



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

ASPHALT INDUSTRY AWARD 2020
[MA000054]

Asphalt industry

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:

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

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Skill Level 1	753.80	19.84
Skill Level 2	797.80	20.99
Skill Level 3	831.00	21.87
Skill Level 4	877.80	23.10
Skill Level 5	885.40	23.30

2. By deleting the year “2019” in clause 15.4(b) and inserting “2020”.
3. By deleting the amount “\$32.67” appearing in clause 17.2(b) and inserting “\$33.24”.

4. By deleting the amount “\$33.48” appearing in clause 17.2(c)(i) and inserting “\$34.07”.
5. By deleting the amount “\$3.27” appearing in clause 17.2(d) and inserting “\$3.32”.
6. By deleting the amount “\$28.58” appearing in clause 17.2(e) and inserting “\$29.09”.
7. By deleting the table appearing in clause A.2.1 and inserting the following:

	Day	Public holiday
	% of ordinary hourly rate¹	
	100%	250%
	\$	\$
Skill Level 1	21.61	54.03
Skill Level 2	22.76	56.90
Skill Level 3	23.64	59.10
Skill Level 4	24.87	62.18
Skill Level 5	25.07	62.68

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

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday – all day
	% of ordinary hourly rate¹		
	150%	200%	200%
	\$	\$	\$
Skill Level 1	32.42	43.22	43.22
Skill Level 2	34.14	45.52	45.52
Skill Level 3	35.46	47.28	47.28
Skill Level 4	37.31	49.74	49.74
Skill Level 5	37.61	50.14	50.14

9. By deleting the table appearing in clause A.2.3 and inserting the following:

	Day	Afternoon or night	Non-successive afternoon or night ¹		Permanent night ²	Saturday	Sunday	Public holiday
			8 hours or less	More than 8 hours				
			% of ordinary hourly rate³					
	100%	115%	150%	200%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Skill Level 1	21.61	24.85	32.42	43.22	28.09	32.42	43.22	54.03
Skill Level 2	22.76	26.17	34.14	45.52	29.59	34.14	45.52	56.90
Skill Level 3	23.64	27.19	35.46	47.28	30.73	35.46	47.28	59.10
Skill Level 4	24.87	28.60	37.31	49.74	32.33	37.31	49.74	62.18
Skill Level 5	25.07	28.83	37.61	50.14	32.59	37.61	50.14	62.68

10. By deleting the table appearing in clause A.2.4 and inserting the following:

	Overtime	Unrelieved overtime	
		First 8 hours	After 8 hours
		% of ordinary rate¹	
	200%	150%	200%
	\$	\$	\$
Skill Level 1	43.22	32.42	43.22
Skill Level 2	45.52	34.14	45.52
Skill Level 3	47.28	35.46	47.28
Skill Level 4	49.74	37.31	49.74
Skill Level 5	50.14	37.61	50.14

11. By deleting the table appearing in clause A.3.2 and inserting the following:

	Day	Public holiday
	% of casual ordinary hourly rate¹	
	100%	250%
	\$	\$
Skill Level 1	27.01	67.53
Skill Level 2	28.45	71.13
Skill Level 3	29.55	73.88
Skill Level 4	31.09	77.73
Skill Level 5	31.34	78.35

12. By deleting the table appearing in clause A.3.3 and inserting the following:

	Day	Afternoon or night	Non-successive afternoon or night¹		Permanent night²	Saturday	Sunday	Public holiday
			8 hours or less	More than 8 hours				
	% of casual ordinary hourly rate³							
	100%	115%	150%	200%	130%	150%	200%	250%
	\$	\$	\$	\$	\$	\$	\$	\$
Skill Level 1	27.01	31.06	40.52	54.02	35.11	40.52	54.02	67.53
Skill Level 2	28.45	32.72	42.68	56.90	36.99	42.68	56.90	71.13
Skill Level 3	29.55	33.98	44.33	59.10	38.42	44.33	59.10	73.88
Skill Level 4	31.09	35.75	46.64	62.18	40.42	46.64	62.18	77.73
Skill Level 5	31.34	36.04	47.01	62.68	40.74	47.01	62.68	78.35

13. By deleting the amount “\$816.70” appearing in clause B.1.1 and inserting “\$831.00”.

14. By deleting the table appearing in clause B.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Industry allowance ¹	17.2(b)	4.0	33.24	per week
Inclement weather allowance ²	17.2(c)(i)	4.1	34.07	per week
First aid allowance	17.2(d)	0.4	3.32	per day
Leading hand allowance	17.2(e)	3.5	29.09	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