DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

WATER INDUSTRY AWARD 2020
[MA000113]

Water, sewerage and drainage services

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:

Employee classifications	Minimum weekly rate (full-time employee)	Minimum hourly rate
	$	$
Level 1	805.90	21.21
Level 2	832.80	21.92
Level 3	864.90	22.76
Level 4	877.60	23.09
Level 5	932.60	24.54
Level 6	1009.30	26.56
Level 7	1026.70	27.02

Employee classifications	Minimum weekly rate (full-time employee)	Minimum hourly rate
	$	$
Level 8	1109.50	29.20
Level 9	1186.80	31.23
Level 10	1297.20	34.14

2.   By deleting the year "2019" in clause 15.7(b) and inserting "2020".

3.   By deleting the table appearing in clause 18.2(a) and inserting the following:

Supervisor's classification level	Number of employees supervised	$ per week
3 or 4	1 to 5	25.40
3 or 4	6 to 15	34.64
3, 4 or 5	Over 15	43.87

4.   By deleting the amount "$14.76" appearing in clause 18.2(b) and inserting "$15.01".

5.   By deleting the amounts "$0.79", "$1.14" and "$11.35" appearing in clause 18.2(c)(ii) and inserting "$0.81", "$1.15" and "$11.55" respectively.

6.   By deleting the amount "$11.35" appearing in clause 18.2(e)(v) and inserting "$11.55".

7.   By deleting the amount "$34.05" appearing in clause 20.6(b)(i) and inserting "$34.64".

8.   By deleting the amount "$45.40" appearing in clause 20.6(b)(ii) and inserting "$46.18".

9.   By deleting the amount "$56.75" appearing in clause 20.6(b)(iii) and inserting "$57.73".

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

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	100%	250%
	$	$
Level 1	21.21	53.03
Level 2	21.92	54.80
Level 3	22.76	56.90

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	100%	**250%**
	$	**$**
Level 4	23.09	57.73
Level 5	24.54	61.35
Level 6	26.56	66.40
Level 7	27.02	67.55
Level 8	29.20	73.00
Level 9	31.23	78.08
Level 10	34.14	85.35

11.   By deleting the table appearing in clause B.1.2 and inserting the following:

	Day shift	Afternoon shift	Night shift	Public holiday
	% of minimum hourly rate			
	100%	**115%**	**130%**	**250%**
	$	**$**	**$**	**$**
Level 1	21.21	24.39	27.57	53.03
Level 2	21.92	25.21	28.50	54.80
Level 3	22.76	26.17	29.59	56.90
Level 4	23.09	26.55	30.02	57.73
Level 5	24.54	28.22	31.90	61.35
Level 6	26.56	30.54	34.53	66.40
Level 7	27.02	31.07	35.13	67.55
Level 8	29.20	33.58	37.96	73.00
Level 9	31.23	35.91	40.60	78.08
Level 10	34.14	39.26	44.38	85.35

12.   By deleting the table appearing in clause B.1.3 and inserting the following:

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	$	$	$	$
Level 1	31.82	42.42	42.42	53.03
Level 2	32.88	43.84	43.84	54.80
Level 3	34.14	45.52	45.52	56.90
Level 4	34.64	46.18	46.18	57.73
Level 5	36.81	49.08	49.08	61.35
Level 6	39.84	53.12	53.12	66.40
Level 7	40.53	54.04	54.04	67.55
Level 8	43.80	58.40	58.40	73.00
Level 9	46.85	62.46	62.46	78.08
Level 10	51.21	68.28	68.28	85.35

13.   By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Public holiday
	% of minimum hourly rate	
	125%	275%
	$	$
Level 1	26.51	58.33
Level 2	27.40	60.28
Level 3	28.45	62.59
Level 4	28.86	63.50
Level 5	30.68	67.49
Level 6	33.20	73.04
Level 7	33.78	74.31
Level 8	36.50	80.30
Level 9	39.04	85.88
Level 10	42.68	93.89

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

	Day shift	Afternoon shift	Night shift	Public holiday
	% of minimum hourly rate			
	125%	140%	155%	275%
	$	$	$	$
Level 1	26.51	29.69	32.88	58.33
Level 2	27.40	30.69	33.98	60.28
Level 3	28.45	31.86	35.28	62.59
Level 4	28.86	32.33	35.79	63.50
Level 5	30.68	34.36	38.04	67.49
Level 6	33.20	37.18	41.17	73.04
Level 7	33.78	37.83	41.88	74.31
Level 8	36.50	40.88	45.26	80.30
Level 9	39.04	43.72	48.41	85.88
Level 10	42.68	47.80	52.92	93.89

15.   By deleting the amount "$22.70" appearing in clause C.1.1 and inserting "$23.09".

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

Allowance	Clause	% of standard rate	$	Payable
Leading hand allowance—Supervisor level 3 or 4—supervising 1 to 5 employees	18.2(a)	110.0	25.40	per week
Leading hand allowance—Supervisor level 3 or 4—supervising 6 to 15 employees	18.2(a)	150.0	34.64	per week
Leading hand allowance—Supervisor level 3, 4 or 5—supervising over 15 employees	18.2(a)	190.0	43.87	per week
First aid allowance	18.2(b)	65.0	15.01	per week
Adverse working conditions allowance—Level 1	18.2(c)(ii)	3.5	0.81	per hour

Allowance	Clause	% of standard rate	$	Payable
Adverse working conditions allowance—Level 2	18.2(c)(ii)	5.0	1.15	per hour
Adverse working conditions allowance—Level 3	18.2(c)(ii)	50.0	11.55	per hour
Transfers, travelling and working away from normal starting point	18.2(e)(v)	50.0	11.55	per day
On-call allowance—Weekday	20.6(b)(i)	150.0	34.64	per day
On-call allowance—Saturday	20.6(b)(ii)	200.0	46.18	per day
On-call allowance—Sunday or public holiday	20.6(b)(iii)	250.0	57.73	per day

B.   This determination comes into operation on 1 July 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 July 2020.

PRESIDENT