



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

PREMIXED CONCRETE AWARD 2020
[MA000057]

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 16.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	947.60	24.94
Level 2	955.80	25.15
Level 3	988.00	26.00
Level 4	1014.70	26.70
Level 5	1068.40	28.12

2. By deleting the year “2024” in clause 16.4(b) and inserting “2025”.
3. By deleting the amount “\$29.59” appearing in clause 18.2(b) and inserting “\$30.63”.

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

In charge of	\$ per week
3–5 employees and/or delivery vehicles	36.85
6–10 employees and/or delivery vehicles	41.00
More than 10 employees and/or delivery vehicles	55.72

5. By deleting the amount “\$18.61” appearing in clause 18.2(d) and inserting “\$19.27”.

6. By deleting the table appearing in clause A.1.3 and inserting the following:

	Monday to Friday	Public holiday
	% of ordinary hourly rate¹	
	100%	250%
	\$	\$
Level 1	25.75	64.38
Level 2	25.96	64.90
Level 3	26.81	67.03
Level 4	27.51	68.78
Level 5	28.93	72.33

7. By deleting the table appearing in clause A.1.4 and inserting the following:

	Day work	Afternoon	Night	Permanent night shift	Public holiday
	% of ordinary hourly rate¹				
	100%	115%	115%	130%	250%
	\$	\$	\$	\$	\$
Level 1	25.75	29.61	29.61	33.48	64.38
Level 2	25.96	29.85	29.85	33.75	64.90
Level 3	26.81	30.83	30.83	34.85	67.03
Level 4	27.51	31.64	31.64	35.76	68.78
Level 5	28.93	33.27	33.27	37.61	72.33

8. By deleting the table appearing in clause A.1.5 and inserting the following:

	Monday to Friday – first 2 hours	Monday to Friday – after 2 hours	Saturday – first 2 hours	Saturday – after 2 hours	Sunday
	% of ordinary hourly rate¹				
	150%	200%	150%	200%	200%
	\$	\$	\$	\$	\$
Level 1	38.63	51.50	38.63	51.50	51.50
Level 2	38.94	51.92	38.94	51.92	51.92
Level 3	40.22	53.62	40.22	53.62	53.62
Level 4	41.27	55.02	41.27	55.02	55.02
Level 5	43.40	57.86	43.40	57.86	57.86

9. By deleting the table appearing in clause A.2.1 and inserting the following:

	Day work	Public holiday
	% of ordinary hourly rate¹	
	125%	275%
	\$	\$
Level 1	32.19	70.81
Level 2	32.45	71.39
Level 3	33.51	73.73
Level 4	34.39	75.65
Level 5	36.16	79.56

10. By deleting the table appearing in clause A.2.2 and inserting the following:

	Day work	Afternoon	Night	Permanent night shift	Public holiday
	% of ordinary hourly rate¹				
	125%	140%	140%	155%	275%
	\$	\$	\$	\$	\$
Level 1	32.19	36.05	36.05	39.91	70.81
Level 2	32.45	36.34	36.34	40.24	71.39
Level 3	33.51	37.53	37.53	41.56	73.73
Level 4	34.39	38.51	38.51	42.64	75.65
Level 5	36.16	40.50	40.50	44.84	79.56

11. By deleting the amount “\$954.60” appearing in clause B.1.1 and inserting “\$988.00”.
12. By deleting the table appearing in B.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Industry disability allowance ¹	18.2(b)	3.1	30.63	per week
Leading hand allowance— 3–5 employees and/or delivery vehicles ¹	18.2(c)	3.73	36.85	per week
Leading hand allowance— 6–10 employees and/or delivery vehicles ¹	18.2(c)	4.15	41.00	per week
Leading hand allowance— More than 10 employees and/or delivery vehicles ¹	18.2(c)	5.64	55.72	per week
First aid allowance ¹	18.2(d)	1.95	19.27	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