	Ordinary hours	Monday to Saturday		Sunday
		First 2 hours	After 2 hours	
% of ordinary hourly rate ¹				
	100%	150%	200%	200%
		\$	\$	\$
PA5	23.05	34.58	46.10	46.10
PA6	23.67	35.51	47.34	47.34
PA7	24.41	36.62	48.82	48.82

52. 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	25.41	35.58	55.91
PA2	26.13	36.58	57.48
PA3	27.15	38.01	59.73
PA4	28.09	39.32	61.79
PA5	28.81	40.34	63.39
PA6	29.59	41.42	65.09
PA7	30.51	42.72	67.13

53. 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	28.46	35.58	45.74	31.51	35.58	45.74	45.74
PA2	29.26	36.58	47.03	32.40	36.58	47.03	47.03
PA3	30.41	38.01	48.87	33.67	38.01	48.87	48.87
PA4	31.46	39.32	50.56	34.83	39.32	50.56	50.56

	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%
PA5	32.27	40.34	51.86	35.73	40.34	51.86	51.86
PA6	33.14	41.42	53.26	36.69	41.42	53.26	53.26
PA7	34.17	42.72	54.92	37.84	42.72	54.92	54.92

54. 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	10.17	15.26	25.43
16 years	12.20	18.30	30.50
17 years	14.23	21.35	35.58
18 years	16.26	24.39	40.65
19 years	18.30	27.45	45.75
PA2			
Under 16 years	10.45	15.68	26.13
16 years	12.54	18.81	31.35
17 years	14.63	21.95	36.58
18 years	16.72	25.08	41.80
19 years	18.81	28.22	47.03
PA3			
Under 16 years	10.86	16.29	27.15
16 years	13.03	19.55	32.58
17 years	15.20	22.80	38.00
18 years	17.38	26.07	43.45
19 years	19.55	29.33	48.88

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate ¹		
	100%	150%	250%
	\$	\$	\$
PA4			
Under 16 years	11.24	16.86	28.10
16 years	13.48	20.22	33.70
17 years	15.73	23.60	39.33
18 years	17.98	26.97	44.95
19 years	20.22	30.33	50.55
PA5			
Under 16 years	11.53	17.30	28.83
16 years	13.83	20.75	34.58
17 years	16.14	24.21	40.35
18 years	18.44	27.66	46.10
19 years	20.75	31.13	51.88
PA6			
Under 16 years	11.84	17.76	29.60
16 years	14.20	21.30	35.50
17 years	16.57	24.86	41.43
18 years	18.94	28.41	47.35
19 years	21.30	31.95	53.25
PA7			
Under 16 years	12.21	18.32	30.53
16 years	14.65	21.98	36.63
17 years	17.09	25.64	42.73
18 years	19.53	29.30	48.83
19 years	21.97	32.96	54.93

55. 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	11.70	15.26	20.34	13.22	15.26	20.34	20.34
16 years	14.03	18.30	24.40	15.86	18.30	24.40	24.40
17 years	16.36	21.35	28.46	18.50	21.35	28.46	28.46
18 years	18.70	24.39	32.52	21.14	24.39	32.52	32.52
19 years	21.05	27.45	36.60	23.79	27.45	36.60	36.60
PA2							
Under 16 years	12.02	15.68	20.90	13.59	15.68	20.90	20.90
16 years	14.42	18.81	25.08	16.30	18.81	25.08	25.08
17 years	16.82	21.95	29.26	19.02	21.95	29.26	29.26
18 years	19.23	25.08	33.44	21.74	25.08	33.44	33.44
19 years	21.63	28.22	37.62	24.45	28.22	37.62	37.62
PA3							
Under 16 years	12.49	16.29	21.72	14.12	16.29	21.72	21.72
16 years	14.98	19.55	26.06	16.94	19.55	26.06	26.06
17 years	17.48	22.80	30.40	19.76	22.80	30.40	30.40
18 years	19.99	26.07	34.76	22.59	26.07	34.76	34.76
19 years	22.48	29.33	39.10	25.42	29.33	39.10	39.10
PA4							
Under 16 years	12.93	16.86	22.48	14.61	16.86	22.48	22.48
16 years	15.50	20.22	26.96	17.52	20.22	26.96	26.96
17 years	18.09	23.60	31.46	20.45	23.60	31.46	31.46
18 years	20.68	26.97	35.96	23.37	26.97	35.96	35.96

	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%
19 years	23.25	30.33	40.44	26.29	30.33	40.44	40.44
PA5							
Under 16 years	13.26	17.30	23.06	14.99	17.30	23.06	23.06
16 years	15.90	20.75	27.66	17.98	20.75	27.66	27.66
17 years	18.56	24.21	32.28	20.98	24.21	32.28	32.28
18 years	21.21	27.66	36.88	23.97	27.66	36.88	36.88
19 years	23.86	31.13	41.50	26.98	31.13	41.50	41.50
PA6							
Under 16 years	13.62	17.76	23.68	15.39	17.76	23.68	23.68
16 years	16.33	21.30	28.40	18.46	21.30	28.40	28.40
17 years	19.06	24.86	33.14	21.54	24.86	33.14	33.14
18 years	21.78	28.41	37.88	24.62	28.41	37.88	37.88
19 years	24.50	31.95	42.60	27.69	31.95	42.60	42.60
PA7							
Under 16 years	14.04	18.32	24.42	15.87	18.32	24.42	24.42
16 years	16.85	21.98	29.30	19.05	21.98	29.30	29.30
17 years	19.65	25.64	34.18	22.22	25.64	34.18	34.18
18 years	22.46	29.30	39.06	25.39	29.30	39.06	39.06
19 years	25.27	32.96	43.94	28.56	32.96	43.94	43.94

56. 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	15.26	20.34	20.34
16 years	18.30	24.40	24.40
17 years	21.35	28.46	28.46
18 years	24.39	32.52	32.52
19 years	27.45	36.60	36.60
PA2			
Under 16 years	15.68	20.90	20.90
16 years	18.81	25.08	25.08
17 years	21.95	29.26	29.26
18 years	25.08	33.44	33.44
19 years	28.22	37.62	37.62
PA3			
Under 16 years	16.29	21.72	21.72
16 years	19.55	26.06	26.06
17 years	22.80	30.40	30.40
18 years	26.07	34.76	34.76
19 years	29.33	39.10	39.10
PA4			
Under 16 years	16.86	22.48	22.48
16 years	20.22	26.96	26.96
17 years	23.60	31.46	31.46
18 years	26.97	35.96	35.96
19 years	30.33	40.44	40.44
PA5			
Under 16 years	17.30	23.06	23.06
16 years	20.75	27.66	27.66

	Monday to Saturday		Sunday
	First 2 hours	After 2 hours	
	% of junior hourly rate ¹		
	150%	200%	200%
	\$	\$	\$
17 years	24.21	32.28	32.28
18 years	27.66	36.88	36.88
19 years	31.13	41.50	41.50
PA6			
Under 16 years	17.76	23.68	23.68
16 years	21.30	28.40	28.40
17 years	24.86	33.14	33.14
18 years	28.41	37.88	37.88
19 years	31.95	42.60	42.60
PA7			
Under 16 years	18.32	24.42	24.42
16 years	21.98	29.30	29.30
17 years	25.64	34.18	34.18
18 years	29.30	39.06	39.06
19 years	32.96	43.94	43.94

57. 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	12.71	17.80	27.97
16 years	15.25	21.35	33.55
17 years	17.79	24.90	39.13
18 years	20.33	28.46	44.72
19 years	22.88	32.03	50.33
PA2			
Under 16 years	13.06	18.29	28.74

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate ¹		
	125%	175%	275%
	\$	\$	\$
16 years	15.68	21.95	34.49
17 years	18.29	25.60	40.23
18 years	20.90	29.26	45.98
19 years	23.51	32.92	51.73
PA3			
Under 16 years	13.58	19.01	29.87
16 years	16.29	22.80	35.83
17 years	19.00	26.60	41.80
18 years	21.73	30.42	47.80
19 years	24.44	34.21	53.76
PA4			
Under 16 years	14.05	19.67	30.91
16 years	16.85	23.59	37.07
17 years	19.66	27.53	43.26
18 years	22.48	31.47	49.45
19 years	25.28	35.39	55.61
PA5			
Under 16 years	14.41	20.18	31.71
16 years	17.29	24.20	38.03
17 years	20.18	28.25	44.39
18 years	23.05	32.27	50.71
19 years	25.94	36.31	57.06
PA6			
Under 16 years	14.80	20.72	32.56
16 years	17.75	24.85	39.05
17 years	20.71	29.00	45.57
18 years	23.68	33.15	52.09
19 years	26.63	37.28	58.58
PA7			
Under 16 years	15.26	21.37	33.58

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate ¹		
	125%	175%	275%
	\$	\$	\$
16 years	18.31	25.64	40.29
17 years	21.36	29.91	47.00
18 years	24.41	34.18	53.71
19 years	27.46	38.45	60.42

58. 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	14.24	17.80	22.88	15.76	17.80	22.88	22.88
16 years	17.08	21.35	27.45	18.91	21.35	27.45	27.45
17 years	19.92	24.90	32.02	22.06	24.90	32.02	32.02
18 years	22.76	28.46	36.59	25.20	28.46	36.59	36.59
19 years	25.62	32.03	41.18	28.37	32.03	41.18	41.18
PA2							
Under 16 years	14.63	18.29	23.51	16.20	18.29	23.51	23.51
16 years	17.56	21.95	28.22	19.44	21.95	28.22	28.22
17 years	20.48	25.60	32.92	22.68	25.60	32.92	32.92
18 years	23.41	29.26	37.62	25.92	29.26	37.62	37.62
19 years	26.33	32.92	42.32	29.16	32.92	42.32	42.32
PA3							
Under 16 years	15.20	19.01	24.44	16.83	19.01	24.44	24.44
16 years	18.24	22.80	29.32	20.20	22.80	29.32	29.32
17 years	21.28	26.60	34.20	23.56	26.60	34.20	34.20
18 years	24.33	30.42	39.11	26.94	30.42	39.11	39.11

	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%
	\$	\$	\$	\$	\$	\$	\$
19 years	27.37	34.21	43.99	30.30	34.21	43.99	43.99
PA4							
Under 16 years	15.74	19.67	25.29	17.42	19.67	25.29	25.29
16 years	18.87	23.59	30.33	20.89	23.59	30.33	30.33
17 years	22.02	27.53	35.39	24.38	27.53	35.39	35.39
18 years	25.17	31.47	40.46	27.87	31.47	40.46	40.46
19 years	28.31	35.39	45.50	31.34	35.39	45.50	45.50
PA5							
Under 16 years	16.14	20.18	25.94	17.87	20.18	25.94	25.94
16 years	19.36	24.20	31.12	21.44	24.20	31.12	31.12
17 years	22.60	28.25	36.32	25.02	28.25	36.32	36.32
18 years	25.82	32.27	41.49	28.58	32.27	41.49	41.49
19 years	29.05	36.31	46.69	32.16	36.31	46.69	46.69
PA6							
Under 16 years	16.58	20.72	26.64	18.35	20.72	26.64	26.64
16 years	19.88	24.85	31.95	22.01	24.85	31.95	31.95
17 years	23.20	29.00	37.28	25.68	29.00	37.28	37.28
18 years	26.52	33.15	42.62	29.36	33.15	42.62	42.62
19 years	29.82	37.28	47.93	33.02	37.28	47.93	47.93
PA7							
Under 16 years	17.09	21.37	27.47	18.93	21.37	27.47	27.47
16 years	20.51	25.64	32.96	22.71	25.64	32.96	32.96
17 years	23.93	29.91	38.45	26.49	29.91	38.45	38.45
18 years	27.34	34.18	43.94	30.27	34.18	43.94	43.94
19 years	30.76	38.45	49.43	34.05	38.45	49.43	49.43

59. 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	20.33	40.66
PW2	21.22	42.44
PW3	22.11	44.22
PW4	23.67	47.34

60. 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	20.33	30.50	30.50	40.66	40.66
PW2	21.22	31.83	31.83	42.44	42.44
PW3	22.11	33.17	33.17	44.22	44.22
PW4	23.67	35.51	35.51	47.34	47.34

61. 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	25.41	45.74
PW2	26.53	47.75
PW3	27.64	49.75
PW4	29.59	53.26

62. 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	10.17	20.34	15.26	15.26	20.34
16 years	12.20	24.40	18.30	18.30	24.40
17 years	14.23	28.46	21.35	21.35	28.46
18 years	16.26	32.52	24.39	24.39	32.52
19 years	18.30	36.60	27.45	27.45	36.60
PW2					
Under 16 years	10.61	21.22	15.92	15.92	21.22
16 years	12.73	25.46	19.10	19.10	25.46
17 years	14.85	29.70	22.28	22.28	29.70
18 years	16.98	33.96	25.47	25.47	33.96
19 years	19.10	38.20	28.65	28.65	38.20
PW3					
Under 16 years	11.06	22.12	16.59	16.59	22.12
16 years	13.27	26.54	19.91	19.91	26.54
17 years	15.48	30.96	23.22	23.22	30.96
18 years	17.69	35.38	26.54	26.54	35.38
19 years	19.90	39.80	29.85	29.85	39.80
PW4					
Under 16 years	11.84	23.68	17.76	17.76	23.68
16 years	14.20	28.40	21.30	21.30	28.40
17 years	16.57	33.14	24.86	24.86	33.14
18 years	18.94	37.88	28.41	28.41	37.88
19 years	21.30	42.60	31.95	31.95	42.60

63. 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	12.71	22.88
16 years	15.25	27.45
17 years	17.79	32.02
18 years	20.33	36.59
19 years	22.88	41.18
PW2		
Under 16 years	13.26	23.87
16 years	15.91	28.64
17 years	18.56	33.41
18 years	21.23	38.21
19 years	23.88	42.98
PW3		
Under 16 years	13.83	24.89
16 years	16.59	29.86
17 years	19.35	34.83
18 years	22.11	39.80
19 years	24.88	44.78
PW4		
Under 16 years	14.80	26.64
16 years	17.75	31.95
17 years	20.71	37.28
18 years	23.68	42.62
19 years	26.63	47.93

64. By deleting the amount “\$20.41” appearing in clause C.1.1 and inserting “\$20.92”.

65. 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	24.06	per week
Leading hand, in charge of—7 to 10 employees ¹	18.2(b)(i)	134.0	28.03	per week
Leading hand, in charge of—11 to 20 employees ¹	18.2(b)(i)	191.0	39.96	per week
Leading hand, in charge of—More than 20 employees ¹	18.2(b)(i)	240.0	50.21	per week
First aid allowance ¹	18.2(c)	14.0	2.93	per day
Broadacre Farming and Livestock Operations				
Station hand—jetting, spraying, swabbing sheep	33.4	17.0	3.56	per day
Shearing Operations				
Lack of amenities allowance	51.3(b)	51.5	10.77	per day
Conditions allowance	51.9(f)	602.3	126.00	per week
Enterprise flexibility allowance	51.9(f)	853.8	178.61	per week
Woolrolling allowance	51.9(f)	426.8	89.29	per week
Bookkeeping allowance	51.9(f)	277.5	58.05	per week
Allowance where sleeping quarters not provided—to pay for sleeping quarters	52.1(b)	259.4	54.27	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	17.91	per hour
Allowance where sleeping quarters not provided—travelling allowance (more than 65 km distance from shed)—Shearers (or Crutchers) only	52.3(a)	77.0	16.11	per day

66. 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)	0.44	per bale
Woolclassers—Conditions allowance	51.9(f)	126.00	per week
Woolclassers—Enterprise flexibility (including hours) and wet weather allowance	51.9(f)	178.61	per week
Woolrolling and other shed hands work allowance	51.9(f)	89.29	per week
Bookkeeping, overseeing, experting allowance	51.9(f)	58.05	per week
Breakdown of machinery—allowance for delays and termination of agreements—not found employees ¹	52.5(a)(ii)	194.34	per day
Breakdown of machinery—allowance for delays and termination of agreements—found employees ¹	52.5(a)(ii)	160.69	per day

B. This determination comes into operation from 1 July 2021. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 July 2021.

PRESIDENT