



# DETERMINATION

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

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

**WATER INDUSTRY AWARD 2020**  
[MA000113]

Water, sewerage and drainage services

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 [[\[2023\] FWC FB 3500](#)], the above award is varied as follows:

- By deleting the table appearing in clause 15.1 and inserting the following:

<b>Employee classifications</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	915.80	24.10
Level 2	945.00	24.87
Level 3	980.60	25.81
Level 4	995.00	26.18
Level 5	1057.40	27.83
Level 6	1144.30	30.11
Level 7	1164.10	30.63
Level 8	1257.90	33.10

<b>Employee classifications</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 9	1345.70	35.41
Level 10	1470.80	38.71

2. By deleting the year “2022” in clause 15.7(b) and inserting “2023”.
3. By deleting the table appearing in clause 18.2(a) and inserting the following:

<b>Supervisor’s classification level</b>	<b>Number of employees supervised</b>	<b>\$ per week</b>
3 or 4	1 to 5	28.80
3 or 4	6 to 15	39.27
3, 4 or 5	Over 15	49.74

4. By deleting the amount “\$16.09” appearing in clause 18.2(b)(i) and inserting “\$17.02”.
5. By deleting the amounts “\$0.87”, “\$1.24” and “\$12.38” appearing in clause 18.2(c)(ii) and inserting “\$0.92”, “\$1.31” and “\$13.09” respectively.
6. By deleting the amount “\$12.38” appearing in clause 18.2(e)(v) and inserting “\$13.09”.
7. By deleting the amount “\$37.14” appearing in clause 20.6(b)(i) and inserting “\$39.27”.
8. By deleting the amount “\$49.52” appearing in clause 20.6(b)(ii) and inserting “\$52.36”.
9. By deleting the amount “\$61.90” appearing in clause 20.6(b)(iii) and inserting “\$65.45”.
10. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Level 1	24.10	60.25
Level 2	24.87	62.18

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Level 3	25.81	64.53
Level 4	26.18	65.45
Level 5	27.83	69.58
Level 6	30.11	75.28
Level 7	30.63	76.58
Level 8	33.10	82.75
Level 9	35.41	88.53
Level 10	38.71	96.78

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

	<b>Day shift</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	24.10	27.72	31.33	60.25
Level 2	24.87	28.60	32.33	62.18
Level 3	25.81	29.68	33.55	64.53
Level 4	26.18	30.11	34.03	65.45
Level 5	27.83	32.00	36.18	69.58
Level 6	30.11	34.63	39.14	75.28
Level 7	30.63	35.22	39.82	76.58
Level 8	33.10	38.07	43.03	82.75
Level 9	35.41	40.72	46.03	88.53
Level 10	38.71	44.52	50.32	96.78

12. By deleting the table appearing in clause B.1.3 and inserting the following:

	<b>Monday to Saturday – first 2 hours</b>	<b>Monday to Saturday – after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	36.15	48.20	48.20	60.25
Level 2	37.31	49.74	49.74	62.18
Level 3	38.72	51.62	51.62	64.53
Level 4	39.27	52.36	52.36	65.45
Level 5	41.75	55.66	55.66	69.58
Level 6	45.17	60.22	60.22	75.28
Level 7	45.95	61.26	61.26	76.58
Level 8	49.65	66.20	66.20	82.75
Level 9	53.12	70.82	70.82	88.53
Level 10	58.07	77.42	77.42	96.78

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

	<b>Ordinary hours</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>	
	<b>125%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>
Level 1	30.13	66.28
Level 2	31.09	68.39
Level 3	32.26	70.98
Level 4	32.73	72.00
Level 5	34.79	76.53
Level 6	37.64	82.80
Level 7	38.29	84.23
Level 8	41.38	91.03
Level 9	44.26	97.38
Level 10	48.39	106.45

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

	<b>Day shift</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	30.13	33.74	37.36	66.28
Level 2	31.09	34.82	38.55	68.39
Level 3	32.26	36.13	40.01	70.98
Level 4	32.73	36.65	40.58	72.00
Level 5	34.79	38.96	43.14	76.53
Level 6	37.64	42.15	46.67	82.80
Level 7	38.29	42.88	47.48	84.23
Level 8	41.38	46.34	51.31	91.03
Level 9	44.26	49.57	54.89	97.38
Level 10	48.39	54.19	60.00	106.45

15. By deleting the amount “\$24.76” appearing in clause C.1.1 and inserting “\$26.18”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hand allowance— Supervisor level 3 or 4— supervising 1 to 5 employees	18.2(a)	110.0	28.80	per week
Leading hand allowance— Supervisor level 3 or 4— supervising 6 to 15 employees	18.2(a)	150.0	39.27	per week
Leading hand allowance— Supervisor level 3, 4 or 5—supervising over 15 employees	18.2(a)	190.0	49.74	per week
First aid allowance	18.2(b)(i)	65.0	17.02	per week
Adverse working conditions allowance— Level 1	18.2(c)(ii)	3.5	0.92	per hour

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Adverse working conditions allowance— Level 2	18.2(c)(ii)	5.0	1.31	per hour
Adverse working conditions allowance— Level 3	18.2(c)(ii)	50.0	13.09	per hour
Transfers, travelling and working away from normal starting point	18.2(e)(v)	50.0	13.09	per day
On-call allowance— Weekday	20.6(b)(i)	150.0	39.27	per day
On-call allowance— Saturday	20.6(b)(ii)	200.0	52.36	per day
On-call allowance— Sunday or public holiday	20.6(b)(iii)	250.0	65.45	per day

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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