



DETERMINATION

Fair Work Act 2009

s 157—FWC may vary etc. modern awards if necessary to achieve modern awards objective

Review of C14 and C13 rates in modern awards (C2019/5259)

CEMENT, LIME AND QUARRYING AWARD 2020 [MA000055]

Cement and concrete products

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
COMMISSIONER DURHAM

MELBOURNE, 19 NOVEMBER 2024

Review of classification rates at the C14 and C13 level in modern awards – Cement, Lime and Quarrying Award 2020 – award varied.

A. Further to the decision issued by the Expert Panel on 19 November 2024 [\[2024\] FWCFB 438](#), the above award is varied as follows:

1. By deleting the row for Grade 2 in the table appearing in clause 16.2 and inserting the following:

Grade 2	915.90	24.10
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2. By deleting clause A.1.1 and inserting the following:

A.1.1 Level 1

A Level 1 employee is an employee who is undertaking Basic competency training for a period not in excess of 6 months.

3. By deleting clause A.1.2 and inserting the following:

A.1.2 Level 2

(a) A Level 2 employee is an employee who has attained the Basic competency and is:

(i) developing Yard competency (set out in clause A.2—Core Competencies) working under general supervision until fully competent; or

(ii) developing competency in one element of the Production competency (set out in clause A.2 —Core Competencies) working under general supervision until fully competent.

(b) An employee who has been employed for a period in excess of 6 months must be classified at Level 2 or higher.

4. By deleting clause B.1.1 and inserting the following:

B.1.1 Grade 1

A Grade 1 employee is an employee who is undertaking Basic Quarry competency training for a period not in excess of 6 months.

5. By deleting clause B.1.2 and inserting the following:

B.1.2 Grade 2

A Grade 2 employee:

- (a) is an employee who has been employed for a period in excess of 6 months;
- (b) performs general labouring duties; and
- (c) is undertaking training to be assessed as competent in one or more competencies in accordance with clause B.3.

6. By deleting the row for Grade 2 in the table appearing in clause D.2 and inserting the following:

Grade 2	24.96	28.70	28.70	32.45	37.44	49.92	49.92	62.40
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7. By deleting the row for Grade 2 in the table appearing in clause D.3 and inserting the following:

Grade 2	37.44	49.92	49.92
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8. By deleting the row for Grade 2 in the table appearing in clause D.4 and inserting the following:

Grade 2	31.20	34.94	34.94	38.69	43.68	56.16	56.16	68.64
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9. By updating the cross-references accordingly.

B. This determination comes into operation on 1 January 2025. In accordance with ss 165(3) and 166(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 January 2025.



PRESIDENT

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