



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

WATER INDUSTRY AWARD 2020
[MA000113]

Water, sewerage and drainage services

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

SYDNEY, XX 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:

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

Employee classifications	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	950.10	25.00
Level 2	980.40	25.80
Level 3	1017.40	26.77
Level 4	1032.30	27.17
Level 5	1097.10	28.87
Level 6	1187.20	31.24
Level 7	1207.80	31.78
Level 8	1305.10	34.34

Employee classifications	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 9	1396.20	36.74
Level 10	1526.00	40.16

2. By deleting the year “2023” in clause 15.7(b) and inserting “2024”.
3. By deleting the table appearing in clause 18.2(a) and inserting the following:

Supervisor’s classification level	Number of employees supervised	\$ per week
3 or 4	1 to 5	29.89
3 or 4	6 to 15	40.76
3, 4 or 5	Over 15	51.62

4. By deleting the amount “\$17.02” appearing in clause 18.2(b)(i) and inserting “\$17.66”.
5. By deleting the amounts “\$0.92”, “\$1.31” and “\$13.09” appearing in clause 18.2(c)(ii) and inserting “\$0.95”, “\$1.36” and “\$13.59” respectively.
6. By deleting the amount “\$13.09” appearing in clause 18.2(e)(v) and inserting “\$13.59”.
7. By deleting the amount “\$39.27” appearing in clause 20.6(b)(i) and inserting “\$40.76”.
8. By deleting the amount “\$52.36” appearing in clause 20.6(b)(ii) and inserting “\$54.34”.
9. By deleting the amount “\$65.45” appearing in clause 20.6(b)(iii) and inserting “\$67.93”.
10. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	100%	250%
	\$	\$
Level 1	25.00	62.50
Level 2	25.80	64.50
Level 3	26.77	66.93
Level 4	27.17	67.93
Level 5	28.87	72.18
Level 6	31.24	78.10

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	100%	250%
	\$	\$
Level 7	31.78	79.45
Level 8	34.34	85.85
Level 9	36.74	91.85
Level 10	40.16	100.40

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

	Day shift	Afternoon shift	Night shift	Public holiday
	% of minimum hourly rate			
	100%	115%	130%	250%
	\$	\$	\$	\$
Level 1	25.00	28.75	32.50	62.50
Level 2	25.80	29.67	33.54	64.50
Level 3	26.77	30.79	34.80	66.93
Level 4	27.17	31.25	35.32	67.93
Level 5	28.87	33.20	37.53	72.18
Level 6	31.24	35.93	40.61	78.10
Level 7	31.78	36.55	41.31	79.45
Level 8	34.34	39.49	44.64	85.85
Level 9	36.74	42.25	47.76	91.85
Level 10	40.16	46.18	52.21	100.40

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

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	37.50	50.00	50.00	62.50

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 2	38.70	51.60	51.60	64.50
Level 3	40.16	53.54	53.54	66.93
Level 4	40.76	54.34	54.34	67.93
Level 5	43.31	57.74	57.74	72.18
Level 6	46.86	62.48	62.48	78.10
Level 7	47.67	63.56	63.56	79.45
Level 8	51.51	68.68	68.68	85.85
Level 9	55.11	73.48	73.48	91.85
Level 10	60.24	80.32	80.32	100.40

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

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	125%	275%
	\$	\$
Level 1	31.25	68.75
Level 2	32.25	70.95
Level 3	33.46	73.62
Level 4	33.96	74.72
Level 5	36.09	79.39
Level 6	39.05	85.91
Level 7	39.73	87.40
Level 8	42.93	94.44
Level 9	45.93	101.04
Level 10	50.20	110.44

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

	Day shift	Afternoon shift	Night shift	Public holiday
	% of minimum hourly rate			
	125%	140%	155%	275%
	\$	\$	\$	\$
Level 1	31.25	35.00	38.75	68.75
Level 2	32.25	36.12	39.99	70.95
Level 3	33.46	37.48	41.49	73.62
Level 4	33.96	38.04	42.11	74.72
Level 5	36.09	40.42	44.75	79.39
Level 6	39.05	43.74	48.42	85.91
Level 7	39.73	44.49	49.26	87.40
Level 8	42.93	48.08	53.23	94.44
Level 9	45.93	51.44	56.95	101.04
Level 10	50.20	56.22	62.25	110.44

15. By deleting the amount “\$26.18” appearing in clause C.1.1 and inserting “\$27.17”.
16. By deleting the table appearing in C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Leading hand allowance— Supervisor level 3 or 4— supervising 1 to 5 employees	18.2(a)	110.0	29.89	per week
Leading hand allowance— Supervisor level 3 or 4— supervising 6 to 15 employees	18.2(a)	150.0	40.76	per week
Leading hand allowance— Supervisor level 3, 4 or 5—supervising over 15 employees	18.2(a)	190.0	51.62	per week
First aid allowance	18.2(b)(i)	65.0	17.66	per week
Adverse working conditions allowance— Level 1	18.2(c)(ii)	3.5	0.95	per hour

Allowance	Clause	% of standard rate	\$	Payable
Adverse working conditions allowance— Level 2	18.2(c)(ii)	5.0	1.36	per hour
Adverse working conditions allowance— Level 3	18.2(c)(ii)	50.0	13.59	per hour
Transfers, travelling and working away from normal starting point	18.2(e)(v)	50.0	13.59	per day
On-call allowance— Weekday	20.6(b)(i)	150.0	40.76	per day
On-call allowance— Saturday	20.6(b)(ii)	200.0	54.34	per day
On-call allowance— Sunday or public holiday	20.6(b)(iii)	250.0	67.93	per day

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