



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

SEAFOOD PROCESSING AWARD 2020
[MA000068]

Seafood processing

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

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] 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	891.50	23.46
Process Attendant Level 2	903.70	23.78
Process Attendant Level 3	984.50	25.91
Process Attendant Level 4	1032.30	27.17

2. By deleting the year “2023” in clause 15.6(b) and inserting “2024”.
3. By deleting the amount “\$19.79” appearing in clause 17.2(a) and inserting “\$20.54”.
4. By deleting the amount “\$0.73” appearing in clause 17.2(b)(i) and inserting “\$0.76”.

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	23.46	29.33	35.19	46.92	58.65
Process Attendant Level 2	23.78	29.73	35.67	47.56	59.45
Process Attendant Level 3	25.91	32.39	38.87	51.82	64.78
Process Attendant Level 4	27.17	33.96	40.76	54.34	67.93

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	35.19	46.92	46.92	58.65
Process Attendant Level 2	35.67	47.56	47.56	59.45
Process Attendant Level 3	38.87	51.82	51.82	64.78
Process Attendant Level 4	40.76	54.34	54.34	67.93

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	26.98	35.19	46.92	30.50	35.19	46.92	58.65	46.92
Process Attendant Level 2	27.35	35.67	47.56	30.91	35.67	47.56	59.45	47.56
Process Attendant Level 3	29.80	38.87	51.82	33.68	38.87	51.82	64.78	51.82
Process Attendant Level 4	31.25	40.76	54.34	35.32	40.76	54.34	67.93	54.34

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	35.19	46.92	46.92	58.65	46.92
Process Attendant Level 2	35.67	47.56	47.56	59.45	47.56
Process Attendant Level 3	38.87	51.82	51.82	64.78	51.82
Process Attendant Level 4	40.76	54.34	54.34	67.93	54.34

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	29.33	36.66	44.00	58.66	73.33
Process Attendant Level 2	29.73	37.16	44.60	59.46	74.33
Process Attendant Level 3	32.39	40.49	48.59	64.78	80.98
Process Attendant Level 4	33.96	42.45	50.94	67.92	84.90

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	
% of casual ordinary hourly rate								
	115%	150%	200%	130%	150%	200%	250%	200%
	\$	\$	\$	\$	\$	\$	\$	\$
Process Attendant Level 1	33.73	44.00	58.66	38.13	44.00	58.66	73.33	58.66
Process Attendant Level 2	34.19	44.60	59.46	38.65	44.60	59.46	74.33	59.46
Process Attendant Level 3	37.25	48.59	64.78	42.11	48.59	64.78	80.98	64.78
Process Attendant Level 4	39.05	50.94	67.92	44.15	50.94	67.92	84.90	67.92

11. By deleting the amount “\$26.18” appearing in clause B.1.1 and inserting “\$27.17”.

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	20.54	per week
Cold places allowance	17.2(b)	2.8	0.76	per hour

B. This determination comes into operation on 1 July 2024. 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 2024.

PRESIDENT