



Fair Work
OMBUDSMAN

Pay Guide - Poultry Processing Award [MA000074]

Published 15 November 2022

Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2016.

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

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

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	\$695.30	\$18.30	\$27.45	\$32.03	\$45.75	\$20.13	\$21.05
Process employee level 2	\$714.90	\$18.81	\$28.22	\$32.92	\$47.03	\$20.69	\$21.63
Process employee level 3	\$724.70	\$19.07	\$28.61	\$33.37	\$47.68	\$20.98	\$21.93
Process employee level 4	\$734.60	\$19.33	\$29.00	\$33.83	\$48.33	\$21.26	\$22.23
Process employee level 5	\$744.20	\$19.58	\$29.37	\$34.27	\$48.95	\$21.54	\$22.52
Process employee level 6	\$764.00	\$20.11	\$30.17	\$35.19	\$50.28	\$22.12	\$23.13

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	\$21.05	\$22.88	\$27.45	\$36.60	\$36.60	\$45.75	\$36.60	\$36.60
Process employee level 2	\$21.63	\$23.51	\$28.22	\$37.62	\$37.62	\$47.03	\$37.62	\$37.62
Process employee level 3	\$21.93	\$23.84	\$28.61	\$38.14	\$38.14	\$47.68	\$38.14	\$38.14
Process employee level 4	\$22.23	\$24.16	\$29.00	\$38.66	\$38.66	\$48.33	\$38.66	\$38.66
Process employee level 5	\$22.52	\$24.48	\$29.37	\$39.16	\$39.16	\$48.95	\$39.16	\$39.16
Process employee level 6	\$23.13	\$25.14	\$30.17	\$40.22	\$40.22	\$50.28	\$40.22	\$40.22

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	\$22.88	\$27.45	\$32.03	\$45.75	\$24.71	\$25.62	\$25.62
Process employee level 2	\$23.51	\$28.22	\$32.92	\$47.03	\$25.39	\$26.33	\$26.33
Process employee level 3	\$23.84	\$28.61	\$33.37	\$47.68	\$25.74	\$26.70	\$26.70
Process employee level 4	\$24.16	\$29.00	\$33.83	\$48.33	\$26.10	\$27.06	\$27.06
Process employee level 5	\$24.48	\$29.37	\$34.27	\$48.95	\$26.43	\$27.41	\$27.41
Process employee level 6	\$25.14	\$30.17	\$35.19	\$50.28	\$27.15	\$28.15	\$28.15

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	\$27.45	\$27.45	\$36.60	\$36.60	\$45.75
Process employee level 2	\$28.22	\$28.22	\$37.62	\$37.62	\$47.03
Process employee level 3	\$28.61	\$28.61	\$38.14	\$38.14	\$47.68
Process employee level 4	\$29.00	\$29.00	\$38.66	\$38.66	\$48.33
Process employee level 5	\$29.37	\$29.37	\$39.16	\$39.16	\$48.95
Process employee level 6	\$30.17	\$30.17	\$40.22	\$40.22	\$50.28

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	\$12.81	\$19.22	\$22.42	\$32.03	\$14.09	\$14.73	\$14.73
Process employee level 2	\$13.17	\$19.76	\$23.05	\$32.93	\$14.49	\$15.15	\$15.15
Process employee level 3	\$13.35	\$20.03	\$23.36	\$33.38	\$14.69	\$15.35	\$15.35
Process employee level 4	\$13.53	\$20.30	\$23.68	\$33.83	\$14.88	\$15.56	\$15.56
Process employee level 5	\$13.71	\$20.57	\$23.99	\$34.28	\$15.08	\$15.77	\$15.77
Process employee level 6	\$14.08	\$21.12	\$24.64	\$35.20	\$15.49	\$16.19	\$16.19

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	\$16.01	\$19.22	\$25.62	\$25.62	\$32.03	\$25.62	\$25.62
Process employee level 2	\$16.46	\$19.76	\$26.34	\$26.34	\$32.93	\$26.34	\$26.34
Process employee level 3	\$16.69	\$20.03	\$26.70	\$26.70	\$33.38	\$26.70	\$26.70
Process employee level 4	\$16.91	\$20.30	\$27.06	\$27.06	\$33.83	\$27.06	\$27.06
Process employee level 5	\$17.14	\$20.57	\$27.42	\$27.42	\$34.28	\$27.42	\$27.42
Process employee level 6	\$17.60	\$21.12	\$28.16	\$28.16	\$35.20	\$28.16	\$28.16

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	\$14.64	\$21.96	\$25.62	\$36.60	\$16.10	\$16.84	\$16.84
Process employee level 2	\$15.05	\$22.58	\$26.34	\$37.63	\$16.56	\$17.31	\$17.31
Process employee level 3	\$15.26	\$22.89	\$26.71	\$38.15	\$16.79	\$17.55	\$17.55
Process employee level 4	\$15.46	\$23.19	\$27.06	\$38.65	\$17.01	\$17.78	\$17.78
Process employee level 5	\$15.66	\$23.49	\$27.41	\$39.15	\$17.23	\$18.01	\$18.01
Process employee level 6	\$16.09	\$24.14	\$28.16	\$40.23	\$17.70	\$18.50	\$18.50

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	\$18.30	\$21.96	\$29.28	\$29.28	\$36.60	\$29.28	\$29.28
Process employee level 2	\$18.81	\$22.58	\$30.10	\$30.10	\$37.63	\$30.10	\$30.10
Process employee level 3	\$19.08	\$22.89	\$30.52	\$30.52	\$38.15	\$30.52	\$30.52
Process employee level 4	\$19.33	\$23.19	\$30.92	\$30.92	\$38.65	\$30.92	\$30.92
Process employee level 5	\$19.58	\$23.49	\$31.32	\$31.32	\$39.15	\$31.32	\$31.32
Process employee level 6	\$20.11	\$24.14	\$32.18	\$32.18	\$40.23	\$32.18	\$32.18

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	\$16.01	\$19.22	\$22.42	\$32.03	\$17.29	\$17.93	\$17.93
Process employee level 2	\$16.46	\$19.76	\$23.05	\$32.93	\$17.78	\$18.44	\$18.44
Process employee level 3	\$16.69	\$20.03	\$23.36	\$33.38	\$18.02	\$18.69	\$18.69
Process employee level 4	\$16.91	\$20.30	\$23.68	\$33.83	\$18.27	\$18.94	\$18.94
Process employee level 5	\$17.14	\$20.57	\$23.99	\$34.28	\$18.51	\$19.19	\$19.19
Process employee level 6	\$17.60	\$21.12	\$24.64	\$35.20	\$19.01	\$19.71	\$19.71

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	\$19.22	\$19.22	\$25.62	\$25.62	\$32.03
Process employee level 2	\$19.76	\$19.76	\$26.34	\$26.34	\$32.93
Process employee level 3	\$20.03	\$20.03	\$26.70	\$26.70	\$33.38
Process employee level 4	\$20.30	\$20.30	\$27.06	\$27.06	\$33.83
Process employee level 5	\$20.57	\$20.57	\$27.42	\$27.42	\$34.28
Process employee level 6	\$21.12	\$21.12	\$28.16	\$28.16	\$35.20

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	\$18.30	\$21.96	\$25.62	\$36.60	\$19.76	\$20.50	\$20.50
Process employee level 2	\$18.81	\$22.58	\$26.34	\$37.63	\$20.32	\$21.07	\$21.07
Process employee level 3	\$19.08	\$22.89	\$26.71	\$38.15	\$20.60	\$21.36	\$21.36
Process employee level 4	\$19.33	\$23.19	\$27.06	\$38.65	\$20.87	\$21.64	\$21.64
Process employee level 5	\$19.58	\$23.49	\$27.41	\$39.15	\$21.14	\$21.92	\$21.92
Process employee level 6	\$20.11	\$24.14	\$28.16	\$40.23	\$21.72	\$22.53	\$22.53

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	\$21.96	\$21.96	\$29.28	\$29.28	\$36.60
Process employee level 2	\$22.58	\$22.58	\$30.10	\$30.10	\$37.63
Process employee level 3	\$22.89	\$22.89	\$30.52	\$30.52	\$38.15
Process employee level 4	\$23.19	\$23.19	\$30.92	\$30.92	\$38.65
Process employee level 5	\$23.49	\$23.49	\$31.32	\$31.32	\$39.15
Process employee level 6	\$24.14	\$24.14	\$32.18	\$32.18	\$40.23

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	\$0.70 per hour or part thereof
Cold work allowance less than -18.0°C to -23.3°C	\$1.22 per hour or part thereof
Cold work allowance less than -23.3°C	\$1.92 per hour or part thereof
First aid allowance	\$0.41 per hour up to a maximum of \$15.65 per week
* Leading hand allowance – in charge of 1-19 employees	\$0.75 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 20 or more employees	\$1.26 per hour, payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher
Meal allowance - overtime	\$13.81 for a meal
Vehicle allowance	\$0.78 per km