



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25 (C2025/1)

SEAFOOD PROCESSING AWARD 2020 [MA000068]

Seafood processing

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:

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

Classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Process Attendant Level 1	922.70	24.28
Process Attendant Level 2	948.00	24.95
Process Attendant Level 3	1019.00	26.82
Process Attendant Level 4	1068.40	28.12

2. By deleting the year “2024” in clause 15.6(b) and inserting “2025”.
3. By deleting the amount “\$20.54” appearing in clause 17.2(a) and inserting “\$21.26”.
4. By deleting the amount “\$0.76” appearing in clause 17.2(b)(i) and inserting “\$0.79”.

5. By deleting the table appearing in clause A.1.1 and inserting the following:

	Ordinary hours	Saturday		Sunday	Public holiday
		Before noon	After noon		
	% of minimum hourly rate				
	100%	125%	150%	200%	250%
	\$	\$	\$	\$	\$
Process Attendant Level 1	24.28	30.35	36.42	48.56	60.70
Process Attendant Level 2	24.95	31.19	37.43	49.90	62.38
Process Attendant Level 3	26.82	33.53	40.23	53.64	67.05
Process Attendant Level 4	28.12	35.15	42.18	56.24	70.30

6. By deleting the table appearing in clause A.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Process Attendant Level 1	36.42	48.56	48.56	60.70
Process Attendant Level 2	37.43	49.90	49.90	62.38
Process Attendant Level 3	40.23	53.64	53.64	67.05
Process Attendant Level 4	42.18	56.24	56.24	70.30

7. By deleting the table appearing in clause A.1.3 and inserting the following:

	Afternoon & night	Non-successive shifts ¹		Permanent night ²	Saturday	Non-continuous shiftworker		Continuous shiftworker
		First 3 hours	After 3 hours			Sunday	Public holiday	Sunday or public holiday
	% of minimum hourly rate							
	115%	150%	200%	130%	150%	200%	250%	200%
	\$	\$	\$	\$	\$	\$	\$	\$
Process Attendant Level 1	27.92	36.42	48.56	31.56	36.42	48.56	60.70	48.56
Process Attendant Level 2	28.69	37.43	49.90	32.44	37.43	49.90	62.38	49.90
Process Attendant Level 3	30.84	40.23	53.64	34.87	40.23	53.64	67.05	53.64
Process Attendant Level 4	32.34	42.18	56.24	36.56	42.18	56.24	70.30	56.24

8. By deleting the table appearing in clause A.1.4 and inserting the following:

	Non-continuous shiftworker				Continuous shiftworker
	Monday - Saturday		Sunday	Public holiday	All day
	First 3 hours	After 3 hours			
	% of minimum hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Process Attendant Level 1	36.42	48.56	48.56	60.70	48.56
Process Attendant Level 2	37.43	49.90	49.90	62.38	49.90
Process Attendant Level 3	40.23	53.64	53.64	67.05	53.64
Process Attendant Level 4	42.18	56.24	56.24	70.30	56.24

9. By deleting the table appearing in clause A.2.2 and inserting the following:

	Ordinary hours	Saturday		Sunday	Public holiday
		Before noon	After noon		
	% of casual ordinary hourly rate				
	100%	125%	150%	200%	250%
	\$	\$	\$	\$	\$
Process Attendant Level 1	30.35	37.94	45.53	60.70	75.88
Process Attendant Level 2	31.19	38.99	46.79	62.38	77.98
Process Attendant Level 3	33.53	41.91	50.30	67.06	83.83
Process Attendant Level 4	35.15	43.94	52.73	70.30	87.88

10. By deleting the table appearing in clause A.2.3 and inserting the following:

	Afternoon & night	Non-successive shifts ¹		Permanent night ²	Saturday	Non-continuous shiftworker		Continuous shiftworker
		First 3 hours	After 3 hours			Sunday	Public holiday	Sunday or public holiday
	% of casual ordinary hourly rate							
	115%	150%	200%	130%	150%	200%	250%	200%
	\$	\$	\$	\$	\$	\$	\$	\$
Process Attendant Level 1	34.90	45.53	60.70	39.46	45.53	60.70	75.88	60.70
Process Attendant Level 2	35.87	46.79	62.38	40.55	46.79	62.38	77.98	62.38
Process Attendant Level 3	38.56	50.30	67.06	43.59	50.30	67.06	83.83	67.06
Process Attendant Level 4	40.42	52.73	70.30	45.70	52.73	70.30	87.88	70.30

11. By deleting the amount “\$27.17” appearing in clause B.1.1 and inserting “\$28.12”.
12. By deleting the table appearing in clause B.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	17.2(a)	75.6	21.26	per week
Cold places allowance	17.2(b)	2.8	0.79	per hour

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