



# DETERMINATION

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

**Annual Wage Review 2023–24**  
(C2024/1)

**CEMENT, LIME AND QUARRYING AWARD 2020**  
[MA000055]

Cement and concrete products

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

SYDNEY, 18 JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[\[2024\] FWCFB 3500](#)], the above award is varied as follows:

- 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	891.50	23.46
Level 2	936.00	24.63
Level 3	964.40	25.38
Level 4	983.60	25.88
Level 5	1002.50	26.38
Level 6	1032.30	27.17
Level 7	1064.20	28.01

2. By deleting the table appearing in clause 16.2 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>
Grade 1	891.50	23.46
Grade 2	915.40	24.09
Grade 3	974.20	25.64
Grade 4	1002.10	26.37
Grade 5	1032.30	27.17
Grade 6	1064.20	28.01

3. By deleting the year “2023” in clause 16.5(b) and inserting “2024”.

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

<b>Industry</b>	<b>\$ per week</b>
Cement and lime industry	75.19
Quarrying industry	32.57

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

<b>In charge of</b>	<b>\$ per week</b>
1 to 5 employees	40.10
6 to 16 employees	57.64
17 or more employees	75.19

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

<b>In charge of</b>	<b>\$ per week</b>
1 or 2 employees	21.85
3 to 6 employees	30.46
6 to 10 employees	37.88
More than 10 employees	60.13
Processing plant	21.85

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

<b>Industry</b>	<b>\$ per week</b>
Cement and lime industry	26.07
Quarrying industry	19.04

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

<b>Employee classification</b>	<b>Day</b>	<b>Afternoon</b>	<b>Night</b>	<b>Permanent night</b>	<b>Saturday</b>	<b>Sunday</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>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	25.44	29.26	29.26	33.07	38.16	50.88	63.60
Level 2	26.61	30.60	30.60	34.59	39.92	53.22	66.53
Level 3	27.36	31.46	31.46	35.57	41.04	54.72	68.40
Level 4	27.86	32.04	32.04	36.22	41.79	55.72	69.65
Level 5	28.36	32.61	32.61	36.87	42.54	56.72	70.90
Level 6	29.15	33.52	33.52	37.90	43.73	58.30	72.88
Level 7	29.99	34.49	34.49	38.99	44.99	59.98	74.98

9. By deleting the table appearing in clause C.3 and inserting the following:

<b>Employee classification</b>	<b>Monday – Saturday First 2 hours</b>	<b>Monday – Saturday After 2 hours</b>	<b>Sunday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	38.16	50.88	50.88
Level 2	39.92	53.22	53.22
Level 3	41.04	54.72	54.72
Level 4	41.79	55.72	55.72
Level 5	42.54	56.72	56.72
Level 6	43.73	58.30	58.30
Level 7	44.99	59.98	59.98

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

<b>Employee classification</b>	<b>All Overtime</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>
	<b>200%</b>
	<b>\$</b>
Level 1	50.88
Level 2	53.22
Level 3	54.72
Level 4	55.72
Level 5	56.72
Level 6	58.30
Level 7	59.98

11. By deleting the table appearing in clause C.5 and inserting the following:

<b>Employee classification</b>	<b>Day</b>	<b>Afternoon</b>	<b>Night</b>	<b>Permanent night</b>	<b>Saturday</b>	<b>Sunday</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>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	31.80	35.62	35.62	39.43	44.52	57.24	69.96
Level 2	33.26	37.25	37.25	41.25	46.57	59.87	73.18
Level 3	34.20	38.30	38.30	42.41	47.88	61.56	75.24
Level 4	34.83	39.00	39.00	43.18	48.76	62.69	76.62
Level 5	35.45	39.70	39.70	43.96	49.63	63.81	77.99
Level 6	36.44	40.81	40.81	45.18	51.01	65.59	80.16
Level 7	37.49	41.99	41.99	46.48	52.48	67.48	82.47

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		
	<b>% of ordinary hourly rate<sup>1</sup></b>							
	<b>100%</b>	<b>115%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	24.32	27.97	27.97	31.62	36.48	48.64	48.64	60.80
Grade 2	24.95	28.69	28.69	32.44	37.43	49.90	49.90	62.38
Grade 3	26.50	30.48	30.48	34.45	39.75	53.00	53.00	66.25
Grade 4	27.23	31.31	31.31	35.40	40.85	54.46	54.46	68.08
Grade 5	28.03	32.23	32.23	36.44	42.05	56.06	56.06	70.08
Grade 6	28.87	33.20	33.20	37.53	43.31	57.74	57.74	72.18

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
		<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	36.48	48.64	48.64
Grade 2	37.43	49.90	49.90
Grade 3	39.75	53.00	53.00
Grade 4	40.85	54.46	54.46
Grade 5	42.05	56.06	56.06
Grade 6	43.31	57.74	57.74

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		
	<b>% of ordinary hourly rate<sup>1</sup></b>							
	<b>125%</b>	<b>140%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 1	30.40	34.05	34.05	37.70	42.56	54.72	54.72	66.88
Grade 2	31.19	34.93	34.93	38.67	43.66	56.14	56.14	68.61
Grade 3	33.13	37.10	37.10	41.08	46.38	59.63	59.63	72.88

Employee classification	Day	Afternoon	Night	Permanent night	Saturday		Sunday	Public holiday
					First 2 hours	After 2 hours		
<b>% of ordinary hourly rate<sup>1</sup></b>								
	<b>125%</b>	<b>140%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Grade 4	34.04	38.12	38.12	42.21	47.65	61.27	61.27	74.88
Grade 5	35.04	39.24	39.24	43.45	49.05	63.07	63.07	77.08
Grade 6	36.09	40.42	40.42	44.75	50.52	64.96	64.96	79.39

15. By deleting the amount “\$966.30” appearing in clause E.1.1 and inserting “\$1002.50”.

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

Allowance	Clause	% of standard rate	\$	Payable
Industry disability <sup>1</sup>	18.2(b)	7.5	75.19	per week
Leading hand in charge of—1 to 5 employees <sup>1</sup>	18.2(c)(i)	4.0	40.10	per week
Leading hand in charge of—6 to 16 employees <sup>1</sup>	18.2(c)(i)	5.75	57.64	per week
Leading hand in charge of—17 or more employees <sup>1</sup>	18.2(c)(i)	7.5	75.19	per week
First aid <sup>1</sup>	18.2(d)	2.6	26.07	per week

17. By deleting the amount “\$965.90” appearing in clause E.1.2 and inserting “\$1002.10”.

18. By deleting the table appearing in E.1.2 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Industry disability <sup>1</sup>	18.2(b)	3.25	32.57	per week
Leading hand in charge of—1 or 2 employees <sup>1</sup>	18.2(c)(ii)	2.18	21.85	per week
Leading hand in charge of—3 to 6 employees <sup>1</sup>	18.2(c)(ii)	3.04	30.46	per week
Leading hand in charge of—6 to 10 employees <sup>1</sup>	18.2(c)(ii)	3.78	37.88	per week
Leading hand in charge of—more than 10 employees <sup>1</sup>	18.2(c)(ii)	6.0	60.13	per week
Leading hand in charge of—processing plant <sup>1</sup>	18.2(c)(ii)	2.18	21.85	per week
First aid <sup>1</sup>	18.2(d)	1.9	19.04	per week

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.



PRESIDENT

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