



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

COAL EXPORT TERMINALS AWARD 2020
[MA000045]

Coal export terminals

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

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

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

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Operations and Services		
Entry Level – Introductory	935.80	26.74
Basic	983.40	28.10
Competent	1032.30	29.49
Advanced	1131.10	32.32
Maintenance Trades		
Entry Level – Introductory	983.40	28.10

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Competent	1032.30	29.49
Advanced	1131.10	32.32
Dual Trade	1230.60	35.16

2. By deleting the amount “\$7.56” appearing in clause 17.3(a) and inserting “\$7.85”.
3. By deleting the table appearing in clause B.1.1 and inserting the following:

	Ordinary hours	Saturday		Sunday
		First 4 ordinary hours	After 4 ordinary hours	
	% of minimum hourly rate			
	100%	150%	200%	200%
	\$	\$	\$	\$
Operations and Services				
Entry Level – Introductory	26.74	40.11	53.48	53.48
Basic	28.10	42.15	56.20	56.20
Competent	29.49	44.24	58.98	58.98
Advanced	32.32	48.48	64.64	64.64
Maintenance Trades				
Entry Level – Introductory	28.10	42.15	56.20	56.20
Competent	29.49	44.24	58.98	58.98
Advanced	32.32	48.48	64.64	64.64
Dual Trade	35.16	52.74	70.32	70.32

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		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Operations and Services				
Entry Level – Introductory	40.11	53.48	53.48	66.85
Basic	42.15	56.20	56.20	70.25
Competent	44.24	58.98	58.98	73.73
Advanced	48.48	64.64	64.64	80.80
Maintenance Trades				
Entry Level – Introductory	42.15	56.20	56.20	70.25
Competent	44.24	58.98	58.98	73.73
Advanced	48.48	64.64	64.64	80.80
Dual Trade	52.74	70.32	70.32	87.90

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

	Day	Afternoon shift	Night shift	Permanent night shift ¹
		% of minimum hourly rate		
	100%	115%	115%	125%
	\$	\$	\$	\$
Operations and Services				
Entry Level – Introductory	26.74	30.75	30.75	33.43
Basic	28.10	32.32	32.32	35.13
Competent	29.49	33.91	33.91	36.86
Advanced	32.32	37.17	37.17	40.40
Maintenance Trades				
Entry Level – Introductory	28.10	32.32	32.32	35.13
Competent	29.49	33.91	33.91	36.86
Advanced	32.32	37.17	37.17	40.40
Dual Trade	35.16	40.43	40.43	43.95

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%
	\$	\$	\$	\$	\$
Operations and Services					
Entry Level – Introductory	40.11	53.48	53.48	53.48	66.85
Basic	42.15	56.20	56.20	56.20	70.25
Competent	44.24	58.98	58.98	58.98	73.73
Advanced	48.48	64.64	64.64	64.64	80.80
Maintenance Trades					
Entry Level – Introductory	42.15	56.20	56.20	56.20	70.25
Competent	44.24	58.98	58.98	58.98	73.73
Advanced	48.48	64.64	64.64	64.64	80.80
Dual Trade	52.74	70.32	70.32	70.32	87.90

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 ¹			
	100%	150%	200%	200%
	\$	\$	\$	\$
Operations and Services				
Entry Level – Introductory	33.43	50.15	66.86	66.86
Basic	35.13	52.70	70.26	70.26
Competent	36.86	55.29	73.72	73.72
Advanced	40.40	60.60	80.80	80.80
Maintenance Trades				
Entry Level – Introductory	35.13	52.70	70.26	70.26

	Ordinary hours	Saturday		Sunday
		First 4 ordinary hours	After 4 ordinary hours	
	% of casual hourly rate¹			
	100%	150%	200%	200%
	\$	\$	\$	\$
Competent	36.86	55.29	73.72	73.72
Advanced	40.40	60.60	80.80	80.80
Dual Trade	43.95	65.93	87.90	87.90

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

	Day	Afternoon shift	Night shift	Permanent night shift ¹
	100%	115%	115%	125%
	\$	\$	\$	\$
Operations and Services				
Entry Level – Introductory	33.43	38.44	38.44	41.79
Basic	35.13	40.40	40.40	43.91
Competent	36.86	42.39	42.39	46.08
Advanced	40.40	46.46	46.46	50.50
Maintenance Trades				
Entry Level – Introductory	35.13	40.40	40.40	43.91
Competent	36.86	42.39	42.39	46.08
Advanced	40.40	46.46	46.46	50.50
Dual Trade	43.95	50.54	50.54	54.94

9. By deleting the amount “\$995.00” appearing in clause C.1.1 and inserting “\$1032.30”.

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

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	17.3(a)	0.76	7.85	per week

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT