



Fair Work  
OMBUDSMAN

## Pay Guide - Poultry Processing Award

**[MA000074]**

Published 5 January 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 November 2020.

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.

## Rates of pay

If the Leading hand allowance applies the rates below should not be used, and should be calculated using [PACT](#).

### 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	\$779.00	\$20.50	\$30.75	\$35.88	\$51.25	\$22.55	\$23.58
Process employee level 2	\$801.00	\$21.08	\$31.62	\$36.89	\$52.70	\$23.19	\$24.24
Process employee level 3	\$812.00	\$21.37	\$32.06	\$37.40	\$53.43	\$23.51	\$24.58
Process employee level 4	\$823.20	\$21.66	\$32.49	\$37.91	\$54.15	\$23.83	\$24.91
Process employee level 5	\$833.90	\$21.94	\$32.91	\$38.40	\$54.85	\$24.13	\$25.23
Process employee level 6	\$856.00	\$22.53	\$33.80	\$39.43	\$56.33	\$24.78	\$25.91

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	\$23.58	\$25.63	\$30.75	\$41.00	\$41.00	\$51.25	\$41.00	\$41.00
Process employee level 2	\$24.24	\$26.35	\$31.62	\$42.16	\$42.16	\$52.70	\$42.16	\$42.16
Process employee level 3	\$24.58	\$26.71	\$32.06	\$42.74	\$42.74	\$53.43	\$42.74	\$42.74
Process employee level 4	\$24.91	\$27.08	\$32.49	\$43.32	\$43.32	\$54.15	\$43.32	\$43.32
Process employee level 5	\$25.23	\$27.43	\$32.91	\$43.88	\$43.88	\$54.85	\$43.88	\$43.88
Process employee level 6	\$25.91	\$28.16	\$33.80	\$45.06	\$45.06	\$56.33	\$45.06	\$45.06

## 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	\$25.63	\$30.75	\$35.88	\$51.25	\$27.68	\$28.70	\$28.70
Process employee level 2	\$26.35	\$31.62	\$36.89	\$52.70	\$28.46	\$29.51	\$29.51
Process employee level 3	\$26.71	\$32.06	\$37.40	\$53.43	\$28.85	\$29.92	\$29.92
Process employee level 4	\$27.08	\$32.49	\$37.91	\$54.15	\$29.24	\$30.32	\$30.32
Process employee level 5	\$27.43	\$32.91	\$38.40	\$54.85	\$29.62	\$30.72	\$30.72
Process employee level 6	\$28.16	\$33.80	\$39.43	\$56.33	\$30.42	\$31.54	\$31.54

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	\$30.75	\$30.75	\$41.00	\$41.00	\$51.25
Process employee level 2	\$31.62	\$31.62	\$42.16	\$42.16	\$52.70
Process employee level 3	\$32.06	\$32.06	\$42.74	\$42.74	\$53.43
Process employee level 4	\$32.49	\$32.49	\$43.32	\$43.32	\$54.15
Process employee level 5	\$32.91	\$32.91	\$43.88	\$43.88	\$54.85
Process employee level 6	\$33.80	\$33.80	\$45.06	\$45.06	\$56.33

## 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	\$14.35	\$21.53	\$25.11	\$35.88	\$15.79	\$16.50	\$16.50
Process employee level 2	\$14.76	\$22.14	\$25.83	\$36.90	\$16.24	\$16.97	\$16.97
Process employee level 3	\$14.96	\$22.44	\$26.18	\$37.40	\$16.46	\$17.20	\$17.20
Process employee level 4	\$15.16	\$22.74	\$26.53	\$37.90	\$16.68	\$17.43	\$17.43
Process employee level 5	\$15.36	\$23.04	\$26.88	\$38.40	\$16.90	\$17.66	\$17.66
Process employee level 6	\$15.77	\$23.66	\$27.60	\$39.43	\$17.35	\$18.14	\$18.14

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	\$17.94	\$21.53	\$28.70	\$28.70	\$35.88	\$28.70	\$28.70
Process employee level 2	\$18.45	\$22.14	\$29.52	\$29.52	\$36.90	\$29.52	\$29.52
Process employee level 3	\$18.70	\$22.44	\$29.92	\$29.92	\$37.40	\$29.92	\$29.92
Process employee level 4	\$18.95	\$22.74	\$30.32	\$30.32	\$37.90	\$30.32	\$30.32
Process employee level 5	\$19.20	\$23.04	\$30.72	\$30.72	\$38.40	\$30.72	\$30.72
Process employee level 6	\$19.71	\$23.66	\$31.54	\$31.54	\$39.43	\$31.54	\$31.54

## 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	\$16.40	\$24.60	\$28.70	\$41.00	\$18.04	\$18.86	\$18.86
Process employee level 2	\$16.86	\$25.29	\$29.51	\$42.15	\$18.55	\$19.39	\$19.39
Process employee level 3	\$17.09	\$25.64	\$29.91	\$42.73	\$18.80	\$19.65	\$19.65
Process employee level 4	\$17.33	\$26.00	\$30.33	\$43.33	\$19.06	\$19.93	\$19.93
Process employee level 5	\$17.56	\$26.34	\$30.73	\$43.90	\$19.32	\$20.19	\$20.19
Process employee level 6	\$18.02	\$27.03	\$31.54	\$45.05	\$19.82	\$20.72	\$20.72

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	\$20.50	\$24.60	\$32.80	\$32.80	\$41.00	\$32.80	\$32.80
Process employee level 2	\$21.08	\$25.29	\$33.72	\$33.72	\$42.15	\$33.72	\$33.72
Process employee level 3	\$21.36	\$25.64	\$34.18	\$34.18	\$42.73	\$34.18	\$34.18
Process employee level 4	\$21.66	\$26.00	\$34.66	\$34.66	\$43.33	\$34.66	\$34.66
Process employee level 5	\$21.95	\$26.34	\$35.12	\$35.12	\$43.90	\$35.12	\$35.12
Process employee level 6	\$22.53	\$27.03	\$36.04	\$36.04	\$45.05	\$36.04	\$36.04

## 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	\$17.94	\$21.53	\$25.11	\$35.88	\$19.37	\$20.09	\$20.09
Process employee level 2	\$18.45	\$22.14	\$25.83	\$36.90	\$19.93	\$20.66	\$20.66
Process employee level 3	\$18.70	\$22.44	\$26.18	\$37.40	\$20.20	\$20.94	\$20.94
Process employee level 4	\$18.95	\$22.74	\$26.53	\$37.90	\$20.47	\$21.22	\$21.22
Process employee level 5	\$19.20	\$23.04	\$26.88	\$38.40	\$20.74	\$21.50	\$21.50
Process employee level 6	\$19.71	\$23.66	\$27.60	\$39.43	\$21.29	\$22.08	\$22.08

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	\$21.53	\$21.53	\$28.70	\$28.70	\$35.88
Process employee level 2	\$22.14	\$22.14	\$29.52	\$29.52	\$36.90
Process employee level 3	\$22.44	\$22.44	\$29.92	\$29.92	\$37.40
Process employee level 4	\$22.74	\$22.74	\$30.32	\$30.32	\$37.90
Process employee level 5	\$23.04	\$23.04	\$30.72	\$30.72	\$38.40
Process employee level 6	\$23.66	\$23.66	\$31.54	\$31.54	\$39.43

## 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	\$20.50	\$24.60	\$28.70	\$41.00	\$22.14	\$22.96	\$22.96
Process employee level 2	\$21.08	\$25.29	\$29.51	\$42.15	\$22.76	\$23.60	\$23.60
Process employee level 3	\$21.36	\$25.64	\$29.91	\$42.73	\$23.07	\$23.93	\$23.93
Process employee level 4	\$21.66	\$26.00	\$30.33	\$43.33	\$23.40	\$24.26	\$24.26
Process employee level 5	\$21.95	\$26.34	\$30.73	\$43.90	\$23.71	\$24.58	\$24.58
Process employee level 6	\$22.53	\$27.03	\$31.54	\$45.05	\$24.33	\$25.23	\$25.23

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	\$24.60	\$24.60	\$32.80	\$32.80	\$41.00
Process employee level 2	\$25.29	\$25.29	\$33.72	\$33.72	\$42.15
Process employee level 3	\$25.64	\$25.64	\$34.18	\$34.18	\$42.73
Process employee level 4	\$26.00	\$26.00	\$34.66	\$34.66	\$43.33
Process employee level 5	\$26.34	\$26.34	\$35.12	\$35.12	\$43.90
Process employee level 6	\$27.03	\$27.03	\$36.04	\$36.04	\$45.05

## Allowances

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

Allowances	Rate
Cold work allowance -15.6°C to -18.0°C	\$0.78 per hour or part thereof
Cold work allowance less than -18.0°C to -23.3°C	\$1.37 per hour or part thereof
Cold work allowance less than -23.3°C	\$2.15 per hour or part thereof
First aid allowance	\$0.46 per hour up to a maximum of \$17.54 per week
* Leading hand allowance - in charge of 1-19 employees	\$0.84 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	\$1.41 per hour, payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher
Meal allowance - overtime	\$15.01 for a meal
Vehicle allowance	\$0.78 per km

## Disclaimer

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However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our [Awards page](http://www.fairwork.gov.au/awards) at [www.fairwork.gov.au/awards](http://www.fairwork.gov.au/awards). If our data is inconsistent with the award, then the award applies.

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