



# DRAFT DETERMINATION

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

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

**MEAT INDUSTRY AWARD 2020**  
[MA000059]

Meat industry

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

SYDNEY, XX 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 16.1 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>
MI 1	859.30	22.61
MI 2	888.10	23.37
MI 3	898.80	23.65
MI 4	919.80	24.21
MI 5	936.10	24.63
MI 6	955.30	25.14
MI 7	995.00	26.18
MI 8	1031.40	27.14

2. By deleting the year “2022” in clause 16.11(b) and inserting “2023”.
3. By deleting the table appearing in clause 20.2(a) and inserting the following

<b>Temperature range</b>	<b>\$ per hour or part thereof</b>
Below zero but not below -16°C	0.68
Below -16°C but not below -18°C	1.18
Below -18°C but not below -21°C	1.68
Below -21°C	2.28

4. By deleting the amount “\$3.52” appearing in clause 20.2(b) and inserting “\$3.72”.
5. By deleting the amount “\$15.05” appearing in clause 20.2(c)(i) and inserting “\$15.92”.
6. By deleting the amount “\$21.64” appearing in clause 20.2(c)(ii) and inserting “\$22.89”.
7. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Monday to Friday</b>	<b>Saturday (if agreed under clause 14.3(b))</b>	<b>Sunday (if agreed under clause 14.3(b))</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 1	22.61	33.92	45.22
MI 2	23.37	35.06	46.74
MI 3	23.65	35.48	47.30
MI 4	24.21	36.32	48.42
MI 5	24.63	36.95	49.26
MI 6	25.14	37.71	50.28
MI 7	26.18	39.27	52.36

8. By deleting the table appearing in clause B.1.2 and inserting the following:

	Monday to Saturday		Sunday—all day
	First 3 hours	After 3 hours	
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
MI 1	33.92	45.22	45.22
MI 2	35.06	46.74	46.74
MI 3	35.48	47.30	47.30
MI 4	36.32	48.42	48.42
MI 5	36.95	49.26	49.26
MI 6	37.71	50.28	50.28
MI 7	39.27	52.36	52.36

9. By deleting the table appearing in clause B.1.3 and inserting the following:

	Monday to Friday	Saturday (if agreed under clause 14.3(b))	Sunday (if agreed under clause 14.3(b))
	% of minimum hourly rate		
	125%	150%	200%
	\$	\$	\$
MI 1	28.26	33.92	45.22
MI 2	29.21	35.06	46.74
MI 3	29.56	35.48	47.30
MI 4	30.26	36.32	48.42
MI 5	30.79	36.95	49.26
MI 6	31.43	37.71	50.28
MI 7	32.73	39.27	52.36

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

	<b>Monday to Friday between 6am and 6pm</b>	<b>Saturday—up to 4 ordinary hours between 6am and 6pm</b>
	<b>% of minimum hourly rate</b>	
	<b>100%</b>	<b>125%</b>
	<b>\$</b>	<b>\$</b>
MI 1	22.61	28.26
MI 2	23.37	29.21
MI 3	23.65	29.56
MI 4	24.21	30.26
MI 5	24.63	30.79
MI 6	25.14	31.43
MI 7	26.18	32.73

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

	<b>First 3 hours</b>	<b>After 3 hours</b>
	<b>% of minimum hourly rate</b>	
	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
MI 1	33.92	45.22
MI 2	35.06	46.74
MI 3	35.48	47.30
MI 4	36.32	48.42
MI 5	36.95	49.26
MI 6	37.71	50.28
MI 7	39.27	52.36

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

	<b>Monday to Friday between 6am and 6pm</b>	<b>Saturday—up to 4 ordinary hours between 6am and 6pm</b>
	<b>% of minimum hourly rate</b>	
	<b>125%</b>	<b>125%</b>
	<b>\$</b>	<b>\$</b>
MI 1	28.26	28.26
MI 2	29.21	29.21
MI 3	29.56	29.56
MI 4	30.26	30.26
MI 5	30.79	30.79
MI 6	31.43	31.43
MI 7	32.73	32.73

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

	<b>Monday to Friday between 4am and 9pm</b>	<b>Saturday—all ordinary hours worked between 4am and 6pm</b>	<b>Sunday—all ordinary hours worked between 8am and 6pm</b>	<b>Sunday to Saturday load out areas (10pm to 6am)</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>125%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 1	22.61	28.26	33.92	28.26
MI 2	23.37	29.21	35.06	29.21
MI 3	23.65	29.56	35.48	29.56
MI 4	24.21	30.26	36.32	30.26
MI 5	24.63	30.79	36.95	30.79
MI 6	25.14	31.43	37.71	31.43
MI 7	26.18	32.73	39.27	32.73
MI 8	27.14	33.93	40.71	33.93

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

	<b>First 3 hours</b>	<b>After 3 hours</b>
	<b>% of minimum hourly rate</b>	
	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
MI 1	33.92	45.22
MI 2	35.06	46.74
MI 3	35.48	47.30
MI 4	36.32	48.42
MI 5	36.95	49.26
MI 6	37.71	50.28
MI 7	39.27	52.36
MI 8	40.71	54.28

15. By deleting the table appearing in clause B.3.3 and inserting the following:

	<b>Monday to Friday between 4am and 9pm</b>	<b>Saturday—all ordinary hours worked between 4am and 6pm</b>	<b>Sunday—all ordinary hours worked between 8am and 6pm</b>	<b>Sunday to Saturday load out areas (10pm to 6am)</b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>125%</b>	<b>150%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 1	28.26	28.26	33.92	33.92
MI 2	29.21	29.21	35.06	35.06
MI 3	29.56	29.56	35.48	35.48
MI 4	30.26	30.26	36.32	36.32
MI 5	30.79	30.79	36.95	36.95
MI 6	31.43	31.43	37.71	37.71
MI 7	32.73	32.73	39.27	39.27
MI 8	33.93	33.93	40.71	40.71

16. By deleting the table appearing in clause B.4.1 and inserting the following:

	<b>Ordinary hours commencing on or after 6.30am and not later than 8.30am</b>	<b>Morning commencing after 8.30am and before 12 noon</b>	<b>Afternoon commencing at 12 noon or later and finishing at or before midnight</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>105%</b>	<b>112.5%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 3	23.65	24.83	26.61

17. By deleting the table appearing in clause B.4.2 and inserting the following:

	<b>First 3 hours</b>	<b>After 3 hours</b>
	<b>% of minimum hourly rate</b>	
	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
MI 3	35.48	47.30

18. By deleting the table appearing in clause B.4.3 and inserting the following:

	<b>Ordinary hours commencing on or after 6.30 am and not later than 8.30 am</b>	<b>Morning commencing after 8.30 am and before 12 noon</b>	<b>Afternoon commencing at 12 noon or later and finishing at or before midnight</b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>130%</b>	<b>137.5%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 3	29.56	30.75	32.52

19. By deleting the table appearing in clause B.5.1 and inserting the following:

	Minimum hourly rate	Afternoon shift	Night shift	Fixed night shift	Non-successive shift (afternoon or night shift) (see clause 23.3(d))	
					First 3 hours	After 3 hours
	(see clause 23.2) % of minimum hourly rate					
	100%	115%	125%	130%	150%	200%
	\$	\$	\$	\$	\$	\$
MI 1	22.61	26.00	28.26	29.39	33.92	45.22
MI 2	23.37	26.88	29.21	30.38	35.06	46.74
MI 3	23.65	27.20	29.56	30.75	35.48	47.30
MI 4	24.21	27.84	30.26	31.47	36.32	48.42
MI 5	24.63	28.32	30.79	32.02	36.95	49.26
MI 6	25.14	28.91	31.43	32.68	37.71	50.28
MI 7	26.18	30.11	32.73	34.03	39.27	52.36
MI 8	27.14	31.21	33.93	35.28	40.71	54.28

20. By deleting the table appearing in clause B.5.2 and inserting the following:

	First three hours	After three hours	Sunday—all day (meat processing establishments only)
	% of minimum hourly rate		
	150%	200%	200%
	\$	\$	\$
MI 1	33.92	45.22	45.22
MI 2	35.06	46.74	46.74
MI 3	35.48	47.30	47.30
MI 4	36.32	48.42	48.42
MI 5	36.95	49.26	49.26
MI 6	37.71	50.28	50.28
MI 7	39.27	52.36	52.36
MI 8	40.71	54.28	



21. By deleting the table appearing in clause B.5.3 and inserting the following:

	Minimum hourly rate (and 25% casual loading)	Afternoon shift	Night shift	Fixed night shift	Non-successive shift (afternoon or night shift) (see clause 23.3(e))	
					First 3 hours	After 3 hours
	(see clause 23.2) % of minimum hourly rate					
	125%	140%	150%	155%	175%	225%
	\$	\$	\$	\$	\$	\$
MI 1	28.26	31.65	33.92	35.05	39.57	50.87
MI 2	29.21	32.72	35.06	36.22	40.90	52.58
MI 3	29.56	33.11	35.48	36.66	41.39	53.21
MI 4	30.26	33.89	36.32	37.53	42.37	54.47
MI 5	30.79	34.48	36.95	38.18	43.10	55.42
MI 6	31.43	35.20	37.71	38.97	44.00	56.57
MI 7	32.73	36.65	39.27	40.58	45.82	58.91
MI 8	33.93	38.00	40.71	42.07	47.50	61.07

22. By deleting the table appearing in clause B.6.1 and inserting the following:

	Christmas day and ANZAC Day	Good Friday		Other public holidays	
		First 4 hours	Subsequent hours	First 2 hours	Subsequent hours
	% of minimum hourly rate				
	300%	250%	300%	250%	300%
	\$	\$	\$	\$	\$
MI 1	67.83	56.53	67.83	56.53	67.83
MI 2	70.11	58.43	70.11	58.43	70.11
MI 3	70.95	59.13	70.95	59.13	70.95
MI 4	72.63	60.53	72.63	60.53	72.63
MI 5	73.89	61.58	73.89	61.58	73.89
MI 6	75.42	62.85	75.42	62.85	75.42
MI 7	78.54	65.45	78.54	65.45	78.54
MI 8	81.42	67.85	81.42	67.85	81.42

23. By deleting the table appearing in clause B.6.2 and inserting the following:

	Christmas day and ANZAC Day	Good Friday		Other public holidays	
		First 4 hours	Subsequent hours	First 2 hours	Subsequent hours
<b>% of minimum hourly rate</b>					
	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 1	45.22	33.92	45.22	33.92	45.22
MI 2	46.74	35.06	46.74	35.06	46.74
MI 3	47.30	35.48	47.30	35.48	47.30
MI 4	48.42	36.32	48.42	36.32	48.42
MI 5	49.26	36.95	49.26	36.95	49.26
MI 6	50.28	37.71	50.28	37.71	50.28
MI 7	52.36	39.27	52.36	39.27	52.36
MI 8	54.28	40.71	54.28	40.71	54.28

24. By deleting the amount “\$940.90” appearing in clause C.1 and inserting “\$995.00”.

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

Allowance	Clause	% of standard rate	\$	Payable
Leading hand allowance, supervising—3 to 9 employees	20.2(c)(i)	1.6	15.92	per week
Leading hand allowance, supervising—10 or more employees	20.2(c)(ii)	2.3	22.89	per week

26. By deleting the amount “\$24.76” appearing in clause C.2.1 and inserting “\$26.18”.

27. By deleting the table appearing in clause C.2.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Cold temperature allowance—Below zero but not below -16°C	20.2(a)	2.6	0.68	per hour or part thereof unless stated otherwise

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Cold temperature allowance—Below -16°C but not below -18°C	20.2(a)	4.5	1.18	per hour or part thereof unless stated otherwise
Cold temperature allowance—Below -18°C but not below -21°C	20.2(a)	6.4	1.68	per hour or part thereof unless stated otherwise
Cold temperature allowance—Below -21°C	20.2(a)	8.7	2.28	per hour or part thereof unless stated otherwise
First aid allowance	20.2(b)	14.2	3.72	per day

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