



# DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

**Annual Wage Review 2022–23**  
(C2023/1)

**PREMIXED CONCRETE AWARD 2020**  
[MA000057]

Cement and concrete products

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

SYDNEY, 20 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:

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	882.50	23.22
Level 2	890.10	23.42
Level 3	920.10	24.21
Level 4	945.00	24.87
Level 5	995.00	26.18

2. By deleting the year “2022” in clause 16.4(b) and inserting “2023”.
3. By deleting the amount “\$26.97” appearing in clause 18.2(b) and inserting “\$28.52”.

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

<b>In charge of</b>	<b>\$ per week</b>
3–5 employees and/or delivery vehicles	34.32
6–10 employees and/or delivery vehicles	38.18
More than 10 employees and/or delivery vehicles	51.89

5. By deleting the amount “\$16.97” appearing in clause 18.2(d) and inserting “\$17.94”.

6. By deleting the table appearing in clause A.1.3 and inserting the following:

	<b>Monday to Friday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Level 1	23.97	59.93
Level 2	24.17	60.43
Level 3	24.96	62.40
Level 4	25.62	64.05
Level 5	26.93	67.33

7. By deleting the table appearing in clause A.1.4 and inserting the following:

	<b>Day work</b>	<b>Afternoon</b>	<b>Night</b>	<b>Permanent night shift</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>100%</b>	<b>115%</b>	<b>115%</b>	<b>130%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	23.97	27.57	27.57	31.16	59.93
Level 2	24.17	27.80	27.80	31.42	60.43
Level 3	24.96	28.70	28.70	32.45	62.40
Level 4	25.62	29.46	29.46	33.31	64.05
Level 5	26.93	30.97	30.97	35.01	67.33

8. By deleting the table appearing in clause A.1.5 and inserting the following:

	<b>Monday to Friday – first 2 hours</b>	<b>Monday to Friday – after 2 hours</b>	<b>Saturday – first 2 hours</b>	<b>Saturday – after 2 hours</b>	<b>Sunday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	35.96	47.94	35.96	47.94	47.94
Level 2	36.26	48.34	36.26	48.34	48.34
Level 3	37.44	49.92	37.44	49.92	49.92
Level 4	38.43	51.24	38.43	51.24	51.24
Level 5	40.40	53.86	40.40	53.86	53.86

9. By deleting the table appearing in clause A.2.1 and inserting the following:

	<b>Day work</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>125%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>
Level 1	29.96	65.92
Level 2	30.21	66.47
Level 3	31.20	68.64
Level 4	32.03	70.46
Level 5	33.66	74.06

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

	<b>Day work</b>	<b>Afternoon</b>	<b>Night</b>	<b>Permanent night shift</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>125%</b>	<b>140%</b>	<b>140%</b>	<b>155%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	29.96	33.56	33.56	37.15	65.92
Level 2	30.21	33.84	33.84	37.46	66.47
Level 3	31.20	34.94	34.94	38.69	68.64
Level 4	32.03	35.87	35.87	39.71	70.46
Level 5	33.66	37.70	37.70	41.74	74.06

11. By deleting the amount “\$870.10” appearing in clause B.1.1 and inserting “\$920.10”.
12. By deleting the table appearing in B.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Industry disability allowance <sup>1</sup>	18.2(b)	3.1	28.52	per week
Leading hand allowance— 3–5 employees and/or delivery vehicles <sup>1</sup>	18.2(c)	3.73	34.32	per week
Leading hand allowance— 6–10 employees and/or delivery vehicles <sup>1</sup>	18.2(c)	4.15	38.18	per week
Leading hand allowance— More than 10 employees and/or delivery vehicles <sup>1</sup>	18.2(c)	5.64	51.89	per week
First aid allowance <sup>1</sup>	18.2(d)	1.95	17.94	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

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