

PAY SCALE SUMMARY

derived from the

Federal Meat Industry (Processing) Award 2000 [AP781451 – Fed]

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This pay scale summary was developed by the Workplace Authority and is derived from the above award as it was on 26 March 2006 as adjusted by the Australian Fair Pay Commission. This summary incorporates increases determined by the Australian Fair Pay Commission with effect commencing from the employee's first pay period on or after the 1 October 2008.

Enquiries about the application of the Australian Fair Pay Commission's decision should be referred to the Workplace Infoline on **1300 363 264**.



Australian Government
Workplace Authority

Coverage

This pay scale summary applies in:

- Queensland;
- New South Wales (with the exception of the city of Broken Hill);
- Victoria;
- South Australia;
- ACT; and
- Northern Territory.

This pay scale summary covers employees in meat processing establishments, who are employed by members of the National Meat Association of Australia, or the employers listed by name under clause 6.1.3 of the pre-reform award.

In addition, this pay scale summary applies as a common rule in Victoria, which means that all employees that work in meat processing establishments (as defined) in Victoria are covered (subject to exceptions).

For detail of the coverage provisions, and exceptions, see the 26 March 2006 version of the award.

Wages

Level	Classification	Basic hourly rate
Level 6	This is the tradesperson rate that will apply only to a slaughterer with tradesperson qualifications or general butcher with tradesperson qualifications	\$16.78
Level 5	This rate will apply to an employee who performs the task of a Class 1 slaughterer as described and defined, a solo slaughterer, bed and cradle slaughterer, boner, grader, skin classer.	\$16.08
Level 4	This rate will apply to an employee who performs the task/s as described for a Class 2 Slaughterer as described and defined, slicer, an operator of rendering machinery or sawyer	\$15.73
Level 3	This rate will apply to an employee who performs the task/s as described for a Class 3 Slaughterer as described and defined, a boning room trimmer and a boning room employee using a knife for cleaning or preparing meat immediately prior to packing.	\$15.43
Level 2	This rate will apply to any other employee other than a Level 1 employee including learner slaughterer	\$15.04
Level 1	This rate will apply to an employee who is new to the industry and who is undergoing on the job training for an initial trial period of at least three months	\$14.31

Wages—Payment by results

Employees paid by results are guaranteed the applicable basic hourly rates provided for under this pay scale. For more information about payment by results, see clause 16 of the pre-reform award.

Wages—G & K O'Connor Pty Ltd

Level	Classification	Basic hourly rate
Level 2	Labourers - boning room	\$15.04
Level 2	Labourers - beef slaughtering room	\$15.04
Level 3	Slaughterer - class 3, Trimmer, Employee using knife for cleaning or preparing meat immediately prior to packing	\$15.43
Level 4	Slaughterer - class 2	\$17.40
Level 4	Slicers	\$20.19
Level 5	Slaughterer - class 1	\$17.40
Level 5	Boners	\$20.45

For more information, refer to the Federal Meat Industry (Processing) (G & K O'Connor Pty Ltd - Roping-in No. 1) Award 2002.

Daily Hire Rates

Employees engaged as daily hire employees must be paid the appropriate hourly rate of pay for the work they perform, plus 10%.

Casual Rates

Loading for Casual employees	Loading
Based on relevant basic hourly rate	20%

This casual loading covers all casual employees, including those paid by incentive payment or timework payment systems. For more information, refer to clauses 8.9.3 and 16.8 of the pre-reform award.

Classifications

For detail of classification descriptions see the 26 March 2006 version of the award.

Juniors

Year/Stage	Rate	Rate based on
Under 17 years	50%	Appropriate adult classification
17 to 18 years	60%	Appropriate adult classification
18 to 19 years	75%	Appropriate adult classification
19 to 20 years	85%	Appropriate adult classification

This pay scale summary also includes the junior rates preserved in clause of 'Appendix C—Savings provisions for named Queensland meat processing plants' to the pre-reform award.

Trainees

This pay scale summary incorporates trainee rates derived from the [National Training Wage Award 2000](#), as adjusted from time to time. Those trainee rates apply to trainees, other than in Queensland.

Trainees in Queensland are covered by the pay scale summary derived from the Queensland Apprentices' and Trainees' Wages and Conditions (Excluding Certain Queensland Government Entities) Order 2003.

Apprentices

Apprentices in Queensland are covered by the pay scale summary derived from the Queensland Apprentices' and Trainees' Wages and Conditions (Excluding Certain Queensland Government Entities) Order 2003.

Frequency of payment

Wages are payable either weekly or fortnightly on a regular basis, or in a manner agreed between the employer and employee. In the absence of agreement, wages are payable on the usual pay day each week or fortnight, on any day Monday to Thursday inclusive.

Note that the frequency of payment provisions in this pay scale summary do not apply to employees who are covered by a workplace agreement or contract of employment containing frequency of payment provisions that provide for payments in respect of periods of one month or

less. Such employees are guaranteed payment in accordance with the frequency of payment provisions in the workplace agreement or contract of employment.

Pay Scale Summary – Background

This summary sets out basic classification wages, and associated provisions, derived from the 26 March 2006 version of the award. Other conditions of employment (including allowances, penalties and loadings) may be contained in an award, workplace agreement, contract of employment, or Notional Agreement Preserving State Awards.

Demonstrated compliance with the details published in this pay scale summary by an employer bound to observe the provisions of the equivalent preserved Australian Pay and Classification Scale (pay scale) will be deemed by the Workplace Ombudsman as satisfying the employer's obligations under the pay scale, provided that the employee is correctly classified and paid for each hour worked in accordance with the pay scale. The keeping of time and wages records and the issuing of payslips is required by law and will be needed to demonstrate to the Workplace Ombudsman compliance with the pay scale.

This pay scale summary provides information about the effect of Australian Fair Pay Commission decisions. Any questions concerning this summary, or the entitlements of employees under the pay scale or the related award should be directed to the Workplace Infoline on 1300 363 264.

Transitional Arrangements

Despite the coverage provisions of the pay scale, an employee or employer may not be covered by the pay scale while the employee or employer is covered by one of the following:

- a pre-reform federal certified agreement
- a pre-reform federal Australian Workplace Agreement
- an individual or collective preserved State agreement
- a transitional award (for employers in the federal system not covered by the 26 March 2006 workplace reforms, these will apply for up to 5 years from 27 March 2006).

If you require assistance with any provisions of this pay scale summary please call the Workplace Infoline on 1300 363 264.

Disclaimer

By agreeing to use this summary of information, the user agrees:

- that the Commonwealth of Australia does not give any guarantee, undertaking or warranty whatsoever in relation to the summary, including in relation to the accuracy, completeness or currency of the summary; and
- to indemnify and hold harmless the Commonwealth from and against any loss or liability suffered by a user or a third party, arising out of the provision of the information, howsoever caused, including due to the negligence of the Commonwealth.