



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

MEAT INDUSTRY AWARD 2020
[MA000059]

Meat industry

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] 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	753.80	19.84
MI 2	780.30	20.53
MI 3	790.10	20.79
MI 4	809.60	21.31
MI 5	824.60	21.70
MI 6	842.30	22.17
MI 7	877.60	23.09
MI 8	909.70	23.94

2. By deleting the year “2019” in clause 16.11(b) and inserting “2020”.
3. By deleting the table appearing in clause 20.2(a) and inserting the following

Temperature range	\$ per hour or part thereof
Below zero but not below -16°C	0.60
Below -16°C but not below -18°C	1.04
Below -18°C but not below -21°C	1.48
Below -21°C	2.01

4. By deleting the amount “\$3.22” appearing in clause 20.2(b) and inserting “\$3.28”.
5. By deleting the amount “\$13.80” appearing in clause 20.2(c)(i) and inserting “\$14.04”.
6. By deleting the amount “\$19.84” appearing in clause 20.2(c)(ii) and inserting “\$20.18”.
7. By deleting the table appearing in clause B.1.1 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		
	100%	150%	200%
	\$	\$	\$
MI 1	19.84	29.76	39.68
MI 2	20.53	30.80	41.06
MI 3	20.79	31.19	41.58
MI 4	21.31	31.97	42.62
MI 5	21.70	32.55	43.40
MI 6	22.17	33.26	44.34
MI 7	23.09	34.64	46.18

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	29.76	39.68	39.68
MI 2	30.80	41.06	41.06
MI 3	31.19	41.58	41.58
MI 4	31.97	42.62	42.62
MI 5	32.55	43.40	43.40
MI 6	33.26	44.34	44.34
MI 7	34.64	46.18	46.18

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	24.80	29.76	39.68
MI 2	25.66	30.80	41.06
MI 3	25.99	31.19	41.58
MI 4	26.64	31.97	42.62
MI 5	27.13	32.55	43.40
MI 6	27.71	33.26	44.34
MI 7	28.86	34.64	46.18

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

	Monday to Friday between 6am and 6 pm	Saturday—up to 4 ordinary hours between 6am and 6pm
	% of minimum hourly rate	
	100%	125%
	\$	\$
MI 1	19.84	24.80
MI 2	20.53	25.66
MI 3	20.79	25.99
MI 4	21.31	26.64
MI 5	21.70	27.13
MI 6	22.17	27.71
MI 7	23.09	28.86

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

	First 3 hours	After 3 hours
	% of minimum hourly rate	
	150%	200%
	\$	\$
MI 1	29.76	39.68
MI 2	30.80	41.06
MI 3	31.19	41.58
MI 4	31.97	42.62
MI 5	32.55	43.40
MI 6	33.26	44.34
MI 7	34.64	46.18

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

	Monday to Friday between 6am and 6 pm	Saturday—up to 4 ordinary hours between 6am and 6pm
	% of minimum hourly rate	
	125%	125%
	\$	\$
MI 1	24.80	24.80
MI 2	25.66	25.66
MI 3	25.99	25.99
MI 4	26.64	26.64
MI 5	27.13	27.13
MI 6	27.71	27.71
MI 7	28.86	28.86

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

	Monday to Friday between 4am and 9 pm	Saturday—all ordinary hours worked between 4am and 6pm	Sunday—all ordinary hours worked between 8am and 6pm	Sunday to Saturday load out areas (10pm to 6am)
	% of minimum hourly rate			
	100%	125%	150%	125%
	\$	\$	\$	\$
MI 1	19.84	24.80	29.76	24.80
MI 2	20.53	25.66	30.80	25.66
MI 3	20.79	25.99	31.19	25.99
MI 4	21.31	26.64	31.97	26.64
MI 5	21.70	27.13	32.55	27.13
MI 6	22.17	27.71	33.26	27.71
MI 7	23.09	28.86	34.64	28.86
MI 8	23.94	29.93	35.91	29.93

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

	First 3 hours	After 3 hours
	% of minimum hourly rate	
	150%	200%
	\$	\$
MI 1	29.76	39.68
MI 2	30.80	41.06
MI 3	31.19	41.58
MI 4	31.97	42.62
MI 5	32.55	43.40
MI 6	33.26	44.34
MI 7	34.64	46.18
MI 8	35.91	47.88

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

	Monday to Friday between 4am and 9 pm	Saturday—all ordinary hours worked between 4am and 6pm	Sunday—all ordinary hours worked between 8am and 6pm	Sunday to Saturday load out areas (10pm to 6am)
	% of minimum hourly rate			
	125%	125%	150%	150%
	\$	\$	\$	\$
MI 1	24.80	24.80	29.76	29.76
MI 2	25.66	25.66	30.80	30.80
MI 3	25.99	25.99	31.19	31.19
MI 4	26.64	26.64	31.97	31.97
MI 5	27.13	27.13	32.55	32.55
MI 6	27.71	27.71	33.26	33.26
MI 7	28.86	28.86	34.64	34.64
MI 8	29.93	29.93	35.91	35.91

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

	Ordinary hours commencing on or after 6.30 am and not later than 8.30 am	Morning commencing after 8.30 am and before 12 noon	Afternoon commencing at 12 noon or later and finishing at or before midnight
	% of minimum hourly rate		
	100%	105%	112.5%
	\$	\$	\$
MI 3	20.79	21.83	23.39

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

	First 3 hours	After 3 hours
	% of minimum hourly rate	
	150%	200%
	\$	\$
MI 3	31.19	41.58

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

	Ordinary hours commencing on or after 6.30 am and not later than 8.30 am	Morning commencing after 8.30 am and before 12 noon	Afternoon commencing at 12 noon or later and finishing at or before midnight
	% of minimum hourly rate		
	125%	130%	137.5%
	\$	\$	\$
MI 3	25.99	27.03	28.59

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	19.84	22.82	24.80	25.79	29.76	39.68
MI 2	20.53	23.61	25.66	26.69	30.80	41.06
MI 3	20.79	23.91	25.99	27.03	31.19	41.58
MI 4	21.31	24.51	26.64	27.70	31.97	42.62
MI 5	21.70	24.96	27.13	28.21	32.55	43.40
MI 6	22.17	25.50	27.71	28.82	33.26	44.34
MI 7	23.09	26.55	28.86	30.02	34.64	46.18
MI 8	23.94	27.53	29.93	31.12	35.91	47.88

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	29.76	39.68	39.68
MI 2	30.80	41.06	41.06
MI 3	31.19	41.58	41.58
MI 4	31.97	42.62	42.62
MI 5	32.55	43.40	43.40
MI 6	33.26	44.34	44.34
MI 7	34.64	46.18	46.18
MI 8	35.91	47.88	

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	24.80	27.78	29.76	30.75	34.72	44.64
MI 2	25.66	28.74	30.80	31.82	35.93	46.19
MI 3	25.99	29.11	31.19	32.22	36.38	46.78
MI 4	26.64	29.83	31.97	33.03	37.29	47.95
MI 5	27.13	30.38	32.55	33.64	37.98	48.83
MI 6	27.71	31.04	33.26	34.36	38.80	49.88
MI 7	28.86	32.33	34.64	35.79	40.41	51.95
MI 8	29.93	33.52	35.91	37.11	41.90	53.87

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	59.52		59.52		59.52
MI 2	61.59		61.59		61.59
MI 3	62.37		62.37		62.37
MI 4	63.93		63.93		63.93
MI 5	65.10		65.10		65.10
MI 6	66.51		66.51		66.51
MI 7	69.27		69.27		69.27
MI 8	71.82		71.82		71.82

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
% of minimum hourly rate					
	200%	150%	200%	150%	200%
	\$	\$	\$	\$	\$
MI 1	39.68		39.68		39.68
MI 2	41.06		41.06		41.06
MI 3	41.58		41.58		41.58
MI 4	42.62		42.62		42.62
MI 5	43.40		43.40		43.40
MI 6	44.34		44.34		44.34
MI 7	46.18		46.18		46.18
MI 8	47.88		47.88		47.88

24. By deleting the amount “\$862.50” appearing in clause C.1 and inserting “\$877.60”.

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	14.04	per week
Leading hand allowance, supervising—10 or more employees	20.2(c)(ii)	2.3	20.18	per week

26. By deleting the amount “\$22.70” appearing in clause C.2.1 and inserting “\$23.09”.

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

Allowance	Clause	% of standard rate	\$	Payable
Cold temperature allowances—Below zero but not below -16°C	20.2(a)	2.6	0.60	per hour or part thereof unless stated otherwise

Allowance	Clause	% of standard rate	\$	Payable
Cold temperature allowances—Below -16°C but not below -18°C	20.2(a)	4.5	1.04	per hour or part thereof unless stated otherwise
Cold temperature allowances—Below -18°C but not below -21°C	20.2(a)	6.4	1.48	per hour or part thereof unless stated otherwise
Cold temperature allowances—Below -21°C	20.2(a)	8.7	2.01	per hour or part thereof unless stated otherwise
First aid allowance	20.2(b)	14.2	3.28	per day

B. This determination comes into operation on 1 November 2020. 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 November 2020.

PRESIDENT