



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2020–21
(C2021/1)

CONCRETE PRODUCTS AWARD 2020
[MA000056]

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:

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

| Employee classification | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|--------------------------------|---|----------------------------|
| | \$ | \$ |
| Level 1 | 772.60 | 20.33 |
| Level 2 | 794.70 | 20.91 |
| Level 3 | 825.20 | 21.72 |
| Level 4 | 853.60 | 22.46 |
| Level 5 | 899.50 | 23.67 |

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

3. By deleting the amount “\$22.61” appearing in clause 18.2(b)(i) and inserting “\$23.18”.
4. By deleting the amount “\$15.08” appearing in clause 18.2(b)(ii) and inserting “\$15.45”.
5. By deleting the amount “\$0.60” appearing in clause 18.2(c) and inserting “\$0.61”.
6. By deleting the amount “\$3.02” appearing in clause 18.2(d) and inserting “\$3.09”.
7. By deleting the table appearing in clause 18.2(e)(ii) and inserting the following:

| In charge of | \$ per week |
|-----------------------|--------------------|
| Less than 3 employees | 22.41 |
| 3 to 6 employees | 29.36 |
| More than 6 employees | 35.54 |

8. By deleting the amount “\$0.60” appearing in clause 18.2(f)(i) and inserting “\$0.61”.
9. By deleting the amount “\$0.93” appearing in clause 18.2(f)(ii) and inserting “\$0.96”.
10. By deleting the amount “\$0.93” appearing in clause 18.2(f)(iii) and inserting “\$0.96”.
11. By deleting the amount “\$4.86” appearing in clause 18.2(g) and inserting “\$4.98”.
12. By deleting the table appearing in clause B.2.1 and inserting the following:

| | Day | Public holiday |
|---------|--|-----------------------|
| | % of ordinary hourly rate¹ | |
| | 100% | 250% |
| | \$ | \$ |
| Level 1 | 20.94 | 52.35 |
| Level 2 | 21.52 | 53.80 |
| Level 3 | 22.33 | 55.83 |
| Level 4 | 23.07 | 57.68 |
| Level 5 | 24.28 | 60.70 |

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

| | Day | Afternoon & night | Non-successive afternoon & night ¹ | | Permanent night | Saturday | Sunday & public holiday |
|---------|--|-------------------|---|---------------|-----------------|-------------|-------------------------|
| | | | First 2 hours | After 2 hours | | | |
| | % of ordinary hourly rate² | | | | | | |
| | 100% | 115% | 150% | 200% | 125% | 150% | 200% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Level 1 | 20.94 | 24.08 | 31.41 | 41.88 | 26.18 | 31.41 | 41.88 |
| Level 2 | 21.52 | 24.75 | 32.28 | 43.04 | 26.90 | 32.28 | 43.04 |
| Level 3 | 22.33 | 25.68 | 33.50 | 44.66 | 27.91 | 33.50 | 44.66 |
| Level 4 | 23.07 | 26.53 | 34.61 | 46.14 | 28.84 | 34.61 | 46.14 |
| Level 5 | 24.28 | 27.92 | 36.42 | 48.56 | 30.35 | 36.42 | 48.56 |

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

| | Monday to Saturday | | Sunday – all day | Rostered day off | |
|---------|--|---------------|------------------|------------------|---------------|
| | First 2 hours | After 2 hours | | First 2 hours | After 2 hours |
| | % of ordinary hourly rate¹ | | | | |
| | 150% | 200% | 200% | 150% | 200% |
| | \$ | \$ | \$ | \$ | \$ |
| Level 1 | 31.41 | 41.88 | 41.88 | 31.41 | 41.88 |
| Level 2 | 32.28 | 43.04 | 43.04 | 32.28 | 43.04 |
| Level 3 | 33.50 | 44.66 | 44.66 | 33.50 | 44.66 |
| Level 4 | 34.61 | 46.14 | 46.14 | 34.61 | 46.14 |
| Level 5 | 36.42 | 48.56 | 48.56 | 36.42 | 48.56 |

15. By deleting the table appearing in clause B.3.2 and inserting the following:

| | Monday to Sunday and public holidays |
|---------|--|
| | % of ordinary hourly rate¹ |
| | 200% |
| | \$ |
| Level 1 | 41.88 |
| Level 2 | 43.04 |

| | Monday to Sunday and public holidays |
|---------|--|
| | % of ordinary hourly rate¹ |
| | 200% |
| | \$ |
| Level 3 | 44.66 |
| Level 4 | 46.14 |
| Level 5 | 48.56 |

16. By deleting the table appearing in clause B.3.3 and inserting the following:

| | Monday to Sunday | | Public holiday |
|---------|--|----------------------|-----------------------|
| | First 2 hours | After 2 hours | |
| | % of ordinary hourly rate¹ | | |
| | 150% | 200% | 200% |
| | \$ | \$ | \$ |
| Level 1 | 31.41 | 41.88 | 41.88 |
| Level 2 | 32.28 | 43.04 | 43.04 |
| Level 3 | 33.50 | 44.66 | 44.66 |
| Level 4 | 34.61 | 46.14 | 46.14 |
| Level 5 | 36.42 | 48.56 | 48.56 |

17. By deleting the table appearing in clause B.4.1 and inserting the following:

| | Day | Public holiday |
|---------|--|-----------------------|
| | % of ordinary hourly rate¹ | |
| | 125% | 275% |
| | \$ | \$ |
| Level 1 | 26.18 | 57.59 |
| Level 2 | 26.90 | 59.18 |
| Level 3 | 27.91 | 61.41 |
| Level 4 | 28.84 | 63.44 |
| Level 5 | 30.35 | 66.77 |

18. By deleting the table appearing in clause B.4.2 and inserting the following:

| | Day | Afternoon & night | Non-successive afternoon & night ¹ | | Permanent night | Saturday | Sunday & public holiday |
|--|-------------|----------------------|--|------------------|--------------------|-------------|-------------------------------|
| | | | First 2 hours | After 2 hours | | | |
| % of ordinary hourly rate² | | | | | | | |
| | 125% | 140% | 175% | 225% | 150% | 175% | 225% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Level 1 | 26.18 | 29.32 | 36.65 | 47.12 | 31.41 | 36.65 | 47.12 |
| Level 2 | 26.90 | 30.13 | 37.66 | 48.42 | 32.28 | 37.66 | 48.42 |
| Level 3 | 27.91 | 31.26 | 39.08 | 50.24 | 33.50 | 39.08 | 50.24 |
| Level 4 | 28.84 | 32.30 | 40.37 | 51.91 | 34.61 | 40.37 | 51.91 |
| Level 5 | 30.35 | 33.99 | 42.49 | 54.63 | 36.42 | 42.49 | 54.63 |

19. By deleting the amount “\$753.80” appearing in clause C.1.1 and inserting “\$772.60”.

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

| Allowance | Clause | % of standard weekly rate | \$ | Payable |
|---|-------------|---------------------------------|-------|----------|
| Industry allowance—Other than factories manufacturing tiles ¹ | 18.2(b)(i) | 3.0 | 23.18 | per week |
| Industry allowance—Factories manufacturing tiles ¹ | 18.2(b)(ii) | 2.0 | 15.45 | per week |
| First aid allowance | 18.2(d) | 0.4 | 3.09 | per day |
| Leading hand in charge of—Less than 3 employees | 18.2(e)(ii) | 2.9 | 22.41 | per week |
| Leading hand in charge of—3 to 6 employees | 18.2(e)(ii) | 3.8 | 29.36 | per week |
| Leading hand in charge of—More than 6 employees | 18.2(e)(ii) | 4.6 | 35.54 | per week |

21. By deleting the amount “\$19.84” appearing in clause C.1.2 and inserting “\$20.33”.

22. By deleting the table appearing in clause C.1.2 and inserting the following:

| Allowance | Clause | % of standard hourly rate | \$ | Payable |
|--|---------------|----------------------------------|-----------|--------------------------|
| Cement or concrete allowance | 18.2(c) | 3.0 | 0.61 | per hour or part thereof |
| Bituminous sprayer allowance—Exterior surfaces | 18.2(f)(i) | 3.0 | 0.61 | per hour or part thereof |
| Bituminous sprayer allowance—Epoxy based materials allowance | 18.2(f)(ii) | 4.7 | 0.96 | per hour or part thereof |
| Bituminous sprayer allowance—Sand-blasting allowance | 18.2(f)(iii) | 4.7 | 0.96 | per hour or part thereof |
| Fork-lift operators allowance | 18.2(g) | 24.5 | 4.98 | 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