



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

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 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 16.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	812.60	21.38
Level 2	853.10	22.45
Level 3	879.00	23.13
Level 4	896.50	23.59
Level 5	913.80	24.05
Level 6	940.90	24.76
Level 7	969.90	25.52

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	812.60	21.38
Grade 2	834.30	21.96
Grade 3	887.90	23.37
Grade 4	913.40	24.04
Grade 5	940.90	24.76
Grade 6	969.90	25.52

3. By deleting the year “2021” in clause 16.5(b) and inserting “2022”.

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

Industry	\$ per week
Cement and lime industry	68.54
Quarrying industry	29.69

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	36.55
6 to 16 employees	52.54
17 or more employees	68.54

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	19.91
3 to 6 employees	27.77
6 to 10 employees	34.53
More than 10 employees	54.80
Processing plant	19.91

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

Industry	\$ per week
Cement and lime industry	23.76
Quarrying industry	17.35

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 rate¹						
	100%	115%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1	23.18	26.66	26.66	30.13	34.77	46.36	57.95
Level 2	24.25	27.89	27.89	31.53	36.38	48.50	60.63
Level 3	24.93	28.67	28.67	32.41	37.40	49.86	62.33
Level 4	25.39	29.20	29.20	33.01	38.09	50.78	63.48
Level 5	25.85	29.73	29.73	33.61	38.78	51.70	64.63
Level 6	26.56	30.54	30.54	34.53	39.84	53.12	66.40
Level 7	27.32	31.42	31.42	35.52	40.98	54.64	68.30

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 rate¹		
	150%	200%	200%
	\$	\$	\$
Level 1	34.77	46.36	46.36
Level 2	36.38	48.50	48.50
Level 3	37.40	49.86	49.86
Level 4	38.09	50.78	50.78
Level 5	38.78	51.70	51.70
Level 6	39.84	53.12	53.12
Level 7	40.98	54.64	54.64

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

Employee classification	All Overtime
	% of ordinary hourly rate¹
	200%
	\$

Employee classification	All Overtime
	% of ordinary hourly rate¹
	200%
	\$
Level 1	46.36
Level 2	48.50
Level 3	49.86
Level 4	50.78
Level 5	51.70
Level 6	53.12
Level 7	54.64

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 rate¹						
	125%	140%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Level 1	28.98	32.45	32.45	35.93	40.57	52.16	63.75
Level 2	30.31	33.95	33.95	37.59	42.44	54.56	66.69
Level 3	31.16	34.90	34.90	38.64	43.63	56.09	68.56
Level 4	31.74	35.55	35.55	39.35	44.43	57.13	69.82
Level 5	32.31	36.19	36.19	40.07	45.24	58.16	71.09
Level 6	33.20	37.18	37.18	41.17	46.48	59.76	73.04
Level 7	34.15	38.25	38.25	42.35	47.81	61.47	75.13

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	22.16	25.48	25.48	28.81	33.24	44.32	44.32	55.40
Grade 2	22.74	26.15	26.15	29.56	34.11	45.48	45.48	56.85
Grade 3	24.15	27.77	27.77	31.40	36.23	48.30	48.30	60.38

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 4	24.82	28.54	28.54	32.27	37.23	49.64	49.64	62.05
Grade 5	25.54	29.37	29.37	33.20	38.31	51.08	51.08	63.85
Grade 6	26.30	30.25	30.25	34.19	39.45	52.60	52.60	65.75

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	33.24	44.32	44.32
Grade 2	34.11	45.48	45.48
Grade 3	36.23	48.30	48.30
Grade 4	37.23	49.64	49.64
Grade 5	38.31	51.08	51.08
Grade 6	39.45	52.60	52.60

14. By deleting the table appearing in clause D.4 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							
	125%	140%	140%	155%	175%	225%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Grade 1	27.70	31.02	31.02	34.35	38.78	49.86	49.86	60.94
Grade 2	28.43	31.84	31.84	35.25	39.80	51.17	51.17	62.54
Grade 3	30.19	33.81	33.81	37.43	42.26	54.34	54.34	66.41
Grade 4	31.03	34.75	34.75	38.47	43.44	55.85	55.85	68.26
Grade 5	31.93	35.76	35.76	39.59	44.70	57.47	57.47	70.24

Employee classification	Day	Afternoon	Night	Permanent night	Saturday		Sunday	Public holiday
					First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹							
	125%	140%	140%	155%	175%	225%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Grade 6	32.88	36.82	36.82	40.77	46.03	59.18	59.18	72.33

15. By deleting the amount “\$873.60” appearing in clause E.1.1 and inserting “\$913.80”.

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	68.54	per week
Leading hand in charge of—1 to 5 employees ¹	18.2(c)(i)	4.0	36.55	per week
Leading hand in charge of—6 to 16 employees ¹	18.2(c)(i)	5.75	52.54	per week
Leading hand in charge of—17 or more employees ¹	18.2(c)(i)	7.5	68.54	per week
First aid ¹	18.2(d)(i)	2.6	23.76	per week

17. By deleting the amount “\$873.20” appearing in clause E.1.2 and inserting “\$913.40”.

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	29.69	per week
Leading hand in charge of—1 or 2 employees ¹	18.2(c)(ii)	2.18	19.91	per week
Leading hand in charge of—3 to 6 employees ¹	18.2(c)(ii)	3.04	27.77	per week
Leading hand in charge of—6 to 10 employees ¹	18.2(c)(ii)	3.78	34.53	per week
Leading hand in charge of—more than 10 employees ¹	18.2(c)(ii)	6.0	54.80	per week
Leading hand in charge of—processing plant ¹	18.2(c)(ii)	2.18	19.91	per week
First aid ¹	18.2(d)(i)	1.9	17.35	per week

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