

## PAY SCALE SUMMARY

derived from the

### **Federal Meat Industry (Retail and Wholesale) Award 2000 [AP805114 – 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, and the Northern Territory.

This pay scale summary covers the members of the National Meat Association of Australia, in respect of their employees employed in retail meat establishments, wholesalers, domestic and/or wholesale meat markets and abattoirs associated with a butcher shop and classifications contained in the award which are incidental to the principal business.

Additionally, the pay scale summary operates by common rule in Victoria, subject to the specified exemptions.<sup>1</sup>

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

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<sup>1</sup> Note that a pay scale derived from a common rule is separate to the pay scale derived from the underlying award. This summary consolidates both for convenience. For the detail of the pay scale derived from the common rule, see the relevant common rule declaration of the Australian Industrial Relations Commission, as that declaration applied on 26 March 2006.

## Wages

Classification	Basic hourly rate
Level 1	\$14.31
Level 2	\$14.85
Level 3	\$15.04
Level 4	\$15.43
Level 5	\$15.73
Level 6	\$16.78
Level 7	\$17.42

### ***Other information - wages***

Payment by results

Clause 17 of the award provides for an incentive-based payment system. That system is not part of this pay scale. Employees covered by an incentive-based payment system are guaranteed the appropriate hourly rate under this pay scale summary for the class of work performed.

Clause 17 of the pre-reform award enables an employer to elect to operate under a payment by results or incentive system (including piece work). In such a system, employees are entitled to receive no less than that appropriate periodic rate of pay.)

## Casual rates

Loading applies to	Loading
Relevant basic hourly rate	20%

### ***Other information - casuals***

The casual loading does not apply to ordinary hours of work on Saturday or Sunday, or hours worked in excess of the prescribed ordinary hours in any one day or shift. The ordinary hours of work are prescribed by the 26 March 2006 version of the award.

Note that, for hours outside ordinary hours, overtime and shift work, casual employees may also be entitled to additional payments under the corresponding award.

## Classifications

For detail of classification descriptions see the 26 March 2006 version of the award, and the common rule declaration.

## Juniors

### **Rates for Juniors**

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

### ***Other information - juniors***

The appropriate classification rate is:

- Level 4 for junior sales assistants
- Level 3 for junior clerks or cashiers
- Level 2 for juniors involved in slaughtering
- Level 2 for junior labourers or cleaners.

### **Trainees – other than Queensland**

This pay scale summary incorporates trainee rates derived from the [National Training Wage Award 2000](#), as adjusted from time to time.

### **Trainees – Queensland**

Trainees in Queensland are covered by the rate provisions of the Apprentices' and Trainees' Wages and Conditions (Excluding Certain Queensland Government Entities) Order 2003, as it was on 26 March 2006.

### **Apprentices**

#### **Rates for Apprentices**

<b>Year/Stage</b>	<b>Basic Hourly Rate</b>	<b>Rate based on</b>
First year	50% (\$8.39)	Level 6 (tradesperson)
Second year	65% (\$10.91)	Level 6 (tradesperson)
Third year	85% (\$14.26)	Level 6 (tradesperson)
Fourth year	95% (\$15.94)	Level 6 (tradesperson)

### ***Other information – Apprentices in Queensland***

Apprentices in Queensland are covered by the rate provisions of the Apprentices' and Trainees' Wages and Conditions (Excluding Certain Queensland Government Entities) Order 2003, as it was on 26 March 2006.

### **Frequency of payment**

Wages will be paid on a regular weekly basis or in a manner agreed between the employer and employee. If there is no agreement, payment shall be made on the usual pay day each week Monday to Thursday.

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.