



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

PASTORAL AWARD 2020
[MA000035]

Agricultural industry

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

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

1. By deleting the year “2023” in clause 15.2 and inserting “2024”.
2. By deleting the table appearing in clause 18.2(b)(i) and inserting the following:

In charge of	\$ per week
2–6 employees	27.72
7–10 employees	32.29
11–20 employees	46.03
More than 20 employees	57.84

3. By deleting the amount “\$3.25” appearing in clause 18.2(c) and inserting “\$3.37”.

Draft determination republished 14 June 2024 to change figures in cl.51.1 that were incorrectly calculated.

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	891.50	23.46
FLH2	915.90	24.10
FLH3	928.60	24.44
FLH4	949.20	24.98
FLH5	965.60	25.41
FLH6	980.40	25.80
FLH7	1032.30	27.17
FLH8	1109.20	29.19

5. By deleting the amount “\$3.95” appearing in clause 33.4 and inserting “\$4.10”.

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	891.50	23.46
PA2	915.40	24.09
PA3	949.20	24.98
PA4	980.50	25.80
PA5	1005.30	26.46
PA6	1032.30	27.17
PA7	1064.70	28.02

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	891.50	23.46
PW2	928.60	24.44

Wage group	Minimum weekly rate (full-time employee)	Minimum hourly rate
PW3	965.60	25.41
PW4	1032.30	27.17

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	381.58	342.52
Flock sheep—wethers, ewes and lambs—rate per day	285.08	246.02

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	110.66	95.40
All other crutching	87.76	76.32
For wiggging or ringing	41.97	41.97
For either wiggging or ringing in addition to crutching	11.45	11.45
For wiggging and ringing	68.68	68.68

	Per 100 At sheds	Per 100 Other than at sheds
	\$	\$
For wiggling and ringing in addition to crutching—crutching rate plus	19.08	19.08
For cleaning the belly of any ewe above the teats (no more than 2 blows of the machine or shears)—crutching rates plus	9.54	9.54

10. By deleting the amount “\$11.96” appearing in clause 51.3(b) and inserting “\$12.41”.
11. By deleting the amount “\$37.27” appearing in clause 51.3(d) and inserting “\$39.06”.
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	1375.41	68.77
For adults with 65 or more work days’ experience as a shed hand	1447.07	72.35

13. By deleting the amount “\$37.27” appearing in clause 51.4(d) and inserting “\$39.06”.
14. By deleting the table appearing in clause 51.5(a) and inserting the following:

	\$
By hand—per bale	23.16
By hand—per kilo	0.1520
By power—per bale	15.44
By power—per kilo	0.1013

15. By deleting the amount “\$0.49” appearing in clause 51.5(b) and inserting “\$0.51”.
16. By deleting the amount “\$73.78” appearing in clause 51.5(c) and inserting “\$76.62”.
17. By deleting the amount “\$37.27” appearing in clause 51.5(d) and inserting “\$39.06”.
18. By deleting the amounts “\$73.78” and “\$37.27” appearing in clause 51.5(f) and inserting “\$76.62” and “\$39.06” respectively.

- 19. By deleting the amount “\$23.25” appearing in clause 51.6(a) and inserting “\$24.12”.
- 20. By deleting the amount “\$302.23” appearing in clause 51.6(b) and inserting “\$313.52”.
- 21. By deleting the amount “\$422.73” appearing in clause 51.7(a) and inserting “\$438.56”.
- 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	1463.13
Shearing shed expert level 2	1625.70
Woolclasser level 1 ¹	1625.70
Woolclasser level 2 ¹	1754.25
Woolclasser level 3 ¹	1837.85

- 23. By deleting the amounts “\$1690.90” and “\$422.73” appearing in clause 51.9(b) and inserting “\$1754.25” and “\$438.56” respectively.
- 24. By deleting the amount “\$1410.26” appearing in clause 51.9(c)(i) and inserting “\$1463.13”.
- 25. By deleting the amount “\$1566.95” appearing in clause 51.9(c)(ii) and inserting “\$1625.70”.
- 26. By deleting the table appearing in clause 51.9(f) and inserting the following:

Allowance	\$ per week
Conditions	145.15
Enterprise flexibility	205.77
Woolrolling	102.86
Bookkeeping	66.88

- 27. By deleting the amount “\$60.26” appearing in clause 52.1(b) and inserting “\$62.52”.
- 28. By deleting the amount “\$19.88” appearing in clause 52.2 and inserting “\$20.63”.
- 29. By deleting the amount “\$17.89” appearing in clause 52.3(a) and inserting “\$18.56”.
- 30. By deleting the amounts “\$215.36” and “\$178.09” appearing in clause 52.5(a)(ii) and inserting “\$223.37” and “\$184.31” respectively.

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

Shearer's formula	\$
<i>Minimum rate</i>	975.16
Plus 20% piecework allowance—min rate x 20%	195.03
Plus 25% casual loading—min rate x 25%	243.79
<i>Subtotal</i>	1413.98
Plus shearing industry allowance ¹	269.97
Plus rations ¹	74.69
Plus allowance for combs/cutters ¹	121.75
Plus payment for handpiece ¹	27.52
<i>Weekly total for casual piecework Shearer with own handpiece (500 sheep)</i>	1907.91
Rate per 100 conversion—total divided by 5	381.58

32. By deleting the amount “\$37.27” appearing in clause A.1.2 and inserting “\$39.06”.

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	824.60
Plus 25% casual loading—new minimum wage rate x 25%	206.15
Plus shearing industry allowance ¹	269.97
Plus rations ¹	74.69
<i>Total</i>	1375.41
Per run—divide by 20	68.77
<i>With 65 or more work days' experience in the industry</i>	
Minimum rate which is 90.44% of Shearer's minimum rate	881.93
Plus 25% casual loading—new minimum wage rate x 25%	220.48
Plus shearing industry allowance ¹	269.97
Plus rations ¹	74.69
<i>Total</i>	1447.07
Per run—divide by 20	72.35

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	48.14
<i>With 65 or more work days' experience as a shed hand</i>	
70% of equivalent adult rate	50.65
18–20 years	
<i>With less than 65 work days' experience as a shed hand</i>	
90% of equivalent adult rate	61.89
<i>With 65 or more work days' experience as a shed hand</i>	
90% of equivalent adult rate	65.12

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

	Piecework	Time work
	\$	\$
<i>Minimum rate</i>	880.58	950.25
Plus 20% piecework allowance—min rate x 20%	176.12	
Plus 25% casual loading—min rate x 25%	220.15	237.56
<i>Subtotal</i>	1276.85	
Plus shearing industry allowance ¹	269.97	269.97
Plus rations ¹	74.69	74.69
<i>Total per week</i>	1621.51	1532.47
Per run—total divided by 20		76.62
By hand—per bale = total divided by 70	23.16	
By hand—per kilo = by hand per bale rate divided by 152.4	0.1520	
By power—per bale = by hand per bale rate x 2/3	15.44	
By power—per kilo = by power per bale rate divided by 152.4	0.1013	

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

Shearing cook's formula	\$
<i>Minimum rate</i>	951.56
Plus 25% casual loading—min rate x 25%	237.89
Plus 20% long hours allowance—min rate x 20%	190.31
Plus 69.58% of shearing industry allowance ¹	187.85
<i>Total</i>	1567.61
Daily rate—total divided by 5	313.52
Per employee per day rate = daily rate divided by 13	24.12

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

	\$
Base	1019.81
Plus casual loading of 25% (of base)	254.95
<i>Subtotal</i>	1274.76
Plus conditions allowance ¹	145.15
Plus enterprise flexibility (including hours) and wet weather allowance ¹	205.77
<i>Total</i>	1625.68
Rounded to the nearest 5 cents	1625.70

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

	\$
Base	1019.81
Woolrolling and other shed hands work	102.86
<i>Subtotal 1</i>	1122.67
Plus casual loading of 25% (of subtotal 1)	280.67
<i>Subtotal 2</i>	1403.34
Plus conditions allowance ¹	145.15
Plus enterprise flexibility (including hours) and wet weather allowance ¹	205.77
<i>Total</i>	1754.26
Rounded to the nearest 5 cents	1754.25

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

	\$
Base	1019.81
Woolrolling and other shed hands work	102.86
Bookkeeping, overseeing, experting ¹	66.88
<i>Subtotal 1</i>	1189.55
Plus casual loading of 25% (of subtotal 1)	297.39
<i>Subtotal 2</i>	1486.94
Plus conditions allowance ¹	145.15
Plus enterprise flexibility (including hours) and wet weather allowance ¹	205.77
<i>Total</i>	1837.86
Rounded to the nearest 5 cents	1837.85

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	23.46	46.92
FLH2	24.10	48.20
FLH3	24.44	48.88
FLH4	24.98	49.96
FLH5	25.41	50.82
FLH6	25.80	51.60
FLH7	27.17	54.34
FLH8	29.19	58.38

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	35.19	35.19	46.92
FLH2	36.15	36.15	48.20
FLH3	36.66	36.66	48.88
FLH4	37.47	37.47	49.96
FLH5	38.12	38.12	50.82
FLH6	38.70	38.70	51.60
FLH7	40.76	40.76	54.34
FLH8	43.79	43.79	58.38

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)	891.50	121.57	243.14	364.70

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	29.33	52.79
FLH2	30.13	54.23
FLH3	30.55	54.99
FLH4	31.23	56.21

	Ordinary hours	Public holiday
	% of ordinary hourly rate¹	
	125%	225%
	\$	\$
FLH5	31.76	57.17
FLH6	32.25	58.05
FLH7	33.96	61.13
FLH8	36.49	65.68

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	445.75	11.73	23.46
16 years	534.90	14.08	28.16
17 years	624.05	16.42	32.84
18 years	713.20	18.77	37.54
19 years	802.35	21.11	42.22
FLH2			
Under 16 years	457.95	12.05	24.10
16 years	549.54	14.46	28.92
17 years	641.13	16.87	33.74
18 years	732.72	19.28	38.56
19 years	824.31	21.69	43.38
FLH3			
Under 16 years	464.30	12.22	24.44
16 years	557.16	14.66	29.32
17 years	650.02	17.11	34.22
18 years	742.88	19.55	39.10
19 years	835.74	21.99	43.98
FLH4			
Under 16 years	474.60	12.49	24.98

Age	Junior weekly rate	Ordinary hours	Public holiday
		% of junior hourly rate ¹	
	100%	100%	200%
	\$	\$	\$
16 years	569.52	14.99	29.98
17 years	664.44	17.49	34.98
18 years	759.36	19.98	39.96
19 years	854.28	22.48	44.96
FLH5			
Under 16 years	482.80	12.71	25.42
16 years	579.36	15.25	30.50
17 years	675.92	17.79	35.58
18 years	772.48	20.33	40.66
19 years	869.04	22.87	45.74
FLH6			
Under 16 years	490.20	12.90	25.80
16 years	588.24	15.48	30.96
17 years	686.28	18.06	36.12
18 years	784.32	20.64	41.28
19 years	882.36	23.22	46.44
FLH7			
Under 16 years	516.15	13.58	27.16
16 years	619.38	16.30	32.60
17 years	722.61	19.02	38.04
18 years	825.84	21.73	43.46
19 years	929.07	24.45	48.90
FLH8			
Under 16 years	554.60	14.59	29.18
16 years	665.52	17.51	35.02
17 years	776.44	20.43	40.86
18 years	887.36	23.35	46.70
19 years	998.28	26.27	52.54

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	17.60	17.60	23.46
16 years	21.12	21.12	28.16
17 years	24.63	24.63	32.84
18 years	28.16	28.16	37.54
19 years	31.67	31.67	42.22
FLH2			
Under 16 years	18.08	18.08	24.10
16 years	21.69	21.69	28.92
17 years	25.31	25.31	33.74
18 years	28.92	28.92	38.56
19 years	32.54	32.54	43.38
FLH3			
Under 16 years	18.33	18.33	24.44
16 years	21.99	21.99	29.32
17 years	25.67	25.67	34.22
18 years	29.33	29.33	39.10
19 years	32.99	32.99	43.98
FLH4			
Under 16 years	18.74	18.74	24.98
16 years	22.49	22.49	29.98
17 years	26.24	26.24	34.98
18 years	29.97	29.97	39.96
19 years	33.72	33.72	44.96
FLH5			
Under 16 years	19.07	19.07	25.42
16 years	22.88	22.88	30.50

	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	26.69	26.69	35.58
18 years	30.50	30.50	40.66
19 years	34.31	34.31	45.74
FLH6			
Under 16 years	19.35	19.35	25.80
16 years	23.22	23.22	30.96
17 years	27.09	27.09	36.12
18 years	30.96	30.96	41.28
19 years	34.83	34.83	46.44
FLH7			
Under 16 years	20.37	20.37	27.16
16 years	24.45	24.45	32.60
17 years	28.53	28.53	38.04
18 years	32.60	32.60	43.46
19 years	36.68	36.68	48.90
FLH8			
Under 16 years	21.89	21.89	29.18
16 years	26.27	26.27	35.02
17 years	30.65	30.65	40.86
18 years	35.03	35.03	46.70
19 years	39.41	39.41	52.54

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	445.75	60.78	121.57	182.35
16 years	534.90	72.94	145.88	218.82
17 years	624.05	85.10	170.20	255.29
18 years	713.20	97.25	194.51	291.76
19 years	802.35	109.41	218.82	328.23

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

	Ordinary hours	Public holiday
	% of junior hourly rate¹	
	125%	225%
	\$	\$
FLH1		
Under 16 years	14.66	26.39
16 years	17.60	31.68
17 years	20.53	36.95
18 years	23.46	42.23
19 years	26.39	47.50
FLH2		
Under 16 years	15.06	27.11
16 years	18.08	32.54
17 years	21.09	37.96
18 years	24.10	43.38
19 years	27.11	48.80
FLH3		
Under 16 years	15.28	27.50

	Ordinary hours	Public holiday
	% of junior hourly rate¹	
	125%	225%
	\$	\$
16 years	18.33	32.99
17 years	21.39	38.50
18 years	24.44	43.99
19 years	27.49	49.48
FLH4		
Under 16 years	15.61	28.10
16 years	18.74	33.73
17 years	21.86	39.35
18 years	24.98	44.96
19 years	28.10	50.58
FLH5		
Under 16 years	15.89	28.60
16 years	19.06	34.31
17 years	22.24	40.03
18 years	25.41	45.74
19 years	28.59	51.46
FLH6		
Under 16 years	16.13	29.03
16 years	19.35	34.83
17 years	22.58	40.64
18 years	25.80	46.44
19 years	29.03	52.25
FLH7		
Under 16 years	16.98	30.56
16 years	20.38	36.68
17 years	23.78	42.80
18 years	27.16	48.89
19 years	30.56	55.01

	Ordinary hours	Public holiday
	% of junior hourly rate ¹	
	125%	225%
	\$	\$
FLH8		
Under 16 years	18.24	32.83
16 years	21.89	39.40
17 years	25.54	45.97
18 years	29.19	52.54
19 years	32.84	59.11

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	23.46	35.19	58.65
PA2	24.09	36.14	60.23
PA3	24.98	37.47	62.45
PA4	25.80	38.70	64.50
PA5	26.46	39.69	66.15
PA6	27.17	40.76	67.93
PA7	28.02	42.03	70.05

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	26.98	35.19	46.92	30.50	35.19	46.92	46.92
PA2	27.70	36.14	48.18	31.32	36.14	48.18	48.18

	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	28.73	37.47	49.96	32.47	37.47	49.96	49.96
PA4	29.67	38.70	51.60	33.54	38.70	51.60	51.60
PA5	30.43	39.69	52.92	34.40	39.69	52.92	52.92
PA6	31.25	40.76	54.34	35.32	40.76	54.34	54.34
PA7	32.22	42.03	56.04	36.43	42.03	56.04	56.04

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	23.46	35.19	46.92	46.92
PA2	24.09	36.14	48.18	48.18
PA3	24.98	37.47	49.96	49.96
PA4	25.80	38.70	51.60	51.60
PA5	26.46	39.69	52.92	52.92
PA6	27.17	40.76	54.34	54.34
PA7	28.02	42.03	56.04	56.04

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

	Ordinary hours	Saturday	Public holiday
	125%	175%	275%
	\$	\$	\$
PA1	29.33	41.06	64.52
PA2	30.11	42.16	66.25

	Ordinary hours	Saturday	Public holiday
	% of ordinary hourly rate ¹		
	125%	175%	275%
	\$	\$	\$
PA3	31.23	43.72	68.70
PA4	32.25	45.15	70.95
PA5	33.08	46.31	72.77
PA6	33.96	47.55	74.72
PA7	35.03	49.04	77.06

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	32.84	41.06	52.79	36.36	41.06	52.79	52.79
PA2	33.73	42.16	54.20	37.34	42.16	54.20	54.20
PA3	34.97	43.72	56.21	38.72	43.72	56.21	56.21
PA4	36.12	45.15	58.05	39.99	45.15	58.05	58.05
PA5	37.04	46.31	59.54	41.01	46.31	59.54	59.54
PA6	38.04	47.55	61.13	42.11	47.55	61.13	61.13
PA7	39.23	49.04	63.05	43.43	49.04	63.05	63.05

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	11.73	17.60	29.33
16 years	14.08	21.12	35.20

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate¹		
	100%	150%	250%
	\$	\$	\$
17 years	16.42	24.63	41.05
18 years	18.77	28.16	46.93
19 years	21.11	31.67	52.78
PA2			
Under 16 years	12.05	18.08	30.13
16 years	14.45	21.68	36.13
17 years	16.86	25.29	42.15
18 years	19.27	28.91	48.18
19 years	21.68	32.52	54.20
PA3			
Under 16 years	12.49	18.74	31.23
16 years	14.99	22.49	37.48
17 years	17.49	26.24	43.73
18 years	19.98	29.97	49.95
19 years	22.48	33.72	56.20
PA4			
Under 16 years	12.90	19.35	32.25
16 years	15.48	23.22	38.70
17 years	18.06	27.09	45.15
18 years	20.64	30.96	51.60
19 years	23.22	34.83	58.05
PA5			
Under 16 years	13.23	19.85	33.08
16 years	15.88	23.82	39.70
17 years	18.52	27.78	46.30
18 years	21.17	31.76	52.93
19 years	23.81	35.72	59.53
PA6			
Under 16 years	13.59	20.39	33.98
16 years	16.30	24.45	40.75

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate ¹		
	100%	150%	250%
	\$	\$	\$
17 years	19.02	28.53	47.55
18 years	21.74	32.61	54.35
19 years	24.45	36.68	61.13
PA7			
Under 16 years	14.01	21.02	35.03
16 years	16.81	25.22	42.03
17 years	19.61	29.42	49.03
18 years	22.42	33.63	56.05
19 years	25.22	37.83	63.05

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	13.49	17.60	23.46	15.25	17.60	23.46	23.46
16 years	16.19	21.12	28.16	18.30	21.12	28.16	28.16
17 years	18.88	24.63	32.84	21.35	24.63	32.84	32.84
18 years	21.59	28.16	37.54	24.40	28.16	37.54	37.54
19 years	24.28	31.67	42.22	27.44	31.67	42.22	42.22
PA2							
Under 16 years	13.86	18.08	24.10	15.67	18.08	24.10	24.10
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

	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	22.16	28.91	38.54	25.05	28.91	38.54	38.54
19 years	24.93	32.52	43.36	28.18	32.52	43.36	43.36
PA3							
Under 16 years	14.36	18.74	24.98	16.24	18.74	24.98	24.98
16 years	17.24	22.49	29.98	19.49	22.49	29.98	29.98
17 years	20.11	26.24	34.98	22.74	26.24	34.98	34.98
18 years	22.98	29.97	39.96	25.97	29.97	39.96	39.96
19 years	25.85	33.72	44.96	29.22	33.72	44.96	44.96
PA4							
Under 16 years	14.84	19.35	25.80	16.77	19.35	25.80	25.80
16 years	17.80	23.22	30.96	20.12	23.22	30.96	30.96
17 years	20.77	27.09	36.12	23.48	27.09	36.12	36.12
18 years	23.74	30.96	41.28	26.83	30.96	41.28	41.28
19 years	26.70	34.83	46.44	30.19	34.83	46.44	46.44
PA5							
Under 16 years	15.21	19.85	26.46	17.20	19.85	26.46	26.46
16 years	18.26	23.82	31.76	20.64	23.82	31.76	31.76
17 years	21.30	27.78	37.04	24.08	27.78	37.04	37.04
18 years	24.35	31.76	42.34	27.52	31.76	42.34	42.34
19 years	27.38	35.72	47.62	30.95	35.72	47.62	47.62
PA6							
Under 16 years	15.63	20.39	27.18	17.67	20.39	27.18	27.18
16 years	18.75	24.45	32.60	21.19	24.45	32.60	32.60
17 years	21.87	28.53	38.04	24.73	28.53	38.04	38.04

	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	25.00	32.61	43.48	28.26	32.61	43.48	43.48
19 years	28.12	36.68	48.90	31.79	36.68	48.90	48.90
PA7							
Under 16 years	16.11	21.02	28.02	18.21	21.02	28.02	28.02
16 years	19.33	25.22	33.62	21.85	25.22	33.62	33.62
17 years	22.55	29.42	39.22	25.49	29.42	39.22	39.22
18 years	25.78	33.63	44.84	29.15	33.63	44.84	44.84
19 years	29.00	37.83	50.44	32.79	37.83	50.44	50.44

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	17.60	23.46	23.46
16 years	21.12	28.16	28.16
17 years	24.63	32.84	32.84
18 years	28.16	37.54	37.54
19 years	31.67	42.22	42.22
PA2			
Under 16 years	18.08	24.10	24.10
16 years	21.68	28.90	28.90
17 years	25.29	33.72	33.72
18 years	28.91	38.54	38.54

	Monday to Saturday		Sunday
	First 2 hours	After 2 hours	
	% of junior hourly rate ¹		
	150%	200%	200%
	\$	\$	\$
19 years	32.52	43.36	43.36
PA3			
Under 16 years	18.74	24.98	24.98
16 years	22.49	29.98	29.98
17 years	26.24	34.98	34.98
18 years	29.97	39.96	39.96
19 years	33.72	44.96	44.96
PA4			
Under 16 years	19.35	25.80	25.80
16 years	23.22	30.96	30.96
17 years	27.09	36.12	36.12
18 years	30.96	41.28	41.28
19 years	34.83	46.44	46.44
PA5			
Under 16 years	19.85	26.46	26.46
16 years	23.82	31.76	31.76
17 years	27.78	37.04	37.04
18 years	31.76	42.34	42.34
19 years	35.72	47.62	47.62
PA6			
Under 16 years	20.39	27.18	27.18
16 years	24.45	32.60	32.60
17 years	28.53	38.04	38.04
18 years	32.61	43.48	43.48
19 years	36.68	48.90	48.90
PA7			
Under 16 years	21.02	28.02	28.02
16 years	25.22	33.62	33.62
17 years	29.42	39.22	39.22

	Monday to Saturday		Sunday
	First 2 hours	After 2 hours	
	% of junior hourly rate ¹		
	150%	200%	200%
	\$	\$	\$
18 years	33.63	44.84	44.84
19 years	37.83	50.44	50.44

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	14.66	20.53	32.26
16 years	17.60	24.64	38.72
17 years	20.53	28.74	45.16
18 years	23.46	32.85	51.62
19 years	26.39	36.94	58.05
PA2			
Under 16 years	15.06	21.09	33.14
16 years	18.06	25.29	39.74
17 years	21.08	29.51	46.37
18 years	24.09	33.72	52.99
19 years	27.10	37.94	59.62
PA3			
Under 16 years	15.61	21.86	34.35
16 years	18.74	26.23	41.22
17 years	21.86	30.61	48.10
18 years	24.98	34.97	54.95
19 years	28.10	39.34	61.82
PA4			
Under 16 years	16.13	22.58	35.48
16 years	19.35	27.09	42.57

	Ordinary hours	Saturday	Public holiday
	% of junior hourly rate ¹		
	125%	175%	275%
	\$	\$	\$
17 years	22.58	31.61	49.67
18 years	25.80	36.12	56.76
19 years	29.03	40.64	63.86
PA5			
Under 16 years	16.54	23.15	36.38
16 years	19.85	27.79	43.67
17 years	23.15	32.41	50.93
18 years	26.46	37.05	58.22
19 years	29.76	41.67	65.48
PA6			
Under 16 years	16.99	23.78	37.37
16 years	20.38	28.53	44.83
17 years	23.78	33.29	52.31
18 years	27.18	38.05	59.79
19 years	30.56	42.79	67.24
PA7			
Under 16 years	17.51	24.52	38.53
16 years	21.01	29.42	46.23
17 years	24.51	34.32	53.93
18 years	28.03	39.24	61.66
19 years	31.53	44.14	69.36

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	16.42	20.53	26.39	18.18	20.53	26.39	26.39
16 years	19.71	24.64	31.68	21.82	24.64	31.68	31.68
17 years	22.99	28.74	36.95	25.45	28.74	36.95	36.95
18 years	26.28	32.85	42.23	29.09	32.85	42.23	42.23
19 years	29.55	36.94	47.50	32.72	36.94	47.50	47.50
PA2							
Under 16 years	16.87	21.09	27.11	18.68	21.09	27.11	27.11
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	26.98	33.72	43.36	29.87	33.72	43.36	43.36
19 years	30.35	37.94	48.78	33.60	37.94	48.78	48.78
PA3							
Under 16 years	17.49	21.86	28.10	19.36	21.86	28.10	28.10
16 years	20.99	26.23	33.73	23.23	26.23	33.73	33.73
17 years	24.49	30.61	39.35	27.11	30.61	39.35	39.35
18 years	27.97	34.97	44.96	30.97	34.97	44.96	44.96
19 years	31.47	39.34	50.58	34.84	39.34	50.58	50.58
PA4							
Under 16 years	18.06	22.58	29.03	20.00	22.58	29.03	29.03
16 years	21.67	27.09	34.83	23.99	27.09	34.83	34.83
17 years	25.28	31.61	40.64	27.99	31.61	40.64	40.64
18 years	28.90	36.12	46.44	31.99	36.12	46.44	46.44
19 years	32.51	40.64	52.25	35.99	40.64	52.25	52.25

	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	18.52	23.15	29.77	20.51	23.15	29.77	29.77
16 years	22.23	27.79	35.73	24.61	27.79	35.73	35.73
17 years	25.93	32.41	41.67	28.71	32.41	41.67	41.67
18 years	29.64	37.05	47.63	32.81	37.05	47.63	47.63
19 years	33.33	41.67	53.57	36.91	41.67	53.57	53.57
PA6							
Under 16 years	19.03	23.78	30.58	21.06	23.78	30.58	30.58
16 years	22.82	28.53	36.68	25.27	28.53	36.68	36.68
17 years	26.63	33.29	42.80	29.48	33.29	42.80	42.80
18 years	30.44	38.05	48.92	33.70	38.05	48.92	48.92
19 years	34.23	42.79	55.01	37.90	42.79	55.01	55.01
PA7							
Under 16 years	19.61	24.52	31.52	21.72	24.52	31.52	31.52
16 years	23.53	29.42	37.82	26.06	29.42	37.82	37.82
17 years	27.45	34.32	44.12	30.40	34.32	44.12	44.12
18 years	31.39	39.24	50.45	34.75	39.24	50.45	50.45
19 years	35.31	44.14	56.75	39.09	44.14	56.75	56.75

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	23.46	46.92
PW2	24.44	48.88

	Ordinary hours	Public holiday
	% of ordinary hourly rate ¹	
	100%	200%
	\$	\$
PW3	25.41	50.82
PW4	27.17	54.34

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	23.46	35.19	35.19	46.92	46.92
PW2	24.44	36.66	36.66	48.88	48.88
PW3	25.41	38.12	38.12	50.82	50.82
PW4	27.17	40.76	40.76	54.34	54.34

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	29.33	52.79
PW2	30.55	54.99
PW3	31.76	57.17
PW4	33.96	61.13

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	11.73	23.46	17.60	17.60	23.46
16 years	14.08	28.16	21.12	21.12	28.16
17 years	16.42	32.84	24.63	24.63	32.84
18 years	18.77	37.54	28.16	28.16	37.54
19 years	21.11	42.22	31.67	31.67	42.22
PW2					
Under 16 years	12.22	24.44	18.33	18.33	24.44
16 years	14.66	29.32	21.99	21.99	29.32
17 years	17.11	34.22	25.67	25.67	34.22
18 years	19.55	39.10	29.33	29.33	39.10
19 years	22.00	44.00	33.00	33.00	44.00
PW3					
Under 16 years	12.71	25.42	19.07	19.07	25.42
16 years	15.25	30.50	22.88	22.88	30.50
17 years	17.79	35.58	26.69	26.69	35.58
18 years	20.33	40.66	30.50	30.50	40.66
19 years	22.87	45.74	34.31	34.31	45.74
PW4					
Under 16 years	13.59	27.18	20.39	20.39	27.18
16 years	16.30	32.60	24.45	24.45	32.60
17 years	19.02	38.04	28.53	28.53	38.04
18 years	21.74	43.48	32.61	32.61	43.48
19 years	24.45	48.90	36.68	36.68	48.90

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	14.66	26.39
16 years	17.60	31.68
17 years	20.53	36.95
18 years	23.46	42.23
19 years	26.39	47.50
PW2		
Under 16 years	15.28	27.50
16 years	18.33	32.99
17 years	21.39	38.50
18 years	24.44	43.99
19 years	27.50	49.50
PW3		
Under 16 years	15.89	28.60
16 years	19.06	34.31
17 years	22.24	40.03
18 years	25.41	45.74
19 years	28.59	51.46
PW4		
Under 16 years	16.99	30.58
16 years	20.38	36.68
17 years	23.78	42.80
18 years	27.18	48.92
19 years	30.56	55.01

63. By deleting the amount “\$23.23” appearing in clause C.1.1 and inserting “\$24.10”.

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	27.72	per week
Leading hand, in charge of—7 to 10 employees ¹	18.2(b)(i)	134.0	32.29	per week
Leading hand, in charge of—11 to 20 employees ¹	18.2(b)(i)	191.0	46.03	per week
Leading hand, in charge of—More than 20 employees ¹	18.2(b)(i)	240.0	57.84	per week
First aid allowance ¹	18.2(c)	14.0	3.37	per day
Broadacre Farming and Livestock Operations				
Station hand—jetting, spraying, swabbing sheep	33.4	17.0	4.10	per day
Shearing Operations				
Lack of amenities allowance	51.3(b)	51.5	12.41	per day
Conditions allowance	51.9(f)	602.3	145.15	per week
Enterprise flexibility allowance	51.9(f)	853.8	205.77	per week
Woolrolling allowance	51.9(f)	426.8	102.86	per week
Bookkeeping allowance	51.9(f)	277.5	66.88	per week
Allowance where sleeping quarters not provided—to pay for sleeping quarters	52.1(b)	259.4	62.52	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	20.63	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	18.56	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)	0.51	per bale
Woolclassers—Conditions allowance	51.9(f)	145.15	per week
Woolclassers—Enterprise flexibility (including hours) and wet weather allowance	51.9(f)	205.77	per week
Woolrolling and other shed hands work allowance	51.9(f)	102.86	per week
Bookkeeping, overseeing, experting allowance	51.9(f)	66.88	per week
Breakdown of machinery—allowance for delays and termination of agreements—not found employees ¹	52.5(a)(ii)	223.37	per day
Breakdown of machinery—allowance for delays and termination of agreements—found employees ¹	52.5(a)(ii)	184.31	per day

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT