



# DETERMINATION

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

**Annual Wage Review 2022–23**  
(C2023/1)

**COAL EXPORT TERMINALS AWARD 2020**  
[MA000045]

Coal export terminals

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT CATANZARITI  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT HAMPTON  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, 20 JUNE 2023

*Annual Wage Review 2022–23.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[\[2023\] FWC FB 3500](#)], the above award is varied as follows:

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
<b>Operations and Services</b>		
Entry Level – Introductory	902.00	25.77
Basic	947.90	27.08
Competent	995.00	28.43
Advanced	1090.20	31.15
<b>Maintenance Trades</b>		
Entry Level – Introductory	947.90	27.08

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Competent	995.00	28.43
Advanced	1090.20	31.15
Dual Trade	1186.10	33.89

2. By deleting the amount “\$7.15” appearing in clause 17.3(a) and inserting “\$7.56”.
3. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>		<b>Sunday</b>
		<b>First 4 ordinary hours</b>	<b>After 4 ordinary hours</b>	
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Operations and Services</b>				
Entry Level – Introductory	25.77	38.66	51.54	51.54
Basic	27.08	40.62	54.16	54.16
Competent	28.43	42.65	56.86	56.86
Advanced	31.15	46.73	62.30	62.30
<b>Maintenance Trades</b>				
Entry Level – Introductory	27.08	40.62	54.16	54.16
Competent	28.43	42.65	56.86	56.86
Advanced	31.15	46.73	62.30	62.30
Dual Trade	33.89	50.84	67.78	67.78

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		
	<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>
<b>Operations and Services</b>				
Entry Level – Introductory	38.66	51.54	51.54	64.43
Basic	40.62	54.16	54.16	67.70
Competent	42.65	56.86	56.86	71.08
Advanced	46.73	62.30	62.30	77.88
<b>Maintenance Trades</b>				
Entry Level – Introductory	40.62	54.16	54.16	67.70
Competent	42.65	56.86	56.86	71.08
Advanced	46.73	62.30	62.30	77.88
Dual Trade	50.84	67.78	67.78	84.73

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

	Day	Afternoon shift	Night shift	Permanent night shift <sup>1</sup>
		<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>115%</b>	<b>115%</b>	<b>125%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Operations and Services</b>				
Entry Level – Introductory	25.77	29.64	29.64	32.21
Basic	27.08	31.14	31.14	33.85
Competent	28.43	32.69	32.69	35.54
Advanced	31.15	35.82	35.82	38.94
<b>Maintenance Trades</b>				
Entry Level – Introductory	27.08	31.14	31.14	33.85
Competent	28.43	32.69	32.69	35.54
Advanced	31.15	35.82	35.82	38.94
Dual Trade	33.89	38.97	38.97	42.36

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%
	\$	\$	\$	\$	\$
<b>Operations and Services</b>					
Entry Level – Introductory	38.66	51.54	51.54	51.54	64.43
Basic	40.62	54.16	54.16	54.16	67.70
Competent	42.65	56.86	56.86	56.86	71.08
Advanced	46.73	62.30	62.30	62.30	77.88
<b>Maintenance Trades</b>					
Entry Level – Introductory	40.62	54.16	54.16	54.16	67.70
Competent	42.65	56.86	56.86	56.86	71.08
Advanced	46.73	62.30	62.30	62.30	77.88
Dual Trade	50.84	67.78	67.78	67.78	84.73

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 <sup>1</sup>				
	100%	150%	200%	200%
	\$	\$	\$	\$
<b>Operations and Services</b>				
Entry Level – Introductory	32.21	48.32	64.42	64.42
Basic	33.85	50.78	67.70	67.70
Competent	35.54	53.31	71.08	71.08
Advanced	38.94	58.41	77.88	77.88
<b>Maintenance Trades</b>				
Entry Level – Introductory	33.85	50.78	67.70	67.70

	Ordinary hours	Saturday		Sunday
		First 4 ordinary hours	After 4 ordinary hours	
	<b>% of casual hourly rate<sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Competent	35.54	53.31	71.08	71.08
Advanced	38.94	58.41	77.88	77.88
Dual Trade	42.36	63.54	84.72	84.72

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

	Day	Afternoon shift	Night shift	Permanent night shift <sup>1</sup>
	<b>100%</b>	<b>115%</b>	<b>115%</b>	<b>125%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Operations and Services</b>				
Entry Level – Introductory	32.21	37.04	37.04	40.26
Basic	33.85	38.93	38.93	42.31
Competent	35.54	40.87	40.87	44.43
Advanced	38.94	44.78	44.78	48.68
<b>Maintenance Trades</b>				
Entry Level – Introductory	33.85	38.93	38.93	42.31
Competent	35.54	40.87	40.87	44.43
Advanced	38.94	44.78	44.78	48.68
Dual Trade	42.36	48.71	48.71	52.95

9. By deleting the amount “\$940.90” appearing in clause C.1.1 and inserting “\$995.00”.

10. 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>
First aid allowance	17.3(a)	0.76	7.56	per week

B. This determination comes into operation on 1 July 2023. 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 2023.



PRESIDENT

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