



# DETERMINATION

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

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

**ALUMINIUM INDUSTRY AWARD 2020**  
[MA000060]

Aluminium industry

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

SYDNEY, 18 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 [[\[2024\] FWC FB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 16.1 and inserting the following:

| <b>Employee classification</b> | <b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Minimum hourly rate</b> |
|--------------------------------|---|----------------------------|
|                                | <b>\$</b>   | <b>\$</b>                  |
| Aluminium Worker Grade 1       | 922.60  | 24.28                      |
| Aluminium Worker Grade 2       | 966.00  | 25.42                      |
| Aluminium Worker Grade 3       | 1001.80   | 26.36                      |
| Aluminium Worker Grade 4       | 1032.30   | 27.17                      |
| Aluminium Worker Grade 5       | 1101.30   | 28.98                      |
| Aluminium Worker Grade 6       | 1173.00   | 30.87                      |
| Aluminium Worker Grade 7       | 1230.50   | 32.38                      |

| <b>Employee classification</b> | <b>Minimum weekly rate<br/>(full-time employee)</b> | <b>Minimum hourly rate</b> |
|--------------------------------|---|----------------------------|
|                                | \$  | \$                         |
| Aluminium Worker Grade 8       | 1280.40   | 33.69                      |

2. By deleting the example appearing in clause 16.3(a) and inserting the following:

For example:

For an employee who commenced their apprenticeship on or after 1 January 2014, has not completed year 12, and is undertaking their 2nd year of training, the ordinary rate of pay is calculated as follows:

**Ordinary hourly rate**

- Determine the relevant percentage from the table in clause 16.3(a)(ii) =  
60% of the Aluminium Worker Grade 4
- Calculate the minimum hourly rate of pay =  
60% of \$27.17= \$16.30 (minimum hourly rate)
- Add the hourly work conditions and disability allowance from clause 18.2(b) = \$1.22

Ordinary hourly rate = \$16.30 + \$1.22  
= \$17.52 per hour

**Ordinary weekly rate of pay**

- Determine the relevant percentage from the table in clause 16.3(a)(ii) =  
60% of the Aluminium Worker Grade 4
- Calculate the minimum weekly rate of pay =  
60% of \$1032.30 = \$619.38 (minimum weekly rate)
- Add the weekly work conditions and disability allowance from clause 18.2(b) =  
\$46.45  
Ordinary weekly rate = \$619.38 + \$46.45  
= \$665.83 per week

3. By deleting the year “2023” in clause 16.6(b) and inserting “2024”.

4. By deleting the amount “\$44.78” appearing in clause 18.2(b) and inserting “\$46.45”.
5. By deleting the amount “\$19.90” appearing in clause 18.3(a) and inserting “\$20.65”.
6. By deleting the table appearing in clause 18.4 and inserting the following:

| <b>In charge of</b>    | <b>\$ per week</b> |
|------------------------|--------------------|
| 3–10 employees         | 45.42              |
| 11–20 employees        | 57.81              |
| More than 20 employees | 77.42              |

7. By deleting the amount “\$3.93” appearing in clause 21.1(a) and inserting “\$4.08”.
8. By deleting the amount “\$7.85” appearing in clause 21.1(b) and inserting “\$8.15”.
9. By deleting the table appearing in clause B.2.1 and inserting the following:

| <b>Employee classification</b> | <b>Day</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>             |
| Aluminium Worker Grade 1       | 25.50  | 38.25           | 51.00         | 63.75                 |
| Aluminium Worker Grade 2       | 26.64  | 39.96           | 53.28         | 66.60                 |
| Aluminium Worker Grade 3       | 27.58  | 41.37           | 55.16         | 68.95                 |
| Aluminium Worker Grade 4       | 28.39  | 42.59           | 56.78         | 70.98                 |
| Aluminium Worker Grade 5       | 30.20  | 45.30           | 60.40         | 75.50                 |
| Aluminium Worker Grade 6       | 32.09  | 48.14           | 64.18         | 80.23                 |
| Aluminium Worker Grade 7       | 33.60  | 50.40           | 67.20         | 84.00                 |
| Aluminium Worker Grade 8       | 34.91  | 52.37           | 69.82         | 87.28                 |

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

| <b>Employee classification</b> | <b>Day</b>                                   | <b>Afternoon and rotating night<sup>1</sup></b> | <b>Permanent night<sup>1</sup></b> | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|--------------------------------|--|---|------------------------------------|-----------------|---------------|-----------------------|
|                                | <b>100%</b>                                  | <b>100% + \$4.08 per hour</b>                   | <b>100% + \$8.15 per hour</b>      | <b>150%</b>     | <b>200%</b>   | <b>250%</b>           |
|                                | <b>% of ordinary hourly rate<sup>2</sup></b> |   |                                    |                 |               |                       |
|                                | <b>\$</b>                                    | <b>\$</b>                                       | <b>\$</b>                          | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| Aluminium Worker Grade 1       | 25.50  | 29.58   | 33.65                              | 38.25           | 51.00         | 63.75                 |
| Aluminium Worker Grade 2       | 26.64  | 30.72   | 34.79                              | 39.96           | 53.28         | 66.60                 |
| Aluminium Worker Grade 3       | 27.58  | 31.66   | 35.73                              | 41.37           | 55.16         | 68.95                 |
| Aluminium Worker Grade 4       | 28.39  | 32.47   | 36.54                              | 42.59           | 56.78         | 70.98                 |
| Aluminium Worker Grade 5       | 30.20  | 34.28   | 38.35                              | 45.30           | 60.40         | 75.50                 |
| Aluminium Worker Grade 6       | 32.09  | 36.17   | 40.24                              | 48.14           | 64.18         | 80.23                 |
| Aluminium Worker Grade 7       | 33.60  | 37.68   | 41.75                              | 50.40           | 67.20         | 84.00                 |
| Aluminium Worker Grade 8       | 34.91  | 38.99   | 43.06                              | 52.37           | 69.82         | 87.28                 |

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

| Employee classification  | Monday to Saturday                           |               | Sunday – all day | Public holiday – all day |
|--------------------------|--|---------------|------------------|--------------------------|
|                          | First 3 hours                                | After 3 hours |                  |                          |
|                          | <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>                |
| Aluminium Worker Grade 1 | 38.25  | 51.00         | 51.00            | 63.75                    |
| Aluminium Worker Grade 2 | 39.96  | 53.28         | 53.28            | 66.60                    |
| Aluminium Worker Grade 3 | 41.37  | 55.16         | 55.16            | 68.95                    |
| Aluminium Worker Grade 4 | 42.59  | 56.78         | 56.78            | 70.98                    |
| Aluminium Worker Grade 5 | 45.30  | 60.40         | 60.40            | 75.50                    |
| Aluminium Worker Grade 6 | 48.14  | 64.18         | 64.18            | 80.23                    |
| Aluminium Worker Grade 7 | 50.40  | 67.20         | 67.20            | 84.00                    |
| Aluminium Worker Grade 8 | 52.37  | 69.82         | 69.82            | 87.28                    |

12. By deleting the table appearing in clause B.2.4 and inserting the following:

| Employee classification  | Monday to Sunday                                |
|--------------------------|---|
|                          | <b>200% of ordinary hourly rate<sup>1</sup></b> |
|                          | <b>\$</b>                                       |
| Aluminium Worker Grade 1 | 51.00   |
| Aluminium Worker Grade 2 | 53.28   |
| Aluminium Worker Grade 3 | 55.16   |
| Aluminium Worker Grade 4 | 56.78   |
| Aluminium Worker Grade 5 | 60.40   |
| Aluminium Worker Grade 6 | 64.18   |

| <b>Employee classification</b> | <b>Monday to Sunday</b>                         |
|--------------------------------|---|
|                                | <b>200% of ordinary hourly rate<sup>1</sup></b> |
|                                | <b>\$</b>                                       |
| Aluminium Worker Grade 7       | 67.20   |
| Aluminium Worker Grade 8       | 69.82   |

13. By deleting the table appearing in clause B.3 and inserting the following:

| <b>Employee classification</b> | <b>Day</b>                                   | <b>Afternoon and rotating night</b>       | <b>Permanent night</b>                    | <b>Saturday</b> | <b>Sunday</b> | <b>Public holiday</b> |
|--------------------------------|--|---|---|-----------------|---------------|-----------------------|
|                                | <b>% of ordinary hourly rate<sup>2</sup></b> |   |   |                 |               |                       |
|                                | <b>125%</b>                                  | <b>125% + \$4.08 per hour<sup>1</sup></b> | <b>125% + \$8.15 per hour<sup>1</sup></b> | <b>175%</b>     | <b>225%</b>   | <b>275%</b>           |
|                                | <b>\$</b>                                    | <b>\$</b>                                 | <b>\$</b>                                 | <b>\$</b>       | <b>\$</b>     | <b>\$</b>             |
| Aluminium Worker Grade 1       | 31.88  | 35.96                                     | 40.03                                     | 44.63           | 57.38         | 70.13                 |
| Aluminium Worker Grade 2       | 33.30  | 37.38                                     | 41.45                                     | 46.62           | 59.94         | 73.26                 |
| Aluminium Worker Grade 3       | 34.48  | 38.56                                     | 42.63                                     | 48.27           | 62.06         | 75.85                 |
| Aluminium Worker Grade 4       | 35.49  | 39.57                                     | 43.64                                     | 49.68           | 63.88         | 78.07                 |
| Aluminium Worker Grade 5       | 37.75  | 41.83                                     | 45.90                                     | 52.85           | 67.95         | 83.05                 |
| Aluminium Worker Grade 6       | 40.11  | 44.19                                     | 48.26                                     | 56.16           | 72.20         | 88.25                 |
| Aluminium Worker Grade 7       | 42.00  | 46.08                                     | 50.15                                     | 58.80           | 75.60         | 92.40                 |
| Aluminium Worker Grade 8       | 43.64  | 47.72                                     | 51.79                                     | 61.09           | 78.55         | 96.00                 |

- 14. By deleting the amount “\$995.00” appearing in clause C.1.1 and inserting “\$1032.30”.
- 15. 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> |
|---|---------------|---------------------------|-----------|----------------|
| Work conditions and disability allowance <sup>1</sup>       | 18.2(b)       | 4.5                       | 46.45     | per week       |
| First aid allowance   | 18.3(a)       | 2.0                       | 20.65     | per week       |
| Leading hand allowance, in charge of—3 to 10 employees      | 18.4          | 4.4                       | 45.42     | per week       |
| Leading hand allowance, in charge of—11 to 20 employees     | 18.4          | 5.6                       | 57.81     | per week       |
| Leading hand allowance, in charge of—more than 20 employees | 18.4          | 7.5                       | 77.42     | per week       |

- 16. By deleting the amount “\$26.18” appearing in clause C.2.1 and inserting “\$27.17”.
- 17. By deleting the table appearing in clause C.2.1 and inserting the following:

| <b>Allowance</b>   | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b> |
|--|---------------|---------------------------|-----------|----------------|
| Afternoon shift or rotating night shift—Monday to Friday | 21.1(a)       | 15.0                      | 4.08      | per hour       |
| Permanent night shift—Monday to Friday                   | 21.1(b)       | 30.0                      | 8.15      | per hour       |

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

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