



# DRAFT DETERMINATION

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

**Annual Wage Review 2020–21**  
(C2021/1)

**PORT AUTHORITIES AWARD 2020**  
[MA000051]

Port authorities

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] 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	772.60	20.33
Level 2	814.50	21.43
Level 3	853.60	22.46
Level 4	899.50	23.67
Level 5	927.70	24.41
Level 6	955.90	25.16
Level 7	981.50	25.83
Level 8	1038.20	27.32

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 9	1112.80	29.28
Level 10	1180.60	31.07
Level 11	1329.60	34.99
Level 12	1501.80	39.52
Level 13	2184.40	57.48
Level 14	2290.00	60.26
Level 15	2395.80	63.05

2. By deleting the words “1 November 2020” in clause 15.8(b) and inserting “1 July 2021”.
3. By deleting the amount “\$39.93” appearing in clause 17.2(b) and inserting “\$40.93”.
4. By deleting the amount “\$15.80” appearing in clause 17.2(c) and inserting “\$16.19”.
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	20.33	30.50	40.66	50.83
Level 2	21.43	32.15	42.86	53.58
Level 3	22.46	33.69	44.92	56.15
Level 4	23.67	35.51	47.34	59.18
Level 5	24.41	36.62	48.82	61.03
Level 6	25.16	37.74	50.32	62.90
Level 7	25.83	38.75	51.66	64.58
Level 8	27.32	40.98	54.64	68.30
Level 9	29.28	43.92	58.56	73.20
Level 10	31.07	46.61	62.14	77.68
Level 11	34.99	52.49	69.98	87.48
Level 12	39.52	59.28	79.04	98.80

	<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 13	57.48	86.22	114.96	143.70
Level 14	60.26	90.39	120.52	150.65
Level 15	63.05	94.58	126.10	157.63

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	20.33	22.87	23.38	40.66	30.50	40.66
Level 2	21.43	24.11	24.64	42.86	32.15	42.86
Level 3	22.46	25.27	25.83	44.92	33.69	44.92
Level 4	23.67	26.63	27.22	47.34	35.51	47.34
Level 5	24.41	27.46	28.07	48.82	36.62	48.82
Level 6	25.16	28.31	28.93	50.32	37.74	50.32
Level 7	25.83	29.06	29.70	51.66	38.75	51.66
Level 8	27.32	30.74	31.42	54.64	40.98	54.64
Level 9	29.28	32.94	33.67	58.56	43.92	58.56
Level 10	31.07	34.95	35.73	62.14	46.61	62.14
Level 11	34.99	39.36	40.24	69.98	52.49	69.98
Level 12	39.52	44.46	45.45	79.04	59.28	79.04
Level 13	57.48	64.67	66.10	114.96	86.22	114.96
Level 14	60.26	67.79	69.30	120.52	90.39	120.52

Level 15	63.05	70.93	72.51	126.10	94.58	126.10
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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	30.50	40.66	40.66	50.83
Level 2	32.15	42.86	42.86	53.58
Level 3	33.69	44.92	44.92	56.15
Level 4	35.51	47.34	47.34	59.18
Level 5	36.62	48.82	48.82	61.03
Level 6	37.74	50.32	50.32	62.90
Level 7	38.75	51.66	51.66	64.58
Level 8	40.98	54.64	54.64	68.30
Level 9	43.92	58.56	58.56	73.20
Level 10	46.61	62.14	62.14	77.68
Level 11	52.49	69.98	69.98	87.48
Level 12	59.28	79.04	79.04	98.80
Level 13	86.22	114.96	114.96	143.70
Level 14	90.39	120.52	120.52	150.65
Level 15	94.58	126.10	126.10	157.63

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	25.41	38.12	50.82	63.53
Level 2	26.79	40.19	53.58	66.98
Level 3	28.08	42.12	56.16	70.20
Level 4	29.59	44.39	59.18	73.98
Level 5	30.51	45.77	61.02	76.28
Level 6	31.45	47.18	62.90	78.63
Level 7	32.29	48.44	64.58	80.73
Level 8	34.15	51.23	68.30	85.38
Level 9	36.60	54.90	73.20	91.50
Level 10	38.84	58.26	77.68	97.10
Level 11	43.74	65.61	87.48	109.35
Level 12	49.40	74.10	98.80	123.50
Level 13	71.85	107.78	143.70	179.63
Level 14	75.33	113.00	150.66	188.33
Level 15	78.81	118.22	157.62	197.03

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	25.41	28.59	29.22	50.82	38.12	50.82
Level 2	26.79	30.14	30.81	53.58	40.19	53.58
Level 3	28.08	31.59	32.29	56.16	42.12	56.16
Level 4	29.59	33.29	34.03	59.18	44.39	59.18
Level 5	30.51	34.32	35.09	61.02	45.77	61.02
Level 6	31.45	35.38	36.17	62.90	47.18	62.90
Level 7	32.29	36.33	37.13	64.58	48.44	64.58
Level 8	34.15	38.42	39.27	68.30	51.23	68.30
Level 9	36.60	41.18	42.09	73.20	54.90	73.20
Level 10	38.84	43.70	44.67	77.68	58.26	77.68
Level 11	43.74	49.21	50.30	87.48	65.61	87.48
Level 12	49.40	55.58	56.81	98.80	74.10	98.80
Level 13	71.85	80.83	82.63	143.70	107.78	143.70
Level 14	75.33	84.75	86.63	150.66	113.00	150.66
Level 15	78.81	88.66	90.63	157.62	118.22	157.62

10. By deleting the amount “\$877.60” appearing in clause C.1.1 and inserting “\$899.50”.

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	40.93	per week
First aid allowance	17.2(c)	1.8	16.19	per week

- B. This determination comes into operation on 1 July 2021. 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 2021.

PRESIDENT