



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

SEAFOOD PROCESSING AWARD 2020
[MA000068]

Seafood processing

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 15.1(a) and inserting the following:

Classification level	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Process Attendant Level 1	753.80	19.84
Process Attendant Level 2	764.50	20.12
Process Attendant Level 3	836.40	22.01
Process Attendant Level 4	877.60	23.09

2. By deleting the year “2019” in clause 15.6(b) and inserting “2020”.
3. By deleting the amount “\$17.16” appearing in clause 17.2(a) and inserting “\$17.46”.

4. By deleting the amount “\$0.64” appearing in clause 17.2(b)(i) and inserting “\$0.65”.
5. By deleting the table appearing in clause A.1.1 and inserting the following:

	Ordinary hours	Saturday		Sunday	Public holiday
		Before noon	After noon		
% of minimum hourly rate					
	100%	125%	150%	200%	250%
	\$	\$	\$	\$	\$
Process Attendant Level 1	19.84	24.80	29.76	39.68	49.60
Process Attendant Level 2	20.12	25.15	30.18	40.24	50.30
Process Attendant Level 3	22.01	27.51	33.02	44.02	55.03
Process Attendant Level 4	23.09	28.86	34.64	46.18	57.73

6. By deleting the table appearing in clause A.1.2 and inserting the following:

	Monday to Saturday		Sunday	Public holiday
	First 3 hours	After 3 hours		
% of minimum hourly rate				
	150%	200%	200%	250%
	\$	\$	\$	\$
Process Attendant Level 1	29.76	39.68	39.68	49.60
Process Attendant Level 2	30.18	40.24	40.24	50.30
Process Attendant Level 3	33.02	44.02	44.02	55.03
Process Attendant Level 4	34.64	46.18	46.18	57.73

7. By deleting the table appearing in clause A.1.3 and inserting the following:

	Afternoon & night	Non-successive shifts ¹		Permanent night ²	Saturday	Non-continuous shiftworker		Continuous shiftworker
		First 3 hours	After 3 hours			Sunday	Public holiday	Sunday or public holiday
	% of minimum hourly rate							
	115%	150%	200%	130%	150%	200%	250%	200%
	\$	\$	\$	\$	\$	\$	\$	\$
Process Attendant Level 1	22.82	29.76	39.68	25.79	29.76	39.68	49.60	39.68
Process Attendant Level 2	23.14	30.18	40.24	26.16	30.18	40.24	50.30	40.24
Process Attendant Level 3	25.31	33.02	44.02	28.61	33.02	44.02	55.03	44.02
Process Attendant Level 4	26.55	34.64	46.18	30.02	34.64	46.18	57.73	46.18

8. By deleting the table appearing in clause A.1.4 and inserting the following:

	Non-continuous shiftworker				Continuous shiftworker
	Monday - Saturday		Sunday	Public holiday	All day
	First 3 hours	After 3 hours			
	% of minimum hourly rate				
	150%	200%	200%	250%	200%
	\$	\$	\$	\$	\$
Process Attendant Level 1	29.76	39.68	39.68	49.60	39.68
Process Attendant Level 2	30.18	40.24	40.24	50.30	40.24
Process Attendant Level 3	33.02	44.02	44.02	55.03	44.02
Process Attendant Level 4	34.64	46.18	46.18	57.73	46.18

9. By deleting the table appearing in clause A.2.2 and inserting the following:

	Ordinary hours	Saturday		Sunday	Public holiday
		Before noon	After noon		
% of casual ordinary hourly rate					
	100%	125%	150%	200%	250%
	\$	\$	\$	\$	\$
Process Attendant Level 1	24.80	31.00	37.20	49.60	62.00
Process Attendant Level 2	25.15	31.44	37.73	50.30	62.88
Process Attendant Level 3	27.51	34.39	41.27	55.02	68.78
Process Attendant Level 4	28.86	36.08	43.29	57.72	72.15

10. By deleting the table appearing in clause A.2.3 and inserting the following:

	Afternoon & night	Non-successive shifts ¹		Permanent night ²	Saturday	Non-continuous shiftworker		Continuous shiftworker
		First 3 hours	After 3 hours			Sunday	Public holiday	
% of casual ordinary hourly rate								
	115%	150%	200%	130%	150%	200%	250%	200%
	\$	\$	\$	\$	\$	\$	\$	\$
Process Attendant Level 1	28.52	37.20	49.60	32.24	37.20	49.60	62.00	49.60
Process Attendant Level 2	28.92	37.73	50.30	32.70	37.73	50.30	62.88	50.30
Process Attendant Level 3	31.64	41.27	55.02	35.76	41.27	55.02	68.78	55.02
Process Attendant Level 4	33.19	43.29	57.72	37.52	43.29	57.72	72.15	57.72

11. By deleting the amount “\$22.70” appearing in clause B.1.1 and inserting “\$23.09”.

12. By deleting the table appearing in clause B.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	17.2(a)	75.6	17.46	per week
Cold places allowance	17.2(b)	2.8	0.65	per hour

B. This determination comes into operation on 1 November 2020. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 November 2020.

PRESIDENT