



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

PORT AUTHORITIES AWARD 2020
[MA000051]

Port authorities

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 15.1(a) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	753.80	19.84
Level 2	794.60	20.91
Level 3	832.80	21.92
Level 4	877.60	23.09
Level 5	905.10	23.82
Level 6	932.60	24.54
Level 7	957.60	25.20

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 8	1012.90	26.66
Level 9	1085.70	28.57
Level 10	1151.80	30.31
Level 11	1297.20	34.14
Level 12	1465.20	38.56
Level 13	2131.10	56.08
Level 14	2234.10	58.79
Level 15	2337.40	61.51

2. By deleting the year “2019” in clause 15.8(b) and inserting “2020”.
3. By deleting the amount “\$39.24” appearing in clause 17.2(b) and inserting “\$39.93”.
4. By deleting the amount “\$15.53” appearing in clause 17.2(c) and inserting “\$15.80”.
5. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate ¹			
	100%	150%	200%	250%
	\$	\$	\$	\$
Level 1	19.84	29.76	39.68	49.60
Level 2	20.91	31.37	41.82	52.28
Level 3	21.92	32.88	43.84	54.80
Level 4	23.09	34.64	46.18	57.73
Level 5	23.82	35.73	47.64	59.55
Level 6	24.54	36.81	49.08	61.35
Level 7	25.20	37.80	50.40	63.00
Level 8	26.66	39.99	53.32	66.65
Level 9	28.57	42.86	57.14	71.43
Level 10	30.31	45.47	60.62	75.78
Level 11	34.14	51.21	68.28	85.35
Level 12	38.56	57.84	77.12	96.40

	Ordinary hours	Saturday	Sunday	Public holiday
	% of ordinary hourly rate ¹			
	100%	150%	200%	250%
	\$	\$	\$	\$
Level 13	56.08	84.12	112.16	140.20
Level 14	58.79	88.19	117.58	146.98
Level 15	61.51	92.27	123.02	153.78

6. By deleting the table appearing in clause B.2.2 and inserting the following:

	All shiftworkers			Work on a shift other than a rostered shift—continuous shiftworkers	Work on a shift other than a rostered shift—other than continuous shiftworkers	
	Ordinary hours	Afternoon shift¹	Night shift²	If employed on continuous shiftwork	First 3 hours	After first 3 hours
	% of ordinary hourly rate ³					
	100%	112.5%	115%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Level 1	19.84	22.32	22.82	39.68	29.76	39.68
Level 2	20.91	23.52	24.05	41.82	31.37	41.82
Level 3	21.92	24.66	25.21	43.84	32.88	43.84
Level 4	23.09	25.98	26.55	46.18	34.64	46.18
Level 5	23.82	26.80	27.39	47.64	35.73	47.64
Level 6	24.54	27.61	28.22	49.08	36.81	49.08
Level 7	25.20	28.35	28.98	50.40	37.80	50.40
Level 8	26.66	29.99	30.66	53.32	39.99	53.32
Level 9	28.57	32.14	32.86	57.14	42.86	57.14
Level 10	30.31	34.10	34.86	60.62	45.47	60.62
Level 11	34.14	38.41	39.26	68.28	51.21	68.28
Level 12	38.56	43.38	44.34	77.12	57.84	77.12
Level 13	56.08	63.09	64.49	112.16	84.12	112.16
Level 14	58.79	66.14	67.61	117.58	88.19	117.58

	All shiftworkers			Work on a shift other than a rostered shift—continuous shiftworkers	Work on a shift other than a rostered shift—other than continuous shiftworkers	
	Ordinary hours	Afternoon shift ¹	Night shift ²	If employed on continuous shiftwork	First 3 hours	After first 3 hours
	% of ordinary hourly rate ³					
	100%	112.5%	115%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Level 15	61.51	69.20	70.74	123.02	92.27	123.02

7. By deleting the table appearing in clause B.2.3 and inserting the following:

	Monday to Saturday first 3 hours	Monday to Saturday after 3 hours	Sunday	Public holiday
	% of ordinary hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	29.76	39.68	39.68	49.60
Level 2	31.37	41.82	41.82	52.28
Level 3	32.88	43.84	43.84	54.80
Level 4	34.64	46.18	46.18	57.73
Level 5	35.73	47.64	47.64	59.55
Level 6	36.81	49.08	49.08	61.35
Level 7	37.80	50.40	50.40	63.00
Level 8	39.99	53.32	53.32	66.65
Level 9	42.86	57.14	57.14	71.43
Level 10	45.47	60.62	60.62	75.78
Level 11	51.21	68.28	68.28	85.35
Level 12	57.84	77.12	77.12	96.40
Level 13	84.12	112.16	112.16	140.20
Level 14	88.19	117.58	117.58	146.98
Level 15	92.27	123.02	123.02	153.78

8. By deleting the table appearing in clause B.3.1 and inserting the following:

	Ordinary hours	Saturday	Sunday	Public holiday
	% of casual ordinary hourly rate ¹			
	100%	150%	200%	250%
	\$	\$	\$	\$
Level 1	24.80	37.20	49.60	62.00
Level 2	26.14	39.21	52.28	65.35
Level 3	27.40	41.10	54.80	68.50
Level 4	28.86	43.29	57.72	72.15
Level 5	29.78	44.67	59.56	74.45
Level 6	30.68	46.02	61.36	76.70
Level 7	31.50	47.25	63.00	78.75
Level 8	33.33	50.00	66.66	83.33
Level 9	35.71	53.57	71.42	89.28
Level 10	37.89	56.84	75.78	94.73
Level 11	42.68	64.02	85.36	106.70
Level 12	48.20	72.30	96.40	120.50
Level 13	70.10	105.15	140.20	175.25
Level 14	73.49	110.24	146.98	183.73
Level 15	76.89	115.34	153.78	192.23

9. By deleting the table appearing in clause B.3.2 and inserting the following:

	All shiftworkers			Work on a shift other than a rostered shift		
				continuous shiftworkers	other than continuous shiftworkers	
	% of casual ordinary hourly rate ¹					
	Day	Afternoon shift²	Night shift³	If employed on continuous shiftwork	First 3 hours	After first 3 hours
	100%	112.5%	115%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Level 1	24.80	27.90	28.52	49.60	37.20	49.60

	All shiftworkers			Work on a shift other than a rostered shift		
				continuous shiftworkers	other than continuous shiftworkers	
% of casual ordinary hourly rate ¹						
	Day	Afternoon shift ²	Night shift ³	If employed on continuous shiftwork	First 3 hours	After first 3 hours
	100%	112.5%	115%	200%	150%	200%
Level 2	26.14	29.41	30.06	52.28	39.21	52.28
Level 3	27.40	30.83	31.51	54.80	41.10	54.80
Level 4	28.86	32.47	33.19	57.72	43.29	57.72
Level 5	29.78	33.50	34.25	59.56	44.67	59.56
Level 6	30.68	34.52	35.28	61.36	46.02	61.36
Level 7	31.50	35.44	36.23	63.00	47.25	63.00
Level 8	33.33	37.50	38.33	66.66	50.00	66.66
Level 9	35.71	40.17	41.07	71.42	53.57	71.42
Level 10	37.89	42.63	43.57	75.78	56.84	75.78
Level 11	42.68	48.02	49.08	85.36	64.02	85.36
Level 12	48.20	54.23	55.43	96.40	72.30	96.40
Level 13	70.10	78.86	80.62	140.20	105.15	140.20
Level 14	73.49	82.68	84.51	146.98	110.24	146.98
Level 15	76.89	86.50	88.42	153.78	115.34	153.78

10. By deleting the amount “\$862.50” appearing in clause C.1.1 and inserting “\$877.60”.

11. By deleting the table appearing in clause C.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Electrician's licence allowance ¹	17.2(d)	4.55	39.93	per week
First aid allowance	17.2(c)	1.8	15.80	per week

- B. This determination comes into operation from 1 November 2020. In accordance with s.166(5) of the *Fair Work Act 2009* this determination does not take effect until the start of the first full pay period that starts on or after 1 November 2020.

PRESIDENT