



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

WATER INDUSTRY AWARD 2020
[MA000113]

Water, sewerage and drainage services

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:

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

Employee classifications	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	866.00	22.79
Level 2	893.60	23.52
Level 3	927.30	24.40
Level 4	940.90	24.76
Level 5	999.90	26.31
Level 6	1082.10	28.48
Level 7	1100.80	28.97
Level 8	1189.50	31.30

Employee classifications	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 9	1272.50	33.49
Level 10	1390.80	36.60

2. By deleting the year “2021” in clause 15.7(b) and inserting “2022”.
3. By deleting the table appearing in clause 18.2(a) and inserting the following:

Supervisor’s classification level	Number of employees supervised	\$ per week
3 or 4	1 to 5	27.24
3 or 4	6 to 15	37.14
3, 4 or 5	Over 15	47.04

4. By deleting the amount "\$15.39" appearing in clause 18.2(b)(i) and inserting "\$16.09".
5. By deleting the amounts "\$0.83", "\$1.18" and "\$11.84" appearing in clause 18.2(c)(ii) and inserting "\$0.87", "\$1.24" and "\$12.38" respectively.
6. By deleting the amount "\$11.84" appearing in clause 18.2(e)(v) and inserting "\$12.38".
7. By deleting the amount "\$35.51" appearing in clause 20.6(b)(i) and inserting "\$37.14".
8. By deleting the amount "\$47.34" appearing in clause 20.6(b)(ii) and inserting "\$49.52".
9. By deleting the amount "\$59.18" appearing in clause 20.6(b)(iii) and inserting "\$61.90".
10. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	100%	250%
	\$	\$
Level 1	22.79	56.98
Level 2	23.52	58.80
Level 3	24.40	61.00
Level 4	24.76	61.90

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	100%	250%
	\$	\$
Level 5	26.31	65.78
Level 6	28.48	71.20
Level 7	28.97	72.43
Level 8	31.30	78.25
Level 9	33.49	83.73
Level 10	36.60	91.50

11. By deleting the table appearing in clause B.1.2 and inserting the following:

	Day shift	Afternoon shift	Night shift	Public holiday
	% of minimum hourly rate			
	100%	115%	130%	250%
	\$	\$	\$	\$
Level 1	22.79	26.21	29.63	56.98
Level 2	23.52	27.05	30.58	58.80
Level 3	24.40	28.06	31.72	61.00
Level 4	24.76	28.47	32.19	61.90
Level 5	26.31	30.26	34.20	65.78
Level 6	28.48	32.75	37.02	71.20
Level 7	28.97	33.32	37.66	72.43
Level 8	31.30	36.00	40.69	78.25
Level 9	33.49	38.51	43.54	83.73
Level 10	36.60	42.09	47.58	91.50

12. By deleting the table appearing in clause B.1.3 and inserting the following:

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%

	\$	\$	\$	\$
Level 1	34.19	45.58	45.58	56.98
Level 2	35.28	47.04	47.04	58.80
Level 3	36.60	48.80	48.80	61.00
Level 4	37.14	49.52	49.52	61.90
Level 5	39.47	52.62	52.62	65.78
Level 6	42.72	56.96	56.96	71.20
Level 7	43.46	57.94	57.94	72.43
Level 8	46.95	62.60	62.60	78.25
Level 9	50.24	66.98	66.98	83.73
Level 10	54.90	73.20	73.20	91.50

13. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	125%	275%
	\$	\$
Level 1	28.49	62.67
Level 2	29.40	64.68
Level 3	30.50	67.10
Level 4	30.95	68.09
Level 5	32.89	72.35
Level 6	35.60	78.32
Level 7	36.21	79.67
Level 8	39.13	86.08
Level 9	41.86	92.10
Level 10	45.75	100.65

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

	Day shift	Afternoon shift	Night shift	Public holiday
	% of minimum hourly rate			
	125%	140%	155%	275%
	\$	\$	\$	\$

	Day shift	Afternoon shift	Night shift	Public holiday
	% of minimum hourly rate			
	125%	140%	155%	275%
Level 1	28.49	31.91	35.32	62.67
Level 2	29.40	32.93	36.46	64.68
Level 3	30.50	34.16	37.82	67.10
Level 4	30.95	34.66	38.38	68.09
Level 5	32.89	36.83	40.78	72.35
Level 6	35.60	39.87	44.14	78.32
Level 7	36.21	40.56	44.90	79.67
Level 8	39.13	43.82	48.52	86.08
Level 9	41.86	46.89	51.91	92.10
Level 10	45.75	51.24	56.73	100.65

15. By deleting the amount “\$23.67” appearing in clause C.1.1 and inserting “\$24.76”.
16. By deleting the table appearing in C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Leading hand allowance— Supervisor level 3 or 4— supervising 1 to 5 employees	18.2(a)	110.0	27.24	per week
Leading hand allowance— Supervisor level 3 or 4— supervising 6 to 15 employees	18.2(a)	150.0	37.14	per week
Leading hand allowance— Supervisor level 3, 4 or 5—supervising over 15 employees	18.2(a)	190.0	47.04	per week
First aid allowance	18.2(b)(i)	65.0	16.09	per week
Adverse working conditions allowance— Level 1	18.2(c)(ii)	3.5	0.87	per hour
Adverse working conditions allowance— Level 2	18.2(c)(ii)	5.0	1.24	per hour

Allowance	Clause	% of standard rate	\$	Payable
Adverse working conditions allowance— Level 3	18.2(c)(ii)	50.0	12.38	per hour
Transfers, travelling and working away from normal starting point	18.2(e)(v)	50.0	12.38	per day
On-call allowance— Weekday	20.6(b)(i)	150.0	37.14	per day
On-call allowance— Saturday	20.6(b)(ii)	200.0	49.52	per day
On-call allowance— Sunday or public holiday	20.6(b)(iii)	250.0	61.90	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