



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

AQUACULTURE INDUSTRY AWARD 2020
[MA000114]

Aquaculture

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] 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
	\$	\$
Aquaculture Attendant Level 1	772.60	20.33
Aquaculture Attendant Level 2	783.80	20.63
Aquaculture Attendant Level 3	857.30	22.56
Aquaculture Attendant Level 4	899.50	23.67

2. By deleting the words “1 November 2020” in clause 16.6(b) and inserting “1 July 2021”.
3. By deleting the amount “\$2.98” appearing in clause 18.2(a) and inserting “\$3.06”.
4. By deleting the amount “\$4.12” appearing in clause 18.2(b) and inserting “\$4.23”.
5. By deleting the table appearing in clause B.1.1 and inserting the following:

Employee classification	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	125%	150%	250%
	\$	\$	\$	\$
Aquaculture Attendant Level 1	20.33	25.41	30.50	50.83
Aquaculture Attendant Level 2	20.63	25.79	30.95	51.58
Aquaculture Attendant Level 3	22.56	28.20	33.84	56.40
Aquaculture Attendant Level 4	23.67	29.59	35.51	59.18

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

Employee classification	Day	Afternoon	Night	Non-successive afternoon or night		Saturday	Sunday	Public holiday	
				First 3 hours	After 3 hours			All ordinary hours on PH – non-cont s’worker	Major portion of shift on PH – cont s’worker
	% of minimum hourly rate								
	100%	115%	130%	150%	200%	150%	200%	250%	200%
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Aquaculture Attendant Level 1	20.33	23.38	26.43	30.50	40.66	30.50	40.66	50.83	40.66
Aquaculture Attendant Level 2	20.63	23.72	26.82	30.95	41.26	30.95	41.26	51.58	41.26
Aquaculture Attendant Level 3	22.56	25.94	29.33	33.84	45.12	33.84	45.12	56.40	45.12
Aquaculture Attendant Level 4	23.67	27.22	30.77	35.51	47.34	35.51	47.34	59.18	47.34

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

Employee classification	Day	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	125%	150%	250%
	\$	\$	\$	\$
Aquaculture Attendant Level 1	25.41	25.41	30.50	50.83
Aquaculture Attendant Level 2	25.79	25.79	30.95	51.58
Aquaculture Attendant Level 3	28.20	28.20	33.84	56.40
Aquaculture Attendant Level 4	29.59	29.59	35.51	59.18

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

Employee classification	Day	Afternoon	Night	Non-successive afternoon or night		Saturday	Sunday	Public holiday	
				First 3 hours	After 3 hours			All ordinary hours on PH- non-cont s'worker	Major portion of shift on PH-cont s'worker
	% of minimum hourly rate								
	125%	140%	155%	175%	225%	175%	225%	275%	225%
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Aquaculture Attendant Level 1	25.41	28.46	31.51	35.58	45.74	35.58	45.74	55.91	45.74
Aquaculture Attendant Level 2	25.79	28.88	31.98	36.10	46.42	36.10	46.42	56.73	46.42
Aquaculture Attendant Level 3	28.20	31.58	34.97	39.48	50.76	39.48	50.76	62.04	50.76
Aquaculture Attendant Level 4	29.59	33.14	36.69	41.42	53.26	41.42	53.26	65.09	53.26

9. By deleting the table appearing in clause B.3.1 and inserting the following:

Employee classification	Monday to Saturday		Sunday – all day	Public holiday
	first 3 hours	after 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$

Employee classification	Monday to Saturday		Sunday – all day	Public holiday
	first 3 hours	after 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Aquaculture Attendant Level 1	30.50	40.66	40.66	50.83
Aquaculture Attendant Level 2	30.95	41.26	41.26	51.58
Aquaculture Attendant Level 3	33.84	45.12	45.12	56.40
Aquaculture Attendant Level 4	35.51	47.34	47.34	59.18

10. By deleting the table appearing in clause B.3.2 and inserting the following:

Employee classification	Non-continuous shiftworkers				Continuous shiftworkers	
	Monday to Saturday		Sunday – all day	Public holiday	Monday to Sunday	Public holiday
	first 3 hours	after 3 hours				
	% of minimum hourly rate					
	150%	200%	200%	250%	200%	200%
	\$	\$	\$	\$	\$	\$
Aquaculture Attendant Level 1	30.50	40.66	40.66	50.83	40.66	40.66
Aquaculture Attendant Level 2	30.95	41.26	41.26	51.58	41.26	41.26
Aquaculture Attendant Level 3	33.84	45.12	45.12	56.40	45.12	45.12
Aquaculture Attendant Level 4	35.51	47.34	47.34	59.18	47.34	47.34

11. By deleting the amount “\$877.60” appearing in clause C.1.1 and inserting “\$899.50”.

12. By deleting the table appearing in C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	18.2(a)	0.34	3.06	per working day
Diving allowance— finfish attendants	18.2(b)	0.47	4.23	per hour or part thereof

B. This determination comes into operation on 1 July 2021. 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 2021.

PRESIDENT