



# DRAFT DETERMINATION

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

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

**SUGAR INDUSTRY AWARD 2020**  
[MA000087]

Sugar 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:

- By deleting the table appearing in clause 17.1 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Single contract hourly rate<sup>1</sup></b>
	\$	\$	\$
<b>Cultivation/Cane Production (adult)</b>			
CPT (Inductee/Trainee)	761.00	20.03	23.03
CP1 (Level 1)	818.00	21.53	24.76
CP2 (Level 2)	846.30	22.27	25.61
<b>Cane Haulage</b>			
CHAUT	798.70	21.02	24.17

Draft amended in accordance with [PR720426](#) and deleted item relating to clause 20.2(r)(i).

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>	<b>Single contract hourly rate<sup>1</sup></b>
	\$	\$	\$
(Inductee/Trainee)			
CHAU1 (Level 1)	818.00	21.53	24.76
CHAU2 (Level 2)	846.30	22.27	25.61
<b>Cane Harvesting</b>			
CHART (Inductee/Trainee)	818.00	21.53	24.76
CHAR1 (Level 1)	846.30	22.27	25.61
CHAR2 (Level 2)	877.60	23.09	26.55
<b>Cane Testers</b>			
CT1 (Level 1)	755.70	19.89	22.87
CT2 (Level 2)	802.20	21.11	24.28
CT3 (Level 3)	846.30	22.27	25.61
CT4 (Level 4)	898.70	23.65	27.20

2. By deleting the amount “\$1.01” appearing in clause 18.2(a) and inserting “\$1.03”.
3. By deleting the table appearing in clause 19.1 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
C14/L2	753.80	19.84
C13/L3	775.40	20.41
C12/L4	805.10	21.19
C11/L5	832.80	21.92
C10/L6	877.60	23.09
C9/L7	905.10	23.82
C8/L8	932.60	24.54
C7/L9	957.60	25.20
C6	1006.10	26.48

4. By deleting the amount “\$23.68” appearing in clause 19.4(a) and inserting “\$24.08”.

Draft amended in accordance with [PR720426](#) and deleted item relating to clause 20.2(r)(i).

5. By deleting the amount “\$25.67” appearing in clause 19.4(b) and inserting “\$26.11”.
6. By deleting the table appearing in clause 19.7 and inserting the following:

Stage of apprenticeship	Column 1			Column 2			Column 3		
	Has not completed year 12			Has completed year 12			Adult apprentice aged 21+		
	%	Min weekly rate \$	Hourly rate \$	%	Min weekly rate \$	Hourly rate \$	%	Min weekly rate \$	Hourly rate \$
Stage 1	50	438.80	11.55	55	482.68	12.70	80	702.08	18.48
Stage 2	60	526.56	13.86	65	570.44	15.01	C14	753.80	19.84
Stage 3	75	658.20	17.32	75	658.20	17.32	C13	775.40	20.41
Stage 4	88	772.29	20.32	C12	805.10	21.19	C12	805.10	21.19

7. By deleting the amount “\$0.79” appearing in clause 20.2(a)(i) and inserting “\$0.81”.
8. By deleting the amount “\$0.75” appearing in clause 20.2(b)(i) and inserting “\$0.76”.
9. By deleting the amount “\$1.86” appearing in clause 20.2(d)(i) and inserting “\$1.89”.
10. By deleting the amount “\$0.58” appearing in clause 20.2(e) and inserting “\$0.59”.
11. By deleting the amount “\$3.53” appearing in clause 20.2(f)(i) and inserting “\$3.59”.
12. By deleting the amount “\$4.71” appearing in clause 20.2(g)(i) and inserting “\$4.79”.
13. By deleting the amount “\$0.96” appearing in clause 20.2(g)(ii) and inserting “\$0.98”.
14. By deleting the amounts “\$0.85” and “\$4.34” appearing in clause 20.2(h) and inserting “\$0.87” and “\$4.42” respectively.
15. By deleting the amount “\$33.60” appearing in clause 20.2(i) and inserting “\$34.17”.
16. By deleting the amount “\$0.58” appearing in clause 20.2(j) and inserting “\$0.59”.
17. By deleting the amount “\$0.58” appearing in clause 20.2(k) and inserting “\$0.59”.
18. By deleting the amount “\$0.58” appearing in clause 20.2(l) and inserting “\$0.59”.
19. By deleting the amount “\$0.79” appearing in clause 20.2(m) and inserting “\$0.81”.
20. By deleting the amount “\$0.65” appearing in clause 20.2(n)(i) and inserting “\$0.66”.
21. By deleting the amount “\$1.12” appearing in clause 20.2(n)(ii) and inserting “\$1.14”.

Draft amended in accordance with [PR720426](#) and deleted item relating to clause 20.2(r)(i).

22. By deleting the amount "\$1.62" appearing in clause 20.2(n)(iii) and inserting "\$1.65".
23. By deleting the amount "\$13.53" appearing in clause 20.2(o) and inserting "\$13.76".
24. By deleting the amount "\$0.51" appearing in clause 20.2(p) and inserting "\$0.52".
25. By deleting the amount "\$0.63" appearing in clause 20.2(q) and inserting "\$0.64".
26. By deleting the amount "\$0.58" appearing in clause 20.2(r)(ii) and inserting "\$0.59".
27. By deleting the amount "\$0.58" appearing in clause 20.2(s) and inserting "\$0.59".
28. By deleting the amount "\$0.77" appearing in clause 20.2(u)(i) and inserting "\$0.79".
29. By deleting the amount "\$0.79" appearing in clause 20.2(v)(i) and inserting "\$0.81".
30. By deleting the amount "\$0.75" appearing in clause 20.2(v)(ii) and inserting "\$0.76".
31. By deleting the amount "\$0.79" appearing in clause 20.2(v)(iii) and inserting "\$0.81".
32. By deleting the amount "\$0.58" appearing in clause 20.2(w) and inserting "\$0.59".
33. By deleting the amounts "\$0.58" and "\$2.98" appearing in clause 20.2(x) and inserting "\$0.59" and "\$3.03" respectively.
34. By deleting the amount "\$28.82" appearing in clause 20.2(y) and inserting "\$29.31".
35. By deleting the amount "\$0.63" appearing in clause 20.2(z)(i) and inserting "\$0.64".
36. By deleting the amount "\$0.63" appearing in clause 20.2(z)(ii) and inserting "\$0.64".
37. By deleting the amount "\$0.80" appearing in clause 20.2(aa) and inserting "\$0.81".
38. By deleting the amount "\$0.58" appearing in clause 20.22(bb) and inserting "\$0.59".
39. By deleting the amount "\$4.51" appearing in clause 20.2(cc)(i) and inserting "\$4.59".
40. By deleting the amount "\$2.26" appearing in clause 20.2(cc)(ii) and inserting "\$2.30".
41. By deleting the amount "\$2.30" appearing in clause 20.2(cc)(iii) and inserting "\$2.34".
42. By deleting the amount "\$1.15" appearing in clause 20.2(cc)(iv) and inserting "\$1.17".
43. By deleting the amount "\$0.51" appearing in clause 20.2(ee) and inserting "\$0.52".

44. By deleting the table appearing in clause 21.1 and inserting the following:

<b>Classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
BT1	753.80	19.84
BT2	781.30	20.56
BT3	822.80	21.65
BT4	871.20	22.93
BT5	889.50	23.41
BT6	948.50	24.96
BT7	1081.70	28.47

45. By deleting the table appearing in clause 21.3 and inserting the following:

<b>Stage of apprenticeship</b>	<b>Has not completed year 12</b>			<b>Has completed year 12</b>			<b>Adult apprentice aged 21+</b>		
	<b>%</b>	<b>Min weekly rate \$</b>	<b>Hourly rate \$</b>	<b>%</b>	<b>Min weekly rate \$</b>	<b>Hourly rate \$</b>	<b>Classification or %</b>	<b>Min weekly rate \$</b>	<b>Hourly rate \$</b>
Stage 1	50	474.25	12.48	55	521.68	13.73	80	758.80	19.97
Stage 2	60	569.10	14.98	65	616.53	16.22	BT1 - but no lower than first year rate	758.80	19.97
Stage 3	75	711.38	18.72	75	711.38	18.72	BT2	781.30	20.56
Stage 4	88	834.68	21.97	88	834.68	21.97	88	834.68	21.97

46. By deleting the amount “\$22.50” appearing in clause 22.2(a) and inserting “\$22.88”.
47. By deleting the amount “\$0.37” appearing in clause 22.2(b) and inserting “\$0.38”.

48. By deleting the table appearing in clause D.1.1 and inserting the following:

	Ordinary hours	Weekend	Public holiday
	% of minimum hourly rate		
	100%	150%	250%
	\$	\$	\$
<b>Cultivation/Cane Production (adult)</b>			
CPT (Inductee/Trainee)	20.03	30.05	50.08
CP1 (Level 1)	21.53	32.30	53.83
CP2 (Level 2)	22.27	33.41	55.68
<b>Cane Haulage</b>			
CHAUT (Inductee/Trainee)	21.02	31.53	52.55
CHAU1 (Level 1)	21.53	32.30	53.83
CHAU2 (Level 2)	22.27	33.41	55.68
<b>Cane Harvesting</b>			
CHART (Inductee/Trainee)	21.53	32.30	53.83
CHAR1 (Level 1)	22.27	33.41	55.68
CHAR2 (Level 2)	23.09	34.64	57.73
<b>Cane Testers</b>			
CT1 (Level 1)	19.89	29.84	49.73
CT2 (Level 2)	21.11	31.67	52.78
CT3 (Level 3)	22.27	33.41	55.68
CT4 (Level 4)	23.65	35.48	59.13

49. By deleting the table appearing in clause D.1.2 and inserting the following:

	Monday to Saturday		Sunday— all day	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
<b>Cultivation/Cane Production (adult)</b>				
CPT (Inductee/Trainee)	30.05	40.06	40.06	50.08

Draft amended in accordance with [PR720426](#) and deleted item relating to clause 20.2(r)(i).

	Monday to Saturday		Sunday— all day	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
CP1 (Level 1)	32.30	43.06	43.06	53.83
CP2 (Level 2)	33.41	44.54	44.54	55.68
<b>Cane Haulage</b>				
CHAUT (Inductee/Trainee)	31.53	42.04	42.04	52.55
CHAU1 (Level 1)	32.30	43.06	43.06	53.83
CHAU2 (Level 2)	33.41	44.54	44.54	55.68
<b>Cane Harvesting</b>				
CHART (Inductee/Trainee)	32.30	43.06	43.06	53.83
CHAR1 (Level 1)	33.41	44.54	44.54	55.68
CHAR2 (Level 2)	34.64	46.18	46.18	57.73
<b>Cane Testers</b>				
CT1 (Level 1)	29.84	39.78	39.78	49.73
CT2 (Level 2)	31.67	42.22	42.22	52.78
CT3 (Level 3)	33.41	44.54	44.54	55.68
CT4 (Level 4)	35.48	47.30	47.30	59.13

50. By deleting the table appearing in clause D.1.3 and inserting the following:

	Day	Afternoon <sup>1</sup>	Night <sup>1</sup>	Public holiday	Overtime <sup>2</sup> Monday to Sunday
	% of minimum hourly rate				
	100%	112.5%	115%	250%	200%
	\$	\$	\$	\$	\$
<b>Cultivation/Cane Production (adult)</b>					
CPT (Inductee/Trainee)	20.03	22.53	23.03	50.08	40.06
CP1 (Level 1)	21.53	24.22	24.76	53.83	43.06
CP2 (Level 2)	22.27	25.05	25.61	55.68	44.54

Draft amended in accordance with [PR720426](#) and deleted item relating to clause 20.2(r)(i).

	Day	Afternoon <sup>1</sup>	Night <sup>1</sup>	Public holiday	Overtime <sup>2</sup> Monday to Sunday
	% of minimum hourly rate				
	100%	112.5%	115%	250%	200%
	\$	\$	\$	\$	\$
<b>Cane Haulage</b>					
CHAUT (Inductee/Trainee)	21.02	23.65	24.17	52.55	42.04
CHAU1 (Level 1)	21.53	24.22	24.76	53.83	43.06
CHAU2 (Level 2)	22.27	25.05	25.61	55.68	44.54
<b>Cane Harvesting</b>					
CHART (Inductee/Trainee)	21.53	24.22	24.76	53.83	43.06
CHAR1 (Level 1)	22.27	25.05	25.61	55.68	44.54
CHAR2 (Level 2)	23.09	25.98	26.55	57.73	46.18
<b>Cane Testers</b>					
CT1 (Level 1)	19.89	22.38	22.87	49.73	39.78
CT2 (Level 2)	21.11	23.75	24.28	52.78	42.22
CT3 (Level 3)	22.27	25.05	25.61	55.68	44.54
CT4 (Level 4)	23.65	26.61	27.20	59.13	47.30

51. By deleting the table appearing in clause D.1.4 and inserting the following:

	Ordinary hours	Weekend	Public holiday
	% of minimum hourly rate		
	125%	175%	275%
	\$	\$	\$
<b>Cultivation/Cane Production (adult)</b>			
CPT (Inductee/Trainee)	25.04	35.05	55.08
CP1 (Level 1)	26.91	37.68	59.21
CP2 (Level 2)	27.84	38.97	61.24
<b>Cane Haulage</b>			
CHAUT (Inductee/Trainee)	26.28	36.79	57.81
CHAU1 (Level 1)	26.91	37.68	59.21
CHAU2 (Level 2)	27.84	38.97	61.24

Draft amended in accordance with [PR720426](#) and deleted item relating to clause 20.2(r)(i).



	Ordinary hours	Weekend	Public holiday
	% of minimum hourly rate		
	125%	175%	275%
	\$	\$	\$
<b>Cane Harvesting</b>			
CHART (Inductee/Trainee)	26.91	37.68	59.21
CHAR1 (Level 1)	27.84	38.97	61.24
CHAR2 (Level 2)	28.86	40.41	63.50
<b>Cane Testers</b>			
CT1 (Level 1)	24.86	34.81	54.70
CT2 (Level 2)	26.39	36.94	58.05
CT3 (Level 3)	27.84	38.97	61.24
CT4 (Level 4)	29.56	41.39	65.04

52. By deleting the table appearing in clause D.1.5 and inserting the following:

	Day	Afternoon <sup>1</sup>	Night <sup>1</sup>	Public holiday
	% of minimum hourly rate			
	125%	137.5%	140%	275%
	\$	\$	\$	\$
<b>Cultivation/Cane Production (adult)</b>				
CPT (Inductee/Trainee)	25.04	27.54	28.04	55.08
CP1 (Level 1)	26.91	29.60	30.14	59.21
CP2 (Level 2)	27.84	30.62	31.18	61.24
<b>Cane Haulage</b>				
CHAUT (Inductee/Trainee)	26.28	28.90	29.43	57.81
CHAU1 (Level 1)	26.91	29.60	30.14	59.21
CHAU2 (Level 2)	27.84	30.62	31.18	61.24
<b>Cane Harvesting</b>				
CHART (Inductee/Trainee)	26.91	29.60	30.14	59.21
CHAR1 (Level 1)	27.84	30.62	31.18	61.24
CHAR2 (Level 2)	28.86	31.75	32.33	63.50
<b>Cane Testers</b>				

Draft amended in accordance with [PR720426](#) and deleted item relating to clause 20.2(r)(i).

	<b>Day</b>	<b>Afternoon<sup>1</sup></b>	<b>Night<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>137.5%</b>	<b>140%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
CT1 (Level 1)	24.86	27.35	27.85	54.70
CT2 (Level 2)	26.39	29.03	29.55	58.05
CT3 (Level 3)	27.84	30.62	31.18	61.24
CT4 (Level 4)	29.56	32.52	33.11	65.04

53. By deleting the table appearing in clause D.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Monday to Friday<sup>1</sup></b>		<b>Public holiday</b>
		<b>First 3 hours</b>	<b>After 3 hours</b>	
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
C14/L2	19.84	29.76	39.68	49.60
C13/L3	20.41	30.62	40.82	51.03
C12/L4	21.19	31.79	42.38	52.98
C11/L5	21.92	32.88	43.84	54.80
C10/L6	23.09	34.64	46.18	57.73
C9/L7	23.82	35.73	47.64	59.55
C8/L8	24.54	36.81	49.08	61.35
C7/L9	25.20	37.80	50.40	63.00
C6	26.48	39.72	52.96	66.20

54. By deleting the table appearing in clause D.2.2 and inserting the following:

	<b>Monday to Saturday or rostered day off</b>		<b>Sunday—all day</b>	<b>Public holiday</b>
	<b>First 3 hours</b>	<b>After 3 hours</b>		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
C14/L2	29.76	39.68	39.68	49.60

	Monday to Saturday or rostered day off		Sunday—all day	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
C13/L3	30.62	40.82	40.82	51.03
C12/L4	31.79	42.38	42.38	52.98
C11/L5	32.88	43.84	43.84	54.80
C10/L6	34.64	46.18	46.18	57.73
C9/L7	35.73	47.64	47.64	59.55
C8/L8	36.81	49.08	49.08	61.35
C7/L9	37.80	50.40	50.40	63.00
C6	39.72	52.96	52.96	66.20

55. By deleting the table appearing in clause D.2.3 and inserting the following:

	Day	Afternoon or night <sup>1</sup>	Non-rotating shiftwork <sup>2</sup>	Public holiday
	% of minimum hourly rate			
	100%	115%	130%	250%
	\$	\$	\$	\$
C14/L2	19.84	22.82	25.79	49.60
C13/L3	20.41	23.47	26.53	51.03
C12/L4	21.19	24.37	27.55	52.98
C11/L5	21.92	25.21	28.50	54.80
C10/L6	23.09	26.55	30.02	57.73
C9/L7	23.82	27.39	30.97	59.55
C8/L8	24.54	28.22	31.90	61.35
C7/L9	25.20	28.98	32.76	63.00
C6	26.48	30.45	34.42	66.20

56. By deleting the table appearing in clause D.2.4 and inserting the following:

	Continuous shiftworkers—weekend work <sup>1</sup>			5 day roster—final shift of roster on Sat morning <sup>2</sup>	
	Day shift	Rotating afternoon/night shift	Non-rotating afternoon/night shift	Rotating afternoon/night shift	Non-rotating afternoon/night shift
	% of minimum hourly rate				
	150%	165%	180%	165%	180%
	\$	\$	\$	\$	\$
C14/L2	29.76	32.74	35.71	32.74	35.71
C13/L3	30.62	33.68	36.74	33.68	36.74
C12/L4	31.79	34.96	38.14	34.96	38.14
C11/L5	32.88	36.17	39.46	36.17	39.46
C10/L6	34.64	38.10	41.56	38.10	41.56
C9/L7	35.73	39.30	42.88	39.30	42.88
C8/L8	36.81	40.49	44.17	40.49	44.17
C7/L9	37.80	41.58	45.36	41.58	45.36
C6	39.72	43.69	47.66	43.69	47.66

57. By deleting the table appearing in clause D.2.5 and inserting the following:

	Shiftwork	Weekend shift <sup>1</sup>	Public holiday
	% of minimum hourly rate		
	200%	225%	250%
	\$	\$	
C14/L2	39.68	44.64	49.60
C13/L3	40.82	45.92	51.03
C12/L4	42.38	47.68	52.98
C11/L5	43.84	49.32	54.80
C10/L6	46.18	51.95	57.73
C9/L7	47.64	53.60	59.55
C8/L8	49.08	55.22	61.35
C7/L9	50.40	56.70	63.00
C6	52.96	59.58	66.20

58. By deleting the table appearing in clause D.2.6 and inserting the following:

	Ordinary hours	Monday to Friday <sup>1</sup>		Public holiday
		First 3 hours	After 3 hours	
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
C14/L2	24.80	34.72	44.64	54.56
C13/L3	25.51	35.72	45.92	56.13
C12/L4	26.49	37.08	47.68	58.27
C11/L5	27.40	38.36	49.32	60.28
C10/L6	28.86	40.41	51.95	63.50
C9/L7	29.78	41.69	53.60	65.51
C8/L8	30.68	42.95	55.22	67.49
C7/L9	31.50	44.10	56.70	69.30
C6	33.10	46.34	59.58	72.82

59. By deleting the table appearing in clause D.2.7 and inserting the following:

	Day	Afternoon or night <sup>1</sup>	Other than day shift	Public holiday
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
C14/L2	24.80	27.78	30.75	54.56
C13/L3	25.51	28.57	31.64	56.13
C12/L4	26.49	29.67	32.84	58.27
C11/L5	27.40	30.69	33.98	60.28
C10/L6	28.86	32.33	35.79	63.50
C9/L7	29.78	33.35	36.92	65.51
C8/L8	30.68	34.36	38.04	67.49
C7/L9	31.50	35.28	39.06	69.30
C6	33.10	37.07	41.04	72.82

60. By deleting the table appearing in clause D.2.8 and inserting the following:

	Continuous shiftworkers—weekend work <sup>1</sup>			5 day roster—final shift of roster on Sat morning <sup>2</sup>	
	Day shift	Rotating afternoon/night shift	Non-rotating afternoon/night shift	Rotating afternoon/night shift	Non-rotating afternoon/night shift
	% of minimum hourly rate				
	175%	190%	205%	190%	205%
	\$	\$	\$	\$	\$
C14/L2	34.72	37.70	40.67	37.70	40.67
C13/L3	35.72	38.78	41.84	38.78	41.84
C12/L4	37.08	40.26	43.44	40.26	43.44
C11/L5	38.36	41.65	44.94	41.65	44.94
C10/L6	40.41	43.87	47.33	43.87	47.33
C9/L7	41.69	45.26	48.83	45.26	48.83
C8/L8	42.95	46.63	50.31	46.63	50.31
C7/L9	44.10	47.88	51.66	47.88	51.66
C6	46.34	50.31	54.28	50.31	54.28

61. By deleting the table appearing in clause D.3.1 and inserting the following:

	Ordinary hours	Monday to Friday – Overtime <sup>1</sup>	Public holiday
	% of minimum hourly rate		
	100%	200%	250%
	\$	\$	\$
BT1	19.84	39.68	49.60
BT2	20.56	41.12	51.40
BT3	21.65	43.30	54.13
BT4	22.93	45.86	57.33
BT5	23.41	46.82	58.53
BT6	24.96	49.92	62.40
BT7	28.47	56.94	71.18

62. By deleting the table appearing in clause D.3.2 and inserting the following:

	<b>Day</b>	<b>Afternoon or night</b>	<b>Continuous afternoon or night shift or no rotation to day shift<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
BT1	19.84	22.82	25.79	49.60
BT2	20.56	23.64	26.73	51.40
BT3	21.65	24.90	28.15	54.13
BT4	22.93	26.37	29.81	57.33
BT5	23.41	26.92	30.43	58.53
BT6	24.96	28.70	32.45	62.40
BT7	28.47	32.74	37.01	71.18

63. By deleting the table appearing in clause D.3.3 and inserting the following:

	<b>Monday to Sunday</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>	
	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>
BT1	39.68	49.60
BT2	41.12	51.40
BT3	43.30	54.13
BT4	45.86	57.33
BT5	46.82	58.53
BT6	49.92	62.40
BT7	56.94	71.18

64. By deleting the table appearing in clause D.3.4 and inserting the following:

	<b>Ordinary hours</b>	<b>Monday to Friday – Overtime<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
BT1	24.80	44.64	54.56

	<b>Ordinary hours</b>	<b>Monday to Friday – Overtime<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>225%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
BT2	25.70	46.26	56.54
BT3	27.06	48.71	59.54
BT4	28.66	51.59	63.06
BT5	29.26	52.67	64.38
BT6	31.20	56.16	68.64
BT7	35.59	64.06	78.29

65. By deleting the table appearing in clause D.3.5 and inserting the following:

	<b>Day</b>	<b>Afternoon or night</b>	<b>Other than day shift Continuous afternoon or night shift or no rotation to day shift<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>275%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
BT1	24.80	27.78	30.75	54.56
BT2	25.70	28.78	31.87	56.54
BT3	27.06	30.31	33.56	59.54
BT4	28.66	32.10	35.54	63.06
BT5	29.26	32.77	36.29	64.38
BT6	31.20	34.94	38.69	68.64
BT7	35.59	39.86	44.13	78.29

66. By deleting the amount “\$22.70” appearing in clause E.1.1 and inserting “\$23.09”.



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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
<b>Field sector</b>				
Work in water and cleaning drains	18.2(a)	4.47	1.03	per hour
<b>Milling, distillery, refinery and maintenance</b>				
Applying obnoxious substances	20.2(a)(i)	3.49	0.81	per hour
Working with or in close proximity to asbestos allowance	20.2(b)(i)	3.3	0.76	per hour
Boiler cleaning—engine driver	20.2(d)(i)	8.2	1.89	per hour
Brick cutting	20.2(e)	2.55	0.59	per hour
Carting and/or handling cement	20.2(f)(i)	15.55	3.59	per day
Chimney stacks—cleaning and tarring or painting—first 4 hours	20.2(g)(i)	20.74	4.79	per first 4 hours or any portion thereof
Chimney stacks—cleaning and tarring or painting—per hour thereafter	20.2(g)(ii)	4.25	0.98	per hour
Chipping rollers with pneumatic chisels—per hour	20.2(h)	3.76	0.87	per hour
Chipping rollers with pneumatic chisels—minimum per day	20.2(h)	19.13	4.42	minimum per day
Cleaner, greaser or oiler—stops or starts engine under supervision	20.2(i)	148.0	34.17	per week
Cleaning dirty machinery	20.2(j)	2.55	0.59	per hour
Cleaning dirty molasses tanks	20.2(k)	2.55	0.59	per hour
Cleaning under carrier	20.2(l)	2.55	0.59	per hour
Confined spaces	20.2(m)	3.49	0.81	per hour
Employee handling building blocks—over 5.5 kg to 9 kg	20.2(n)(i)	2.87	0.66	per hour
Employee handling building blocks—over 9 kg to 18 kg	20.2(n)(ii)	4.92	1.14	per hour
Employee handling building blocks—over 18 kg	20.2(n)(iii)	7.15	1.65	per hour

Draft amended in accordance with [PR720426](#) and deleted item relating to clause 20.2(r)(i).

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
First aid allowance	20.2(o)	59.59	13.76	per week
Grinding shredder hammer—minimum of 4 hours	20.2(p)	2.26	0.52	per hour with 4 hour minimum
Handling molasses	20.2(q)	2.78	0.64	per hour
Height money—15.24 m to 22.86 m	20.2(r)(i)	1.66	0.38	per hour
Height money—more than 22.86 m	20.2(r)(ii)	2.55	0.59	per hour
High pressure cleaning machine	20.2(s)	2.55	0.59	per hour
Crushing season—juice superheaters	20.2(u)(i)	3.4	0.79	per hour
Insulation work—working in dust-laden atmosphere—insulating, deafening or pugging work	20.2(v)(i)	3.49	0.81	per hour
Insulation work—handling charcoal, pumice, slagwool, insulwool or other loose material	20.2(v)(ii)	3.29	0.76	per hour
Insulation work—using hot bitumen or fixing insulation materials with hot bitumen	20.2(v)(iii)	3.49	0.81	per hour
Lagging steam pipes	20.2(w)	2.55	0.59	per hour
Operating jackhammers—per hour	20.2(x)	2.55	0.59	per hour
Operating jackhammers—minimum per day	20.2(x)	13.11	3.03	minimum per day
Pressure welding allowance	20.2(y)	126.94	29.31	per week
Re-bagging lime—general mill workers	20.2(z)(i)	2.78	0.64	per hour
Re-bagging lime—shovelling or handling bagged lime—all workers	20.2(z)(ii)	2.78	0.64	per hour
Repair work—tradespersons	20.2(aa)	3.51	0.81	per hour
Shot blast or sand blast	20.2(bb)	2.55	0.59	per hour
Spot welding mill rollers—in operation while crushing in	20.2(cc)(i)	19.87	4.59	per hour

Draft amended in accordance with [PR720426](#) and deleted item relating to clause 20.2(r)(i).

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
progress				
Spot welding mill rollers—during crushing season while crushing not in progress	20.2(cc)(ii)	9.97	2.30	per hour
Spot welding mill rollers—automatic spot welding during crushing season while crushing in progress	20.2(cc)(iii)	10.13	2.34	per hour
Spot welding mill rollers—automatic spot welding during crushing season while crushing not in progress	20.2(cc)(iv)	5.07	1.17	per hour
Work in water and cleaning drains at a depth of 76.2cm or more	20.2(ee)	2.24	0.52	per hour
<b>Bulk sugar terminal operations</b>				
First aid allowance	22.2(a)	99.11	22.88	per week
Workplace co-ordinators allowance	22.2(b)	1.65	0.38	per hour

68. By deleting clause H.4 and inserting the following:

## **H.4 Minimum rates**

### **H.4.1 Minimum weekly rates for full-time traineeships**

#### **(a) Wage level A**

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause H.6.1 is the weekly rate specified in column 2 of **Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in column 1.

**Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)**

<b>Column 1</b> Experience level of trainee	<b>Column 2</b> Highest year of schooling completed		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	338.60	372.90	444.20
Plus 1 year out of school	372.90	444.20	517.00
Plus 2 years out of school	444.20	517.00	601.60
Plus 3 years out of school	517.00	601.60	688.80
Plus 4 years out of school	601.60	688.80	
Plus 5 or more years out of school	688.80		

NOTE: See clause H.4.3 for other minimum wage provisions that affect clause H.4.1.

**(b) Wage Level B**

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause H.6.2 is the weekly rate specified in Column 2 of **Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)**

<b>Column 1</b> Experience level of trainee	<b>Column 2</b> Highest year of schooling completed		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	338.60	372.90	432.20
Plus 1 year out of school	372.90	432.20	497.20
Plus 2 years out of school	432.20	497.20	583.10

Draft amended in accordance with [PR720426](#) and deleted item relating to clause 20.2(r)(i).

<b>Column 1</b> <b>Experience level of trainee</b>	<b>Column 2</b> <b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Plus 3 years out of school	497.20	583.10	665.10
Plus 4 years out of school	583.10	665.10	
Plus 5 or more years out of school	665.10		

NOTE: See clause H.4.3 for other minimum wage provisions that affect clause H.4.1.

(c) **Wage Level C**

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level C by clause H.6.3 is the weekly rate specified in Column 2 of **Table 3—Wage level C minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 3—Wage level C minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)**

<b>Column 1</b> <b>Experience level of trainee</b>	<b>Column 2</b> <b>Highest year of schooling completed</b>		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per week</b>	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	338.60	372.90	432.20
Plus 1 year out of school	372.90	432.20	486.60
Plus 2 years out of school	432.20	486.60	543.70
Plus 3 years out of school	486.60	543.70	605.60
Plus 4 years out of school	543.70	605.60	
Plus 5 or more years out of school	605.60		

NOTE: See clause H.4.3 for other minimum wage provisions that affect clause H.4.1.

**(d) AQF Certificate Level IV traineeships**

- (i) The minimum rate for a full-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum rate for the relevant full-time AQF Certificate Level III traineeship increased by **3.8%**.
- (ii) The minimum rate for a full-time adult trainee undertaking an AQF Certificate Level IV traineeship is the weekly rate specified in column 2 or 3 of **Table 4—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)** according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level IV traineeship specified in column 1:

**Table 4—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)**

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>Wage level</b>	<b>First year of traineeship</b>	<b>Second and subsequent years of traineeship</b>
	<b>per week</b>	<b>per week</b>
	<b>\$</b>	<b>\$</b>
A	715.50	743.20
B	690.30	716.70
C	628.20	651.90

NOTE: See clause H.4.3 for other minimum wage provisions that affect clause H.4.1.

**H.4.2 Minimum hourly rates for part-time traineeships**

**(a) Wage level A**

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause H.6.1 is the hourly rate specified in column 2 of **Table 5—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in column 1.

**Table 5—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)**

<b>Column 1</b> Experience level of trainee	<b>Column 2</b> Highest year of schooling completed		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	11.14	12.28	14.62
Plus 1 year out of school	12.28	14.62	17.02
Plus 2 years out of school	14.62	17.02	19.79
Plus 3 years out of school	17.02	19.79	22.65
Plus 4 years out of school	19.79	22.65	
Plus 5 or more years out of school	22.65		

NOTE: See clause H.4.2(f) for calculating the actual minimum wage. See also clause H.4.3 for other minimum wage provisions that affect clause H.4.2.

**(b) Wage Level B**

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause H.6.2 is the hourly rate specified in Column 2 of **Table 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)**

<b>Column 1</b> Experience level of trainee	<b>Column 2</b> Highest year of schooling completed		
	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>
	<b>per hour</b>	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
School leaver	11.14	12.28	14.23
Plus 1 year out of school	12.28	14.23	16.36
Plus 2 years out of school	14.23	16.36	19.20

<b>Column 1</b> Experience level of trainee	<b>Column 2</b> Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
Plus 3 years out of school	16.36	19.20	21.90
Plus 4 years out of school	19.20	21.90	
Plus 5 or more years out of school	21.90		

NOTE: See clause H.4.2(f) for calculating the actual minimum wage. See also clause H.4.3 for other minimum wage provisions that affect clause H.4.2.

(c) **Wage Level C**

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level C by clause H.6.3 is the hourly rate specified in Column 2 of **Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)** according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

**Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)**

<b>Column 1</b> Experience level of trainee	<b>Column 2</b> Highest year of schooling completed		
	Year 10	Year 11	Year 12
	per hour	per hour	per hour
	\$	\$	\$
School leaver	11.14	12.28	14.23
Plus 1 year out of school	12.28	14.23	16.01
Plus 2 years out of school	14.23	16.01	17.88
Plus 3 years out of school	16.01	17.88	19.92
Plus 4 years out of school	17.88	19.92	
Plus 5 or more years out of school	19.92		

NOTE: See clause H.4.2(f) for calculating the actual minimum wage. See also clause H.4.3 for other minimum wage provisions that affect clause H.4.2.



**(d) School-based traineeships**

The minimum hourly rate for a part-time trainee who works ordinary hours and is undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause H.6 is the hourly rate in column 1 or 2 of **Table 8—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)** according to the year of schooling of the trainee.

**Table 8—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)**

<b>Column 1</b>	<b>Column 2</b>
<b>Year 11 or lower</b>	<b>Year 12</b>
<b>per hour</b>	<b>per hour</b>
<b>\$</b>	<b>\$</b>
11.14	12.28

NOTE: See clause H.4.2(f) for calculating the actual minimum wage. See also clause H.4.3 for other minimum wage provisions that affect clause H.4.2.

**(e) AQF Certificate Level IV traineeships**

- (i) The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by **3.8%**.
- (ii) The minimum hourly rate for a part-time adult trainee undertaking an AQF Certificate Level IV traineeship is the hourly rate in column 2 or 3 of **Table 9—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)**, according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in column 1:

**Table 9—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)**

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>Wage level</b>	<b>First year of traineeship</b>	<b>Second and subsequent years of traineeship</b>
	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>
A	23.52	24.45

<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>Wage level</b>	<b>First year of traineeship</b>	<b>Second and subsequent years of traineeship</b>
	<b>per hour</b>	<b>per hour</b>
	<b>\$</b>	<b>\$</b>
<b>B</b>	22.68	23.56
<b>C</b>	20.67	21.45

NOTE: See clause H.4.2(f) for calculating the actual minimum wage. See also clause H.4.3 for other minimum wage provisions that affect clause H.4.2.

**(f) Calculating the actual minimum wage**

- (i)** If fewer than 38 (or an average of 38) ordinary hours of work per week is considered full-time at the workplace by the employer, the appropriate minimum hourly rate for a part-time trainee is obtained by multiplying the relevant minimum hourly rate in clauses H.4.2(a) to H.4.2(c) by 38 and then dividing the figure obtained by the full-time ordinary hours of work per week.
- (ii)** If the approved training for a part-time traineeship is provided wholly off-the-job by a registered training organisation, for example at school or at TAFE, the relevant minimum hourly rate in clauses H.4.2(a) to H.4.2(c) applies to each ordinary hour worked by the trainee.
- (iii)** If the approved training for a part-time traineeship is undertaken solely on-the-job or partly on-the-job and partly off-the-job, the relevant minimum hourly rate in clauses H.4.2(a) to H.4.2(c) minus **20%** applies to each ordinary hour worked by the trainee.

**H.4.3 Other minimum wage provisions**

- (a)** Clause H.4.3 applies despite anything to the contrary in clause H.4.2.
- (b)** An employee who was employed by an employer immediately before becoming a trainee with that employer must not suffer a reduction in their minimum rate of pay because of becoming a trainee.
- (c)** For the purpose of determining whether a trainee has suffered a reduction as mentioned in clause H.4.3(b), casual loadings are to be disregarded.
- (d)** If a qualification is converted from an AQF Certificate Level II to an AQF Certificate Level III traineeship, or from an AQF Certificate Level III to an AQF Certificate Level IV traineeship, then the trainee must be paid the next highest minimum wage provided in this schedule, if a higher minimum wage is provided for the new AQF certificate level.

Draft amended in accordance with [PR720426](#) and deleted item relating to clause 20.2(r)(i).

#### **H.4.4 Default wage rate**

The minimum wage for a trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate level are not allocated to a wage level by clause H.6 is the relevant minimum wage under this schedule for a trainee undertaking an AQF Certificate to Level I–III traineeship whose training package and AQF certificate level are allocated to wage level B.

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