



DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

SALT INDUSTRY AWARD 2020
[MA000107]

Salt industry

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

SYDNEY, 20 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 16.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1—Introductory	897.50	23.62
Level 2—Basic	923.10	24.29
Level 3—Intermediate	958.70	25.23
Level 4—Competent	995.00	26.18
Level 5—Advanced	1035.10	27.24

2. By deleting the table appearing in clause 16.2 and inserting the following:

Age	% of Level 2 adult rate	Junior minimum weekly rate¹	Junior minimum hourly rate²
	%	\$	\$
16 years or less	65	600.02	15.79
At 17 years	80	738.48	19.43
At 18 years	90	830.79	21.86
At 19 years	100	923.10	24.29

3. By deleting the year “2022” in clause 16.7(b) and inserting “2023”.

4. By deleting the amount “\$23.52” appearing in clause 19.3(b)(i) and inserting “\$24.88”.

5. By deleting the amount “\$18.82” appearing in clause 19.3(c) and inserting “\$19.90”.

6. By deleting the table appearing in clause 19.3(d) and inserting the following:

In charge of	\$ per week
3 to 10 employees	23.38
11 to 20 employees	39.00
more than 20 employees	46.86

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

	Ordinary rate	Afternoon & night	Permanent night	Saturday	Sunday & public holiday
	All employees	Shiftworkers			
	% of ordinary hourly rate¹				
	100%	115%	130%	150%	200%
	\$	\$	\$	\$	\$
Level 1—Introductory	24.27	27.91	31.55	36.41	48.54
Level 2—Basic	24.94	28.68	32.42	37.41	49.88
Level 3—Intermediate	25.88	29.76	33.64	38.82	51.76
Level 4—Competent	26.83	30.85	34.88	40.25	53.66
Level 5—Advanced	27.89	32.07	36.26	41.84	55.78

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

	Monday to Saturday – first 2 hours	Monday to Saturday – after 2 hours	Sunday – all day	Public holiday – all day
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1—Introductory	36.41	48.54	48.54	60.68
Level 2—Basic	37.41	49.88	49.88	62.35
Level 3—Intermediate	38.82	51.76	51.76	64.70
Level 4—Competent	40.25	53.66	53.66	67.08
Level 5—Advanced	41.84	55.78	55.78	69.73

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

	Monday to Sunday
	% of ordinary hourly rate¹
	200%
	\$
Level 1—Introductory	48.54
Level 2—Basic	49.88
Level 3—Intermediate	51.76
Level 4—Competent	53.66
Level 5—Advanced	55.78

10. By deleting the table appearing in clause B.3.1 and inserting the following:

	Ordinary rate	Afternoon & night	Permanent night	Saturday	Sunday & public holiday
	All employees	Shiftworkers			
	% of ordinary hourly rate¹				
	125%	140%	155%	175%	225%
	\$	\$	\$	\$	\$

Level 1—Introductory	30.34	33.98	37.62	42.47	54.61
Level 2—Basic	31.18	34.92	38.66	43.65	56.12
Level 3—Intermediate	32.35	36.23	40.11	45.29	58.23
Level 4—Competent	33.54	37.56	41.59	46.95	60.37
Level 5—Advanced	34.86	39.05	43.23	48.81	62.75

11. By deleting the amount “\$940.90” appearing in clause C.1.1 and inserting “\$995.00”.
12. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Industry allowance ¹	19.3(b)(i)	2.5	24.88	per week
First aid allowance	19.3(c)	2.0	19.90	per week
Leading hand allowance—3 to 10 employees	19.3(d)	2.35	23.38	per week
Leading hand allowance—11 to 20 employees	19.3(d)	3.92	39.00	per week
Leading hand allowance—more than 20 employees	19.3(d)	4.71	46.86	per week

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

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