



# DRAFT DETERMINATION

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

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

### **MANNEQUINS AND MODELS AWARD 2020** [MA000117]

Mannequins and modelling 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 amount “\$831.60” appearing in clause 16.1(a)(i) and inserting “\$852.40”.
2. By deleting the amount “\$21.88” appearing in clause 16.1(a)(ii) and inserting “\$22.43”.
3. By deleting the table appearing in clause 16.2(a) and inserting the following:

| <b>Duration of engagement</b> | <b>\$</b> |
|-------------------------------|-----------|
| One hour or part thereof      | 109.09    |
| Up to 2 hours                 | 172.74    |
| Up to 4 hours                 | 264.12    |
| Half day rate                 | 265.31    |
| Full day rate                 | 529.44    |

4. By deleting the table appearing in clause 16.2(b) and inserting the following:

| <b>Duration/time of engagement</b>                                      | <b>\$</b> |
|---|-----------|
| 9.00 am to 5.30 pm<br>(ready to start at 9.00 am)—per day               | 240.73    |
| Day extended beyond 5.30 pm<br>(minimum 1 hour payment)—per hour        | 40.62     |
| Half day<br>(maximum 4 consecutive hours)—per half day                  | 134.41    |
| Single showing (maximum 1 hour)<br>commencing after 5.30 pm—per showing | 90.77     |
| Evening showing<br>(maximum time—2 consecutive hours)—per showing       | 180.82    |

5. By deleting the table appearing in clause 16.2(c) and inserting the following:

| <b>Duration/time of engagement</b>   | <b>\$</b> |
|--|-----------|
| Single parade finishing prior to or at 6.00 pm<br>(maximum 2 consecutive hours)—per parade | 209.63    |
| Single parade finishing after 6.00 pm<br>(maximum 2 consecutive hours)—per parade          | 237.25    |

6. By deleting the table appearing in clause 16.2(d)(i) and inserting the following:

| <b>Duration/time of engagement</b>   | <b>\$</b> |
|--|-----------|
| Full day—9.00 am to 5.30 pm—per day  | 267.73    |
| Half day (maximum 4 consecutive hours)—per half day                                    | 134.41    |
| Evening show parade starting after 5.30 pm<br>(maximum 2 consecutive hours)—per parade | 185.06    |

7. By deleting the amount “\$287.80” appearing in clause 16.2(d)(ii) and inserting “\$295.00”.

8. By deleting the table appearing in clause 16.2(e) and inserting the following:

| <b>Duration/day of engagement</b>   | <b>\$</b> |
|---|-----------|
| Engagement of maximum of 2 consecutive hours on 1 or 2 days (Monday to Friday)—per day    | 237.25    |
| Engagement of maximum of 2 consecutive hours on 3 or more days (Monday to Friday)—per day | 180.82    |
| Engagement of maximum of 2 consecutive hours on a Saturday—per engagement                 | 237.25    |
| Hourly rate where work performed continues beyond the 2 hour engagement—per hour          | 61.96     |

9. By deleting the table appearing in clause 16.2(f)(i) and inserting the following:

|   | <b>\$</b> |
|---|-----------|
| Engagement of maximum of 2 consecutive hours on 3 or more days (Monday to Friday) | 180.82    |
| Engagement of maximum of 2 consecutive hours on a Saturday                        | 237.25    |
| Hourly rate where work performed continues beyond the 2 hour engagement           | 61.96     |

10. By deleting the table appearing in clause 16.2(f)(ii) and inserting the following:

|  | <b>\$</b>           |
|--|---------------------|
| Not dress rehearsal, immediately preceding parade—per hour or part thereof                               | 61.96               |
| Not dress rehearsal, other than immediately preceding parade (maximum 2 consecutive hours)—per rehearsal | 159.61              |
| Full dress (maximum 2 consecutive hours)   | Same as for parades |

11. By deleting the amount “\$58.59” appearing in clause 16.2(g) and inserting “\$60.05”.
12. By deleting the amount “\$44.32” appearing in clause 16.2(j)(i) and inserting “\$45.43”.
13. By deleting the amounts “\$41.66”, “\$94.80” and “\$145.11” appearing in clause 16.2(j)(ii) and inserting “\$42.71”, “\$97.17” and “\$148.74” respectively.

14. By deleting the amount “\$225.28” appearing in clause 16.2(k) and inserting “\$230.92”.

15. By deleting the amount “\$58.88” appearing in clause 16.2(l) and inserting “\$60.35”.

16. By deleting the amount “\$5.24” appearing in clause 22.1(a)(i) and inserting “\$5.37”.

17. By deleting the amount “\$10.81” appearing in clause 22.1(a)(ii) and inserting “\$11.08”.

18. By deleting the table appearing in clause 22.1(b)(i) and inserting the following:

| <b>Age</b>               | <b>\$ per hour</b> |
|--------------------------|--------------------|
| 15 years of age          | 3.24               |
| 16 years of age          | 4.01               |
| 17 years of age          | 4.86               |
| 18 years of age and over | 5.37               |

19. By deleting the table appearing in clause 22.1(b)(ii) and inserting the following:

| <b>Age</b>               | <b>\$ per hour</b> |
|--------------------------|--------------------|
| 15 years of age          | 6.65               |
| 16 years of age          | 8.27               |
| 17 years of age          | 9.97               |
| 18 years of age and over | 11.08              |

20. By deleting the amount “\$831.60” appearing in clause A.1 and inserting “\$852.40”.

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

| <b>Allowance</b>   | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b>        |
|--|---------------|---------------------------|-----------|-----------------------|
| Trade showings or parades  | 16.2(j)(i)    | 5.33                      | 45.43     | per showing or parade |
| Freelance comperes—<br>mannequin parades—Not required to prepare a script                    | 16.2(j)(ii)   | 5.01                      | 42.71     | per engagement        |
| Freelance comperes—<br>mannequin parades—Required to prepare a script for repetitive parades | 16.2(j)(ii)   | 11.4                      | 97.17     | per engagement        |
| Freelance comperes—  | 16.2(j)(ii)   | 17.45                     | 148.74    | per engagement        |

| <b>Allowance</b>   | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b>                              |
|--|---------------|---------------------------|-----------|---|
| mannequin parades—Required to prepare a script for a single parade                 |               |                           |           |   |
| Billboards/posters   | 16.2(k)       | 27.09                     | 230.92    | additional payment to each model involved   |
| Mannequins—other than manufacturers’ and agents’ showings exclusively to the trade | 16.2(l)       | 7.08                      | 60.35     | per exclusive parade where media is present |

22. By deleting the amount “\$831.60” appearing in clause A.2 and inserting “\$852.40”.
23. By deleting the table appearing in clause A.2 and inserting the following:

| <b>Penalty Rate</b>  | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b> |
|--|---------------|---------------------------|-----------|----------------|
| Evening and Saturday work:   | 22.1          |                           |           |                |
| House mannequin or model—between 6.00 pm and 9.00 pm on a weekday  | 22.1(a)(i)    | 0.63                      | 5.37      | per hour       |
| House mannequin or model—between 7.00 am and 6.00 pm on a Saturday | 22.1(a)(ii)   | 1.3                       | 11.08     | per hour       |
| Evening and Saturday work—juniors:                                 | 22.1(b)       |                           |           |                |
| Ordinary hours between 6.00 pm and 9.00 pm on a weekday:           | 22.1(b)(i)    |                           |           |                |
| 15 years of age  |               | 0.38                      | 3.24      | per hour       |
| 16 years of age  |               | 0.47                      | 4.01      | per hour       |
| 17 years of age  |               | 0.57                      | 4.86      | per hour       |
| 18 years of age and over   |               | 0.63                      | 5.37      | per hour       |
| Ordinary hours between 7.00 am and 6.00 pm on a Saturday:          | 22.1(b)(ii)   |                           |           |                |
| 15 years of age  |               | 0.78                      | 6.65      | per hour       |
| 16 years of age  |               | 0.97                      | 8.27      | per hour       |

| <b>Penalty Rate</b>      | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b> |
|--------------------------|---------------|---------------------------|-----------|----------------|
| 17 years of age          |               | 1.17                      | 9.97      | per hour       |
| 18 years of age and over |               | 1.3                       | 11.08     | per hour       |

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

PRESIDENT