



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

POULTRY PROCESSING AWARD 2020
[MA000074]

Poultry processing

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

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

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

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Level 1	779.00	20.50
Level 2	801.00	21.08
Level 3	812.00	21.37
Level 4	823.20	21.66
Level 5	833.90	21.94
Level 6	856.00	22.53

2. By deleting the year “2019” in clause 15.3(a)(ii) and inserting “2020”.

3. By deleting the table appearing in clause 17.2(b)(i) and inserting the following:

In charge of	\$ per week
1 to 19 employees	32.04
20 employees or more	53.54

4. By deleting the table appearing in clause 17.2(c) and inserting the following:

Temperature	\$ per hour or part thereof
From -15.6°C to -18.0°C	0.78
18.0°C to -23.3°C	1.37
Less than -23.3°C	2.15

5. By deleting the amount “\$17.24” appearing in clause 17.2(d) and inserting “\$17.54”.

6. By deleting the table appearing in clause B.2.1 and inserting the following:

	Ordinary hours	Saturday¹	Sunday¹	Public holiday
	% of ordinary hourly rate²			
	100%	150%	175%	250%
	\$	\$	\$	\$
Level 1	20.50	30.75	35.88	51.25
Level 2	21.08	31.62	36.89	52.70
Level 3	21.37	32.06	37.40	53.43
Level 4	21.66	32.49	37.91	54.15
Level 5	21.94	32.91	38.40	54.85
Level 6	22.53	33.80	39.43	56.33

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

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	30.75	41.00	41.00	51.25
Level 2	31.62	42.16	42.16	52.70

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of ordinary hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 3	32.06	42.74	42.74	53.43
Level 4	32.49	43.32	43.32	54.15
Level 5	32.91	43.88	43.88	54.85
Level 6	33.80	45.06	45.06	56.33

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

	Early morning	Afternoon & night	Permanent night	Saturday	Sunday	Public holiday
	% of ordinary hourly rate ¹					
	110%	115%	125%	150%	175%	250%
	\$	\$	\$	\$	\$	\$
Level 1	22.55	23.58	25.63	30.75	35.88	51.25
Level 2	23.19	24.24	26.35	31.62	36.89	52.70
Level 3	23.51	24.58	26.71	32.06	37.40	53.43
Level 4	23.83	24.91	27.08	32.49	37.91	54.15
Level 5	24.13	25.23	27.43	32.91	38.40	54.85
Level 6	24.78	25.91	28.16	33.80	39.43	56.33

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

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of ordinary hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	30.75	41.00	41.00	51.25
Level 2	31.62	42.16	42.16	52.70
Level 3	32.06	42.74	42.74	53.43
Level 4	32.49	43.32	43.32	54.15
Level 5	32.91	43.88	43.88	54.85

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of ordinary hourly rate¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 6	33.80	45.06	45.06	56.33

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

	Monday - Friday	Saturday	Sundays	Public holiday
		% of ordinary hourly rate¹		
	125%	150%	175%	250%
	\$	\$	\$	\$
Level 1	25.63	30.75	35.88	51.25
Level 2	26.35	31.62	36.89	52.70
Level 3	26.71	32.06	37.40	53.43
Level 4	27.08	32.49	37.91	54.15
Level 5	27.43	32.91	38.40	54.85
Level 6	28.16	33.80	39.43	56.33

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

	Early morning	Afternoon & night	Permanent night	Saturday	Sunday	Public holiday
		% of ordinary hourly rate¹				
	135%	140%	150%	150%	175%	250%
	\$	\$	\$	\$	\$	\$
Level 1	27.68	28.70	30.75	30.75	35.88	51.25
Level 2	28.46	29.51	31.62	31.62	36.89	52.70
Level 3	28.85	29.92	32.06	32.06	37.40	53.43
Level 4	29.24	30.32	32.49	32.49	37.91	54.15
Level 5	29.62	30.72	32.91	32.91	38.40	54.85
Level 6	30.42	31.54	33.80	33.80	39.43	56.33

12. By deleting the amount “\$20.72” appearing in clause C.1.1 and inserting “\$21.08”.

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

Allowance	Clause	% of standard rate	\$	Payable
Leading hand in charge of ¹ — 1 to 19 employees	17.2(b)(i)	152.0	32.04	per week
Leading hand in charge of ¹ — 20 employees or more	17.2(b)(i)	254.0	53.54	per week
Cold work allowance—From -15.6°C to -18.0°C	17.2(c)	3.7	0.78	per hour or part thereof
Cold work allowance— 18.0°C to -23.3°C	17.2(c)	6.5	1.37	per hour or part thereof
Cold work allowance—Less than -23.3°C	17.2(c)	10.2	2.15	per hour or part thereof
First aid allowance	17.2(d)	83.2	17.54	per week

B. This determination comes into operation on 1 November 2020. 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 November 2020.

PRESIDENT