



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

POULTRY PROCESSING AWARD 2020
[MA000074]

Poultry processing

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT CATANZARITI
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[2023] 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	886.70	23.33
Level 2	910.50	23.96
Level 3	922.50	24.28
Level 4	934.60	24.59
Level 5	946.10	24.90
Level 6	970.60	25.54

- By deleting the year “2022” in clause 15.3(a)(ii) and inserting “2023”.

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	36.42
20 employees or more	60.86

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	0.89
-18.0°C to -23.3°C	1.56
Less than -23.3°C	2.44

5. By deleting the amount "\$18.85" appearing in clause 17.2(d) and inserting "\$19.93".

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	23.33	35.00	40.83	58.33
Level 2	23.96	35.94	41.93	59.90
Level 3	24.28	36.42	42.49	60.70
Level 4	24.59	36.89	43.03	61.48
Level 5	24.90	37.35	43.58	62.25
Level 6	25.54	38.31	44.70	63.85

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	35.00	46.66	46.66	58.33
Level 2	35.94	47.92	47.92	59.90

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of ordinary hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 3	36.42	48.56	48.56	60.70
Level 4	36.89	49.18	49.18	61.48
Level 5	37.35	49.80	49.80	62.25
Level 6	38.31	51.08	51.08	63.85

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 rate ¹					
	110%	115%	125%	150%	175%	250%
	\$	\$	\$	\$	\$	\$
Level 1	25.66	26.83	29.16	35.00	40.83	58.33
Level 2	26.36	27.55	29.95	35.94	41.93	59.90
Level 3	26.71	27.92	30.35	36.42	42.49	60.70
Level 4	27.05	28.28	30.74	36.89	43.03	61.48
Level 5	27.39	28.64	31.13	37.35	43.58	62.25
Level 6	28.09	29.37	31.93	38.31	44.70	63.85

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	35.00	46.66	46.66	58.33
Level 2	35.94	47.92	47.92	59.90
Level 3	36.42	48.56	48.56	60.70
Level 4	36.89	49.18	49.18	61.48
Level 5	37.35	49.80	49.80	62.25

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of ordinary hourly rate ¹			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 6	38.31	51.08	51.08	63.85

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

	Monday - Friday	Saturday	Sundays	Public holiday
	% of ordinary hourly rate ¹			
	125%	150%	175%	250%
	\$	\$	\$	\$
Level 1	29.16	35.00	40.83	58.33
Level 2	29.95	35.94	41.93	59.90
Level 3	30.35	36.42	42.49	60.70
Level 4	30.74	36.89	43.03	61.48
Level 5	31.13	37.35	43.58	62.25
Level 6	31.93	38.31	44.70	63.85

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 rate ¹					
	135%	140%	150%	150%	175%	250%
	\$	\$	\$	\$	\$	\$
Level 1	31.50	32.66	35.00	35.00	40.83	58.33
Level 2	32.35	33.54	35.94	35.94	41.93	59.90
Level 3	32.78	33.99	36.42	36.42	42.49	60.70
Level 4	33.20	34.43	36.89	36.89	43.03	61.48
Level 5	33.62	34.86	37.35	37.35	43.58	62.25
Level 6	34.48	35.76	38.31	38.31	44.70	63.85

12. By deleting the amount “\$22.66” appearing in clause C.1.1 and inserting “\$23.96”.

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	36.42	per week
Leading hand in charge of— 20 employees or more ¹	17.2(b)(i)	254.0	60.86	per week
Cold work allowance—From -15.6°C to -18.0°C	17.2(c)	3.7	0.89	per hour or part thereof
Cold work allowance— - 18.0°C to -23.3°C	17.2(c)	6.5	1.56	per hour or part thereof
Cold work allowance—Less than -23.3°C	17.2(c)	10.2	2.44	per hour or part thereof
First aid allowance	17.2(d)	83.2	19.93	per week

B. This determination comes into operation on 1 July 2023. 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 July 2023.

PRESIDENT