



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

SALT INDUSTRY AWARD 2020
[MA000107]

Salt industry

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—Introductory	848.70	22.33
Level 2—Basic	872.90	22.97
Level 3—Intermediate	906.60	23.86
Level 4—Competent	940.90	24.76
Level 5—Advanced	978.80	25.76

22 June 2022: Removed duplicate rows for each table

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

Age	% of Level 2 adult rate	Junior minimum weekly rate¹	Junior minimum hourly rate²
	%	\$	\$
16 years or less	65	567.39	14.93
At 17 years	80	698.32	18.38
At 18 years	90	785.61	20.67
At 19 years	100	872.90	22.97

3. By deleting the year “2021” in clause 16.7(b) and inserting “2022”.

4. By deleting the amount “\$22.49” appearing in clause 19.3(b)(i) and inserting “\$23.52”.

5. By deleting the amount “\$17.99” appearing in clause 19.3(c) and inserting “\$18.82”.

6. By deleting the table appearing in clause 19.3(d) and inserting the following:

In charge of	\$ per week
3 to 10 employees	22.11
11 to 20 employees	36.88
more than 20 employees	44.32

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

	Ordinary rate	Afternoon & night	Permanent night	Saturday	Sunday & public holiday
	All employees	Shiftworkers			
	% of ordinary hourly rate¹				
	100%	115%	130%	150%	200%
	\$	\$	\$	\$	\$
Level 1—Introductory	22.95	26.39	29.84	34.43	45.90
Level 2—Basic	23.59	27.13	30.67	35.39	47.18
Level 3—Intermediate	24.48	28.15	31.82	36.72	48.96
Level 4—Competent	25.38	29.19	32.99	38.07	50.76
Level 5—Advanced	26.38	30.34	34.29	39.57	52.76

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

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday – all day	Public holiday – all day
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1—Introductory	34.43	45.90	45.90	57.38
Level 2—Basic	35.39	47.18	47.18	58.98
Level 3—Intermediate	36.72	48.96	48.96	61.20
Level 4—Competent	38.07	50.76	50.76	63.45
Level 5—Advanced	39.57	52.76	52.76	65.95

9. By deleting the table appearing in clause B.2.3 and inserting the following:

	Monday to Sunday
	% of ordinary hourly rate¹
	200%
	\$
Level 1—Introductory	45.90
Level 2—Basic	47.18
Level 3—Intermediate	48.96
Level 4—Competent	50.76
Level 5—Advanced	52.76

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

	Ordinary rate	Afternoon & night	Permanent night	Saturday	Sunday & public holiday
	All employees	Shiftworkers			
	% of ordinary hourly rate¹				
	125%	140%	155%	175%	225%
	\$	\$	\$	\$	\$
Level 1—Introductory	28.69	32.13	35.57	40.16	51.64
Level 2—Basic	29.49	33.03	36.56	41.28	53.08

	Ordinary rate	Afternoon & night	Permanent night	Saturday	Sunday & public holiday
	All employees	Shiftworkers			
	% of ordinary hourly rate¹				
	125%	140%	155%	175%	225%
	\$	\$	\$	\$	\$
Level 3—Intermediate	30.60	34.27	37.94	42.84	55.08
Level 4—Competent	31.73	35.53	39.34	44.42	57.11
Level 5—Advanced	32.98	36.93	40.89	46.17	59.36

11. By deleting the amount “\$899.50” appearing in clause C.1.1 and inserting “\$940.90”.

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

Allowance	Clause	% of standard rate	\$	Payable
Industry allowance ¹	19.3(b)(i)	2.5	23.52	per week
First aid allowance	19.3(c)	2.0	18.82	per week
Leading hand allowance—3 to 10 employees	19.3(d)	2.35	22.11	per week
Leading hand allowance—11 to 20 employees	19.3(d)	3.92	36.88	per week
Leading hand allowance—more than 20 employees	19.3(d)	4.71	44.32	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