



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

CEMENT, LIME AND QUARRYING AWARD 2020
[MA000055]

Cement and concrete products

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:

- By deleting the table appearing in clause 16.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	753.80	19.84
Level 2	793.30	20.88
Level 3	818.50	21.54
Level 4	835.60	21.99
Level 5	852.30	22.43
Level 6	877.60	23.09
Level 7	904.60	23.81

2. By deleting the table appearing in clause 16.2 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Grade 1	753.80	19.84
Grade 2	774.90	20.39
Grade 3	827.20	21.77
Grade 4	851.90	22.42
Grade 5	877.60	23.09
Grade 6	904.60	23.81

3. By deleting the year “2019” in clause 16.5(b) and inserting “2020”.

4. By deleting the table appearing in clause 18.2(b) and inserting the following:

Industry	\$ per week
Cement and lime industry	63.92
Quarrying industry	27.69

5. By deleting the table appearing in clause 18.2(c)(i) and inserting the following:

In charge of	\$ per week
1 to 5 employees	34.09
6 to 16 employees	49.01
17 or more employees	63.92

6. By deleting the table appearing in clause 18.2(c)(ii) and inserting the following:

In charge of	\$ per week
1 or 2 employees	18.57
3 to 6 employees	25.90
6 to 10 employees	32.20
More than 10 employees	51.11
Processing plant	18.57

7. By deleting the table appearing in clause 18.2(d) and inserting the following:

Industry	\$ per week
Cement and lime industry	22.16
Quarrying industry	16.19

8. By deleting the table appearing in clause C.2 and inserting the following:

Employee classification	Day	Afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate ¹						
	100%	115%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1	21.52	24.75	24.75	27.98	32.28	43.04	53.80
Level 2	22.56	25.94	25.94	29.33	33.84	45.12	56.40
Level 3	23.22	26.70	26.70	30.19	34.83	46.44	58.05
Level 4	23.67	27.22	27.22	30.77	35.51	47.34	59.18
Level 5	24.11	27.73	27.73	31.34	36.17	48.22	60.28
Level 6	24.77	28.49	28.49	32.20	37.16	49.54	61.93
Level 7	25.49	29.31	29.31	33.14	38.24	50.98	63.73

9. By deleting the table appearing in clause C.3 and inserting the following:

Employee classification	Monday – Saturday First 2 hours	Monday – Saturday After 2 hours	Sunday
	% of ordinary hourly rate ¹		
	150%	200%	200%
	\$	\$	\$
Level 1	32.28	43.04	43.04
Level 2	33.84	45.12	45.12
Level 3	34.83	46.44	46.44
Level 4	35.51	47.34	47.34
Level 5	36.17	48.22	48.22
Level 6	37.16	49.54	49.54
Level 7	38.24	50.98	50.98

10. By deleting the table appearing in clause C.4 and inserting the following:

Employee classification	All Overtime
	% of ordinary hourly rate ¹
	200%
	\$
Level 1	43.04

Employee classification	All Overtime
	% of ordinary hourly rate ¹
	200%
	\$
Level 2	45.12
Level 3	46.44
Level 4	47.34
Level 5	48.22
Level 6	49.54
Level 7	50.98

11. By deleting the table appearing in clause C.5 and inserting the following:

Employee classification	Day	Afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate ¹						
	125%	140%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Level 1	26.90	30.13	30.13	33.36	37.66	48.42	59.18
Level 2	28.20	31.58	31.58	34.97	39.48	50.76	62.04
Level 3	29.03	32.51	32.51	35.99	40.64	52.25	63.86
Level 4	29.59	33.14	33.14	36.69	41.42	53.26	65.09
Level 5	30.14	33.75	33.75	37.37	42.19	54.25	66.30
Level 6	30.96	34.68	34.68	38.39	43.35	55.73	68.12
Level 7	31.86	35.69	35.69	39.51	44.61	57.35	70.10

12. By deleting the table appearing in clause D.2 and inserting the following:

Employee classification	Day	Afternoon	Night	Permanent night	Saturday		Sunday	Public holiday
					First 2 hours	After 2 hours		
	% of ordinary hourly rate¹							
	100%	115%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Grade 1	20.57	23.66	23.66	26.74	30.86	41.14	41.14	51.43
Grade 2	21.12	24.29	24.29	27.46	31.68	42.24	42.24	52.80
Grade 3	22.50	25.88	25.88	29.25	33.75	45.00	45.00	56.25
Grade 4	23.15	26.62	26.62	30.10	34.73	46.30	46.30	57.88

Employee classification	Day	Afternoon	Night	Permanent night	Saturday		Sunday	Public holiday
					First 2 hours	After 2 hours		
	% of ordinary hourly rate¹							
	100%	115%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Grade 5	23.82	27.39	27.39	30.97	35.73	47.64	47.64	59.55
Grade 6	24.54	28.22	28.22	31.90	36.81	49.08	49.08	61.35

13. By deleting the table appearing in clause D.3 and inserting the following:

Employee classification	Monday—Saturday First 2 hours	Monday—Saturday After 2 hours	Sunday
		% of ordinary hourly rate¹	
	150%	200%	200%
	\$	\$	\$
Grade 1	30.86	41.14	41.14
Grade 2	31.68	42.24	42.24
Grade 3	33.75	45.00	45.00
Grade 4	34.73	46.30	46.30
Grade 5	35.73	47.64	47.64
Grade 6	36.81	49.08	49.08

14. By deleting the table appearing in clause D.4 and inserting the following:

Employee classification	Day ¹	Afternoon	Night	Permanent night	Saturday		Sunday	Public holiday
					First 2 hours	After 2 hours		
	% of ordinary hourly rate¹							
	125%	140%	140%	155%	175%	225%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Grade 1	25.71	28.80	28.80	31.88	36.00	46.28	46.28	56.57
Grade 2	26.40	29.57	29.57	32.74	36.96	47.52	47.52	58.08
Grade 3	28.13	31.50	31.50	34.88	39.38	50.63	50.63	61.88
Grade 4	28.94	32.41	32.41	35.88	40.51	52.09	52.09	63.66
Grade 5	29.78	33.35	33.35	36.92	41.69	53.60	53.60	65.51
Grade 6	30.68	34.36	34.36	38.04	42.95	55.22	55.22	67.49

- 15. By deleting the amount “\$837.60” appearing in clause E.1.1 and inserting “\$852.30”.
- 16. By deleting the table appearing in E.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Industry disability ¹	18.2(b)	7.5	63.92	per week
Leading hand in charge of—1 to 5 employees ¹	18.2(c)(i)	4.0	34.09	per week
Leading hand in charge of—6 to 16 employees ¹	18.2(c)(i)	5.75	49.01	per week
Leading hand in charge of—17 or more employees ¹	18.2(c)(i)	7.5	63.92	per week
First aid ¹	18.2(d)	2.6	22.16	per week

- 17. By deleting the amount “\$837.20” appearing in clause E.1.2 and inserting “\$851.90”.
- 18. By deleting the table appearing in E.1.2 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Industry disability ¹	18.2(b)	3.25	27.69	per week
Leading hand in charge of—1 or 2 employees ¹	18.2(c)(ii)	2.18	18.57	per week
Leading hand in charge of—3 to 6 employees ¹	18.2(c)(ii)	3.04	25.90	per week
Leading hand in charge of—6 to 10 employees ¹	18.2(c)(ii)	3.78	32.20	per week
Leading hand in charge of—more than 10 employees	18.2(c)(ii)	6.0	51.11	per week
Leading hand in charge of—processing plant ¹	18.2(c)(ii)	2.18	18.57	per week
First aid ¹	18.2(d)	1.9	16.19	per week

B. This determination comes into operation on 1 November 2020. 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 November 2020.

PRESIDENT