



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

**Annual Wage Review 2023–24**  
(C2024/1)

**PORT AUTHORITIES AWARD 2020**  
[MA000051]

Port authorities

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

SYDNEY, XX JUNE 2024

*Annual Wage Review 2023–24.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

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

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 1	891.50	23.46
Level 2	937.50	24.67
Level 3	980.40	25.80
Level 4	1032.30	27.17
Level 5	1064.70	28.02
Level 6	1097.10	28.87
Level 7	1126.30	29.64
Level 8	1191.50	31.36

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 9	1277.10	33.61
Level 10	1354.90	35.66
Level 11	1526.00	40.16
Level 12	1723.50	45.36
Level 13	2506.90	65.97
Level 14	2628.00	69.16
Level 15	2749.50	72.36

2. By deleting the year “2023” in clause 15.8(b) and inserting “2024”.
3. By deleting the amount “\$45.27” appearing in clause 17.2(b) and inserting “\$46.97”.
4. By deleting the amount “\$17.91” appearing in clause 17.2(c) and inserting “\$18.58”.
5. By deleting the table appearing in clause B.2.1 and inserting the following:

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate <sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	23.46	35.19	46.92	58.65
Level 2	24.67	37.01	49.34	61.68
Level 3	25.80	38.70	51.60	64.50
Level 4	27.17	40.76	54.34	67.93
Level 5	28.02	42.03	56.04	70.05
Level 6	28.87	43.31	57.74	72.18
Level 7	29.64	44.46	59.28	74.10
Level 8	31.36	47.04	62.72	78.40
Level 9	33.61	50.42	67.22	84.03
Level 10	35.66	53.49	71.32	89.15
Level 11	40.16	60.24	80.32	100.40
Level 12	45.36	68.04	90.72	113.40
Level 13	65.97	98.96	131.94	164.93

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate <sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 14	69.16	103.74	138.32	172.90
Level 15	72.36	108.54	144.72	180.90

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

	<b>All shiftworkers</b>			<b>Work on a shift other than a rostered shift—continuous shiftworkers</b>	<b>Work on a shift other than a rostered shift—other than continuous shiftworkers</b>	
	<b>Ordinary hours</b>	<b>Afternoon shift<sup>1</sup></b>	<b>Night shift<sup>2</sup></b>	<b>If employed on continuous shiftwork</b>	<b>First 3 hours</b>	<b>After first 3 hours</b>
	<b>% of ordinary hourly rate <sup>3</sup></b>					
	<b>100%</b>	<b>112.5%</b>	<b>115%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	23.46	26.39	26.98	46.92	35.19	46.92
Level 2	24.67	27.75	28.37	49.34	37.01	49.34
Level 3	25.80	29.03	29.67	51.60	38.70	51.60
Level 4	27.17	30.57	31.25	54.34	40.76	54.34
Level 5	28.02	31.52	32.22	56.04	42.03	56.04
Level 6	28.87	32.48	33.20	57.74	43.31	57.74
Level 7	29.64	33.35	34.09	59.28	44.46	59.28
Level 8	31.36	35.28	36.06	62.72	47.04	62.72
Level 9	33.61	37.81	38.65	67.22	50.42	67.22
Level 10	35.66	40.12	41.01	71.32	53.49	71.32
Level 11	40.16	45.18	46.18	80.32	60.24	80.32
Level 12	45.36	51.03	52.16	90.72	68.04	90.72
Level 13	65.97	74.22	75.87	131.94	98.96	131.94
Level 14	69.16	77.81	79.53	138.32	103.74	138.32
Level 15	72.36	81.41	83.21	144.72	108.54	144.72

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

	<b>Monday to Saturday first 3 hours</b>	<b>Monday to Saturday after 3 hours</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	35.19	46.92	46.92	58.65
Level 2	37.01	49.34	49.34	61.68
Level 3	38.70	51.60	51.60	64.50
Level 4	40.76	54.34	54.34	67.93
Level 5	42.03	56.04	56.04	70.05
Level 6	43.31	57.74	57.74	72.18
Level 7	44.46	59.28	59.28	74.10
Level 8	47.04	62.72	62.72	78.40
Level 9	50.42	67.22	67.22	84.03
Level 10	53.49	71.32	71.32	89.15
Level 11	60.24	80.32	80.32	100.40
Level 12	68.04	90.72	90.72	113.40
Level 13	98.96	131.94	131.94	164.93
Level 14	103.74	138.32	138.32	172.90
Level 15	108.54	144.72	144.72	180.90

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

	<b>Ordinary hours</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holiday</b>
	<b>% of casual ordinary hourly rate <sup>1</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	29.33	44.00	58.66	73.33
Level 2	30.84	46.26	61.68	77.10
Level 3	32.25	48.38	64.50	80.63
Level 4	33.96	50.94	67.92	84.90
Level 5	35.03	52.55	70.06	87.58
Level 6	36.09	54.14	72.18	90.23
Level 7	37.05	55.58	74.10	92.63
Level 8	39.20	58.80	78.40	98.00
Level 9	42.01	63.02	84.02	105.03
Level 10	44.58	66.87	89.16	111.45
Level 11	50.20	75.30	100.40	125.50
Level 12	56.70	85.05	113.40	141.75
Level 13	82.46	123.69	164.92	206.15
Level 14	86.45	129.68	172.90	216.13
Level 15	90.45	135.68	180.90	226.13

9. By deleting the table appearing in clause B.3.2 and inserting the following:

	All shiftworkers			Work on a shift other than a rostered shift		
				continuous shiftworkers	other than continuous shiftworkers	
	% of casual ordinary hourly rate <sup>1</sup>					
	Day	Afternoon shift <sup>2</sup>	Night shift <sup>3</sup>	If employed on continuous shiftwork	First 3 hours	After first 3 hours
	100%	112.5%	115%	200%	150%	200%
	\$	\$	\$	\$	\$	\$
Level 1	29.33	33.00	33.73	58.66	44.00	58.66
Level 2	30.84	34.70	35.47	61.68	46.26	61.68
Level 3	32.25	36.28	37.09	64.50	48.38	64.50
Level 4	33.96	38.21	39.05	67.92	50.94	67.92
Level 5	35.03	39.41	40.28	70.06	52.55	70.06
Level 6	36.09	40.60	41.50	72.18	54.14	72.18
Level 7	37.05	41.68	42.61	74.10	55.58	74.10
Level 8	39.20	44.10	45.08	78.40	58.80	78.40
Level 9	42.01	47.26	48.31	84.02	63.02	84.02
Level 10	44.58	50.15	51.27	89.16	66.87	89.16
Level 11	50.20	56.48	57.73	100.40	75.30	100.40
Level 12	56.70	63.79	65.21	113.40	85.05	113.40
Level 13	82.46	92.77	94.83	164.92	123.69	164.92
Level 14	86.45	97.26	99.42	172.90	129.68	172.90
Level 15	90.45	101.76	104.02	180.90	135.68	180.90

10. By deleting the amount “\$995.00” appearing in clause C.1.1 and inserting “\$1032.30”.

11. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Electrician's licence allowance <sup>1</sup>	17.2(b)	4.55	46.97	per week
First aid allowance	17.2(c)	1.8	18.58	per week

- B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT