

## Pay Guide - Poultry Processing Award 2010

**[MA000074]**

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2014. If you have any questions about the information in this guide, please email [PACTfeedback@fwo.gov.au](mailto:PACTfeedback@fwo.gov.au)

Information about the definition and operation of allowances, penalties and overtime can be found in the award and the Pay and Conditions Tool.

**Rates of pay**  
**Adult**  
**Full-time & part-time**

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public Holiday	Early morning shift - Monday to Friday	Afternoon shift - Monday to Friday
Process employee level 1	\$662.40	\$17.43	\$26.15	\$30.50	\$43.58	\$19.17	\$20.04
Process employee level 2	\$681.10	\$17.92	\$26.88	\$31.36	\$44.80	\$19.71	\$20.61
Process employee level 3	\$690.40	\$18.17	\$27.26	\$31.80	\$45.43	\$19.99	\$20.90
Process employee level 4	\$699.90	\$18.42	\$27.63	\$32.24	\$46.05	\$20.26	\$21.18
Process employee level 5	\$709.10	\$18.66	\$27.99	\$32.66	\$46.65	\$20.53	\$21.46
Process employee level 6	\$727.90	\$19.16	\$28.74	\$33.53	\$47.90	\$21.08	\$22.03

Table 2 of 2

Classification	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts	Less than 8 hour break between shifts - shift changes
Process employee level 1	\$20.04	\$21.79	\$26.15	\$34.86	\$34.86	\$43.58	\$34.86	\$34.86
Process employee level 2	\$20.61	\$22.40	\$26.88	\$35.84	\$35.84	\$44.80	\$35.84	\$35.84
Process employee level 3	\$20.90	\$22.71	\$27.26	\$36.34	\$36.34	\$45.43	\$36.34	\$36.34
Process employee level 4	\$21.18	\$23.03	\$27.63	\$36.84	\$36.84	\$46.05	\$36.84	\$36.84
Process employee level 5	\$21.46	\$23.33	\$27.99	\$37.32	\$37.32	\$46.65	\$37.32	\$37.32
Process employee level 6	\$22.03	\$23.95	\$28.74	\$38.32	\$38.32	\$47.90	\$38.32	\$38.32

## Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public Holiday	Early morning shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Process employee level 1	\$21.79	\$26.15	\$30.50	\$43.58	\$23.53	\$24.40	\$24.40
Process employee level 2	\$22.40	\$26.88	\$31.36	\$44.80	\$24.19	\$25.09	\$25.09
Process employee level 3	\$22.71	\$27.26	\$31.80	\$45.43	\$24.53	\$25.44	\$25.44
Process employee level 4	\$23.03	\$27.63	\$32.24	\$46.05	\$24.87	\$25.79	\$25.79
Process employee level 5	\$23.33	\$27.99	\$32.66	\$46.65	\$25.19	\$26.12	\$26.12
Process employee level 6	\$23.95	\$28.74	\$33.53	\$47.90	\$25.87	\$26.82	\$26.82

Table 2 of 2

Classification	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Process employee level 1	\$26.15	\$26.15	\$34.86	\$34.86	\$43.58
Process employee level 2	\$26.88	\$26.88	\$35.84	\$35.84	\$44.80
Process employee level 3	\$27.26	\$27.26	\$36.34	\$36.34	\$45.43
Process employee level 4	\$27.63	\$27.63	\$36.84	\$36.84	\$46.05
Process employee level 5	\$27.99	\$27.99	\$37.32	\$37.32	\$46.65
Process employee level 6	\$28.74	\$28.74	\$38.32	\$38.32	\$47.90

## Junior - Full-time & part-time - 16 years and under

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public Holiday	Early morning shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Process employee level 1	\$12.20	\$18.30	\$21.35	\$30.50	\$13.42	\$14.03	\$14.03
Process employee level 2	\$12.54	\$18.81	\$21.95	\$31.35	\$13.79	\$14.42	\$14.42
Process employee level 3	\$12.72	\$19.08	\$22.26	\$31.80	\$13.99	\$14.63	\$14.63
Process employee level 4	\$12.89	\$19.34	\$22.56	\$32.23	\$14.18	\$14.82	\$14.82
Process employee level 5	\$13.06	\$19.59	\$22.86	\$32.65	\$14.37	\$15.02	\$15.02
Process employee level 6	\$13.41	\$20.12	\$23.47	\$33.53	\$14.75	\$15.42	\$15.42

Table 2 of 2

Classification	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts	Less than 8 hour break between shifts - shift changes
Process employee level 1	\$15.25	\$18.30	\$24.40	\$24.40	\$30.50	\$24.40	\$24.40
Process employee level 2	\$15.68	\$18.81	\$25.08	\$25.08	\$31.35	\$25.08	\$25.08
Process employee level 3	\$15.90	\$19.08	\$25.44	\$25.44	\$31.80	\$25.44	\$25.44
Process employee level 4	\$16.11	\$19.34	\$25.78	\$25.78	\$32.23	\$25.78	\$25.78
Process employee level 5	\$16.33	\$19.59	\$26.12	\$26.12	\$32.65	\$26.12	\$26.12
Process employee level 6	\$16.76	\$20.12	\$26.82	\$26.82	\$33.53	\$26.82	\$26.82

## Junior - Full-time & part-time - 17 years

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public Holiday	Early morning shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Process employee level 1	\$13.94	\$20.91	\$24.40	\$34.85	\$15.33	\$16.03	\$16.03
Process employee level 2	\$14.34	\$21.51	\$25.10	\$35.85	\$15.77	\$16.49	\$16.49
Process employee level 3	\$14.54	\$21.81	\$25.45	\$36.35	\$15.99	\$16.72	\$16.72
Process employee level 4	\$14.74	\$22.11	\$25.80	\$36.85	\$16.21	\$16.95	\$16.95
Process employee level 5	\$14.93	\$22.40	\$26.13	\$37.33	\$16.42	\$17.17	\$17.17
Process employee level 6	\$15.33	\$23.00	\$26.83	\$38.33	\$16.86	\$17.63	\$17.63

Table 2 of 2

Classification	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday	Less than 10 hour break between shifts	Less than 8 hour break between shifts - shift changes
Process employee level 1	\$17.43	\$20.91	\$27.88	\$27.88	\$34.85	\$27.88	\$27.88
Process employee level 2	\$17.93	\$21.51	\$28.68	\$28.68	\$35.85	\$28.68	\$28.68
Process employee level 3	\$18.18	\$21.81	\$29.08	\$29.08	\$36.35	\$29.08	\$29.08
Process employee level 4	\$18.43	\$22.11	\$29.48	\$29.48	\$36.85	\$29.48	\$29.48
Process employee level 5	\$18.66	\$22.40	\$29.86	\$29.86	\$37.33	\$29.86	\$29.86
Process employee level 6	\$19.16	\$23.00	\$30.66	\$30.66	\$38.33	\$30.66	\$30.66

## Junior - Casual - 16 years and under

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public Holiday	Early morning shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Process employee level 1	\$15.25	\$18.30	\$21.35	\$30.50	\$16.47	\$17.08	\$17.08
Process employee level 2	\$15.68	\$18.81	\$21.95	\$31.35	\$16.93	\$17.56	\$17.56
Process employee level 3	\$15.90	\$19.08	\$22.26	\$31.80	\$17.17	\$17.81	\$17.81
Process employee level 4	\$16.11	\$19.34	\$22.56	\$32.23	\$17.40	\$18.05	\$18.05
Process employee level 5	\$16.33	\$19.59	\$22.86	\$32.65	\$17.63	\$18.28	\$18.28
Process employee level 6	\$16.76	\$20.12	\$23.47	\$33.53	\$18.10	\$18.77	\$18.77

Table 2 of 2

Classification	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Process employee level 1	\$18.30	\$18.30	\$24.40	\$24.40	\$30.50
Process employee level 2	\$18.81	\$18.81	\$25.08	\$25.08	\$31.35
Process employee level 3	\$19.08	\$19.08	\$25.44	\$25.44	\$31.80
Process employee level 4	\$19.34	\$19.34	\$25.78	\$25.78	\$32.23
Process employee level 5	\$19.59	\$19.59	\$26.12	\$26.12	\$32.65
Process employee level 6	\$20.12	\$20.12	\$26.82	\$26.82	\$33.53

## Junior - Casual - 17 years

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public Holiday	Early morning shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Process employee level 1	\$17.43	\$20.91	\$24.40	\$34.85	\$18.82	\$19.52	\$19.52
Process employee level 2	\$17.93	\$21.51	\$25.10	\$35.85	\$19.36	\$20.08	\$20.08
Process employee level 3	\$18.18	\$21.81	\$25.45	\$36.35	\$19.63	\$20.36	\$20.36
Process employee level 4	\$18.43	\$22.11	\$25.80	\$36.85	\$19.90	\$20.64	\$20.64
Process employee level 5	\$18.66	\$22.40	\$26.13	\$37.33	\$20.16	\$20.90	\$20.90
Process employee level 6	\$19.16	\$23.00	\$26.83	\$38.33	\$20.70	\$21.46	\$21.46

Table 2 of 2

Classification	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Process employee level 1	\$20.91	\$20.91	\$27.88	\$27.88	\$34.85
Process employee level 2	\$21.51	\$21.51	\$28.68	\$28.68	\$35.85
Process employee level 3	\$21.81	\$21.81	\$29.08	\$29.08	\$36.35
Process employee level 4	\$22.11	\$22.11	\$29.48	\$29.48	\$36.85
Process employee level 5	\$22.40	\$22.40	\$29.86	\$29.86	\$37.33
Process employee level 6	\$23.00	\$23.00	\$30.66	\$30.66	\$38.33

## Allowances

If any all purpose allowances apply (marked \*), they should be added to the minimum rate before penalties and overtime are calculated.

Allowances	Rate
Cold work allowance –15.6°C to –18.0°C	\$0.66 per hour or part thereof
Cold work allowance less than –18.0°C to –23.3°C	\$1.16 per hour or part thereof
Cold work allowance less than –23.3°C	\$1.83 per hour or part thereof
First aid allowance	\$0.39 per hour up to a maximum of \$14.91 per week
* Leading hand allowance - in charge of 1-19 employees	\$0.72 per hour, payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher
* Leading hand allowance - in charge of more than 20 employees	\$1.20 per hour, payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher
Meal allowance - overtime	\$13.23 for a meal
Vehicle allowance	\$0.78 per km

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.