



# DETERMINATION

*Fair Work Act 2009*  
s 285—Annual wage review

**Annual Wage Review 2023–24**  
(C2024/1)

**MEAT INDUSTRY AWARD 2020**  
[MA000059]

Meat industry

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

SYDNEY, 18 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:

- By deleting the table appearing in clause 16.1 and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
MI 1	891.50	23.46
MI 2	921.40	24.25
MI 3	932.50	24.54
MI 4	954.30	25.11
MI 5	971.20	25.56
MI 6	991.10	26.08
MI 7	1032.30	27.17
MI 8	1070.10	28.16

2. By deleting the year “2023” in clause 16.11(b) and inserting “2024”.
3. By deleting the table appearing in clause 20.2(a) and inserting the following

<b>Temperature range</b>	<b>\$ per hour or part thereof</b>
Below zero but not below -16°C	0.71
Below -16°C but not below -18°C	1.22
Below -18°C but not below -21°C	1.74
Below -21°C	2.36

4. By deleting the amount “\$3.72” appearing in clause 20.2(b) and inserting “\$3.86”.
5. By deleting the amount “\$15.92” appearing in clause 20.2(c)(i) and inserting “\$16.52”.
6. By deleting the amount “\$22.89” appearing in clause 20.2(c)(ii) and inserting “\$23.74”.
7. By deleting the table appearing in clause B.1.1 and inserting the following:

	<b>Monday to Friday</b>	<b>Saturday (if agreed under clause 14.3(b))</b>	<b>Sunday (if agreed under clause 14.3(b))</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 1	23.46	35.19	46.92
MI 2	24.25	36.38	48.50
MI 3	24.54	36.81	49.08
MI 4	25.11	37.67	50.22
MI 5	25.56	38.34	51.12
MI 6	26.08	39.12	52.16
MI 7	27.17	40.76	54.34

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	35.19	46.92	46.92
MI 2	36.38	48.50	48.50
MI 3	36.81	49.08	49.08
MI 4	37.67	50.22	50.22
MI 5	38.34	51.12	51.12
MI 6	39.12	52.16	52.16
MI 7	40.76	54.34	54.34

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	29.33	35.19	46.92
MI 2	30.31	36.38	48.50
MI 3	30.68	36.81	49.08
MI 4	31.39	37.67	50.22
MI 5	31.95	38.34	51.12
MI 6	32.60	39.12	52.16
MI 7	33.96	40.76	54.34

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

	<b>Monday to Friday between 6am and 6pm</b>	<b>Saturday—up to 4 ordinary hours between 6am and 6pm</b>
	<b>% of minimum hourly rate</b>	
	<b>100%</b>	<b>125%</b>
	<b>\$</b>	<b>\$</b>
MI 1	23.46	29.33
MI 2	24.25	30.31
MI 3	24.54	30.68
MI 4	25.11	31.39
MI 5	25.56	31.95
MI 6	26.08	32.60
MI 7	27.17	33.96

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

	<b>First 3 hours</b>	<b>After 3 hours</b>
	<b>% of minimum hourly rate</b>	
	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
MI 1	35.19	46.92
MI 2	36.38	48.50
MI 3	36.81	49.08
MI 4	37.67	50.22
MI 5	38.34	51.12
MI 6	39.12	52.16
MI 7	40.76	54.34

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

	<b>Monday to Friday between 6am and 6pm</b>	<b>Saturday—up to 4 ordinary hours between 6am and 6pm</b>
	<b>% of minimum hourly rate</b>	
	<b>125%</b>	<b>125%</b>
	<b>\$</b>	<b>\$</b>
MI 1	29.33	29.33
MI 2	30.31	30.31
MI 3	30.68	30.68
MI 4	31.39	31.39
MI 5	31.95	31.95
MI 6	32.60	32.60
MI 7	33.96	33.96

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

	<b>Monday to Friday between 4am and 9pm</b>	<b>Saturday—all ordinary hours worked between 4am and 6pm</b>	<b>Sunday—all ordinary hours worked between 8am and 6pm</b>	<b>Sunday to Saturday load out areas (10pm to 6am)</b>
	<b>% of minimum hourly rate</b>			
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>125%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 1	23.46	29.33	35.19	29.33
MI 2	24.25	30.31	36.38	30.31
MI 3	24.54	30.68	36.81	30.68
MI 4	25.11	31.39	37.67	31.39
MI 5	25.56	31.95	38.34	31.95
MI 6	26.08	32.60	39.12	32.60
MI 7	27.17	33.96	40.76	33.96
MI 8	28.16	35.20	42.24	35.20

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

	<b>First 3 hours</b>	<b>After 3 hours</b>
	<b>% of minimum hourly rate</b>	
	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
MI 1	35.19	46.92
MI 2	36.38	48.50
MI 3	36.81	49.08
MI 4	37.67	50.22
MI 5	38.34	51.12
MI 6	39.12	52.16
MI 7	40.76	54.34
MI 8	42.24	56.32

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

	<b>Monday to Friday between 4am and 9pm</b>	<b>Saturday—all ordinary hours worked between 4am and 6pm</b>	<b>Sunday—all ordinary hours worked between 8am and 6pm</b>	<b>Sunday to Saturday load out areas (10pm to 6am)</b>
	<b>% of minimum hourly rate</b>			
	<b>125%</b>	<b>125%</b>	<b>150%</b>	<b>150%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 1	29.33	29.33	35.19	35.19
MI 2	30.31	30.31	36.38	36.38
MI 3	30.68	30.68	36.81	36.81
MI 4	31.39	31.39	37.67	37.67
MI 5	31.95	31.95	38.34	38.34
MI 6	32.60	32.60	39.12	39.12
MI 7	33.96	33.96	40.76	40.76
MI 8	35.20	35.20	42.24	42.24

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

	<b>Ordinary hours commencing on or after 6.30am and not later than 8.30am</b>	<b>Morning commencing after 8.30am and before 12 noon</b>	<b>Afternoon commencing at 12 noon or later and finishing at or before midnight</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>105%</b>	<b>112.5%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 3	24.54	25.77	27.61

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

	<b>First 3 hours</b>	<b>After 3 hours</b>
	<b>% of minimum hourly rate</b>	
	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>
MI 3	36.81	49.08

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

	<b>Ordinary hours commencing on or after 6.30 am and not later than 8.30 am</b>	<b>Morning commencing after 8.30 am and before 12 noon</b>	<b>Afternoon commencing at 12 noon or later and finishing at or before midnight</b>
	<b>% of minimum hourly rate</b>		
	<b>125%</b>	<b>130%</b>	<b>137.5%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 3	30.68	31.90	33.74

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	23.46	26.98	29.33	30.50	35.19	46.92
MI 2	24.25	27.89	30.31	31.53	36.38	48.50
MI 3	24.54	28.22	30.68	31.90	36.81	49.08
MI 4	25.11	28.88	31.39	32.64	37.67	50.22
MI 5	25.56	29.39	31.95	33.23	38.34	51.12
MI 6	26.08	29.99	32.60	33.90	39.12	52.16
MI 7	27.17	31.25	33.96	35.32	40.76	54.34
MI 8	28.16	32.38	35.20	36.61	42.24	56.32

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	35.19	46.92	46.92
MI 2	36.38	48.50	48.50
MI 3	36.81	49.08	49.08
MI 4	37.67	50.22	50.22
MI 5	38.34	51.12	51.12
MI 6	39.12	52.16	52.16
MI 7	40.76	54.34	54.34
MI 8	42.24	56.32	



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	29.33	32.84	35.19	36.36	41.06	52.79
MI 2	30.31	33.95	36.38	37.59	42.44	54.56
MI 3	30.68	34.36	36.81	38.04	42.95	55.22
MI 4	31.39	35.15	37.67	38.92	43.94	56.50
MI 5	31.95	35.78	38.34	39.62	44.73	57.51
MI 6	32.60	36.51	39.12	40.42	45.64	58.68
MI 7	33.96	38.04	40.76	42.11	47.55	61.13
MI 8	35.20	39.42	42.24	43.65	49.28	63.36

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	70.38	58.65	70.38	58.65	70.38
MI 2	72.75	60.63	72.75	60.63	72.75
MI 3	73.62	61.35	73.62	61.35	73.62
MI 4	75.33	62.78	75.33	62.78	75.33
MI 5	76.68	63.90	76.68	63.90	76.68
MI 6	78.24	65.20	78.24	65.20	78.24
MI 7	81.51	67.93	81.51	67.93	81.51
MI 8	84.48	70.40	84.48	70.40	84.48

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
<b>% of minimum hourly rate</b>					
	<b>200%</b>	<b>150%</b>	<b>200%</b>	<b>150%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
MI 1	46.92	35.19	46.92	35.19	46.92
MI 2	48.50	36.38	48.50	36.38	48.50
MI 3	49.08	36.81	49.08	36.81	49.08
MI 4	50.22	37.67	50.22	37.67	50.22
MI 5	51.12	38.34	51.12	38.34	51.12
MI 6	52.16	39.12	52.16	39.12	52.16
MI 7	54.34	40.76	54.34	40.76	54.34
MI 8	56.32	42.24	56.32	42.24	56.32

24. By deleting the amount “\$995.00” appearing in clause C.1 and inserting “\$1032.30”.

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	16.52	per week
Leading hand allowance, supervising—10 or more employees	20.2(c)(ii)	2.3	23.74	per week

26. By deleting the amount “\$26.18” appearing in clause C.2.1 and inserting “\$27.17”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Cold temperature allowance—Below zero but not below -16°C	20.2(a)	2.6	0.71	per hour or part thereof unless stated otherwise
Cold temperature allowance—Below -16°C but not below -18°C	20.2(a)	4.5	1.22	per hour or part thereof unless stated otherwise
Cold temperature allowance—Below -18°C but not below -21°C	20.2(a)	6.4	1.74	per hour or part thereof unless stated otherwise
Cold temperature allowance—Below -21°C	20.2(a)	8.7	2.36	per hour or part thereof unless stated otherwise
First aid allowance	20.2(b)	14.2	3.86	per day

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

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