



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

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 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 16.2 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	753.80	19.84
Level 2	775.30	20.40
Level 3	805.10	21.19
Level 4	832.80	21.92
Level 5	877.60	23.09

2. By deleting the year “2019” in clause 16.5(b) and inserting “2020”.

3. By deleting the amount “\$22.22” appearing in clause 18.2(b)(i) and inserting “\$22.61”.
4. By deleting the amount “\$14.82” appearing in clause 18.2(b)(ii) and inserting “\$15.08”.
5. By deleting the amount “\$0.58” appearing in clause 18.2(c) and inserting “\$0.60”.
6. By deleting the amount “\$2.96” appearing in clause 18.2(d) and inserting “\$3.02”.
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	21.86
3 to 6 employees	28.64
More than 6 employees	34.67

8. By deleting the amount “\$0.58” appearing in clause 18.2(f)(i) and inserting “\$0.60”.
9. By deleting the amount “\$0.92” appearing in clause 18.2(f)(ii) and inserting “\$0.93”.
10. By deleting the amount “\$0.92” appearing in clause 18.2(f)(iii) and inserting “\$0.93”.
11. By deleting the amount “\$4.78” appearing in clause 18.2(g) and inserting “\$4.86”.
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	20.44	51.10
Level 2	21.00	52.50
Level 3	21.79	54.48
Level 4	22.52	56.30
Level 5	23.69	59.23

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	20.44	23.51	30.66	40.88	25.55	30.66	40.88
Level 2	21.00	24.15	31.50	42.00	26.25	31.50	42.00
Level 3	21.79	25.06	32.69	43.58	27.24	32.69	43.58
Level 4	22.52	25.90	33.78	45.04	28.15	33.78	45.04
Level 5	23.69	27.24	35.54	47.38	29.61	35.54	47.38

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	30.66	40.88	40.88	30.66	40.88
Level 2	31.50	42.00	42.00	31.50	42.00
Level 3	32.69	43.58	43.58	32.69	43.58
Level 4	33.78	45.04	45.04	33.78	45.04
Level 5	35.54	47.38	47.38	35.54	47.38

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	40.88
Level 2	42.00

	Monday to Sunday and public holidays
	% of ordinary hourly rate¹
	200%
	\$
Level 3	43.58
Level 4	45.04
Level 5	47.38

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	30.66	40.88	40.88
Level 2	31.50	42.00	42.00
Level 3	32.69	43.58	43.58
Level 4	33.78	45.04	45.04
Level 5	35.54	47.38	47.38

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	25.55	56.21
Level 2	26.25	57.75
Level 3	27.24	59.92
Level 4	28.15	61.93
Level 5	29.61	65.15

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	25.55	28.62	35.77	45.99	30.66	35.77	45.99
Level 2	26.25	29.40	36.75	47.25	31.50	36.75	47.25
Level 3	27.24	30.51	38.13	49.03	32.69	38.13	49.03
Level 4	28.15	31.53	39.41	50.67	33.78	39.41	50.67
Level 5	29.61	33.17	41.46	53.30	35.54	41.46	53.30

19. By deleting the amount “\$740.80” appearing in clause C.1.1 and inserting “\$753.80”.

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	22.61	per week
Industry allowance—Factories manufacturing tiles ¹	18.2(b)(ii)	2.0	15.08	per week
First aid allowance	18.2(d)	0.4	3.02	per day
Leading hand in charge of—Less than 3 employees	18.2(e)(ii)	2.9	21.86	per week
Leading hand in charge of—3 to 6 employees	18.2(e)(ii)	3.8	28.64	per week
Leading hand in charge of—More than 6 employees	18.2(e)(ii)	4.6	34.67	per week

21. By deleting the amount “\$19.49” appearing in clause C.1.2 and inserting “\$19.84”.

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	0.60	per hour or part thereof
Bituminous sprayer allowance—Exterior surfaces	18.2(f)(i)	3.0	0.60	per hour or part thereof
Bituminous sprayer allowance—Epoxy based materials allowance	18.2(f)(ii)	4.7	0.93	per hour or part thereof
Bituminous sprayer allowance—Sand-blasting allowance	18.2(f)(iii)	4.7	0.93	per hour
Fork-lift operators allowance	18.2(g)	24.5	4.86	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