

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 2019.

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

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Rates of pay

Adult

Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday - day workers (agreement to work ordinary hours) and shiftworkers | Sunday - day workers (agreement to work ordinary hours) and shiftworkers | Public holiday | Early morning shift - Monday to Friday | Afternoon shift - Monday to Friday |
|--------------------------|-----------------|-----------------|--|--|----------------|--|------------------------------------|
| Process employee level 1 | \$765.60 | \$20.15 | \$30.23 | \$35.26 | \$50.38 | \$22.17 | \$23.17 |
| Process employee level 2 | \$787.20 | \$20.72 | \$31.08 | \$36.26 | \$51.80 | \$22.79 | \$23.83 |
| Process employee level 3 | \$798.00 | \$21.00 | \$31.50 | \$36.75 | \$52.50 | \$23.10 | \$24.15 |
| Process employee level 4 | \$809.00 | \$21.29 | \$31.94 | \$37.26 | \$53.23 | \$23.42 | \$24.48 |
| Process employee level 5 | \$819.60 | \$21.57 | \$32.36 | \$37.75 | \$53.93 | \$23.73 | \$24.81 |
| Process employee level 6 | \$841.30 | \$22.14 | \$33.21 | \$38.75 | \$55.35 | \$24.35 | \$25.46 |

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 - change to shift |
|--------------------------|--------------------------------|--|---|---|-------------------|---------------------------|--|---|
| Process employee level 1 | \$23.17 | \$25.19 | \$30.23 | \$40.30 | \$40.30 | \$50.38 | \$40.30 | \$40.30 |
| Process employee level 2 | \$23.83 | \$25.90 | \$31.08 | \$41.44 | \$41.44 | \$51.80 | \$41.44 | \$41.44 |
| Process employee level 3 | \$24.15 | \$26.25 | \$31.50 | \$42.00 | \$42.00 | \$52.50 | \$42.00 | \$42.00 |
| Process employee level 4 | \$24.48 | \$26.61 | \$31.94 | \$42.58 | \$42.58 | \$53.23 | \$42.58 | \$42.58 |
| Process employee level 5 | \$24.81 | \$26.96 | \$32.36 | \$43.14 | \$43.14 | \$53.93 | \$43.14 | \$43.14 |
| Process employee level 6 | \$25.46 | \$27.68 | \$33.21 | \$44.28 | \$44.28 | \$55.35 | \$44.28 | \$44.28 |

Casual

Table 1 of 2

| Classification | Hourly pay rate | Saturday - day workers (agreement to work ordinary hours) and shiftworkers | Sunday - day workers (agreement to work ordinary hours) and shiftworkers | Public holiday | Early morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday |
|--------------------------|-----------------|--|--|----------------|--|------------------------------------|--------------------------------|
| Process employee level 1 | \$25.19 | \$30.23 | \$35.26 | \$50.38 | \$27.20 | \$28.21 | \$28.21 |
| Process employee level 2 | \$25.90 | \$31.08 | \$36.26 | \$51.80 | \$27.97 | \$29.01 | \$29.01 |
| Process employee level 3 | \$26.25 | \$31.50 | \$36.75 | \$52.50 | \$28.35 | \$29.40 | \$29.40 |
| Process employee level 4 | \$26.61 | \$31.94 | \$37.26 | \$53.23 | \$28.74 | \$29.81 | \$29.81 |
| Process employee level 5 | \$26.96 | \$32.36 | \$37.75 | \$53.93 | \$29.12 | \$30.20 | \$30.20 |
| Process employee level 6 | \$27.68 | \$33.21 | \$38.75 | \$55.35 | \$29.89 | \$31.00 | \$31.00 |

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 | \$30.23 | \$30.23 | \$40.30 | \$40.30 | \$50.38 |
| Process employee level 2 | \$31.08 | \$31.08 | \$41.44 | \$41.44 | \$51.80 |
| Process employee level 3 | \$31.50 | \$31.50 | \$42.00 | \$42.00 | \$52.50 |
| Process employee level 4 | \$31.94 | \$31.94 | \$42.58 | \$42.58 | \$53.23 |
| Process employee level 5 | \$32.36 | \$32.36 | \$43.14 | \$43.14 | \$53.93 |
| Process employee level 6 | \$33.21 | \$33.21 | \$44.28 | \$44.28 | \$55.35 |

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

Table 1 of 2

| Classification | Hourly pay rate | Saturday - day workers (agreement to work ordinary hours) and shiftworkers | Sunday - day workers (agreement to work ordinary hours) and shiftworkers | Public holiday | Early morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday |
|--------------------------|-----------------|--|--|----------------|--|------------------------------------|--------------------------------|
| Process employee level 1 | \$14.11 | \$21.17 | \$24.69 | \$35.28 | \$15.52 | \$16.23 | \$16.23 |
| Process employee level 2 | \$14.50 | \$21.75 | \$25.38 | \$36.25 | \$15.95 | \$16.68 | \$16.68 |
| Process employee level 3 | \$14.70 | \$22.05 | \$25.73 | \$36.75 | \$16.17 | \$16.91 | \$16.91 |
| Process employee level 4 | \$14.90 | \$22.35 | \$26.08 | \$37.25 | \$16.39 | \$17.14 | \$17.14 |
| Process employee level 5 | \$15.10 | \$22.65 | \$26.43 | \$37.75 | \$16.61 | \$17.37 | \$17.37 |
| Process employee level 6 | \$15.50 | \$23.25 | \$27.13 | \$38.75 | \$17.05 | \$17.83 | \$17.83 |

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 - change to shift |
|--------------------------|--|---|---|-------------------|---------------------------|--|---|
| Process employee level 1 | \$17.64 | \$21.17 | \$28.22 | \$28.22 | \$35.28 | \$28.22 | \$28.22 |
| Process employee level 2 | \$18.13 | \$21.75 | \$29.00 | \$29.00 | \$36.25 | \$29.00 | \$29.00 |
| Process employee level 3 | \$18.38 | \$22.05 | \$29.40 | \$29.40 | \$36.75 | \$29.40 | \$29.40 |
| Process employee level 4 | \$18.63 | \$22.35 | \$29.80 | \$29.80 | \$37.25 | \$29.80 | \$29.80 |
| Process employee level 5 | \$18.88 | \$22.65 | \$30.20 | \$30.20 | \$37.75 | \$30.20 | \$30.20 |
| Process employee level 6 | \$19.38 | \$23.25 | \$31.00 | \$31.00 | \$38.75 | \$31.00 | \$31.00 |

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

Table 1 of 2

| Classification | Hourly pay rate | Saturday - day workers (agreement to work ordinary hours) and shiftworkers | Sunday - day workers (agreement to work ordinary hours) and shiftworkers | Public holiday | Early morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday |
|--------------------------|-----------------|--|--|----------------|--|------------------------------------|--------------------------------|
| Process employee level 1 | \$16.12 | \$24.18 | \$28.21 | \$40.30 | \$17.73 | \$18.54 | \$18.54 |
| Process employee level 2 | \$16.58 | \$24.87 | \$29.02 | \$41.45 | \$18.24 | \$19.07 | \$19.07 |
| Process employee level 3 | \$16.80 | \$25.20 | \$29.40 | \$42.00 | \$18.48 | \$19.32 | \$19.32 |
| Process employee level 4 | \$17.03 | \$25.55 | \$29.80 | \$42.58 | \$18.73 | \$19.58 | \$19.58 |
| Process employee level 5 | \$17.26 | \$25.89 | \$30.21 | \$43.15 | \$18.99 | \$19.85 | \$19.85 |
| Process employee level 6 | \$17.71 | \$26.57 | \$30.99 | \$44.28 | \$19.48 | \$20.37 | \$20.37 |

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 - change to shift |
|--------------------------|--|---|---|-------------------|---------------------------|--|---|
| Process employee level 1 | \$20.15 | \$24.18 | \$32.24 | \$32.24 | \$40.30 | \$32.24 | \$32.24 |
| Process employee level 2 | \$20.73 | \$24.87 | \$33.16 | \$33.16 | \$41.45 | \$33.16 | \$33.16 |
| Process employee level 3 | \$21.00 | \$25.20 | \$33.60 | \$33.60 | \$42.00 | \$33.60 | \$33.60 |
| Process employee level 4 | \$21.29 | \$25.55 | \$34.06 | \$34.06 | \$42.58 | \$34.06 | \$34.06 |
| Process employee level 5 | \$21.58 | \$25.89 | \$34.52 | \$34.52 | \$43.15 | \$34.52 | \$34.52 |
| Process employee level 6 | \$22.14 | \$26.57 | \$35.42 | \$35.42 | \$44.28 | \$35.42 | \$35.42 |

Junior - Casual - 16 years and under

Table 1 of 2

| Classification | Hourly pay rate | Saturday - day workers (agreement to work ordinary hours) and shiftworkers | Sunday - day workers (agreement to work ordinary hours) and shiftworkers | Public holiday | Early morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday |
|--------------------------|-----------------|--|--|----------------|--|------------------------------------|--------------------------------|
| Process employee level 1 | \$17.64 | \$21.17 | \$24.69 | \$35.28 | \$19.05 | \$19.75 | \$19.75 |
| Process employee level 2 | \$18.13 | \$21.75 | \$25.38 | \$36.25 | \$19.58 | \$20.30 | \$20.30 |
| Process employee level 3 | \$18.38 | \$22.05 | \$25.73 | \$36.75 | \$19.85 | \$20.58 | \$20.58 |
| Process employee level 4 | \$18.63 | \$22.35 | \$26.08 | \$37.25 | \$20.12 | \$20.86 | \$20.86 |
| Process employee level 5 | \$18.88 | \$22.65 | \$26.43 | \$37.75 | \$20.39 | \$21.14 | \$21.14 |
| Process employee level 6 | \$19.38 | \$23.25 | \$27.13 | \$38.75 | \$20.93 | \$21.70 | \$21.70 |

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 | \$21.17 | \$21.17 | \$28.22 | \$28.22 | \$35.28 |
| Process employee level 2 | \$21.75 | \$21.75 | \$29.00 | \$29.00 | \$36.25 |
| Process employee level 3 | \$22.05 | \$22.05 | \$29.40 | \$29.40 | \$36.75 |
| Process employee level 4 | \$22.35 | \$22.35 | \$29.80 | \$29.80 | \$37.25 |
| Process employee level 5 | \$22.65 | \$22.65 | \$30.20 | \$30.20 | \$37.75 |
| Process employee level 6 | \$23.25 | \$23.25 | \$31.00 | \$31.00 | \$38.75 |

Junior - Casual - 17 years

Table 1 of 2

| Classification | Hourly pay rate | Saturday - day workers (agreement to work ordinary hours) and shiftworkers | Sunday - day workers (agreement to work ordinary hours) and shiftworkers | Public holiday | Early morning shift - Monday to Friday | Afternoon shift - Monday to Friday | Night shift - Monday to Friday |
|--------------------------|-----------------|--|--|----------------|--|------------------------------------|--------------------------------|
| Process employee level 1 | \$20.15 | \$24.18 | \$28.21 | \$40.30 | \$21.76 | \$22.57 | \$22.57 |
| Process employee level 2 | \$20.73 | \$24.87 | \$29.02 | \$41.45 | \$22.38 | \$23.21 | \$23.21 |
| Process employee level 3 | \$21.00 | \$25.20 | \$29.40 | \$42.00 | \$22.68 | \$23.52 | \$23.52 |
| Process employee level 4 | \$21.29 | \$25.55 | \$29.80 | \$42.58 | \$22.99 | \$23.84 | \$23.84 |
| Process employee level 5 | \$21.58 | \$25.89 | \$30.21 | \$43.15 | \$23.30 | \$24.16 | \$24.16 |
| Process employee level 6 | \$22.14 | \$26.57 | \$30.99 | \$44.28 | \$23.91 | \$24.79 | \$24.79 |

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 | \$24.18 | \$24.18 | \$32.24 | \$32.24 | \$40.30 |
| Process employee level 2 | \$24.87 | \$24.87 | \$33.16 | \$33.16 | \$41.45 |
| Process employee level 3 | \$25.20 | \$25.20 | \$33.60 | \$33.60 | \$42.00 |
| Process employee level 4 | \$25.55 | \$25.55 | \$34.06 | \$34.06 | \$42.58 |
| Process employee level 5 | \$25.89 | \$25.89 | \$34.52 | \$34.52 | \$43.15 |
| Process employee level 6 | \$26.57 | \$26.57 | \$35.42 | \$35.42 | \$44.28 |

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 | \$0.77 per hour or part thereof |
| Cold work allowance less than -18.0°C to -23.3°C | \$1.35 per hour or part thereof |
| Cold work allowance less than -23.3°C | \$2.11 per hour or part thereof |
| First aid allowance | \$0.45 per hour up to a maximum of \$17.24 per week |
| * Leading hand allowance - in charge of 1-19 employees | \$0.83 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 | \$1.39 per hour, payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher |
| Meal allowance - overtime | \$14.70 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 us on 13 13 94 or speak with a union, industry association or workplace relations professional.