



# DRAFT DETERMINATION

*Fair Work Act 2009*

s.285—Annual wage review

## Annual Wage Review 2024–25

(C2025/1)

## MEAT INDUSTRY AWARD 2020

[MA000059]

Meat industry

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT MILLHOUSE  
DEPUTY PRESIDENT O'NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, XX JUNE 2025

*Annual Wage Review 2024–25.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 16.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
MI 1	922.70	24.28
MI 2	953.60	25.09
MI 3	965.10	25.40
MI 4	987.70	25.99
MI 5	1005.20	26.45
MI 6	1025.80	26.99
MI 7	1068.40	28.12
MI 8	1107.60	29.15

2. By deleting the year “2024” in clause 16.11(b) and inserting “2025”.
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	0.73
Below -16°C but not below -18°C	1.27
Below -18°C but not below -21°C	1.80
Below -21°C	2.45

4. By deleting the amount “\$3.86” appearing in clause 20.2(b) and inserting “\$3.99”.
5. By deleting the amount “\$16.52” appearing in clause 20.2(c)(i) and inserting “\$17.09”.
6. By deleting the amount “\$23.74” appearing in clause 20.2(c)(ii) and inserting “\$24.57”.
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	24.28	36.42	48.56
MI 2	25.09	37.64	50.18
MI 3	25.40	38.10	50.80
MI 4	25.99	38.99	51.98
MI 5	26.45	39.68	52.90
MI 6	26.99	40.49	53.98
MI 7	28.12	42.18	56.24

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	36.42	48.56	48.56
MI 2	37.64	50.18	50.18
MI 3	38.10	50.80	50.80
MI 4	38.99	51.98	51.98
MI 5	39.68	52.90	52.90
MI 6	40.49	53.98	53.98
MI 7	42.18	56.24	56.24

9. By deleting the table appearing in clause B.1.3 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>125%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 1	30.35	36.42	48.56
MI 2	31.36	37.64	50.18
MI 3	31.75	38.10	50.80
MI 4	32.49	38.99	51.98
MI 5	33.06	39.68	52.90
MI 6	33.74	40.49	53.98
MI 7	35.15	42.18	56.24

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	24.28	30.35
MI 2	25.09	31.36
MI 3	25.40	31.75
MI 4	25.99	32.49
MI 5	26.45	33.06
MI 6	26.99	33.74
MI 7	28.12	35.15

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	36.42	48.56
MI 2	37.64	50.18
MI 3	38.10	50.80
MI 4	38.99	51.98
MI 5	39.68	52.90
MI 6	40.49	53.98
MI 7	42.18	56.24

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	30.35	30.35
MI 2	31.36	31.36
MI 3	31.75	31.75
MI 4	32.49	32.49
MI 5	33.06	33.06
MI 6	33.74	33.74
MI 7	35.15	35.15

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	24.28	30.35	36.42	30.35
MI 2	25.09	31.36	37.64	31.36
MI 3	25.40	31.75	38.10	31.75
MI 4	25.99	32.49	38.99	32.49
MI 5	26.45	33.06	39.68	33.06
MI 6	26.99	33.74	40.49	33.74
MI 7	28.12	35.15	42.18	35.15
MI 8	29.15	36.44	43.73	36.44

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	36.42	48.56
MI 2	37.64	50.18
MI 3	38.10	50.80
MI 4	38.99	51.98
MI 5	39.68	52.90
MI 6	40.49	53.98
MI 7	42.18	56.24
MI 8	43.73	58.30

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	30.35	30.35	36.42	36.42
MI 2	31.36	31.36	37.64	37.64
MI 3	31.75	31.75	38.10	38.10
MI 4	32.49	32.49	38.99	38.99
MI 5	33.06	33.06	39.68	39.68
MI 6	33.74	33.74	40.49	40.49
MI 7	35.15	35.15	42.18	42.18
MI 8	36.44	36.44	43.73	43.73

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	25.40	26.67	28.58

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	38.10	50.80

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	31.75	33.02	34.93

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

	<b>Minimum hourly rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Fixed night shift</b>	<b>Non-successive shift (afternoon or night shift)  (see clause 23.3(d))</b>	
					<b>(see clause 23.2) % of minimum hourly rate</b>	
	<b>100%</b>	<b>115%</b>	<b>125%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 1	24.28	27.92	30.35	31.56	36.42	48.56
MI 2	25.09	28.85	31.36	32.62	37.64	50.18
MI 3	25.40	29.21	31.75	33.02	38.10	50.80
MI 4	25.99	29.89	32.49	33.79	38.99	51.98
MI 5	26.45	30.42	33.06	34.39	39.68	52.90
MI 6	26.99	31.04	33.74	35.09	40.49	53.98
MI 7	28.12	32.34	35.15	36.56	42.18	56.24
MI 8	29.15	33.52	36.44	37.90	43.73	58.30

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

	<b>First 3 hours</b>	<b>After 3 hours</b>	<b>Sunday—all day (meat processing establishments only)</b>
	<b>% of minimum hourly rate</b>		
	<b>150%</b>	<b>200%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 1	36.42	48.56	48.56
MI 2	37.64	50.18	50.18
MI 3	38.10	50.80	50.80
MI 4	38.99	51.98	51.98
MI 5	39.68	52.90	52.90
MI 6	40.49	53.98	53.98
MI 7	42.18	56.24	56.24
MI 8	43.73	58.30	



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

	<b>Minimum hourly rate (and 25% casual loading)</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Fixed night shift</b>	<b>Non-successive shift (afternoon or night shift) (see clause 23.3(e))</b>	
		<b>(see clause 23.2) % of minimum hourly rate</b>			<b>First 3 hours</b>	<b>After 3 hours</b>
	<b>125%</b>	<b>140%</b>	<b>150%</b>	<b>155%</b>	<b>175%</b>	<b>225%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 1	30.35	33.99	36.42	37.63	42.49	54.63
MI 2	31.36	35.13	37.64	38.89	43.91	56.45
MI 3	31.75	35.56	38.10	39.37	44.45	57.15
MI 4	32.49	36.39	38.99	40.28	45.48	58.48
MI 5	33.06	37.03	39.68	41.00	46.29	59.51
MI 6	33.74	37.79	40.49	41.83	47.23	60.73
MI 7	35.15	39.37	42.18	43.59	49.21	63.27
MI 8	36.44	40.81	43.73	45.18	51.01	65.59

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

	<b>Christmas day and ANZAC Day</b>	<b>Good Friday</b>		<b>Other public holidays</b>	
		<b>First 4 hours</b>	<b>Subsequent hours</b>	<b>First 2 hours</b>	<b>Subsequent hours</b>
	<b>% of minimum hourly rate</b>				
	<b>300%</b>	<b>250%</b>	<b>300%</b>	<b>250%</b>	<b>300%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 1	72.84	60.70	72.84	60.70	72.84
MI 2	75.27	62.73	75.27	62.73	75.27
MI 3	76.20	63.50	76.20	63.50	76.20
MI 4	77.97	64.98	77.97	64.98	77.97
MI 5	79.35	66.13	79.35	66.13	79.35
MI 6	80.97	67.48	80.97	67.48	80.97
MI 7	84.36	70.30	84.36	70.30	84.36
MI 8	87.45	72.88	87.45	72.88	87.45

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

	<b>Christmas day and ANZAC Day</b>	<b>Good Friday</b>		<b>Other public holidays</b>	
		<b>First 4 hours</b>	<b>Subsequent hours</b>	<b>First 2 hours</b>	<b>Subsequent hours</b>
	<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	48.56	36.42	48.56	36.42	48.56
MI 2	50.18	37.64	50.18	37.64	50.18
MI 3	50.80	38.10	50.80	38.10	50.80
MI 4	51.98	38.99	51.98	38.99	51.98
MI 5	52.90	39.68	52.90	39.68	52.90
MI 6	53.98	40.49	53.98	40.49	53.98
MI 7	56.24	42.18	56.24	42.18	56.24
MI 8	58.30	43.73	58.30	43.73	58.30

24. By deleting the amount “\$1032.30” appearing in clause C.1 and inserting “\$1068.40”.
25. By deleting the table appearing in clause C.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hand allowance, supervising—3 to 9 employees	20.2(c)(i)	1.6	17.09	per week
Leading hand allowance, supervising—10 or more employees	20.2(c)(ii)	2.3	24.57	per week

26. By deleting the amount “\$27.17” appearing in clause C.2.1 and inserting “\$28.12”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Cold temperature allowance—Below zero but not below -16°C	20.2(a)	2.6	0.73	per hour or part thereof unless stated otherwise
Cold temperature allowance—Below -16°C but not below -18°C	20.2(a)	4.5	1.27	per hour or part thereof unless stated otherwise
Cold temperature allowance—Below -18°C but not below -21°C	20.2(a)	6.4	1.80	per hour or part thereof unless stated otherwise
Cold temperature allowance—Below -21°C	20.2(a)	8.7	2.45	per hour or part thereof unless stated otherwise
First aid allowance	20.2(b)	14.2	3.99	per day

- B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2025.

PRESIDENT