



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

SALT INDUSTRY AWARD 2020
[MA000107]

Salt industry

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:

- 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	931.20	24.51
Level 2—Basic	957.70	25.20
Level 3—Intermediate	994.70	26.18
Level 4—Competent	1032.30	27.17
Level 5—Advanced	1073.90	28.26

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
	%	\$	\$
Under 17 years	65	622.51	16.38
At 17 years	80	766.16	20.16
At 18 years	90	861.93	22.68
At 19 years	100	957.70	25.20

3. By deleting the year “2023” in clause 16.7(b) and inserting “2024”.
4. By deleting the amount “\$24.88” appearing in clause 19.3(b)(i) and inserting “\$25.81”.
5. By deleting the amount “\$19.90” appearing in clause 19.3(c) and inserting “\$20.65”.
6. By deleting the table appearing in clause 19.3(d) and inserting the following:

In charge of	\$ per week
3 to 10 employees	24.26
11 to 20 employees	40.47
more than 20 employees	48.62

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	25.19	28.97	32.75	37.79	50.38
Level 2—Basic	25.88	29.76	33.64	38.82	51.76
Level 3—Intermediate	26.86	30.89	34.92	40.29	53.72
Level 4—Competent	27.85	32.03	36.21	41.78	55.70
Level 5—Advanced	28.94	33.28	37.62	43.41	57.88

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	37.79	50.38	50.38	62.98
Level 2—Basic	38.82	51.76	51.76	64.70
Level 3—Intermediate	40.29	53.72	53.72	67.15
Level 4—Competent	41.78	55.70	55.70	69.63
Level 5—Advanced	43.41	57.88	57.88	72.35

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	50.38
Level 2—Basic	51.76
Level 3—Intermediate	53.72
Level 4—Competent	55.70
Level 5—Advanced	57.88

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	31.49	35.27	39.04	44.08	56.68
Level 2—Basic	32.35	36.23	40.11	45.29	58.23
Level 3—Intermediate	33.58	37.60	41.63	47.01	60.44
Level 4—Competent	34.81	38.99	43.17	48.74	62.66
Level 5—Advanced	36.18	40.52	44.86	50.65	65.12

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

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	25.81	per week
First aid allowance	19.3(c)	2.0	20.65	per week
Leading hand allowance—3 to 10 employees	19.3(d)	2.35	24.26	per week
Leading hand allowance—11 to 20 employees	19.3(d)	3.92	40.47	per week
Leading hand allowance—more than 20 employees	19.3(d)	4.71	48.62	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