



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21 (C2021/1)

CEMENT, LIME AND QUARRYING AWARD 2020 [MA000055]

Cement and concrete products

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:

- 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	772.60	20.33
Level 2	813.10	21.40
Level 3	839.00	22.08
Level 4	856.50	22.54
Level 5	873.60	22.99
Level 6	899.50	23.67
Level 7	927.20	24.40

2. By deleting the table appearing in clause 16.2 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Grade 1	772.60	20.33
Grade 2	794.30	20.90
Grade 3	847.90	22.31
Grade 4	873.20	22.98
Grade 5	899.50	23.67
Grade 6	927.20	24.40

3. By deleting the words “1 November 2020” in clause 16.5(b) and inserting “1 July 2021”.

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

Industry	\$ per week
Cement and lime industry	65.52
Quarrying industry	28.38

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

In charge of	\$ per week
1 to 5 employees	34.94
6 to 16 employees	50.23
17 or more employees	65.52

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

In charge of	\$ per week
1 or 2 employees	19.04
3 to 6 employees	26.55
6 to 10 employees	33.01
More than 10 employees	52.39
Processing plant	19.04

7. By deleting the table appearing in clause 18.2(d) and inserting the following:

Industry	\$ per week
Cement and lime industry	22.71

Industry	\$ per week
Quarrying industry	16.59

8. By deleting the table appearing in clause C.2 and inserting the following:

Employee classification	Day	Afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹						
	100%	115%	115%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$
Level 1	22.05	25.36	25.36	28.67	33.08	44.10	55.13
Level 2	23.12	26.59	26.59	30.06	34.68	46.24	57.80
Level 3	23.80	27.37	27.37	30.94	35.70	47.60	59.50
Level 4	24.26	27.90	27.90	31.54	36.39	48.52	60.65
Level 5	24.71	28.42	28.42	32.12	37.07	49.42	61.78
Level 6	25.39	29.20	29.20	33.01	38.09	50.78	63.48
Level 7	26.12	30.04	30.04	33.96	39.18	52.24	65.30

9. By deleting the table appearing in clause C.3 and inserting the following:

Employee classification	Monday – Saturday First 2 hours	Monday – Saturday After 2 hours	Sunday
	% of ordinary hourly rate¹		
	150%	200%	200%
	\$	\$	\$
Level 1	33.08	44.10	44.10
Level 2	34.68	46.24	46.24
Level 3	35.70	47.60	47.60
Level 4	36.39	48.52	48.52
Level 5	37.07	49.42	49.42
Level 6	38.09	50.78	50.78
Level 7	39.18	52.24	52.24

10. By deleting the table appearing in clause C.4 and inserting the following:

Employee classification	All Overtime
	% of ordinary hourly rate¹
	200%
	\$
Level 1	44.10
Level 2	46.24
Level 3	47.60
Level 4	48.52
Level 5	49.42
Level 6	50.78
Level 7	52.24

11. By deleting the table appearing in clause C.5 and inserting the following:

Employee classification	Day	Afternoon	Night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate¹						
	125%	140%	140%	155%	175%	225%	275%
	\$	\$	\$	\$	\$	\$	\$
Level 1	27.56	30.87	30.87	34.18	38.59	49.61	60.64
Level 2	28.90	32.37	32.37	35.84	40.46	52.02	63.58
Level 3	29.75	33.32	33.32	36.89	41.65	53.55	65.45
Level 4	30.33	33.96	33.96	37.60	42.46	54.59	66.72
Level 5	30.89	34.59	34.59	38.30	43.24	55.60	67.95
Level 6	31.74	35.55	35.55	39.35	44.43	57.13	69.82
Level 7	32.65	36.57	36.57	40.49	45.71	58.77	71.83

12. By deleting the table appearing in clause D.2 and inserting the following:

Employee classification	Day	Afternoon	Night	Permanent night	Saturday		Sunday	Public holiday
					First 2 hours	After 2 hours		
	% of ordinary hourly rate¹							
	100%	115%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Grade 1	21.08	24.24	24.24	27.40	31.62	42.16	42.16	52.70
Grade 2	21.65	24.90	24.90	28.15	32.48	43.30	43.30	54.13

Employee classification	Day	Afternoon	Night	Permanent night	Saturday		Sunday	Public holiday
					First 2 hours	After 2 hours		
	% of ordinary hourly rate¹							
	100%	115%	115%	130%	150%	200%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Grade 3	23.06	26.52	26.52	29.98	34.59	46.12	46.12	57.65
Grade 4	23.73	27.29	27.29	30.85	35.60	47.46	47.46	59.33
Grade 5	24.42	28.08	28.08	31.75	36.63	48.84	48.84	61.05
Grade 6	25.15	28.92	28.92	32.70	37.73	50.30	50.30	62.88

13. By deleting the table appearing in clause D.3 and inserting the following:

Employee classification	Monday—Saturday	Monday—Saturday	Sunday
	First 2 hours	After 2 hours	
	% of ordinary hourly rate¹		
	150%	200%	200%
	\$	\$	\$
Grade 1	31.62	42.16	42.16
Grade 2	32.48	43.30	43.30
Grade 3	34.59	46.12	46.12
Grade 4	35.60	47.46	47.46
Grade 5	36.63	48.84	48.84
Grade 6	37.73	50.30	50.30

14. By deleting the table appearing in clause D.4 and inserting the following:

Employee classification	Day	Afternoon	Night	Permanent night	Saturday		Sunday	Public holiday
					First 2 hours	After 2 hours		
	% of ordinary hourly rate¹							
	125%	140%	140%	155%	175%	225%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Grade 1	26.35	29.51	29.51	32.67	36.89	47.43	47.43	57.97
Grade 2	27.06	30.31	30.31	33.56	37.89	48.71	48.71	59.54
Grade 3	28.83	32.28	32.28	35.74	40.36	51.89	51.89	63.42
Grade 4	29.66	33.22	33.22	36.78	41.53	53.39	53.39	65.26

Employee classification	Day	Afternoon	Night	Permanent night	Saturday		Sunday	Public holiday
					First 2 hours	After 2 hours		
% of ordinary hourly rate ¹								
	125%	140%	140%	155%	175%	225%	225%	275%
	\$	\$	\$	\$	\$	\$	\$	\$
Grade 5	30.53	34.19	34.19	37.85	42.74	54.95	54.95	67.16
Grade 6	31.44	35.21	35.21	38.98	44.01	56.59	56.59	69.16

15. By deleting the amount “\$852.30” appearing in clause E.1.1 and inserting “\$873.60”.

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

Allowance	Clause	% of standard rate	\$	Payable
Industry disability ¹	18.2(b)	7.5	65.52	per week
Leading hand in charge of—1 to 5 employees ¹	18.2(c)(i)	4.0	34.94	per week
Leading hand in charge of—6 to 16 employees ¹	18.2(c)(i)	5.75	50.23	per week
Leading hand in charge of—17 or more employees ¹	18.2(c)(i)	7.5	65.52	per week
First aid ¹	18.2(d)	2.6	22.71	per week

17. By deleting the amount “\$851.90” appearing in clause E.1.2 and inserting “\$873.20”.

18. By deleting the table appearing in E.1.2 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Industry disability ¹	18.2(b)	3.25	28.38	per week
Leading hand in charge of—1 or 2 employees ¹	18.2(c)(ii)	2.18	19.04	per week
Leading hand in charge of—3 to 6 employees ¹	18.2(c)(ii)	3.04	26.55	per week
Leading hand in charge of—6 to 10 employees ¹	18.2(c)(ii)	3.78	33.01	per week
Leading hand in charge of—more than 10 employees ¹	18.2(c)(ii)	6.0	52.39	per week
Leading hand in charge of—processing plant ¹	18.2(c)(ii)	2.18	19.04	per week
First aid ¹	18.2(d)	1.9	16.59	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 employee until the start of the employee's first full pay period that starts on or after 1 July 2021.

PRESIDENT