



# DRAFT DETERMINATION

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

**Annual Wage Review 2021–22**  
(C2022/1)

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

Coal export terminals

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2022

*Annual Wage Review 2021–22.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] FWCFB 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	853.00	24.37
Basic	896.40	25.61
Competent	940.90	26.88
Advanced	1030.90	29.45
<b>Maintenance Trades</b>		
Entry Level – Introductory	896.40	25.61

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Competent	940.90	26.88
Advanced	1030.90	29.45
Dual Trade	1121.60	32.05

2. By deleting the amount “\$6.84” appearing in clause 17.3(a) and inserting “\$7.15”.
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	24.37	36.56	48.74	48.74
Basic	25.61	38.42	51.22	51.22
Competent	26.88	40.32	53.76	53.76
Advanced	29.45	44.18	58.90	58.90
<b>Maintenance Trades</b>				
Entry Level – Introductory	25.61	38.42	51.22	51.22
Competent	26.88	40.32	53.76	53.76
Advanced	29.45	44.18	58.90	58.90
Dual Trade	32.05	48.08	64.10	64.10

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	36.56	48.74	48.74	60.93
Basic	38.42	51.22	51.22	64.03
Competent	40.32	53.76	53.76	67.20
Advanced	44.18	58.90	58.90	73.63
<b>Maintenance Trades</b>				
Entry Level – Introductory	38.42	51.22	51.22	64.03
Competent	40.32	53.76	53.76	67.20
Advanced	44.18	58.90	58.90	73.63
Dual Trade	48.08	64.10	64.10	80.13

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	24.37	28.03	28.03	30.46
Basic	25.61	29.45	29.45	32.01
Competent	26.88	30.91	30.91	33.60
Advanced	29.45	33.87	33.87	36.81
<b>Maintenance Trades</b>				
Entry Level – Introductory	25.61	29.45	29.45	32.01
Competent	26.88	30.91	30.91	33.60
Advanced	29.45	33.87	33.87	36.81
Dual Trade	32.05	36.86	36.86	40.06

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	36.56	48.74	48.74	48.74	60.93
Basic	38.42	51.22	51.22	51.22	64.03
Competent	40.32	53.76	53.76	53.76	67.20
Advanced	44.18	58.90	58.90	58.90	73.63
<b>Maintenance Trades</b>					
Entry Level – Introductory	38.42	51.22	51.22	51.22	64.03
Competent	40.32	53.76	53.76	53.76	67.20
Advanced	44.18	58.90	58.90	58.90	73.63
Dual Trade	48.08	64.10	64.10	64.10	80.13

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	30.46	45.69	60.92	60.92
Basic	32.01	48.02	64.02	64.02
Competent	33.60	50.40	67.20	67.20
Advanced	36.81	55.22	73.62	73.62

	Ordinary hours	Saturday		Sunday
		First 4 ordinary hours	After 4 ordinary hours	
	% of casual hourly rate <sup>1</sup>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>
	\$	\$	\$	\$
<b>Maintenance Trades</b>				
Entry Level – Introductory	32.01	48.02	64.02	64.02
Competent	33.60	50.40	67.20	67.20
Advanced	36.81	55.22	73.62	73.62
Dual Trade	40.06	60.09	80.12	80.12

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>Operations and Services</b>				
Entry Level – Introductory	30.46	35.03	35.03	38.08
Basic	32.01	36.81	36.81	40.01
Competent	33.60	38.64	38.64	42.00
Advanced	36.81	42.33	42.33	46.01
<b>Maintenance Trades</b>				
Entry Level – Introductory	32.01	36.81	36.81	40.01
Competent	33.60	38.64	38.64	42.00
Advanced	36.81	42.33	42.33	46.01
Dual Trade	40.06	46.07	46.07	50.08

9. By deleting the amount “\$899.50” appearing in clause C.1.1 and inserting “\$940.90”.

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	7.15	per week

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT