



# DRAFT DETERMINATION

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

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

**POULTRY PROCESSING AWARD 2020**  
[MA000074]

Poultry 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 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>
Level 1	920.00	24.21
Level 2	944.60	24.86
Level 3	957.10	25.19
Level 4	969.60	25.52
Level 5	981.60	25.83
Level 6	1007.00	26.50

2. By deleting the year “2023” in clause 15.3(a)(ii) and inserting “2024”.

3. By deleting the table appearing in clause 17.2(b)(i) and inserting the following:

<b>In charge of</b>	<b>\$ per week</b>
1 to 19 employees	37.79
20 employees or more	63.14

4. By deleting the table appearing in clause 17.2(c) and inserting the following:

<b>Temperature</b>	<b>\$ per hour or part thereof</b>
From -15.6°C to -18.0°C	0.92
-18.0°C to -23.3°C	1.62
Less than -23.3°C	2.54

5. By deleting the amount “\$19.93” appearing in clause 17.2(d) and inserting “\$20.68”.

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

	<b>Ordinary hours</b>	<b>Saturday<sup>1</sup></b>	<b>Sunday<sup>1</sup></b>	<b>Public holiday</b>
	<b>% of ordinary hourly rate<sup>2</sup></b>			
	<b>100%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	24.21	36.32	42.37	60.53
Level 2	24.86	37.29	43.51	62.15
Level 3	25.19	37.79	44.08	62.98
Level 4	25.52	38.28	44.66	63.80
Level 5	25.83	38.75	45.20	64.58
Level 6	26.50	39.75	46.38	66.25

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

	<b>Monday to Saturday</b>		<b>Sunday</b>	<b>Public holiday</b>
	<b>First 3 hours</b>	<b>After 3 hours</b>		
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	36.32	48.42	48.42	60.53
Level 2	37.29	49.72	49.72	62.15

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	% of ordinary hourly rate <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 3	37.79	50.38	50.38	62.98
Level 4	38.28	51.04	51.04	63.80
Level 5	38.75	51.66	51.66	64.58
Level 6	39.75	53.00	53.00	66.25

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 <sup>1</sup>					
	110%	115%	125%	150%	175%	250%
	\$	\$	\$	\$	\$	\$
Level 1	26.63	27.84	30.26	36.32	42.37	60.53
Level 2	27.35	28.59	31.08	37.29	43.51	62.15
Level 3	27.71	28.97	31.49	37.79	44.08	62.98
Level 4	28.07	29.35	31.90	38.28	44.66	63.80
Level 5	28.41	29.70	32.29	38.75	45.20	64.58
Level 6	29.15	30.48	33.13	39.75	46.38	66.25

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 <sup>1</sup>			
	150%	200%	200%	250%
	\$	\$	\$	\$
Level 1	36.32	48.42	48.42	60.53
Level 2	37.29	49.72	49.72	62.15
Level 3	37.79	50.38	50.38	62.98
Level 4	38.28	51.04	51.04	63.80
Level 5	38.75	51.66	51.66	64.58

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
	<b>% of ordinary hourly rate<sup>1</sup></b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 6	39.75	53.00	53.00	66.25

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

	Monday - Friday	Saturday	Sundays	Public holiday
		<b>% of ordinary hourly rate<sup>1</sup></b>		
	<b>125%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	30.26	36.32	42.37	60.53
Level 2	31.08	37.29	43.51	62.15
Level 3	31.49	37.79	44.08	62.98
Level 4	31.90	38.28	44.66	63.80
Level 5	32.29	38.75	45.20	64.58
Level 6	33.13	39.75	46.38	66.25

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
		<b>% of ordinary hourly rate<sup>1</sup></b>				
	<b>135%</b>	<b>140%</b>	<b>150%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Level 1	32.68	33.89	36.32	36.32	42.37	60.53
Level 2	33.56	34.80	37.29	37.29	43.51	62.15
Level 3	34.01	35.27	37.79	37.79	44.08	62.98
Level 4	34.45	35.73	38.28	38.28	44.66	63.80
Level 5	34.87	36.16	38.75	38.75	45.20	64.58
Level 6	35.78	37.10	39.75	39.75	46.38	66.25

12. By deleting the amount “\$23.96” appearing in clause C.1.1 and inserting “\$24.86”.

13. By deleting the table appearing in C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Leading hand in charge of— 1 to 19 employees <sup>1</sup>	17.2(b)(i)	152.0	37.79	per week
Leading hand in charge of— 20 employees or more <sup>1</sup>	17.2(b)(i)	254.0	63.14	per week
Cold work allowance—From -15.6°C to -18.0°C	17.2(c)	3.7	0.92	per hour or part thereof
Cold work allowance— - 18.0°C to -23.3°C	17.2(c)	6.5	1.62	per hour or part thereof
Cold work allowance—Less than -23.3°C	17.2(c)	10.2	2.54	per hour or part thereof
First aid allowance	17.2(d)	83.2	20.68	per week

- 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