



Dry Cleaning and Laundry Industry Award 2020

Drycleaning Only

As advised wage rates and all work related allowances in the Dry Cleaning and Laundry Industry Award 2020 (the Award) increase from the first full pay period commencing on or after 1 July 2025. In addition, some expense related allowances may also increase.

The increases in minimum wages and work-related allowances are the result of the 3.5% adjustment to minimum weekly wages award by the Fair Work Commission (the Commission) in the Annual Wage Review 2025.

The DIA is affiliated with the Australian Federation of Employers and Industries (AFEI).

The AFEI scheduled is included in this Award update providing a very comprehensive listing of wage rates at all levels together with casual employment and allowances.

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Dry Cleaning and Laundry Industry Award 2020

Modern Award Wage Rate Schedule 14



Table 1: Modern Award minimum wage rate for adults—Clause 18

Classification	Weekly minimum wage rate	Hourly minimum wage rate	Casual hourly wage rate*
Dry cleaning employee			
Level 1	\$922.70	\$24.28	\$30.35
Level 2	\$948.00	\$24.95	\$31.19
Level 3	\$961.10	\$25.29	\$31.61
Level 4	\$1,014.70	\$26.70	\$33.38
Level 5	\$1,068.40	\$28.12	\$35.15

* Includes casual loading of **25%** as per **Clause 11.2** of the award.

Table 2: Junior Pay Rates—Dry Cleaning—Clause 18.2

Age of employee	% of appropriate adult rate
Under 16 years of age	50%
16 years of age	55%
17 years of age	65%
18 years of age	75%
19 years of age	85%
20 years of age	93%

Table 4: Apprentice Pay Rates—Clause 18.4

Apprenticeships commencing on or after 1 January 2014

Year of apprenticeship	Apprentices who <u>have not completed</u> Year 12			Apprentices who <u>have</u> completed Year 12		
	% of Dry Cleaning Employee Level 5 Rate	Weekly minimum wage rate	Hourly minimum wage rate	% of Dry Cleaning Employee Level 5 Rate	Weekly minimum wage rate	Hourly minimum wage rate
1 st year	50%	\$534.20	\$14.06	55%	\$587.60	\$15.46
2 nd year	60%	\$641.05	\$16.87	65%	\$694.45	\$18.28
3 rd year:						
• First six months	75%	\$801.30	\$21.09	75%	\$801.30	\$21.09
• Second six months	90%	\$961.55	\$25.30	90%	\$961.55	\$25.30

Adult Apprentices—Clause 18.4

For further information, please contact the DIA Office.

Trainee Minimum Wages

The Award contains minimum wage rates for trainees. Please refer to **Clause 18.9** of the Award.

Dry Cleaning Classifications

Dry cleaning employee Level 1

An employee who is below the level of a tradesperson dry cleaner and is not within Levels 2 to 4.

Dry cleaning employee Level 2

An employee who is employed as:

- a wet cleaner;
- a steam air finisher;
- an examiner of garments;
- an assembler of garments; or
- a sorter of garments.

Dry cleaning employee Level 3

An employee who is employed as:

- a repairer (other than a tailor or tailoress);
- a spotter presser (off-set press);
- a hand ironer receiver and/or dispatcher;
- a presser;
- a receiver and dispatcher in charge (namely a person in charge of a depot and responsible for the keeping of records and responsible for cash); or
- a cleaner (operating dry cleaning machine)

Dry cleaning employee Level 4

An employee who is employed as:

- an invisible mender; or
- a tailor or tailoress

Dry cleaning employee Level 5

- An employee who is employed as a tradesperson dry cleaner.
- An employee who is required to be solely accountable for all aspects of a self-contained dry cleaning establishment including the receiving of garments and articles, the cleaning, spotting, pressing, packaging and dispatch of garments and articles, the handling of monies, the keeping of records and maintenance of the establishment will be classified as a Dry cleaning employee Level 5 and paid accordingly.

Modern Award Penalties, Loadings and Overtime

The Award provides ordinary hours of work and rostering are detailed in **Clauses 13, 14 15 and 16**. The Award has different ordinary hours of work arrangements for day workers and shift workers. As a consequence, the penalties and loadings for part-time, casual, shiftwork, weekend work and overtime can differ.

Table 5: Modern Award Wage Rates for Weekly Adult Employees (Drycleaning)

Classification	Morning, Afternoon or Night Shift Monday —Friday **	Ordinary hours Saturday before midday	Ordinary hours Saturday after midday	Overtime: Monday — Saturday first 3 hours	Overtime: Monday — Saturday thereafter	Sunday	Public Holiday other than shiftwork
Penalty/Loading	115%	125%	150%	150%	200%	200%	250%
Level 1	\$27.92	\$30.35	\$36.42	\$36.42	\$48.56	\$48.56	\$60.70
Level 2	\$28.69	\$31.19	\$37.43	\$37.43	\$49.90	\$49.90	\$62.38
Level 3	\$29.08	\$31.61	\$37.94	\$37.94	\$50.58	\$50.58	\$63.23
Level 4	\$30.71	\$33.38	\$40.05	\$40.05	\$53.40	\$53.40	\$66.75
Level 5	\$32.34	\$35.15	\$42.18	\$42.18	\$56.24	\$56.24	\$70.30

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Morning shift—dry cleaning means a shift commencing before 7.00 am and finishing after midday.

Morning shift—laundry means a shift commencing before 6.00 am.

Afternoon shift means a shift finishing after 6.00 pm and at or before midnight.

Night shift means a shift finishing after midnight and at or before 8.00 am.

Table 6: Modern Award Wage Rates for Casual Adult Employees (Drycleaning)

Classification	Morning, Afternoon or Night Shift Monday —Friday **	Ordinary hours Saturday before midday	Ordinary hours Saturday after midday	Overtime: Monday — Saturday first 3 hours	Overtime: Monday — Saturday thereafter	Sunday	Public Holiday other than shiftwork
Penalty/Loading	140%	150%	175%	175%	225%	225%	275%
Level 1	\$33.99	\$36.42	\$42.49	\$42.49	\$54.63	\$54.63	\$66.77
Level 2	\$34.93	\$37.43	\$43.66	\$43.66	\$56.14	\$56.14	\$68.61
Level 3	\$35.41	\$37.94	\$44.26	\$44.26	\$56.90	\$56.90	\$69.55
Level 4	\$37.38	\$40.05	\$46.73	\$46.73	\$60.08	\$60.08	\$73.43
Level 5	\$39.37	\$42.18	\$49.21	\$49.21	\$63.27	\$63.27	\$77.33

Modern Award Allowances

Allowances are either expense related or work related. For expense related allowances, the appropriate amount is calculated by reference to consumer price index changes. For work related allowances, the appropriate amount is calculated by reference to the **Standard Rate** in the Award, the **minimum weekly rate for a Level 5 employee**, which is currently:

Standard Rate: \$1,032.30 per week

Table 7: Allowances

Allowance	Award Clause	Percentage of Standard Rate	Amount	Pay Frequency
Disability allowance	20.2(a)	1.96%	\$20.94	per week
First aid allowance	20.2(c)	2%	\$21.37	per week
Meal allowance	20.3(a)	N/A	\$13.13	per meal