



DRAFT DETERMINATION

Fair Work Act 2009

s.285—Annual wage review

Annual Wage Review 2024–25

(C2025/1)

CEMENT, LIME AND QUARRYING AWARD 2020

[MA000055]

Cement and concrete products

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

SYDNEY, XX JUNE 2025

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:

- 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	922.70	24.28
Level 2	968.80	25.49
Level 3	998.20	26.27
Level 4	1018.00	26.79
Level 5	1037.60	27.31
Level 6	1068.40	28.12
Level 7	1101.40	28.98

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

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Grade 1	922.70	24.28
Grade 2	948.00	24.95
Grade 3	1008.30	26.53
Grade 4	1037.20	27.29
Grade 5	1068.40	28.12
Grade 6	1101.40	28.98

3. By deleting the year “2024” in clause 16.5(b) and inserting “2025”.

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

Industry	\$ per week
Cement and lime industry	77.82
Quarrying industry	33.71

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

In charge of	\$ per week
1 to 5 employees	41.50
6 to 16 employees	59.66
17 or more employees	77.82

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

In charge of	\$ per week
1 or 2 employees	22.61
3 to 6 employees	31.53
6 to 10 employees	39.21
More than 10 employees	62.23
Processing plant	22.61

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

Industry	\$ per week
Cement and lime industry	26.98
Quarrying industry	19.71

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

Employee classification	Day	Afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹						
	100%	115%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1	26.33	30.28	30.28	34.23	39.50	52.66	65.83
Level 2	27.54	31.67	31.67	35.80	41.31	55.08	68.85
Level 3	28.32	32.57	32.57	36.82	42.48	56.64	70.80
Level 4	28.84	33.17	33.17	37.49	43.26	57.68	72.10
Level 5	29.36	33.76	33.76	38.17	44.04	58.72	73.40
Level 6	30.17	34.70	34.70	39.22	45.26	60.34	75.43
Level 7	31.03	35.68	35.68	40.34	46.55	62.06	77.58

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

Employee classification	Monday – Saturday First 2 hours	Monday – Saturday After 2 hours	Sunday
	% of ordinary hourly rate¹		
	150%	200%	200%
	\$	\$	\$
Level 1	39.50	52.66	52.66
Level 2	41.31	55.08	55.08
Level 3	42.48	56.64	56.64
Level 4	43.26	57.68	57.68
Level 5	44.04	58.72	58.72
Level 6	45.26	60.34	60.34
Level 7	46.55	62.06	62.06

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

Employee classification	All Overtime
	% of ordinary hourly rate¹
	200%
	\$
Level 1	52.66
Level 2	55.08
Level 3	56.64
Level 4	57.68
Level 5	58.72
Level 6	60.34
Level 7	62.06

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

Employee classification	Day	Afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹						
	125%	140%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Level 1	32.91	36.86	36.86	40.81	46.08	59.24	72.41
Level 2	34.43	38.56	38.56	42.69	48.20	61.97	75.74
Level 3	35.40	39.65	39.65	43.90	49.56	63.72	77.88
Level 4	36.05	40.38	40.38	44.70	50.47	64.89	79.31
Level 5	36.70	41.10	41.10	45.51	51.38	66.06	80.74
Level 6	37.71	42.24	42.24	46.76	52.80	67.88	82.97
Level 7	38.79	43.44	43.44	48.10	54.30	69.82	85.33

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

Employee classification	Day	Afternoon	Night	Permanen t night	Saturday		Sunday	Public holiday
					First 2 hours	After 2 hours		
	% of ordinary hourly rate ¹							
	100%	115%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Grade 1	25.17	28.95	28.95	32.72	37.76	50.34	50.34	62.93
Grade 2	25.84	29.72	29.72	33.59	38.76	51.68	51.68	64.60
Grade 3	27.42	31.53	31.53	35.65	41.13	54.84	54.84	68.55
Grade 4	28.18	32.41	32.41	36.63	42.27	56.36	56.36	70.45
Grade 5	29.01	33.36	33.36	37.71	43.52	58.02	58.02	72.53
Grade 6	29.87	34.35	34.35	38.83	44.81	59.74	59.74	74.68

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
	% of ordinary hourly rate ¹		
	150%	200%	200%
	\$	\$	\$
Grade 1	37.76	50.34	50.34
Grade 2	38.76	51.68	51.68
Grade 3	41.13	54.84	54.84
Grade 4	42.27	56.36	56.36
Grade 5	43.52	58.02	58.02
Grade 6	44.81	59.74	59.74

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		
	% of ordinary hourly rate ¹							
	125%	140%	140%	155%	175%	225%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Grade 1	31.46	35.24	35.24	39.01	44.05	56.63	56.63	69.22
Grade 2	32.30	36.18	36.18	40.05	45.22	58.14	58.14	71.06
Grade 3	34.28	38.39	38.39	42.50	47.99	61.70	61.70	75.41
Grade 4	35.23	39.45	39.45	43.68	49.32	63.41	63.41	77.50
Grade 5	36.26	40.61	40.61	44.97	50.77	65.27	65.27	79.78
Grade 6	37.34	41.82	41.82	46.30	52.27	67.21	67.21	82.14

15. By deleting the amount “\$1002.50” appearing in clause E.1.1 and inserting “\$1037.60”.

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

Allowance	Clause	% of standard rate	\$	Payable
Industry disability ¹	18.2(b)	7.5	77.82	per week
Leading hand in charge of—1 to 5 employees ¹	18.2(c)(i)	4.0	41.50	per week
Leading hand in charge of—6 to 16 employees ¹	18.2(c)(i)	5.75	59.66	per week
Leading hand in charge of—17 or more employees ¹	18.2(c)(i)	7.5	77.82	per week
First aid ¹	18.2(d)	2.6	26.98	per week

17. By deleting the amount “\$1002.10” appearing in clause E.1.2 and inserting “\$1037.20”.

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

Allowance	Clause	% of standard rate	\$	Payable
Industry disability ¹	18.2(b)	3.25	33.71	per week
Leading hand in charge of—1 or 2 employees ¹	18.2(c)(ii)	2.18	22.61	per week
Leading hand in charge of—3 to 6 employees ¹	18.2(c)(ii)	3.04	31.53	per week
Leading hand in charge of—6 to 10 employees ¹	18.2(c)(ii)	3.78	39.21	per week
Leading hand in charge of— more than 10 employees ¹	18.2(c)(ii)	6.0	62.23	per week
Leading hand in charge of— processing plant ¹	18.2(c)(ii)	2.18	22.61	per week
First aid ¹	18.2(d)	1.9	19.71	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