



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

WASTE MANAGEMENT AWARD 2020
[MA000043]

Waste management 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] FWCFB 3500], the above award is varied as follows:

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

| Classification | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|-----------------------|---|----------------------------|
| | \$ | \$ |
| Level 1 | 858.30 | 22.59 |
| Level 2 | 878.90 | 23.13 |
| Level 3 | 889.10 | 23.40 |
| Level 4 | 904.80 | 23.81 |
| Level 5 | 916.00 | 24.11 |
| Level 6 | 939.90 | 24.73 |
| Level 7 | 1007.80 | 26.52 |
| Level 8 | 1058.20 | 27.85 |

| Classification | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|-----------------------|---|----------------------------|
| | \$ | \$ |
| Level 9 | 1068.50 | 28.12 |

2. By deleting the year “2021” in clause 15.5(b) and inserting “2022”.
3. By deleting the amount "\$98.85" appearing in clause 16.2(b)(i) and inserting "\$103.39".
4. By deleting the table appearing in clause 16.2(c) and inserting the following:

| Leading hand in charge of | Per week |
|----------------------------------|-----------------|
| | \$ |
| 4–8 employees | 25.38 |
| 9–15 employees | 37.60 |
| more than 15 employees | 51.69 |

5. By deleting the amount "\$39.54" appearing in clause 16.2(d) and inserting "\$41.36".
6. By deleting the amount "\$4.49" appearing in clause 16.2(e) and inserting "\$4.70".
7. By deleting the table appearing in clause A.2.1 and inserting the following:

| | Ordinary hours | Public holiday¹ | Good Friday & Christmas Day^{1, 2} |
|---------|--|-----------------------------------|---|
| | % of ordinary hourly rate³ | | |
| | 100% | 150% | 200% |
| | \$ | \$ | \$ |
| Level 1 | 25.31 | 37.97 | 50.62 |
| Level 2 | 25.85 | 38.78 | 51.70 |
| Level 3 | 26.12 | 39.18 | 52.24 |
| Level 4 | 26.53 | 39.80 | 53.06 |
| Level 5 | 26.83 | 40.25 | 53.66 |
| Level 6 | 27.45 | 41.18 | 54.90 |
| Level 7 | 29.24 | 43.86 | 58.48 |
| Level 8 | 30.57 | 45.86 | 61.14 |
| Level 9 | 30.84 | 46.26 | 61.68 |

8. By deleting the table appearing in clause A.2.2 and inserting the following:

| | Afternoon | Night | Saturday | | Sunday |
|--|---------------|-------------|---------------|---------------|-------------|
| | | | First 2 hours | After 2 hours | |
| % of ordinary hourly rate¹ | | | | | |
| | 117.5% | 130% | 150% | 200% | 200% |
| | \$ | \$ | \$ | \$ | \$ |
| Level 1 | 29.74 | 32.90 | 37.97 | 50.62 | 50.62 |
| Level 2 | 30.37 | 33.61 | 38.78 | 51.70 | 51.70 |
| Level 3 | 30.69 | 33.96 | 39.18 | 52.24 | 52.24 |
| Level 4 | 31.17 | 34.49 | 39.80 | 53.06 | 53.06 |
| Level 5 | 31.53 | 34.88 | 40.25 | 53.66 | 53.66 |
| Level 6 | 32.25 | 35.69 | 41.18 | 54.90 | 54.90 |
| Level 7 | 34.36 | 38.01 | 43.86 | 58.48 | 58.48 |
| Level 8 | 35.92 | 39.74 | 45.86 | 61.14 | 61.14 |
| Level 9 | 36.24 | 40.09 | 46.26 | 61.68 | 61.68 |

9. By deleting the table appearing in clause A.2.3 and inserting the following:

| | Monday to Saturday | | Sunday | Public holiday ¹ | Good Friday & Christmas Day ¹ |
|--|--------------------|---------------|-------------|-----------------------------|--|
| | First 2 hours | After 2 hours | | | |
| % of ordinary hourly rate² | | | | | |
| | 150% | 200% | 200% | 250% | 300% |
| | \$ | \$ | \$ | \$ | \$ |
| Level 1 | 37.97 | 50.62 | 50.62 | 63.28 | 75.93 |
| Level 2 | 38.78 | 51.70 | 51.70 | 64.63 | 77.55 |
| Level 3 | 39.18 | 52.24 | 52.24 | 65.30 | 78.36 |
| Level 4 | 39.80 | 53.06 | 53.06 | 66.33 | 79.59 |
| Level 5 | 40.25 | 53.66 | 53.66 | 67.08 | 80.49 |
| Level 6 | 41.18 | 54.90 | 54.90 | 68.63 | 82.35 |
| Level 7 | 43.86 | 58.48 | 58.48 | 73.10 | 87.72 |
| Level 8 | 45.86 | 61.14 | 61.14 | 76.43 | 91.71 |
| Level 9 | 46.26 | 61.68 | 61.68 | 77.10 | 92.52 |

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

| | Ordinary hours | Public holiday | Good Friday & Christmas day |
|---------|--|-----------------------|--|
| | % of ordinary hourly rate¹ | | |
| | 125% | 275% | 325% |
| | \$ | \$ | \$ |
| Level 1 | 31.64 | 69.60 | 82.26 |
| Level 2 | 32.31 | 71.09 | 84.01 |
| Level 3 | 32.65 | 71.83 | 84.89 |
| Level 4 | 33.16 | 72.96 | 86.22 |
| Level 5 | 33.54 | 73.78 | 87.20 |
| Level 6 | 34.31 | 75.49 | 89.21 |
| Level 7 | 36.55 | 80.41 | 95.03 |
| Level 8 | 38.21 | 84.07 | 99.35 |
| Level 9 | 38.55 | 84.81 | 100.23 |

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

| | Afternoon | Night | Saturday | | Sunday |
|---------|--|--------------|----------------------|----------------------|---------------|
| | | | First 2 hours | After 2 hours | |
| | % of ordinary hourly rate¹ | | | | |
| | 142.5% | 155% | 175% | 225% | 225% |
| | \$ | \$ | \$ | \$ | \$ |
| Level 1 | 36.07 | 39.23 | 44.29 | 56.95 | 56.95 |
| Level 2 | 36.84 | 40.07 | 45.24 | 58.16 | 58.16 |
| Level 3 | 37.22 | 40.49 | 45.71 | 58.77 | 58.77 |
| Level 4 | 37.81 | 41.12 | 46.43 | 59.69 | 59.69 |
| Level 5 | 38.23 | 41.59 | 46.95 | 60.37 | 60.37 |
| Level 6 | 39.12 | 42.55 | 48.04 | 61.76 | 61.76 |
| Level 7 | 41.67 | 45.32 | 51.17 | 65.79 | 65.79 |
| Level 8 | 43.56 | 47.38 | 53.50 | 68.78 | 68.78 |
| Level 9 | 43.95 | 47.80 | 53.97 | 69.39 | 69.39 |

12. By deleting the amount “\$898.60” appearing in clause B.1.1 and inserting “\$939.90”.

13. By deleting the table appearing in B.1.1 and inserting the following:

| Allowance | Clause | % of standard rate | \$ | Payable |
|--|---------------|---------------------------|-----------|----------------|
| Industry allowance ¹ | 16.2(b) | 11.0 | 103.39 | per week |
| Leading hand in charge of— 4–8 employees | 16.2(c) | 2.7 | 25.38 | per week |
| Leading hand in charge of— 9–15 employees | 16.2(c) | 4.0 | 37.60 | per week |
| Leading hand in charge of— more than 15 employees | 16.2(c) | 5.5 | 51.69 | per week |
| Boat allowance | 16.2(d) | 4.4 | 41.36 | per week |
| First aid allowance | 16.2(e) | 0.5 | 4.70 | per day |

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