



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

CEMENT, LIME AND QUARRYING AWARD 2020
[MA000055]

Cement and concrete products

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] 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	859.30	22.61
Level 2	902.20	23.74
Level 3	929.50	24.46
Level 4	948.00	24.95
Level 5	966.30	25.43
Level 6	995.00	26.18
Level 7	1025.70	26.99

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	859.30	22.61
Grade 2	882.30	23.22
Grade 3	939.00	24.71
Grade 4	965.90	25.42
Grade 5	995.00	26.18
Grade 6	1025.70	26.99

3. By deleting the year “2022” in clause 16.5(b) and inserting “2023”.

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

Industry	\$ per week
Cement and lime industry	72.47
Quarrying industry	31.39

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	38.65
6 to 16 employees	55.56
17 or more employees	72.47

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	21.06
3 to 6 employees	29.36
6 to 10 employees	36.51
More than 10 employees	57.95
Processing plant	21.06

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

Industry	\$ per week
Cement and lime industry	25.12
Quarrying industry	18.35

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	24.52	28.20	28.20	31.88	36.78	49.04	61.30
Level 2	25.65	29.50	29.50	33.35	38.48	51.30	64.13
Level 3	26.37	30.33	30.33	34.28	39.56	52.74	65.93
Level 4	26.86	30.89	30.89	34.92	40.29	53.72	67.15
Level 5	27.34	31.44	31.44	35.54	41.01	54.68	68.35
Level 6	28.09	32.30	32.30	36.52	42.14	56.18	70.23
Level 7	28.90	33.24	33.24	37.57	43.35	57.80	72.25

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	36.78	49.04	49.04
Level 2	38.48	51.30	51.30
Level 3	39.56	52.74	52.74
Level 4	40.29	53.72	53.72
Level 5	41.01	54.68	54.68
Level 6	42.14	56.18	56.18
Level 7	43.35	57.80	57.80

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

Employee classification	All Overtime
	% of ordinary hourly rate¹
	200%
	\$
Level 1	49.04
Level 2	51.30
Level 3	52.74
Level 4	53.72
Level 5	54.68
Level 6	56.18
Level 7	57.80

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	30.65	34.33	34.33	38.01	42.91	55.17	67.43
Level 2	32.06	35.91	35.91	39.76	44.89	57.71	70.54
Level 3	32.96	36.92	36.92	40.87	46.15	59.33	72.52
Level 4	33.58	37.60	37.60	41.63	47.01	60.44	73.87
Level 5	34.18	38.28	38.28	42.38	47.85	61.52	75.19
Level 6	35.11	39.33	39.33	43.54	49.16	63.20	77.25
Level 7	36.13	40.46	40.46	44.80	50.58	65.03	79.48

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	23.44	26.96	26.96	30.47	35.16	46.88	46.88	58.60
Grade 2	24.05	27.66	27.66	31.27	36.08	48.10	48.10	60.13
Grade 3	25.54	29.37	29.37	33.20	38.31	51.08	51.08	63.85
Grade 4	26.25	30.19	30.19	34.13	39.38	52.50	52.50	65.63
Grade 5	27.01	31.06	31.06	35.11	40.52	54.02	54.02	67.53
Grade 6	27.82	31.99	31.99	36.17	41.73	55.64	55.64	69.55

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	35.16	46.88	46.88
Grade 2	36.08	48.10	48.10
Grade 3	38.31	51.08	51.08
Grade 4	39.38	52.50	52.50
Grade 5	40.52	54.02	54.02
Grade 6	41.73	55.64	55.64

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	29.30	32.82	32.82	36.33	41.02	52.74	52.74	64.46
Grade 2	30.06	33.67	33.67	37.28	42.09	54.11	54.11	66.14
Grade 3	31.93	35.76	35.76	39.59	44.70	57.47	57.47	70.24
Grade 4	32.81	36.75	36.75	40.69	45.94	59.06	59.06	72.19
Grade 5	33.76	37.81	37.81	41.87	47.27	60.77	60.77	74.28
Grade 6	34.78	38.95	38.95	43.12	48.69	62.60	62.60	76.51

15. By deleting the amount “\$913.80” appearing in clause E.1.1 and inserting “\$966.30”.

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	72.47	per week
Leading hand in charge of—1 to 5 employees ¹	18.2(c)(i)	4.0	38.65	per week
Leading hand in charge of—6 to 16 employees ¹	18.2(c)(i)	5.75	55.56	per week
Leading hand in charge of—17 or more employees ¹	18.2(c)(i)	7.5	72.47	per week
First aid ¹	18.2(d)(i)	2.6	25.12	per week

17. By deleting the amount “\$913.40” appearing in clause E.1.2 and inserting “\$965.90”.

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	31.39	per week
Leading hand in charge of—1 or 2 employees ¹	18.2(c)(ii)	2.18	21.06	per week

Allowance	Clause	% of standard rate	\$	Payable
Leading hand in charge of—3 to 6 employees ¹	18.2(c)(ii)	3.04	29.36	per week
Leading hand in charge of—6 to 10 employees ¹	18.2(c)(ii)	3.78	36.51	per week
Leading hand in charge of—more than 10 employees ¹	18.2(c)(ii)	6.0	57.95	per week
Leading hand in charge of—processing plant ¹	18.2(c)(ii)	2.18	21.06	per week
First aid ¹	18.2(d)(i)	1.9	18.35	per week

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT