



# DRAFT DETERMINATION

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

## Annual Wage Review 2021–22 (C2022/1)

### 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 2022

#### *Annual Wage Review 2021–22.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWC FB 3500], the above award is varied as follows:

1. By deleting the amount “\$852.40” appearing in clause 16.1(a)(i) and inserting “\$892.40”.
2. By deleting the amount “\$22.43” appearing in clause 16.1(a)(ii) and inserting “\$23.48”.
3. By deleting the table appearing in clause 16.2(a) and inserting the following:

Duration of engagement	\$
One hour or part thereof	114.21
Up to 2 hours	180.85
Up to 4 hours	276.51

**Commented [GE1]:** Methodology for calculation of rates from clauses 16.2(a) to 16.2(g) [items 3 to 11]:

As the standard rate falls below the threshold of \$869.60, FWC proposes to calculate them in accordance with the percentage change in the award’s standard rate (approx. 4.693%), rather than applying the 4.6% increase which applies to weekly rates above \$869.60.

<b>Duration of engagement</b>	<b>\$</b>
Half day rate	277.76
Full day rate	554.28

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 (ready to start at 9.00 am)—per day	252.03
Day extended beyond 5.30 pm (minimum 1 hour payment)—per hour	42.53
Half day (maximum 4 consecutive hours)—per half day	140.72
Single showing (maximum 1 hour) commencing after 5.30 pm—per showing	95.03
Evening showing (maximum time—2 consecutive hours)—per showing	189.31

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 (maximum 2 consecutive hours)—per parade	219.47
Single parade finishing after 6.00 pm (maximum 2 consecutive hours)—per parade	248.38

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	280.29
Half day (maximum 4 consecutive hours)—per half day	140.72
Evening show parade starting after 5.30 pm (maximum 2 consecutive hours)—per parade	193.74

7. By deleting the amount “\$295.00” appearing in clause 16.2(d)(ii) and inserting “\$308.84”.

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	248.38
Engagement of maximum of 2 consecutive hours on 3 or more days (Monday to Friday)—per day	189.31
Engagement of maximum of 2 consecutive hours on a Saturday—per engagement	248.38
Hourly rate where work performed continues beyond the 2 hour engagement—per hour	64.87

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)	189.31
Engagement of maximum of 2 consecutive hours on a Saturday	248.38
Hourly rate where work performed continues beyond the 2 hour engagement	64.87

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	64.87
Not dress rehearsal, other than immediately preceding parade (maximum 2 consecutive hours)—per rehearsal	167.1
Full dress (maximum 2 consecutive hours)	Same as for parades

11. By deleting the amount “\$60.05” appearing in clause 16.2(g) and inserting “\$62.87”.
12. By deleting the amount “\$45.43” appearing in clause 16.2(j)(i) and inserting “\$47.56”.
13. By deleting the amounts “\$42.71”, “\$97.17” and “\$148.74” appearing in clause 16.2(j)(ii) and inserting “\$44.71”, “\$101.73” and “\$155.72” respectively.

- 14. By deleting the amount “\$230.92” appearing in clause 16.2(k) and inserting “\$241.75”.
- 15. By deleting the amount “\$60.35” appearing in clause 16.2(l) and inserting “\$63.18”.
- 16. By deleting the amount “\$5.37” appearing in clause 22.1(a)(i) and inserting “\$5.62”.
- 17. By deleting the amount “\$11.08” appearing in clause 22.1(a)(ii) and inserting “\$11.60”.
- 18. By deleting the table appearing in clause 22.1(b)(i) and inserting the following:

Age	\$ per hour
15 years of age	3.39
16 years of age	4.19
17 years of age	5.09
18 years of age and over	5.62

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

Age	\$ per hour
15 years of age	6.96
16 years of age	8.66
17 years of age	10.44
18 years of age and over	11.60

- 20. By deleting the amount “\$852.40” appearing in clause A.1 and inserting “\$892.40”.
- 21. By deleting the table appearing in clause A.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Trade showings or parades	16.2(j)(i)	5.33	47.56	per showing or parade
Freelance comperes— mannequin parades—Not required to prepare a script	16.2(j)(ii)	5.01	44.71	per engagement
Freelance comperes— mannequin parades—Required to prepare a script for repetitive parades	16.2(j)(ii)	11.4	101.73	per engagement

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Freelance comperes—mannequin parades—Required to prepare a script for a single parade	16.2(j)(ii)	17.45	155.72	per engagement
Billboards/posters	16.2(k)	27.09	241.75	additional payment to each model involved
Mannequins—other than manufacturers’ and agents’ showings exclusively to the trade	16.2(l)	7.08	63.18	per exclusive parade where media is present

22. By deleting the amount “\$852.40” appearing in clause A.2 and inserting “\$892.40”.

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	5.62	per hour
House mannequin or model—between 7.00 am and 6.00 pm on a Saturday	22.1(a)(ii)	1.3	11.60	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	3.39	per hour
16 years of age		0.47	4.19	per hour
17 years of age		0.57	5.09	per hour
18 years of age and over		0.63	5.62	per hour

<b>Penalty Rate</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Ordinary hours between 7.00 am and 6.00 pm on a Saturday:	22.1(b)(ii)			
15 years of age		0.78	6.96	per hour
16 years of age		0.97	8.66	per hour
17 years of age		1.17	10.44	per hour
18 years of age and over		1.3	11.60	per hour

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT