



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

**Annual Wage Review 2019–20**  
(C2020/1)

**WASTE MANAGEMENT AWARD 2020**  
[MA000043]

Waste management industry

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

*Annual Wage Review 2019–20.*

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

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

<b>Classification</b>	<b>Minimum weekly rates (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	798.30	21.01
Level 2	818.40	21.54
Level 3	828.40	21.80
Level 4	843.70	22.20
Level 5	854.30	22.48
Level 6	876.70	23.07
Level 7	940.00	24.74

<b>Classification</b>	<b>Minimum weekly rates (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 8	987.00	25.97
Level 9	996.60	26.23

2. By deleting the year “2019” in clause 15.5(b) and inserting “2020”.
3. By deleting the amount "\$94.78" appearing in clause 16.2(b)(i) and inserting "\$96.44".
4. By deleting the table appearing in clause 16.2(c) and inserting the following:

<b>Leading hand in charge of</b>	<b>per week</b>
	<b>\$</b>
4–8 employees	23.67
9–15 employees	35.07
more than 15 employees	48.22

5. By deleting the amount "\$37.91" appearing in clause 16.2(d) and inserting "\$38.57".
6. By deleting the amount "\$4.31" appearing in clause 16.2(e) and inserting "\$4.38".
7. By deleting the table appearing in clause A.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday<sup>1</sup></b>	<b>Good Friday &amp; Christmas day<sup>1</sup></b>
	<b>% of ordinary hourly rate<sup>2</sup></b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	23.55	35.33	47.10
Level 2	24.08	36.12	48.16
Level 3	24.34	36.51	48.68
Level 4	24.74	37.11	49.48
Level 5	25.02	37.53	50.04
Level 6	25.61	38.42	51.22
Level 7	27.28	40.92	54.56
Level 8	28.51	42.77	57.02

Level 9	28.77	43.16	57.54
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8. By deleting the table appearing in clause A.2.2 and inserting the following:

	Afternoon	Night	Saturday		Sunday
			First 2 hours	After 2 hours	
<b>% of ordinary hourly rate<sup>1</sup></b>					
	<b>117.5%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	27.67	30.62	35.33	47.10	47.10
Level 2	28.29	31.30	36.12	48.16	48.16
Level 3	28.60	31.64	36.51	48.68	48.68
Level 4	29.07	32.16	37.11	49.48	49.48
Level 5	29.40	32.53	37.53	50.04	50.04
Level 6	30.09	33.29	38.42	51.22	51.22
Level 7	32.05	35.46	40.92	54.56	54.56
Level 8	33.50	37.06	42.77	57.02	57.02
Level 9	33.80	37.40	43.16	57.54	57.54

9. By deleting the table appearing in clause A.2.3 and inserting the following:

	Monday to Saturday		Sunday	Public holiday <sup>1</sup>	Good Friday & Christmas Day <sup>1</sup>
	First 2 hours	After 2 hours			
<b>% of ordinary hourly rate<sup>2</sup></b>					
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>300%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	35.33	47.10	47.10	58.88	70.65
Level 2	36.12	48.16	48.16	60.20	72.24
Level 3	36.51	48.68	48.68	60.85	73.02
Level 4	37.11	49.48	49.48	61.85	74.22
Level 5	37.53	50.04	50.04	62.55	75.06
Level 6	38.42	51.22	51.22	64.03	76.83
Level 7	40.92	54.56	54.56	68.20	81.84
Level 8	42.77	57.02	57.02	71.28	85.53
Level 9	43.16	57.54	57.54	71.93	86.31

10. By deleting the table appearing in clause A.3.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Public holiday</b>	<b>Good Friday &amp; Christmas day</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>		
	<b>125%</b>	<b>275%</b>	<b>325%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	29.44	64.76	76.54
Level 2	30.10	66.22	78.26
Level 3	30.43	66.94	79.11
Level 4	30.93	68.04	80.41
Level 5	31.28	68.81	81.32
Level 6	32.01	70.43	83.23
Level 7	34.10	75.02	88.66
Level 8	35.64	78.40	92.66
Level 9	35.96	79.12	93.50

11. By deleting the table appearing in clause A.3.2 and inserting the following:

	<b>Afternoon</b>	<b>Night</b>	<b>Saturday</b>		<b>Sunday</b>
			<b>First 2 hours</b>	<b>After 2 hours</b>	
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>142.5%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	33.56	36.50	41.21	52.99	52.99
Level 2	34.31	37.32	42.14	54.18	54.18
Level 3	34.68	37.73	42.60	54.77	54.77
Level 4	35.25	38.35	43.30	55.67	55.67
Level 5	35.65	38.78	43.79	56.30	56.30
Level 6	36.49	39.70	44.82	57.62	57.62
Level 7	38.87	42.28	47.74	61.38	61.38
Level 8	40.63	44.19	49.89	64.15	64.15
Level 9	41.00	44.59	50.35	64.73	64.73

12. By deleting the amount “\$861.60” appearing in clause B.1.1 and inserting “\$876.70”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Industry allowance <sup>1</sup>	16.2(b)	11.0	96.44	per week
Leading hand in charge of— 4–8 employees	16.2(c)	2.7	23.67	per week
Leading hand in charge of— 9–15 employees	16.2(c)	4.0	35.07	per week
Leading hand in charge of— more than 15 employees	16.2(c)	5.5	48.22	per week
Boat allowance	16.2(d)	4.4	38.57	per week
First aid allowance	16.2(e)	0.5	4.38	per day

B. This determination comes into operation on 1 November 2020. In accordance with s.286(5) of the *Fair Work Act 2009* 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 November 2020.

PRESIDENT