



# DRAFT DETERMINATION

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

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

**COMMERCIAL SALES AWARD 2020**  
[MA000083]

Commercial sales

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 table appearing in clause 15.1 and inserting the following:

<b>Classification level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Probationary Traveller <sup>1</sup>	812.25	21.38
Merchandiser	837.70	22.04
Commercial Traveller/Advertising Sales Representative	902.50	23.75

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

	Ordinary hours	Saturday	Sunday	Public holiday	
				Other than travelling	Travelling for work
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Probationary Traveller	21.38	32.07	42.76	53.45	32.07
Merchandiser	22.04	33.06	44.08	55.10	33.06
Commercial Traveller/Advertising Sales Representative	23.75	35.63	47.50	59.38	35.63

3. By deleting the table appearing in clause A.1.2 and inserting the following:

	Monday to Friday <sup>1</sup>	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	<b>% of minimum hourly rate</b>				
	<b>150%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Probationary Traveller	32.07	32.07	42.76	53.45	32.07
Merchandiser	33.06	33.06	44.08	55.10	33.06
Commercial Traveller/Advertising Sales Representative	35.63	35.63	47.50	59.38	35.63

4. By deleting the table appearing in clause A.2.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday	
				Other than travelling	Travelling for work
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>	<b>175%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Probationary Traveller	26.73	37.42	48.11	58.80	37.42

	Ordinary hours	Saturday	Sunday	Public holiday	
				Other than travelling	Travelling for work
	<b>% of minimum hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>	<b>175%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Merchandiser	27.55	38.57	49.59	60.61	38.57
Commercial Traveller/Advertising Sales Representative	29.69	41.56	53.44	65.31	41.56

5. By deleting the table appearing in clause A.3.1 and inserting the following:

Age	Junior hourly rate—ordinary hours	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	<b>% of junior hourly rate</b>				
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Under 19 years of age	16.03	24.05	32.06	40.08	24.05
19 years of age	19.00	28.50	38.00	47.50	28.50
20 years of age	21.38	32.07	42.76	53.45	32.07

6. By deleting the table appearing in clause A.3.2 and inserting the following:

Age	Monday to Friday	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	<b>% of junior hourly rate</b>				
	<b>150%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Under 19 years of age	24.05	24.05	32.06	40.08	24.05
19 years of age	28.50	28.50	38.00	47.50	28.50
20 years of age	32.07	32.07	42.76	53.45	32.07

7. By deleting the table appearing in clause A.3.3 and inserting the following:

Age	Casual junior rate—ordinary hours	Saturday	Sunday	Public holidays	
				Other than travelling	Travelling for work
	<b>% of junior hourly rate</b>				
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>	<b>175%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Under 19 years of age	20.04	28.05	36.07	44.08	28.05
19 years of age	23.75	33.25	42.75	52.25	33.25
20 years of age	26.73	37.42	48.11	58.80	37.42

B. This determination comes into operation on 1 July 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 July 2021.

PRESIDENT