



# DETERMINATION

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

**Annual Wage Review 2022–23**  
(C2023/1)

**PORT AUTHORITIES AWARD 2020**  
[MA000051]

Port authorities

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 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	859.30	22.61
Level 2	903.60	23.78
Level 3	945.00	24.87
Level 4	995.00	26.18
Level 5	1026.20	27.01
Level 6	1057.40	27.83
Level 7	1085.60	28.57
Level 8	1148.40	30.22

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Level 9	1230.90	32.39
Level 10	1305.90	34.37
Level 11	1470.80	38.71
Level 12	1661.20	43.72
Level 13	2416.30	63.59
Level 14	2533.00	66.66
Level 15	2650.10	69.74

2. By deleting the year “2022” in clause 15.8(b) and inserting “2023”.
3. By deleting the amount “\$42.81” appearing in clause 17.2(b) and inserting “\$45.27”.
4. By deleting the amount “\$16.94” appearing in clause 17.2(c) and inserting “\$17.91”.
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	22.61	33.92	45.22	56.53
Level 2	23.78	35.67	47.56	59.45
Level 3	24.87	37.31	49.74	62.18
Level 4	26.18	39.27	52.36	65.45
Level 5	27.01	40.52	54.02	67.53
Level 6	27.83	41.75	55.66	69.58
Level 7	28.57	42.86	57.14	71.43
Level 8	30.22	45.33	60.44	75.55
Level 9	32.39	48.59	64.78	80.98
Level 10	34.37	51.56	68.74	85.93
Level 11	38.71	58.07	77.42	96.78
Level 12	43.72	65.58	87.44	109.30
Level 13	63.59	95.39	127.18	158.98

	<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	66.66	99.99	133.32	166.65
Level 15	69.74	104.61	139.48	174.35

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	22.61	25.44	26.00	45.22	33.92	45.22
Level 2	23.78	26.75	27.35	47.56	35.67	47.56
Level 3	24.87	27.98	28.60	49.74	37.31	49.74
Level 4	26.18	29.45	30.11	52.36	39.27	52.36
Level 5	27.01	30.39	31.06	54.02	40.52	54.02
Level 6	27.83	31.31	32.00	55.66	41.75	55.66
Level 7	28.57	32.14	32.86	57.14	42.86	57.14
Level 8	30.22	34.00	34.75	60.44	45.33	60.44
Level 9	32.39	36.44	37.25	64.78	48.59	64.78
Level 10	34.37	38.67	39.53	68.74	51.56	68.74
Level 11	38.71	43.55	44.52	77.42	58.07	77.42
Level 12	43.72	49.19	50.28	87.44	65.58	87.44
Level 13	63.59	71.54	73.13	127.18	95.39	127.18
Level 14	66.66	74.99	76.66	133.32	99.99	133.32
Level 15	69.74	78.46	80.20	139.48	104.61	139.48

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	33.92	45.22	45.22	56.53
Level 2	35.67	47.56	47.56	59.45
Level 3	37.31	49.74	49.74	62.18
Level 4	39.27	52.36	52.36	65.45
Level 5	40.52	54.02	54.02	67.53
Level 6	41.75	55.66	55.66	69.58
Level 7	42.86	57.14	57.14	71.43
Level 8	45.33	60.44	60.44	75.55
Level 9	48.59	64.78	64.78	80.98
Level 10	51.56	68.74	68.74	85.93
Level 11	58.07	77.42	77.42	96.78
Level 12	65.58	87.44	87.44	109.30
Level 13	95.39	127.18	127.18	158.98
Level 14	99.99	133.32	133.32	166.65
Level 15	104.61	139.48	139.48	174.35

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	28.26	42.39	56.52	70.65
Level 2	29.73	44.60	59.46	74.33
Level 3	31.09	46.64	62.18	77.73
Level 4	32.73	49.10	65.46	81.83
Level 5	33.76	50.64	67.52	84.40
Level 6	34.79	52.19	69.58	86.98
Level 7	35.71	53.57	71.42	89.28
Level 8	37.78	56.67	75.56	94.45
Level 9	40.49	60.74	80.98	101.23
Level 10	42.96	64.44	85.92	107.40
Level 11	48.39	72.59	96.78	120.98
Level 12	54.65	81.98	109.30	136.63
Level 13	79.49	119.24	158.98	198.73
Level 14	83.33	125.00	166.66	208.33
Level 15	87.18	130.77	174.36	217.95

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	28.26	31.79	32.50	56.52	42.39	56.52
Level 2	29.73	33.45	34.19	59.46	44.60	59.46
Level 3	31.09	34.98	35.75	62.18	46.64	62.18
Level 4	32.73	36.82	37.64	65.46	49.10	65.46
Level 5	33.76	37.98	38.82	67.52	50.64	67.52
Level 6	34.79	39.14	40.01	69.58	52.19	69.58
Level 7	35.71	40.17	41.07	71.42	53.57	71.42
Level 8	37.78	42.50	43.45	75.56	56.67	75.56
Level 9	40.49	45.55	46.56	80.98	60.74	80.98
Level 10	42.96	48.33	49.40	85.92	64.44	85.92
Level 11	48.39	54.44	55.65	96.78	72.59	96.78
Level 12	54.65	61.48	62.85	109.30	81.98	109.30
Level 13	79.49	89.43	91.41	158.98	119.24	158.98
Level 14	83.33	93.75	95.83	166.66	125.00	166.66
Level 15	87.18	98.08	100.26	174.36	130.77	174.36

10. By deleting the amount “\$940.90” appearing in clause C.1.1 and inserting “\$995.00”.

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	45.27	per week
First aid allowance	17.2(c)	1.8	17.91	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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