



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

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 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

- 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	793.20	22.66
Basic	835.50	23.87
Competent	877.60	25.07
Advanced	961.60	27.47
Maintenance Trades		
Entry Level – Introductory	835.50	23.87

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Competent	877.60	25.07
Advanced	961.60	27.47
Dual Trade	1046.10	29.89

2. By deleting the amount “\$6.56” appearing in clause 17.3(a) and inserting “\$6.67”.
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	22.66	33.99	45.32	45.32
Basic	23.87	35.81	47.74	47.74
Competent	25.07	37.61	50.14	50.14
Advanced	27.47	41.21	54.94	54.94
Maintenance Trades				
Entry Level – Introductory	23.87	35.81	47.74	47.74
Competent	25.07	37.61	50.14	50.14
Advanced	27.47	41.21	54.94	54.94
Dual Trade	29.89	44.84	59.78	59.78

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		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Operations and Services				
Entry Level – Introductory	33.99	45.32	45.32	56.65
Basic	35.81	47.74	47.74	59.68
Competent	37.61	50.14	50.14	62.68
Advanced	41.21	54.94	54.94	68.68
Maintenance Trades				
Entry Level – Introductory	35.81	47.74	47.74	59.68
Competent	37.61	50.14	50.14	62.68
Advanced	41.21	54.94	54.94	68.68
Dual Trade	44.84	59.78	59.78	74.73

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	22.66	26.06	26.06	28.33
Basic	23.87	27.45	27.45	29.84
Competent	25.07	28.83	28.83	31.34
Advanced	27.47	31.59	31.59	34.34
Maintenance Trades				
Entry Level – Introductory	23.87	27.45	27.45	29.84
Competent	25.07	28.83	28.83	31.34
Advanced	27.47	31.59	31.59	34.34
Dual Trade	29.89	34.37	34.37	37.36

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	Public holiday
	First 3 hours	After 3 hours			
% of minimum hourly rate					
	150%	200%	200%	200%	250%
	\$	\$	\$	\$	\$
Operations and Services					
Entry Level – Introductory	33.99	45.32	45.32	45.32	56.65
Basic	35.81	47.74	47.74	47.74	59.68
Competent	37.61	50.14	50.14	50.14	62.68
Advanced	41.21	54.94	54.94	54.94	68.68
Maintenance Trades					
Entry Level – Introductory	35.81	47.74	47.74	47.74	59.68
Competent	37.61	50.14	50.14	50.14	62.68
Advanced	41.21	54.94	54.94	54.94	68.68
Dual Trade	44.84	59.78	59.78	59.78	74.73

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 ¹				
	100%	150%	200%	200%
	\$	\$	\$	\$
Operations and Services				
Entry Level – Introductory	28.33	42.50	56.66	56.66
Basic	29.84	44.76	59.68	59.68
Competent	31.34	47.01	62.68	62.68
Advanced	34.34	51.51	68.68	68.68

	Ordinary hours	Saturday		Sunday
		First 4 ordinary hours	After 4 ordinary hours	
	% of casual hourly rate¹			
	100%	150%	200%	200%
	\$	\$	\$	\$
Maintenance Trades				
Entry Level – Introductory	29.84	44.76	59.68	59.68
Competent	31.34	47.01	62.68	62.68
Advanced	34.34	51.51	68.68	68.68
Dual Trade	37.36	56.04	74.72	74.72

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	28.33	32.58	32.58	35.41
Basic	29.84	34.32	34.32	37.30
Competent	31.34	36.04	36.04	39.18
Advanced	34.34	39.49	39.49	42.93
Maintenance Trades				
Entry Level – Introductory	29.84	34.32	34.32	37.30
Competent	31.34	36.04	36.04	39.18
Advanced	34.34	39.49	39.49	42.93
Dual Trade	37.36	42.96	42.96	46.70

9. By deleting the amount “\$862.50” appearing in clause C.1.1 and inserting “\$877.60”.

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	6.67	per week

B. This determination comes into operation on 1 November 2020. 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 November 2020.

PRESIDENT