



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2024–25
(C2025/1)

POULTRY PROCESSING AWARD 2020
[MA000074]

Poultry 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:

- 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	952.20	25.06
Level 2	977.70	25.73
Level 3	990.60	26.07
Level 4	1003.50	26.41
Level 5	1016.00	26.74
Level 6	1042.20	27.43

- By deleting the year “2024” in clause 15.3(a)(ii) and inserting “2025”.

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	39.11
20 employees or more	65.35

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	0.95
-18.0°C to -23.3°C	1.67
Less than -23.3°C	2.62

5. By deleting the amount “\$20.68” appearing in clause 17.2(d) and inserting “\$21.41”.

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	25.06	37.59	43.86	62.65
Level 2	25.73	38.60	45.03	64.33
Level 3	26.07	39.11	45.62	65.18
Level 4	26.41	39.62	46.22	66.03
Level 5	26.74	40.11	46.80	66.85
Level 6	27.43	41.15	48.00	68.58

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	37.59	50.12	50.12	62.65
Level 2	38.60	51.46	51.46	64.33

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of ordinary hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 3	39.11	52.14	52.14	65.18
Level 4	39.62	52.82	52.82	66.03
Level 5	40.11	53.48	53.48	66.85
Level 6	41.15	54.86	54.86	68.58

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 rate¹					
	110%	115%	125%	150%	175%	250%
	\$	\$	\$	\$	\$	\$
Level 1	27.57	28.82	31.33	37.59	43.86	62.65
Level 2	28.30	29.59	32.16	38.60	45.03	64.33
Level 3	28.68	29.98	32.59	39.11	45.62	65.18
Level 4	29.05	30.37	33.01	39.62	46.22	66.03
Level 5	29.41	30.75	33.43	40.11	46.80	66.85
Level 6	30.17	31.54	34.29	41.15	48.00	68.58

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	37.59	50.12	50.12	62.65
Level 2	38.60	51.46	51.46	64.33
Level 3	39.11	52.14	52.14	65.18
Level 4	39.62	52.82	52.82	66.03

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of ordinary hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 5	40.11	53.48	53.48	66.85
Level 6	41.15	54.86	54.86	68.58

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	31.33	37.59	43.86	62.65
Level 2	32.16	38.60	45.03	64.33
Level 3	32.59	39.11	45.62	65.18
Level 4	33.01	39.62	46.22	66.03
Level 5	33.43	40.11	46.80	66.85
Level 6	34.29	41.15	48.00	68.58

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	33.83	35.08	37.59	37.59	43.86	62.65
Level 2	34.74	36.02	38.60	38.60	45.03	64.33
Level 3	35.19	36.50	39.11	39.11	45.62	65.18
Level 4	35.65	36.97	39.62	39.62	46.22	66.03
Level 5	36.10	37.44	40.11	40.11	46.80	66.85
Level 6	37.03	38.40	41.15	41.15	48.00	68.58

12. By deleting the amount “\$24.86” appearing in clause C.1.1 and inserting “\$25.73”.

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 to 19 employees ¹	17.2(b)(i)	152.0	39.11	per week
Leading hand in charge of— 20 employees or more ¹	17.2(b)(i)	254.0	65.35	per week
Cold work allowance—From -15.6°C to -18.0°C	17.2(c)	3.7	0.95	per hour or part thereof
Cold work allowance— - 18.0°C to -23.3°C	17.2(c)	6.5	1.67	per hour or part thereof
Cold work allowance—Less than -23.3°C	17.2(c)	10.2	2.62	per hour or part thereof
First aid allowance	17.2(d)	83.2	21.41	per week

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