



# DRAFT DETERMINATION

*Fair Work Act 2009*

s.285—Annual wage review

## Annual Wage Review 2024–25

(C2025/1)

## CONCRETE PRODUCTS AWARD 2020

[MA000056]

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:

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

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	922.70	24.28
Level 2	948.00	24.95
Level 3	982.40	25.85
Level 4	1014.70	26.70
Level 5	1068.40	28.12

2. By deleting the year “2024” in clause 16.5(b) and inserting “2025”.
3. By deleting the amount “\$26.75” appearing in clause 18.2(b)(i) and inserting “\$27.68”.

4. By deleting the amount “\$17.83” appearing in clause 18.2(b)(ii) and inserting “\$18.45”.
5. By deleting the amount “\$0.70” appearing in clause 18.2(c) and inserting “\$0.73”.
6. By deleting the amount “\$3.57” appearing in clause 18.2(d) and inserting “\$3.69”.
7. By deleting the table appearing in clause 18.2(e)(ii) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
Less than 3 employees	26.76
3 to 6 employees	35.06
More than 6 employees	42.44

8. By deleting the amount “\$0.70” appearing in clause 18.2(f)(i) and inserting “\$0.73”.
9. By deleting the amount “\$1.10” appearing in clause 18.2(f)(ii) and inserting “\$1.14”.
10. By deleting the amount “\$1.10” appearing in clause 18.2(f)(iii) and inserting “\$1.14”.
11. By deleting the amount “\$5.75” appearing in clause 18.2(g) and inserting “\$5.95”.
12. By deleting the table appearing in clause B.2.1 and inserting the following:

	<b>Day</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>100%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
Level 1	25.01	62.53
Level 2	25.68	64.20
Level 3	26.58	66.45
Level 4	27.43	68.58
Level 5	28.85	72.13

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

	Day	Afternoon & night	Non-successive afternoon & night <sup>1</sup>		Permanent night	Saturday	Sunday & public holiday
			First 2 hours	After 2 hours			
	% of ordinary hourly rate <sup>2</sup>						
	100%	115%	150%	200%	125%	150%	200%
	\$	\$	\$	\$	\$	\$	\$
Level 1	25.01	28.76	37.52	50.02	31.26	37.52	50.02
Level 2	25.68	29.53	38.52	51.36	32.10	38.52	51.36
Level 3	26.58	30.57	39.87	53.16	33.23	39.87	53.16
Level 4	27.43	31.54	41.15	54.86	34.29	41.15	54.86
Level 5	28.85	33.18	43.28	57.70	36.06	43.28	57.70

14. By deleting the table appearing in clause B.3.1 and inserting the following:

	Monday to Saturday		Sunday – all day	Rostered day off	
	First 2 hours	After 2 hours		First 2 hours	After 2 hours
	% of ordinary hourly rate <sup>1</sup>				
	150%	200%	200%	150%	200%
	\$	\$	\$	\$	\$
Level 1	37.52	50.02	50.02	37.52	50.02
Level 2	38.52	51.36	51.36	38.52	51.36
Level 3	39.87	53.16	53.16	39.87	53.16
Level 4	41.15	54.86	54.86	41.15	54.86
Level 5	43.28	57.70	57.70	43.28	57.70

15. By deleting the table appearing in clause B.3.2 and inserting the following:

	Monday to Sunday and public holidays
	% of ordinary hourly rate <sup>1</sup>
	<b>200%</b>
	\$
Level 1	50.02
Level 2	51.36

	<b>Monday to Sunday and public holidays</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>
	<b>200%</b>
	<b>\$</b>
Level 3	53.16
Level 4	54.86
Level 5	57.70

16. By deleting the table appearing in clause B.3.3 and inserting the following:

	<b>Monday to Sunday</b>		<b>Public holiday</b>
	<b>First 2 hours</b>	<b>After 2 hours</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	37.52	50.02	50.02
Level 2	38.52	51.36	51.36
Level 3	39.87	53.16	53.16
Level 4	41.15	54.86	54.86
Level 5	43.28	57.70	57.70

17. By deleting the table appearing in clause B.4.1 and inserting the following:

	<b>Day</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>	
	<b>125%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>
Level 1	31.26	68.78
Level 2	32.10	70.62
Level 3	33.23	73.10
Level 4	34.29	75.43
Level 5	36.06	79.34

18. By deleting the table appearing in clause B.4.2 and inserting the following:

	Day	Afternoon & night	Non-successive afternoon & night <sup>1</sup>		Permanent night	Saturday	Sunday & public holiday
			First 2 hours	After 2 hours			
	% of ordinary hourly rate <sup>2</sup>						
	125%	140%	175%	225%	150%	175%	225%
	\$	\$	\$	\$	\$	\$	\$
Level 1	31.26	35.01	43.77	56.27	37.52	43.77	56.27
Level 2	32.10	35.95	44.94	57.78	38.52	44.94	57.78
Level 3	33.23	37.21	46.52	59.81	39.87	46.52	59.81
Level 4	34.29	38.40	48.00	61.72	41.15	48.00	61.72
Level 5	36.06	40.39	50.49	64.91	43.28	50.49	64.91

19. By deleting the amount “\$891.50” appearing in clause C.1.1 and inserting “\$922.70”.

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

Allowance	Clause	% of standard weekly rate	\$	Payable
Industry allowance—Other than factories manufacturing tiles <sup>1</sup>	18.2(b)(i)	3.0	27.68	per week
Industry allowance—Factories manufacturing tiles <sup>1</sup>	18.2(b)(ii)	2.0	18.45	per week
First aid allowance	18.2(d)	0.4	3.69	per day
Leading hand in charge of—Less than 3 employees	18.2(e)(ii)	2.9	26.76	per week
Leading hand in charge of—3 to 6 employees	18.2(e)(ii)	3.8	35.06	per week
Leading hand in charge of—More than 6 employees	18.2(e)(ii)	4.6	42.44	per week

21. By deleting the amount “\$23.46” appearing in clause C.1.2 and inserting “\$24.28”.

22. By deleting the table appearing in clause C.1.2 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard hourly rate</b>	<b>\$</b>	<b>Payable</b>
Cement or concrete allowance	18.2(c)	3.0	0.73	per hour or part thereof
Bituminous sprayer allowance—Exterior surfaces	18.2(f)(i)	3.0	0.73	per hour or part thereof
Bituminous sprayer allowance—Epoxy based materials allowance	18.2(f)(ii)	4.7	1.14	per hour or part thereof
Bituminous sprayer allowance—Sand-blasting allowance	18.2(f)(iii)	4.7	1.14	per hour or part thereof
Fork-lift operators allowance	18.2(g)	24.5	5.95	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