



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

COAL EXPORT TERMINALS AWARD 2020
[MA000045]

Coal export terminals

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

MELBOURNE, XX JUNE 2021

Annual Wage Review 2020–21.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

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

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Operations and Services		
Entry Level – Introductory	813.00	23.23
Basic	856.40	24.47
Competent	899.50	25.70
Advanced	985.60	28.16
Maintenance Trades		
Entry Level – Introductory	856.40	24.47

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Competent	899.50	25.70
Advanced	985.60	28.16
Dual Trade	1072.30	30.64

2. By deleting the amount “\$6.67” appearing in clause 17.3(a) and inserting “\$6.84”.
3. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Saturday		Sunday
		First 4 ordinary hours	After 4 ordinary hours	
	% of minimum hourly rate			
	100%	150%	200%	200%
	\$	\$	\$	\$
Operations and Services				
Entry Level – Introductory	23.23	34.85	46.46	46.46
Basic	24.47	36.71	48.94	48.94
Competent	25.70	38.55	51.40	51.40
Advanced	28.16	42.24	56.32	56.32
Maintenance Trades				
Entry Level – Introductory	24.47	36.71	48.94	48.94
Competent	25.70	38.55	51.40	51.40
Advanced	28.16	42.24	56.32	56.32
Dual Trade	30.64	45.96	61.28	61.28

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

	Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Operations and Services				
Entry Level – Introductory	34.85	46.46	46.46	58.08
Basic	36.71	48.94	48.94	61.18
Competent	38.55	51.40	51.40	64.25
Advanced	42.24	56.32	56.32	70.40
Maintenance Trades				
Entry Level – Introductory	36.71	48.94	48.94	61.18
Competent	38.55	51.40	51.40	64.25
Advanced	42.24	56.32	56.32	70.40
Dual Trade	45.96	61.28	61.28	76.60

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

	Day	Afternoon shift	Night shift	Permanent night shift ¹
		% of minimum hourly rate		
	100%	115%	115%	125%
	\$	\$	\$	\$
Operations and Services				
Entry Level – Introductory	23.23	26.71	26.71	29.04
Basic	24.47	28.14	28.14	30.59
Competent	25.70	29.56	29.56	32.13
Advanced	28.16	32.38	32.38	35.20
Maintenance Trades				
Entry Level – Introductory	24.47	28.14	28.14	30.59
Competent	25.70	29.56	29.56	32.13
Advanced	28.16	32.38	32.38	35.20
Dual Trade	30.64	35.24	35.24	38.30

6. By deleting the table appearing in clause B.1.4 and inserting the following:

	Other than continuous shiftworkers		Continuous shiftworkers	All employees	
	Saturday		Sunday	Monday - Sunday	
	First 3 hours	After 3 hours			Public holiday
% of minimum hourly rate					
	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$
Operations and Services					
Entry Level – Introductory	34.85	46.46	46.46	46.46	58.08
Basic	36.71	48.94	48.94	48.94	61.18
Competent	38.55	51.40	51.40	51.40	64.25
Advanced	42.24	56.32	56.32	56.32	70.40
Maintenance Trades					
Entry Level – Introductory	36.71	48.94	48.94	48.94	61.18
Competent	38.55	51.40	51.40	51.40	64.25
Advanced	42.24	56.32	56.32	56.32	70.40
Dual Trade	45.96	61.28	61.28	61.28	76.60

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

	Ordinary hours	Saturday		Sunday
		First 4 ordinary hours	After 4 ordinary hours	
% of casual hourly rate ¹				
	100%	150%	200%	200%
	\$	\$	\$	\$
Operations and Services				
Entry Level – Introductory	29.04	43.56	58.08	58.08
Basic	30.59	45.89	61.18	61.18
Competent	32.13	48.20	64.26	64.26
Advanced	35.20	52.80	70.40	70.40
Maintenance Trades				
Entry Level – Introductory	30.59	45.89	61.18	61.18

	Ordinary hours	Saturday		Sunday
		First 4 ordinary hours	After 4 ordinary hours	
	% of casual hourly rate ¹			
	100%	150%	200%	200%
	\$	\$	\$	\$
Competent	32.13	48.20	64.26	64.26
Advanced	35.20	52.80	70.40	70.40
Dual Trade	38.30	57.45	76.60	76.60

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

	Day	Afternoon shift	Night shift	Permanent night shift ¹
	100%	115%	115%	125%
	\$	\$	\$	\$
Operations and Services				
Entry Level – Introductory	29.04	33.40	33.40	36.30
Basic	30.59	35.18	35.18	38.24
Competent	32.13	36.95	36.95	40.16
Advanced	35.20	40.48	40.48	44.00
Maintenance Trades				
Entry Level – Introductory	30.59	35.18	35.18	38.24
Competent	32.13	36.95	36.95	40.16
Advanced	35.20	40.48	40.48	44.00
Dual Trade	38.30	44.05	44.05	47.88

9. By deleting the amount “\$877.60” appearing in clause C.1.1 and inserting “\$899.50”.

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

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	17.3(a)	0.76	6.84	per week

B. This determination comes into operation on 1 July 2021. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular

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employee until the start of the employee's first full pay period that starts on or after 1 July 2021.

PRESIDENT