



# DETERMINATION

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

**Annual Wage Review 2021–22**  
(C2022/1)

**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, 28 JUNE 2022

*Annual Wage Review 2021–22.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] 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<br/>(full-time employee)</b> | <b>Minimum hourly rate</b> |
|--------------------------------|---|----------------------------|
|                                | \$  | \$                         |
| MI 1                           | 812.60  | 21.38                      |
| MI 2                           | 839.80  | 22.10                      |
| MI 3                           | 849.90  | 22.37                      |
| MI 4                           | 869.80  | 22.89                      |
| MI 5                           | 885.20  | 23.29                      |
| MI 6                           | 903.40  | 23.77                      |
| MI 7                           | 940.90  | 24.76                      |
| MI 8                           | 975.30  | 25.67                      |

2. By deleting the year “2021” in clause 16.11(b) and inserting “2022”.
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  | 0.64                               |
| Below -16°C but not below -18°C | 1.11                               |
| Below -18°C but not below -21°C | 1.58                               |
| Below -21°C                     | 2.15                               |

4. By deleting the amount “\$3.36” appearing in clause 20.2(b) and inserting “\$3.52”.
5. By deleting the amount “\$14.39” appearing in clause 20.2(c)(i) and inserting “\$15.05”.
6. By deleting the amount “\$20.69” appearing in clause 20.2(c)(ii) and inserting “\$21.64”.
7. By deleting the table appearing in clause B.1.1 and inserting the following:

|      | <b>Monday to Friday</b>         | <b>Saturday<br/>(if agreed under<br/>clause 14.3(b))</b> | <b>Sunday<br/>(if agreed under<br/>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 | 21.38                           | 32.07  | 42.76  |
| MI 2 | 22.10                           | 33.15  | 44.20  |
| MI 3 | 22.37                           | 33.56  | 44.74  |
| MI 4 | 22.89                           | 34.34  | 45.78  |
| MI 5 | 23.29                           | 34.94  | 46.58  |
| MI 6 | 23.77                           | 35.66  | 47.54  |
| MI 7 | 24.76                           | 37.14  | 49.52  |

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 | 32.07                    | 42.76         | 42.76          |
| MI 2 | 33.15                    | 44.20         | 44.20          |
| MI 3 | 33.56                    | 44.74         | 44.74          |
| MI 4 | 34.34                    | 45.78         | 45.78          |
| MI 5 | 34.94                    | 46.58         | 46.58          |
| MI 6 | 35.66                    | 47.54         | 47.54          |
| MI 7 | 37.14                    | 49.52         | 49.52          |

9. By deleting the table appearing in clause B.1.3 and inserting the following:

|      | Monday to Friday         | Saturday<br>(if agreed under<br>clause 14.3(b)) | Sunday<br>(if agreed under<br>clause 14.3(b)) |
|------|--------------------------|---|---|
|      | % of minimum hourly rate |   |   |
|      | 125%                     | 150%  | 200%  |
|      | \$                       | \$  | \$  |
| MI 1 | 26.73                    | 32.07   | 42.76   |
| MI 2 | 27.63                    | 33.15   | 44.20   |
| MI 3 | 27.96                    | 33.56   | 44.74   |
| MI 4 | 28.61                    | 34.34   | 45.78   |
| MI 5 | 29.11                    | 34.94   | 46.58   |
| MI 6 | 29.71                    | 35.66   | 47.54   |
| MI 7 | 30.95                    | 37.14   | 49.52   |

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

|      | <b>Monday to Friday between<br/>6am and 6pm</b> | <b>Saturday—up to 4 ordinary<br/>hours between 6am and 6pm</b> |
|------|---|--|
|      | <b>% of minimum hourly rate</b>                 |  |
|      | <b>100%</b>                                     | <b>125%</b>  |
|      | <b>\$</b>                                       | <b>\$</b>  |
| MI 1 | 21.38   | 26.73  |
| MI 2 | 22.10   | 27.63  |
| MI 3 | 22.37   | 27.96  |
| MI 4 | 22.89   | 28.61  |
| MI 5 | 23.29   | 29.11  |
| MI 6 | 23.77   | 29.71  |
| MI 7 | 24.76   | 30.95  |

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 | 32.07                           | 42.76                |
| MI 2 | 33.15                           | 44.20                |
| MI 3 | 33.56                           | 44.74                |
| MI 4 | 34.34                           | 45.78                |
| MI 5 | 34.94                           | 46.58                |
| MI 6 | 35.66                           | 47.54                |
| MI 7 | 37.14                           | 49.52                |

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 | 26.73                                       | 26.73  |
| MI 2 | 27.63                                       | 27.63  |
| MI 3 | 27.96                                       | 27.96  |
| MI 4 | 28.61                                       | 28.61  |
| MI 5 | 29.11                                       | 29.11  |
| MI 6 | 29.71                                       | 29.71  |
| MI 7 | 30.95                                       | 30.95  |

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 | 21.38                                       | 26.73   | 32.07   | 26.73  |
| MI 2 | 22.10                                       | 27.63   | 33.15   | 27.63  |
| MI 3 | 22.37                                       | 27.96   | 33.56   | 27.96  |
| MI 4 | 22.89                                       | 28.61   | 34.34   | 28.61  |
| MI 5 | 23.29                                       | 29.11   | 34.94   | 29.11  |
| MI 6 | 23.77                                       | 29.71   | 35.66   | 29.71  |
| MI 7 | 24.76                                       | 30.95   | 37.14   | 30.95  |
| MI 8 | 25.67                                       | 32.09   | 38.51   | 32.09  |

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 | 32.07                           | 42.76                |
| MI 2 | 33.15                           | 44.20                |
| MI 3 | 33.56                           | 44.74                |
| MI 4 | 34.34                           | 45.78                |
| MI 5 | 34.94                           | 46.58                |
| MI 6 | 35.66                           | 47.54                |
| MI 7 | 37.14                           | 49.52                |
| MI 8 | 38.51                           | 51.34                |

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

|      | <b>Monday to Friday<br/>between 4am<br/>and 9pm</b> | <b>Saturday—all<br/>ordinary hours<br/>worked<br/>between 4am<br/>and 6pm</b> | <b>Sunday—all<br/>ordinary hours<br/>worked<br/>between 8am<br/>and 6pm</b> | <b>Sunday to<br/>Saturday load<br/>out areas<br/>(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 | 26.73   | 26.73   | 32.07   | 32.07  |
| MI 2 | 27.63   | 27.63   | 33.15   | 33.15  |
| MI 3 | 27.96   | 27.96   | 33.56   | 33.56  |
| MI 4 | 28.61   | 28.61   | 34.34   | 34.34  |
| MI 5 | 29.11   | 29.11   | 34.94   | 34.94  |
| MI 6 | 29.71   | 29.71   | 35.66   | 35.66  |
| MI 7 | 30.95   | 30.95   | 37.14   | 37.14  |
| MI 8 | 32.09   | 32.09   | 38.51   | 38.51  |

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 | 22.37   | 23.49   | 25.17   |

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 | 33.56                           | 44.74                |

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 | 27.96   | 29.08  | 30.76   |

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)<br>(see clause 23.3(d)) |       |
|------|---------------------|-----------------|-------------|-------------------|---|-------|
|      |                     |                 |             |                   | % of minimum hourly rate  |       |
|      | 100%                | 115%            | 125%        | 130%              | 150%  | 200%  |
|      | \$                  | \$              | \$          | \$                | \$  | \$    |
| MI 1 | 21.38               | 24.59           | 26.73       | 27.79             | 32.07   | 42.76 |
| MI 2 | 22.10               | 25.42           | 27.63       | 28.73             | 33.15   | 44.20 |
| MI 3 | 22.37               | 25.73           | 27.96       | 29.08             | 33.56   | 44.74 |
| MI 4 | 22.89               | 26.32           | 28.61       | 29.76             | 34.34   | 45.78 |
| MI 5 | 23.29               | 26.78           | 29.11       | 30.28             | 34.94   | 46.58 |
| MI 6 | 23.77               | 27.34           | 29.71       | 30.90             | 35.66   | 47.54 |
| MI 7 | 24.76               | 28.47           | 30.95       | 32.19             | 37.14   | 49.52 |
| MI 8 | 25.67               | 29.52           | 32.09       | 33.37             | 38.51   | 51.34 |

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 | 32.07                    | 42.76             | 42.76  |
| MI 2 | 33.15                    | 44.20             | 44.20  |
| MI 3 | 33.56                    | 44.74             | 44.74  |
| MI 4 | 34.34                    | 45.78             | 45.78  |
| MI 5 | 34.94                    | 46.58             | 46.58  |
| MI 6 | 35.66                    | 47.54             | 47.54  |
| MI 7 | 37.14                    | 49.52             | 49.52  |
| MI 8 | 38.51                    | 51.34             | —  |



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)<br>(see clause 23.3(e)) |             |
|------|--|-----------------|-------------|-------------------|---|-------------|
|      |  |                 |             |                   | (see clause 23.2)<br>% of minimum hourly rate                           |             |
|      | <b>125%</b>                                  | <b>140%</b>     | <b>150%</b> | <b>155%</b>       | <b>175%</b>   | <b>225%</b> |
|      | <b>\$</b>                                    | <b>\$</b>       | <b>\$</b>   | <b>\$</b>         | <b>\$</b>   | <b>\$</b>   |
| MI 1 | 26.73  | 29.93           | 32.07       | 33.14             | 37.42   | 48.11       |
| MI 2 | 27.63  | 30.94           | 33.15       | 34.26             | 38.68   | 49.73       |
| MI 3 | 27.96  | 31.32           | 33.56       | 34.67             | 39.15   | 50.33       |
| MI 4 | 28.61  | 32.05           | 34.34       | 35.48             | 40.06   | 51.50       |
| MI 5 | 29.11  | 32.61           | 34.94       | 36.10             | 40.76   | 52.40       |
| MI 6 | 29.71  | 33.28           | 35.66       | 36.84             | 41.60   | 53.48       |
| MI 7 | 30.95  | 34.66           | 37.14       | 38.38             | 43.33   | 55.71       |
| MI 8 | 32.09  | 35.94           | 38.51       | 39.79             | 44.92   | 57.76       |

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    |               |                  |                       |                  |
|      | <b>300%</b>                 | <b>250%</b>   | <b>300%</b>      | <b>250%</b>           | <b>300%</b>      |
|      | <b>\$</b>                   | <b>\$</b>     | <b>\$</b>        | <b>\$</b>             | <b>\$</b>        |
| MI 1 | 64.14                       | 53.45         | 64.14            | 53.45                 | 64.14            |
| MI 2 | 66.30                       | 55.25         | 66.30            | 55.25                 | 66.30            |
| MI 3 | 67.11                       | 55.93         | 67.11            | 55.93                 | 67.11            |
| MI 4 | 68.67                       | 57.23         | 68.67            | 57.23                 | 68.67            |
| MI 5 | 69.87                       | 58.23         | 69.87            | 58.23                 | 69.87            |
| MI 6 | 71.31                       | 59.43         | 71.31            | 59.43                 | 71.31            |
| MI 7 | 74.28                       | 61.90         | 74.28            | 61.90                 | 74.28            |
| MI 8 | 77.01                       | 64.18         | 77.01            | 64.18                 | 77.01            |

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                            | 42.76                       | 32.07         | 42.76            | 32.07                 | 42.76            |
| MI 2                            | 44.20                       | 33.15         | 44.20            | 33.15                 | 44.20            |
| MI 3                            | 44.74                       | 33.56         | 44.74            | 33.56                 | 44.74            |
| MI 4                            | 45.78                       | 34.34         | 45.78            | 34.34                 | 45.78            |
| MI 5                            | 46.58                       | 34.94         | 46.58            | 34.94                 | 46.58            |
| MI 6                            | 47.54                       | 35.66         | 47.54            | 35.66                 | 47.54            |
| MI 7                            | 49.52                       | 37.14         | 49.52            | 37.14                 | 49.52            |
| MI 8                            | 51.34                       | 38.51         | 51.34            | 38.51                 | 51.34            |

24. By deleting the amount “\$899.50” appearing in clause C.1 and inserting “\$940.90”.

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                | 15.05 | per week |
| Leading hand allowance, supervising—10 or more employees | 20.2(c)(ii) | 2.3                | 21.64 | per week |

26. By deleting the amount “\$23.67” appearing in clause C.2.1 and inserting “\$24.76”.

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

| Allowance   | Clause  | % of standard rate | \$   | Payable  |
|---|---------|--------------------|------|--|
| Cold temperature allowance—Below zero but not below -16°C | 20.2(a) | 2.6                | 0.64 | per hour or part thereof unless stated otherwise |

| <b>Allowance</b>   | <b>Clause</b> | <b>% of standard rate</b> | <b>\$</b> | <b>Payable</b>                                   |
|--|---------------|---------------------------|-----------|--|
| Cold temperature allowance—Below -16°C but not below -18°C | 20.2(a)       | 4.5                       | 1.11      | per hour or part thereof unless stated otherwise |
| Cold temperature allowance—Below -18°C but not below -21°C | 20.2(a)       | 6.4                       | 1.58      | per hour or part thereof unless stated otherwise |
| Cold temperature allowance—Below -21°C                     | 20.2(a)       | 8.7                       | 2.15      | per hour or part thereof unless stated otherwise |
| First aid allowance  | 20.2(b)       | 14.2                      | 3.52      | per day  |

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT

Printed by authority of the Commonwealth Government Printer