



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

DRY CLEANING AND LAUNDRY INDUSTRY AWARD 2020
[MA000096]

Dry cleaning and laundry services

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

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 18.1(a) and inserting the following:

| Employee classification | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--------------------------------|---|----------------------------|
| | \$ | \$ |
| Dry cleaning employee Level 1 | 859.30 | 22.61 |
| Dry cleaning employee Level 2 | 882.80 | 23.23 |
| Dry cleaning employee Level 3 | 895.00 | 23.55 |
| Dry cleaning employee Level 4 | 945.00 | 24.87 |
| Dry cleaning employee Level 5 | 995.00 | 26.18 |

2. By deleting the table appearing in clause 18.1(b) and inserting the following:

| Employee classification | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--------------------------------|---|----------------------------|
| | \$ | \$ |
| Laundry employee Level 1 | 870.70 | 22.91 |
| Laundry employee Level 2 | 900.50 | 23.70 |
| Laundry employee Level 3 | 936.50 | 24.64 |
| Laundry employee Level 4 | 960.40 | 25.27 |

3. By deleting the year “2022” in clause 18.9(b) and inserting “2023”.
4. By deleting the amount “\$18.44” appearing in clause 20.2(a) and inserting “\$19.50”.
5. By deleting the amount “\$18.82” appearing in clause 20.2(b) and inserting “\$19.90”.
6. By deleting the table appearing in clause C.1.1 and inserting the following:

| | Ordinary hours | Saturday– ordinary hours worked before midday | Saturday– ordinary hours worked after midday | Public holiday |
|-------------------------------|---------------------------------|--|---|-----------------------|
| | % of minimum hourly rate | | | |
| | 100% | 125% | 150% | 250% |
| | \$ | \$ | \$ | \$ |
| Dry cleaning employee Level 1 | 22.61 | 28.26 | 33.92 | 56.53 |
| Dry cleaning employee Level 2 | 23.23 | 29.04 | 34.85 | 58.08 |
| Dry cleaning employee Level 3 | 23.55 | 29.44 | 35.33 | 58.88 |
| Dry cleaning employee Level 4 | 24.87 | 31.09 | 37.31 | 62.18 |
| Dry cleaning employee Level 5 | 26.18 | 32.73 | 39.27 | 65.45 |

7. By deleting the table appearing in clause C.1.2 and inserting the following:

| | Day | Morning, afternoon or night shift | Permanent night shift | Saturday–ordinary hours worked before midday | Saturday–ordinary hours worked after midday | Public holiday | Non-successive morning, afternoon or night shift – dry cleaning ¹ | |
|-------------------------------|---------------------------------|-----------------------------------|-----------------------|--|---|----------------|--|---------------------|
| | | | | | | | First 3 hours | After first 3 hours |
| | % of minimum hourly rate | | | | | | | |
| | 100% | 115% | 130% | 125% | 150% | 250% | 150% | 200% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Dry cleaning employee Level 1 | 22.61 | 26.00 | 29.39 | 28.26 | 33.92 | 56.53 | 33.92 | 45.22 |
| Dry cleaning employee Level 2 | 23.23 | 26.71 | 30.20 | 29.04 | 34.85 | 58.08 | 34.85 | 46.46 |
| Dry cleaning employee Level 3 | 23.55 | 27.08 | 30.62 | 29.44 | 35.33 | 58.88 | 35.33 | 47.10 |
| Dry cleaning employee Level 4 | 24.87 | 28.60 | 32.33 | 31.09 | 37.31 | 62.18 | 37.31 | 49.74 |
| Dry cleaning employee Level 5 | 26.18 | 30.11 | 34.03 | 32.73 | 39.27 | 65.45 | 39.27 | 52.36 |

8. By deleting the table appearing in clause C.1.3 and inserting the following:

| | Monday to Saturday – first 3 hours | Monday to Saturday – after 3 hours | Sunday – all day | Public holiday |
|-------------------------------|------------------------------------|------------------------------------|------------------|----------------|
| | % of minimum hourly rate | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Dry cleaning employee Level 1 | 33.92 | 45.22 | 45.22 | 56.53 |
| Dry cleaning employee Level 2 | 34.85 | 46.46 | 46.46 | 58.08 |

| | Monday to Saturday – first 3 hours | Monday to Saturday – after 3 hours | Sunday – all day | Public holiday |
|-------------------------------|---|---|-------------------------|-----------------------|
| | % of minimum hourly rate | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Dry cleaning employee Level 3 | 35.33 | 47.10 | 47.10 | 58.88 |
| Dry cleaning employee Level 4 | 37.31 | 49.74 | 49.74 | 62.18 |
| Dry cleaning employee Level 5 | 39.27 | 52.36 | 52.36 | 65.45 |

9. By deleting the table appearing in clause C.2.1 and inserting the following:

| | Ordinary hours | Public holiday |
|--------------------------|---------------------------------|-----------------------|
| | % of minimum hourly rate | |
| | 100% | 250% |
| | \$ | \$ |
| Laundry employee Level 1 | 22.91 | 57.28 |
| Laundry employee Level 2 | 23.70 | 59.25 |
| Laundry employee Level 3 | 24.64 | 61.60 |
| Laundry employee Level 4 | 25.27 | 63.18 |

10. By deleting the table appearing in clause C.2.2 and inserting the following:

| | Monday to Saturday – first 3 hours | Monday to Saturday – after 3 hours | Sunday – all day | Public holiday |
|--------------------------|---|---|-------------------------|-----------------------|
| | % of minimum hourly rate | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Laundry employee Level 1 | 34.37 | 45.82 | 45.82 | 57.28 |
| Laundry employee Level 2 | 35.55 | 47.40 | 47.40 | 59.25 |
| Laundry employee Level 3 | 36.96 | 49.28 | 49.28 | 61.60 |
| Laundry employee Level 4 | 37.91 | 50.54 | 50.54 | 63.18 |

11. By deleting the table appearing in clause C.2.3 and inserting the following:

| | Day | Morning, afternoon or night shift | Permanent night shift | Non-successive morning, afternoon or night shift – laundry ¹ | |
|-----------------------------|---------------------------------|---|--------------------------|---|---------------|
| | | | | First 3 hours | After 3 hours |
| | % of minimum hourly rate | | | | |
| | 100% | 115% | 130% | 150% | 200% |
| | \$ | \$ | \$ | \$ | \$ |
| Laundry employee Level 1 | 22.91 | 26.35 | 29.78 | 34.37 | 45.82 |
| Laundry employee Level 2 | 23.70 | 27.26 | 30.81 | 35.55 | 47.40 |
| Laundry employee Level 3 | 24.64 | 28.34 | 32.03 | 36.96 | 49.28 |
| Laundry employee Level 4 | 25.27 | 29.06 | 32.85 | 37.91 | 50.54 |

12. By deleting the table appearing in clause C.2.4 and inserting the following:

| | Saturday – ordinary hours worked before midday | Saturday – ordinary hours worked after midday | Sunday – all day | Public holiday |
|-----------------------------|---|--|---------------------|----------------|
| | | % of minimum hourly rate | | |
| | 125% | 150% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Laundry employee Level 1 | 28.64 | 34.37 | 45.82 | 57.28 |
| Laundry employee Level 2 | 29.63 | 35.55 | 47.40 | 59.25 |
| Laundry employee Level 3 | 30.80 | 36.96 | 49.28 | 61.60 |
| Laundry employee Level 4 | 31.59 | 37.91 | 50.54 | 63.18 |

13. By deleting the table appearing in clause C.3.1 and inserting the following:

| | Ordinary hours | Saturday– ordinary hours worked before midday | Saturday– ordinary hours worked after midday | Public holiday |
|-------------------------------|---------------------------------|--|---|-----------------------|
| | % of minimum hourly rate | | | |
| | 125% | 150% | 175% | 275% |
| | \$ | \$ | \$ | \$ |
| Dry cleaning employee Level 1 | 28.26 | 33.92 | 39.57 | 62.18 |
| Dry cleaning employee Level 2 | 29.04 | 34.85 | 40.65 | 63.88 |
| Dry cleaning employee Level 3 | 29.44 | 35.33 | 41.21 | 64.76 |
| Dry cleaning employee Level 4 | 31.09 | 37.31 | 43.52 | 68.39 |
| Dry cleaning employee Level 5 | 32.73 | 39.27 | 45.82 | 72.00 |

14. By deleting the table appearing in clause C.3.2 and inserting the following:

| | Monday to Saturday – first 3 hours | Monday to Saturday – after 3 hours | Sunday – all day | Public holiday |
|-------------------------------|---|---|-------------------------|-----------------------|
| | % of minimum hourly rate | | | |
| | 175% | 225% | 225% | 275% |
| | \$ | \$ | \$ | \$ |
| Dry cleaning employee Level 1 | 39.57 | 50.87 | 50.87 | 62.18 |
| Dry cleaning employee Level 2 | 40.65 | 52.27 | 52.27 | 63.88 |
| Dry cleaning employee Level 3 | 41.21 | 52.99 | 52.99 | 64.76 |
| Dry cleaning employee Level 4 | 43.52 | 55.96 | 55.96 | 68.39 |
| Dry cleaning employee Level 5 | 45.82 | 58.91 | 58.91 | 72.00 |

15. By deleting the table appearing in clause C.3.3 and inserting the following:

| | Ordinary hours | Public holiday |
|-----------------------------|---------------------------------|---------------------------|
| | % of minimum hourly rate | |
| | 125% | 275% |
| | \$ | \$ |
| Laundry employee Level 1 | 28.64 | 63.00 |
| Laundry employee Level 2 | 29.63 | 65.18 |
| Laundry employee Level 3 | 30.80 | 67.76 |
| Laundry employee Level 4 | 31.59 | 69.49 |

16. By deleting the table appearing in clause C.3.4 and inserting the following:

| | Monday to Saturday – first 3 hours | Monday to Saturday – after 3 hours | Sunday – all day | Public holiday |
|-----------------------------|---|---|-------------------------|-----------------------|
| | % of minimum hourly rate | | | |
| | 175% | 225% | 225% | 275% |
| | \$ | \$ | \$ | \$ |
| Laundry employee Level 1 | 40.09 | 51.55 | 51.55 | 63.00 |
| Laundry employee Level 2 | 41.48 | 53.33 | 53.33 | 65.18 |
| Laundry employee Level 3 | 43.12 | 55.44 | 55.44 | 67.76 |
| Laundry employee Level 4 | 44.22 | 56.86 | 56.86 | 69.49 |

17. By deleting the table appearing in clause C.3.5 and inserting the following:

| | Ordinary hours | Morning, afternoon or night shift | Permanent night shift | Saturday – ordinary hours worked before midday | Saturday – ordinary hours worked after midday | Public holiday | Non-successive morning, afternoon or night shift – dry cleaning ¹ | |
|-------------------------------|---------------------------------|-----------------------------------|-----------------------|--|---|----------------|--|---------------|
| | | | | | | | First 3 hours | After 3 hours |
| | % of minimum hourly rate | | | | | | | |
| | 125% | 140% | 155% | 150% | 175% | 275% | 175% | 225% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Dry cleaning employee Level 1 | 28.26 | 31.65 | 35.05 | 33.92 | 39.57 | 62.18 | 39.57 | 50.87 |
| Dry cleaning employee Level 2 | 29.04 | 32.52 | 36.01 | 34.85 | 40.65 | 63.88 | 40.65 | 52.27 |
| Dry cleaning employee Level 3 | 29.44 | 32.97 | 36.50 | 35.33 | 41.21 | 64.76 | 41.21 | 52.99 |
| Dry cleaning employee Level 4 | 31.09 | 34.82 | 38.55 | 37.31 | 43.52 | 68.39 | 43.52 | 55.96 |
| Dry cleaning employee Level 5 | 32.73 | 36.65 | 40.58 | 39.27 | 45.82 | 72.00 | 45.82 | 58.91 |

18. By deleting the table appearing in clause C.3.6 and inserting the following:

| | Ordinary hours | Morning, afternoon or night shift | Permanent night shift | Saturday – ordinary hours worked before midday | Saturday – ordinary hours worked after midday | Sunday – all day | Public holiday | Non-successive morning, afternoon or night shift – laundry ¹ | |
|--------------------------|---------------------------------|-----------------------------------|-----------------------|--|---|------------------|----------------|---|---------------|
| | | | | | | | | First 3 hours | After 3 hours |
| | % of minimum hourly rate | | | | | | | | |
| | 125% | 140% | 155% | 150% | 175% | 225% | 275% | 175% | 225% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Laundry employee Level 1 | 28.64 | 32.07 | 35.51 | 34.37 | 40.09 | 51.55 | 63.00 | 40.09 | 51.55 |
| Laundry employee Level 2 | 29.63 | 33.18 | 36.74 | 35.55 | 41.48 | 53.33 | 65.18 | 41.48 | 53.33 |

| | Ordinary hours | Morning, afternoon or night shift | Permanent night shift | Saturday – ordinary hours worked before midday | Saturday – ordinary hours worked after midday | Sunday – all day | Public holiday | Non-successive morning, afternoon or night shift – laundry ¹ | |
|--------------------------|----------------|-----------------------------------|-----------------------|--|---|------------------|----------------|---|---------------|
| | | | | | | | | First 3 hours | After 3 hours |
| % of minimum hourly rate | | | | | | | | | |
| | 125% | 140% | 155% | 150% | 175% | 225% | 275% | 175% | 225% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Laundry employee Level 3 | 30.80 | 34.50 | 38.19 | 36.96 | 43.12 | 55.44 | 67.76 | 43.12 | 55.44 |
| Laundry employee Level 4 | 31.59 | 35.38 | 39.17 | 37.91 | 44.22 | 56.86 | 69.49 | 44.22 | 56.86 |

- 19. By deleting the amount “\$940.90” appearing in clause D.1.1 and inserting “\$995.00”.
- 20. By deleting the table appearing in D.1.1 and inserting the following:

| Allowance | Clause | % of standard rate | \$ | Payable |
|--|---------|--------------------|-------|----------|
| Disability allowance—handling foul laundry | 20.2(a) | 1.96 | 19.50 | per week |
| First aid allowance | 20.2(b) | 2.0 | 19.90 | per week |

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT