



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

SEAFOOD PROCESSING AWARD 2020
[MA000068]

Seafood 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:

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	859.30	22.61
Process Attendant Level 2	871.00	22.92
Process Attendant Level 3	948.90	24.97
Process Attendant Level 4	995.00	26.18

2. By deleting the year “2022” in clause 15.6(b) and inserting “2023”.
3. By deleting the amount “\$18.72” appearing in clause 17.2(a) and inserting “\$19.79”.
4. By deleting the amount “\$0.69” appearing in clause 17.2(b)(i) and inserting “\$0.73”.

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	22.61	28.26	33.92	45.22	56.53
Process Attendant Level 2	22.92	28.65	34.38	45.84	57.30
Process Attendant Level 3	24.97	31.21	37.46	49.94	62.43
Process Attendant Level 4	26.18	32.73	39.27	52.36	65.45

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	33.92	45.22	45.22	56.53
Process Attendant Level 2	34.38	45.84	45.84	57.30
Process Attendant Level 3	37.46	49.94	49.94	62.43
Process Attendant Level 4	39.27	52.36	52.36	65.45

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	26.00	33.92	45.22	29.39	33.92	45.22	56.53	45.22
Process Attendant Level 2	26.36	34.38	45.84	29.80	34.38	45.84	57.30	45.84
Process Attendant Level 3	28.72	37.46	49.94	32.46	37.46	49.94	62.43	49.94
Process Attendant Level 4	30.11	39.27	52.36	34.03	39.27	52.36	65.45	52.36

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	33.92	45.22	45.22	56.53	45.22
Process Attendant Level 2	34.38	45.84	45.84	57.30	45.84
Process Attendant Level 3	37.46	49.94	49.94	62.43	49.94
Process Attendant Level 4	39.27	52.36	52.36	65.45	52.36

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	28.26	35.33	42.39	56.52	70.65
Process Attendant Level 2	28.65	35.81	42.98	57.30	71.63
Process Attendant Level 3	31.21	39.01	46.82	62.42	78.03
Process Attendant Level 4	32.73	40.91	49.10	65.46	81.83

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	32.50	42.39	56.52	36.74	42.39	56.52	70.65	56.52
Process Attendant Level 2	32.95	42.98	57.30	37.25	42.98	57.30	71.63	57.30
Process Attendant Level 3	35.89	46.82	62.42	40.57	46.82	62.42	78.03	62.42
Process Attendant Level 4	37.64	49.10	65.46	42.55	49.10	65.46	81.83	65.46

11. By deleting the amount “\$24.76” appearing in clause B.1.1 and inserting “\$26.18”.

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	19.79	per week
Cold places allowance	17.2(b)	2.8	0.73	per hour

- 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