



# DRAFT DETERMINATION

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

**Annual Wage Review 2020–21**  
(C2021/1)

**SALT INDUSTRY AWARD 2020**  
[MA000107]

Salt industry

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 16.1 and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1—Introductory	808.70	21.28
Level 2—Basic	832.90	21.92
Level 3—Intermediate	866.60	22.81
Level 4—Competent	899.50	23.67
Level 5—Advanced	935.80	24.63

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

<b>Age</b>	<b>% of Level 2 adult rate</b>	<b>Junior minimum weekly rate<sup>1</sup></b>	<b>Junior minimum hourly rate<sup>2</sup></b>
	<b>%</b>	<b>\$</b>	<b>\$</b>
16 years or less	65	541.39	14.25
At 17 years	80	666.32	17.53
At 18 years	90	749.61	19.73
At 19 years	100	832.90	21.92

3. By deleting the words “1 November 2020” in clause 16.7(b) and inserting “1 July 2021”.

4. By deleting the amount “\$21.94” appearing in clause 19.3(b) and inserting “\$22.49”.

5. By deleting the amount “\$17.55” appearing in clause 19.3(c) and inserting “\$17.99”.

6. By deleting the table appearing in clause 19.3(d) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
3 to 10 employees	21.14
11 to 20 employees	35.26
more than 20 employees	42.37

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

	<b>Ordinary rate</b>	<b>Afternoon &amp; night</b>	<b>Permanent night</b>	<b>Saturday</b>	<b>Sunday &amp; public holiday</b>
	<b>All employees</b>	<b>Shiftworkers</b>			
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>100%</b>	<b>115%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1—Introductory	21.87	25.15	28.43	32.81	43.74
Level 2—Basic	22.51	25.89	29.26	33.77	45.02
Level 3—Intermediate	23.40	26.91	30.42	35.10	46.80
Level 4—Competent	24.26	27.90	31.54	36.39	48.52
Level 5—Advanced	25.22	29.00	32.79	37.83	50.44

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

	<b>Monday to Saturday – first 2 hours</b>	<b>Monday to Saturday – after 2 hours</b>	<b>Sunday – all day</b>	<b>Public holiday – all day</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1—Introductory	32.81	43.74	43.74	54.68
Level 2—Basic	33.77	45.02	45.02	56.28
Level 3—Intermediate	35.10	46.80	46.80	58.50
Level 4—Competent	36.39	48.52	48.52	60.65
Level 5—Advanced	37.83	50.44	50.44	63.05

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

	<b>Monday to Sunday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>
	<b>200%</b>
	<b>\$</b>
Level 1—Introductory	43.74
Level 2—Basic	45.02
Level 3—Intermediate	46.80
Level 4—Competent	48.52
Level 5—Advanced	50.44

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

	<b>Ordinary rate</b>	<b>Afternoon &amp; night</b>	<b>Permanent night</b>	<b>Saturday</b>	<b>Sunday &amp; public holiday</b>
	<b>All employees</b>	<b>Shiftworkers</b>			
	<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>125%</b>	<b>140%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1—Introductory	27.34	30.62	33.90	38.27	49.21
Level 2—Basic	28.14	31.51	34.89	39.39	50.65
Level 3—Intermediate	29.25	32.76	36.27	40.95	52.65
Level 4—Competent	30.33	33.96	37.60	42.46	54.59
Level 5—Advanced	31.53	35.31	39.09	44.14	56.75

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

12. By deleting the table appearing in clause C.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>	19.3(b)	2.5	22.49	per week
First aid allowance	19.3(c)	2.0	17.99	per week
Leading hand allowance—3 to 10 employees	19.3(d)	2.35	21.14	per week

Leading hand allowance—11 to 20 employees	19.3(d)	3.92	35.26	per week
Leading hand allowance—more than 20 employees	19.3(d)	4.71	42.37	per week

B. This determination comes into operation from 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