DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

COAL EXPORT TERMINALS AWARD 2020
[MA000045]

Coal export terminals

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT MILLHOUSE
DEPUTY PRESIDENT O'NEILL   SYDNEY, XX JUNE 2025
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

Annual Wage Review 2024–25.

A.   Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

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

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	$	$
Operations and Services		
Entry Level – Introductory	968.60	27.67
Basic	1017.80	29.08
Competent	1068.40	30.53
Advanced	1170.70	33.45

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	$	$
Maintenance Trades		
Entry Level – Introductory	1017.80	29.08
Competent	1068.40	30.53
Advanced	1170.70	33.45
Dual Trade	1273.70	36.39

2. By deleting the amount "$7.85" appearing in clause 17.3(a) and inserting "$8.12".

3. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Saturday		Sunday
		First 4 ordinary hours	After 4 ordinary hours	
	% of minimum hourly rate			
	100%	150%	200%	200%
	$	$	$	$
Operations and Services				
Entry Level – Introductory	27.67	41.51	55.34	55.34
Basic	29.08	43.62	58.16	58.16
Competent	30.53	45.80	61.06	61.06
Advanced	33.45	50.18	66.90	66.90
Maintenance Trades				
Entry Level – Introductory	29.08	43.62	58.16	58.16
Competent	30.53	45.80	61.06	61.06
Advanced	33.45	50.18	66.90	66.90
Dual Trade	36.39	54.59	72.78	72.78

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

	Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	$	$	$	$
Operations and Services				
Entry Level – Introductory	41.51	55.34	55.34	69.18
Basic	43.62	58.16	58.16	72.70
Competent	45.80	61.06	61.06	76.33
Advanced	50.18	66.90	66.90	83.63
Maintenance Trades				
Entry Level – Introductory	43.62	58.16	58.16	72.70
Competent	45.80	61.06	61.06	76.33
Advanced	50.18	66.90	66.90	83.63
Dual Trade	54.59	72.78	72.78	90.98

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

	Day	Afternoon shift	Night shift	Permanent night shift[1]
	% of minimum hourly rate			
	100%	115%	115%	125%
	$	$	$	$
Operations and Services				
Entry Level – Introductory	27.67	31.82	31.82	34.59
Basic	29.08	33.44	33.44	36.35
Competent	30.53	35.11	35.11	38.16
Advanced	33.45	38.47	38.47	41.81
Maintenance Trades				
Entry Level – Introductory	29.08	33.44	33.44	36.35
Competent	30.53	35.11	35.11	38.16
Advanced	33.45	38.47	38.47	41.81
Dual Trade	36.39	41.85	41.85	45.49

6.   By deleting the table appearing in clause B.1.4 and inserting the following:

	Other than continuous shiftworkers		Sunday	Continuous shiftworkers	All employees
	Saturday		Sunday	Monday - Sunday	Public holiday
	First 3 hours	After 3 hours			
	% of minimum hourly rate				
	150%	200%	200%	200%	250%
	$	$	$	$	$
Operations and Services					
Entry Level – Introductory	41.51	55.34	55.34	55.34	69.18
Basic	43.62	58.16	58.16	58.16	72.70
Competent	45.80	61.06	61.06	61.06	76.33
Advanced	50.18	66.90	66.90	66.90	83.63
Maintenance Trades					
Entry Level – Introductory	43.62	58.16	58.16	58.16	72.70
Competent	45.80	61.06	61.06	61.06	76.33
Advanced	50.18	66.90	66.90	66.90	83.63
Dual Trade	54.59	72.78	72.78	72.78	90.98

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

	Ordinary hours	Saturday		Sunday
		First 4 ordinary hours	After 4 ordinary hours	
	% of casual hourly rate[1]			
	100%	150%	200%	200%
	$	$	$	$
Operations and Services				
Entry Level – Introductory	34.59	51.89	69.18	69.18
Basic	36.35	54.53	72.70	72.70
Competent	38.16	57.24	76.32	76.32
Advanced	41.81	62.72	83.62	83.62

	Ordinary hours	Saturday		Sunday
		First 4 ordinary hours	After 4 ordinary hours	
	% of casual hourly rate[1]			
	100%	150%	200%	200%
	$	$	$	$
Maintenance Trades				
Entry Level – Introductory	36.35	54.53	72.70	72.70
Competent	38.16	57.24	76.32	76.32
Advanced	41.81	62.72	83.62	83.62
Dual Trade	45.49	68.24	90.98	90.98

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

	Day	Afternoon shift	Night shift	Permanent night shift[1]
	% of casual hourly rate[2]			
	100%	115%	115%	125%
	$	$	$	$
Operations and Services				
Entry Level – Introductory	34.59	39.78	39.78	43.24
Basic	36.35	41.80	41.80	45.44
Competent	38.16	43.88	43.88	47.70
Advanced	41.81	48.08	48.08	52.26
Maintenance Trades				
Entry Level – Introductory	36.35	41.80	41.80	45.44
Competent	38.16	43.88	43.88	47.70
Advanced	41.81	48.08	48.08	52.26
Dual Trade	45.49	52.31	52.31	56.86

9.   By deleting the amount "$1032.30" appearing in clause C.1.1 and inserting "$1068.40".

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

Allowance	Clause	% of standard rate	$	Payable
First aid allowance	17.3(a)	0.76	8.12	per week

B.   This determination comes into operation on 1 July 2025. 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 2025.

PRESIDENT