



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

WATER INDUSTRY AWARD 2020
[MA000113]

Water, sewerage and drainage services

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

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] FWCFB 3500], the above award is varied as follows:

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

| Employee classifications | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|---------------------------------|---|----------------------------|
| | \$ | \$ |
| Level 1 | 915.80 | 24.10 |
| Level 2 | 945.00 | 24.87 |
| Level 3 | 980.60 | 25.81 |
| Level 4 | 995.00 | 26.18 |
| Level 5 | 1057.40 | 27.83 |
| Level 6 | 1144.30 | 30.11 |
| Level 7 | 1164.10 | 30.63 |
| Level 8 | 1257.90 | 33.10 |

| Employee classifications | Minimum weekly rate (full-time employee) | Minimum hourly rate |
|---------------------------------|---|----------------------------|
| | \$ | \$ |
| Level 9 | 1345.70 | 35.41 |
| Level 10 | 1470.80 | 38.71 |

2. By deleting the year “2022” in clause 15.7(b) and inserting “2023”.

3. By deleting the table appearing in clause 18.2(a) and inserting the following:

| Supervisor’s classification level | Number of employees supervised | \$ per week |
|--|---|--------------------|
| 3 or 4 | 1 to 5 | 28.80 |
| 3 or 4 | 6 to 15 | 39.27 |
| 3, 4 or 5 | Over 15 | 49.74 |

4. By deleting the amount “\$16.09” appearing in clause 18.2(b)(i) and inserting “\$17.02”.

5. By deleting the amounts “\$0.87”, “\$1.24” and “\$12.38” appearing in clause 18.2(c)(ii) and inserting “\$0.92”, “\$1.31” and “\$13.09” respectively.

6. By deleting the amount “\$12.38” appearing in clause 18.2(e)(v) and inserting “\$13.09”.

7. By deleting the amount “\$37.14” appearing in clause 20.6(b)(i) and inserting “\$39.27”.

8. By deleting the amount “\$49.52” appearing in clause 20.6(b)(ii) and inserting “\$52.36”.

9. By deleting the amount “\$61.90” appearing in clause 20.6(b)(iii) and inserting “\$65.45”.

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

| | Ordinary hours | Public holiday |
|---------|---------------------------------|-----------------------|
| | % of minimum hourly rate | |
| | 100% | 250% |
| | \$ | \$ |
| Level 1 | 24.10 | 60.25 |
| Level 2 | 24.87 | 62.18 |

| | Ordinary hours | Public holiday |
|----------|---------------------------------|-----------------------|
| | % of minimum hourly rate | |
| | 100% | 250% |
| | \$ | \$ |
| Level 3 | 25.81 | 64.53 |
| Level 4 | 26.18 | 65.45 |
| Level 5 | 27.83 | 69.58 |
| Level 6 | 30.11 | 75.28 |
| Level 7 | 30.63 | 76.58 |
| Level 8 | 33.10 | 82.75 |
| Level 9 | 35.41 | 88.53 |
| Level 10 | 38.71 | 96.78 |

11. By deleting the table appearing in clause B.1.2 and inserting the following:

| | Day shift | Afternoon shift | Night shift | Public holiday |
|----------|---------------------------------|------------------------|--------------------|-----------------------|
| | % of minimum hourly rate | | | |
| | 100% | 115% | 130% | 250% |
| | \$ | \$ | \$ | \$ |
| Level 1 | 24.10 | 27.72 | 31.33 | 60.25 |
| Level 2 | 24.87 | 28.60 | 32.33 | 62.18 |
| Level 3 | 25.81 | 29.68 | 33.55 | 64.53 |
| Level 4 | 26.18 | 30.11 | 34.03 | 65.45 |
| Level 5 | 27.83 | 32.00 | 36.18 | 69.58 |
| Level 6 | 30.11 | 34.63 | 39.14 | 75.28 |
| Level 7 | 30.63 | 35.22 | 39.82 | 76.58 |
| Level 8 | 33.10 | 38.07 | 43.03 | 82.75 |
| Level 9 | 35.41 | 40.72 | 46.03 | 88.53 |
| Level 10 | 38.71 | 44.52 | 50.32 | 96.78 |

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

| | Monday to Saturday – first 2 hours | Monday to Saturday – after 2 hours | Sunday | Public holiday |
|----------|---|---|---------------|-----------------------|
| | % of minimum hourly rate | | | |
| | 150% | 200% | 200% | 250% |
| | \$ | \$ | \$ | \$ |
| Level 1 | 36.15 | 48.20 | 48.20 | 60.25 |
| Level 2 | 37.31 | 49.74 | 49.74 | 62.18 |
| Level 3 | 38.72 | 51.62 | 51.62 | 64.53 |
| Level 4 | 39.27 | 52.36 | 52.36 | 65.45 |
| Level 5 | 41.75 | 55.66 | 55.66 | 69.58 |
| Level 6 | 45.17 | 60.22 | 60.22 | 75.28 |
| Level 7 | 45.95 | 61.26 | 61.26 | 76.58 |
| Level 8 | 49.65 | 66.20 | 66.20 | 82.75 |
| Level 9 | 53.12 | 70.82 | 70.82 | 88.53 |
| Level 10 | 58.07 | 77.42 | 77.42 | 96.78 |

13. By deleting the table appearing in clause B.2.1 and inserting the following:

| | Ordinary hours | Public holiday |
|----------|---------------------------------|-----------------------|
| | % of minimum hourly rate | |
| | 125% | 275% |
| | \$ | \$ |
| Level 1 | 30.13 | 66.28 |
| Level 2 | 31.09 | 68.39 |
| Level 3 | 32.26 | 70.98 |
| Level 4 | 32.73 | 72.00 |
| Level 5 | 34.79 | 76.53 |
| Level 6 | 37.64 | 82.80 |
| Level 7 | 38.29 | 84.23 |
| Level 8 | 41.38 | 91.03 |
| Level 9 | 44.26 | 97.38 |
| Level 10 | 48.39 | 106.45 |

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

| | Day shift | Afternoon shift | Night shift | Public holiday |
|----------|---------------------------------|------------------------|--------------------|-----------------------|
| | % of minimum hourly rate | | | |
| | 125% | 140% | 155% | 275% |
| | \$ | \$ | \$ | \$ |
| Level 1 | 30.13 | 33.74 | 37.36 | 66.28 |
| Level 2 | 31.09 | 34.82 | 38.55 | 68.39 |
| Level 3 | 32.26 | 36.13 | 40.01 | 70.98 |
| Level 4 | 32.73 | 36.65 | 40.58 | 72.00 |
| Level 5 | 34.79 | 38.96 | 43.14 | 76.53 |
| Level 6 | 37.64 | 42.15 | 46.67 | 82.80 |
| Level 7 | 38.29 | 42.88 | 47.48 | 84.23 |
| Level 8 | 41.38 | 46.34 | 51.31 | 91.03 |
| Level 9 | 44.26 | 49.57 | 54.89 | 97.38 |
| Level 10 | 48.39 | 54.19 | 60.00 | 106.45 |

15. By deleting the amount “\$24.76” appearing in clause C.1.1 and inserting “\$26.18”.
16. By deleting the table appearing in C.1.1 and inserting the following:

| Allowance | Clause | % of standard rate | \$ | Payable |
|---|---------------|---------------------------|-----------|----------------|
| Leading hand allowance— Supervisor level 3 or 4— supervising 1 to 5 employees | 18.2(a) | 110.0 | 28.80 | per week |
| Leading hand allowance— Supervisor level 3 or 4— supervising 6 to 15 employees | 18.2(a) | 150.0 | 39.27 | per week |
| Leading hand allowance— Supervisor level 3, 4 or 5—supervising over 15 employees | 18.2(a) | 190.0 | 49.74 | per week |
| First aid allowance | 18.2(b)(i) | 65.0 | 17.02 | per week |
| Adverse working conditions allowance— Level 1 | 18.2(c)(ii) | 3.5 | 0.92 | per hour |

| Allowance | Clause | % of standard rate | \$ | Payable |
|---|---------------|---------------------------|-----------|----------------|
| Adverse working conditions allowance— Level 2 | 18.2(c)(ii) | 5.0 | 1.31 | per hour |
| Adverse working conditions allowance— Level 3 | 18.2(c)(ii) | 50.0 | 13.09 | per hour |
| Transfers, travelling and working away from normal starting point | 18.2(e)(v) | 50.0 | 13.09 | per day |
| On-call allowance— Weekday | 20.6(b)(i) | 150.0 | 39.27 | per day |
| On-call allowance— Saturday | 20.6(b)(ii) | 200.0 | 52.36 | per day |
| On-call allowance— Sunday or public holiday | 20.6(b)(iii) | 250.0 | 65.45 | per day |

B. This determination comes into operation on 1 July 2023. 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 2023.

PRESIDENT