



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22
(C2022/1)

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 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:

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 | 812.60 | 21.38 |
| Level 2 | 834.70 | 21.97 |
| Level 3 | 865.20 | 22.77 |
| Level 4 | 893.60 | 23.52 |
| Level 5 | 940.90 | 24.76 |

2. By deleting the year “2021” in clause 16.5(b) and inserting “2022”.
3. By deleting the amount "\$23.18" appearing in clause 18.2(b)(i) and inserting "\$24.38".

4. By deleting the amount "\$15.45" appearing in clause 18.2(b)(ii) and inserting "\$16.25".
5. By deleting the amount "\$0.61" appearing in clause 18.2(c) and inserting "\$0.64".
6. By deleting the amount "\$3.09" appearing in clause 18.2(d) and inserting "\$3.25".
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 | 23.57 |
| 3 to 6 employees | 30.88 |
| More than 6 employees | 37.38 |

8. By deleting the amount "\$0.61" appearing in clause 18.2(f)(i) and inserting "\$0.64".
9. By deleting the amount "\$0.96" appearing in clause 18.2(f)(ii) and inserting "\$1.00".
10. By deleting the amount "\$0.96" appearing in clause 18.2(f)(iii) and inserting "\$1.00".
11. By deleting the amount "\$4.98" appearing in clause 18.2(g) and inserting "\$5.24".
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 | 22.02 | 55.05 |
| Level 2 | 22.61 | 56.53 |
| Level 3 | 23.41 | 58.53 |
| Level 4 | 24.16 | 60.40 |
| Level 5 | 25.40 | 63.50 |

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 | 22.02 | 25.32 | 33.03 | 44.04 | 27.53 | 33.03 | 44.04 |
| Level 2 | 22.61 | 26.00 | 33.92 | 45.22 | 28.26 | 33.92 | 45.22 |
| Level 3 | 23.41 | 26.92 | 35.12 | 46.82 | 29.26 | 35.12 | 46.82 |
| Level 4 | 24.16 | 27.78 | 36.24 | 48.32 | 30.20 | 36.24 | 48.32 |
| Level 5 | 25.40 | 29.21 | 38.10 | 50.80 | 31.75 | 38.10 | 50.80 |

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 | 33.03 | 44.04 | 44.04 | 33.03 | 44.04 |
| Level 2 | 33.92 | 45.22 | 45.22 | 33.92 | 45.22 |
| Level 3 | 35.12 | 46.82 | 46.82 | 35.12 | 46.82 |
| Level 4 | 36.24 | 48.32 | 48.32 | 36.24 | 48.32 |
| Level 5 | 38.10 | 50.80 | 50.80 | 38.10 | 50.80 |

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 | 44.04 |
| Level 2 | 45.22 |

| | Monday to Sunday and public holidays |
|---------|--|
| | % of ordinary hourly rate¹ |
| | 200% |
| | \$ |
| Level 3 | 46.82 |
| Level 4 | 48.32 |
| Level 5 | 50.80 |

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 | 33.03 | 44.04 | 44.04 |
| Level 2 | 33.92 | 45.22 | 45.22 |
| Level 3 | 35.12 | 46.82 | 46.82 |
| Level 4 | 36.24 | 48.32 | 48.32 |
| Level 5 | 38.10 | 50.80 | 50.80 |

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 | 27.53 | 60.56 |
| Level 2 | 28.26 | 62.18 |
| Level 3 | 29.26 | 64.38 |
| Level 4 | 30.20 | 66.44 |
| Level 5 | 31.75 | 69.85 |

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 rate ² | | | | | | | |
| | 125% | 140% | 175% | 225% | 150% | 175% | 225% |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Level 1 | 27.53 | 30.83 | 38.54 | 49.55 | 33.03 | 38.54 | 49.55 |
| Level 2 | 28.26 | 31.65 | 39.57 | 50.87 | 33.92 | 39.57 | 50.87 |
| Level 3 | 29.26 | 32.77 | 40.97 | 52.67 | 35.12 | 40.97 | 52.67 |
| Level 4 | 30.20 | 33.82 | 42.28 | 54.36 | 36.24 | 42.28 | 54.36 |
| Level 5 | 31.75 | 35.56 | 44.45 | 57.15 | 38.10 | 44.45 | 57.15 |

19. By deleting the amount “\$772.60” appearing in clause C.1.1 and inserting “\$812.60”.

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 | 24.38 | per week |
| Industry allowance—Factories manufacturing tiles ¹ | 18.2(b)(ii) | 2.0 | 16.25 | per week |
| First aid allowance | 18.2(d) | 0.4 | 3.25 | per day |
| Leading hand in charge of—Less than 3 employees | 18.2(e)(ii) | 2.9 | 23.57 | per week |
| Leading hand in charge of—3 to 6 employees | 18.2(e)(ii) | 3.8 | 30.88 | per week |
| Leading hand in charge of—More than 6 employees | 18.2(e)(ii) | 4.6 | 37.38 | per week |

21. By deleting the amount “\$20.33” appearing in clause C.1.2 and inserting “\$21.38”.

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 | 0.64 | per hour or part thereof |
| Bituminous sprayer allowance—Exterior surfaces | 18.2(f)(i) | 3.0 | 0.64 | per hour or part thereof |
| Bituminous sprayer allowance—Epoxy based materials allowance | 18.2(f)(ii) | 4.7 | 1.00 | per hour or part thereof |
| Bituminous sprayer allowance—Sand-blasting allowance | 18.2(f)(iii) | 4.7 | 1.00 | per hour or part thereof |
| Fork-lift operators allowance | 18.2(g) | 24.5 | 5.24 | 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