



# DETERMINATION

*Fair Work Act 2009*

s 157—FWC may vary etc. modern awards if necessary to achieve modern awards objective

## **Review of C14 and C13 rates in modern awards** (C2019/5259)

### **PASTORAL AWARD 2020**

[\[MA000035\]](#)

Agricultural industry

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
COMMISSIONER DURHAM

MELBOURNE, 19 NOVEMBER 2024

*Review of classification rates at the C14 and C13 level in modern awards – Pastoral Award 2020 – award varied.*

A. Further to the decision issued by the Expert Panel on 19 November 2024 [\[\[2024\] FWCFB 438\]](#), the above award is varied as follows:

1. By deleting the number “12” appearing in clause 31.1(a) and inserting “6”.
2. By deleting the words “Station cook” appearing in clause 31.1(b) and inserting “Station cook with less than 6 months’ experience in the industry”.
3. By deleting the words “Station cook’s offsider” appearing in clause 31.1(c) and inserting “Station cook’s offsider with less than 6 months’ experience in the industry”.
4. By deleting clause 31.1(d) and inserting the following:
  - (d) Cattle farm worker grade A who:
    - works under direct supervision either individually or in a team environment;
    - understands and undertakes basic quality control/assurance procedures including the ability to recognise basic quality deviations/faults;
    - understands and utilises basic statistical process control procedures; and

- has less than 6 months’ experience in the industry (after which the employee will progress to Cattle farm worker grade B).

Indicative of the tasks which an employee at this grade may perform are the following:

- routine mustering;
- routine fence repairs;
- aerial stock sighting;
- repetitive packing and/or unpacking; and
- kitchen/cooking assistance not involving food preparation.

5. By deleting the number “12” appearing in clause 31.1(f) and inserting “6”.
6. By renumbering clauses 31.2(a) to 31.2(b) as clauses 31.2(d) to 31.2(e).
7. By inserting a new clause 31.2(a) as follows:
  - (a) Station hand with 6 to 12 months’ experience in the industry.
8. By inserting a new clause 31.2(b) as follows:
  - (b) Station cook with more than 6 months’ experience in the industry.
9. By inserting clause 31.2(c) as follows:
  - (c) Station cook’s offsider with more than 6 months’ experience in the industry.
10. By inserting clause 31.2(f) as follows:
  - (f) Dairy operator grade 1A with 6 to 12 months’ experience in the industry.
11. By inserting clause 36.2(c) as follows:
  - (c) Within a period of 3 months, the employee will be reclassified to Piggery attendant level 2 (PA2).
12. By deleting the words “structured training” appearing in clause 36.3(a) and inserting “employment at PA1 level”.
13. By deleting the row for PA2 in the table appearing in clause 37.1 and inserting the following:

PA2	915.90	24.10
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14. By deleting the number “12” appearing in clause 46.1(b) and inserting “6”.

15. By deleting the number “12” appearing in clause 46.2(a)(i) and inserting “6”.

16. By deleting the row for PA2 in the table appearing in clause B.4.1 and inserting the following:

PA2	24.10	36.15	60.25
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17. By deleting the row for PA2 in the table appearing in clause B.4.2 and inserting the following:

PA2	27.72	36.15	48.20	31.33	36.15	48.20	48.20
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18. By deleting the row for PA2 in the table appearing in clause B.4.3 and inserting the following:

PA2	24.10	36.15	48.20	48.20
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19. By deleting the row for PA2 in the table appearing in clause B.4.4 and inserting the following:

PA2	30.13	42.18	66.28
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20. By deleting the row for PA2 in the table appearing in clause B.4.5 and inserting the following:

PA2	33.74	42.18	54.23	37.36	42.18	54.23	54.23
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21. By deleting the rows for PA2 in the table appearing in clause B.5.1 and inserting the following:

<b>PA2</b>			
Under 16 years	12.05	18.08	30.13
16 years	14.46	21.69	36.15
17 years	16.87	25.31	42.18
18 years	19.28	28.92	48.20
19 years	21.69	32.54	54.23

22. By deleting the rows for PA2 in the table appearing in clause B.5.2 and inserting the following:

<b>PA2</b>						
Under 16 years	13.86	18.08	24.10	15.67	18.08	24.10

16 years	16.63	21.69	28.92	18.80	21.69	28.92	28.92
17 years	19.40	25.31	33.74	21.93	25.31	33.74	33.74
18 years	22.17	28.92	38.56	25.06	28.92	38.56	38.56
19 years	24.94	32.54	43.38	28.20	32.54	43.38	43.38

23. By deleting the rows for PA2 in the table appearing in clause B.5.3 and inserting the following:

<b>PA2</b>			
Under 16 years	18.08	24.10	24.10
16 years	21.69	28.92	28.92
17 years	25.31	33.74	33.74
18 years	28.92	38.56	38.56
19 years	32.54	43.38	43.38

24. By deleting the rows for PA2 in the table appearing in clause B.5.4 and inserting the following:

<b>PA2</b>			
Under 16 years	15.06	21.09	33.14
16 years	18.08	25.31	39.77
17 years	21.09	29.52	46.39
18 years	24.10	33.74	53.02
19 years	27.11	37.96	59.65

25. By deleting the rows for PA2 in the table appearing in clause B.5.5 and inserting the following:

<b>PA2</b>							
Under 16 years	16.87	21.09	27.11	18.68	21.09	27.11	27.11
16 years	20.24	25.31	32.54	22.41	25.31	32.54	32.54
17 years	23.62	29.52	37.96	26.15	29.52	37.96	37.96
18 years	26.99	33.74	43.38	29.88	33.74	43.38	43.38
19 years	30.37	37.96	48.80	33.62	37.96	48.80	48.80

26. By updating the cross-references accordingly.

B. This determination comes into operation on 1 April 2025. In accordance with ss 165(3) and 166(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 April 2025.



PRESIDENT

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