



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

**Annual Wage Review 2020–21**  
(C2021/1)

**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 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

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

<b>Classification level</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Process Attendant Level 1	772.60	20.33
Process Attendant Level 2	783.60	20.62
Process Attendant Level 3	857.30	22.56
Process Attendant Level 4	899.50	23.67

- By deleting the words “1 November 2020” in clause 15.6(b) and inserting “1 July 2021”.

**Item A.2 was amended on 23 June 2021 to insert the correct date of reference to the National Training Wage in the *Miscellaneous Award 2020***

3. By deleting the amount “\$17.46” appearing in clause 17.2(a) and inserting “\$17.89”.
4. By deleting the amount “\$0.65” appearing in clause 17.2(b)(i) and inserting “\$0.66”.
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		
	<b>% of minimum hourly rate</b>				
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Process Attendant Level 1	20.33	25.41	30.50	40.66	50.83
Process Attendant Level 2	20.62	25.78	30.93	41.24	51.55
Process Attendant Level 3	22.56	28.20	33.84	45.12	56.40
Process Attendant Level 4	23.67	29.59	35.51	47.34	59.18

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		
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Process Attendant Level 1	30.50	40.66	40.66	50.83
Process Attendant Level 2	30.93	41.24	41.24	51.55
Process Attendant Level 3	33.84	45.12	45.12	56.40
Process Attendant Level 4	35.51	47.34	47.34	59.18

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

	Afternoon & night	Non-successive shifts <sup>1</sup>		Permanent night <sup>2</sup>	Saturday	Non-continuous shiftworker		Continuous shiftworker
		First 3 hours	After 3 hours			Sunday	Public holiday	Sunday or public holiday
	<b>% of minimum hourly rate</b>							
	<b>115%</b>	<b>150%</b>	<b>200%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Process Attendant Level 1	23.38	30.50	40.66	26.43	30.50	40.66	50.83	40.66
Process Attendant Level 2	23.71	30.93	41.24	26.81	30.93	41.24	51.55	41.24
Process Attendant Level 3	25.94	33.84	45.12	29.33	33.84	45.12	56.40	45.12
Process Attendant Level 4	27.22	35.51	47.34	30.77	35.51	47.34	59.18	47.34

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			
	<b>% of minimum hourly rate</b>				
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Process Attendant Level 1	30.50	40.66	40.66	50.83	40.66
Process Attendant Level 2	30.93	41.24	41.24	51.55	41.24
Process Attendant Level 3	33.84	45.12	45.12	56.40	45.12
Process Attendant Level 4	35.51	47.34	47.34	59.18	47.34

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		
	<b>% of casual ordinary hourly rate</b>				
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Process Attendant Level 1	25.41	31.76	38.12	50.82	63.53
Process Attendant Level 2	25.78	32.23	38.67	51.56	64.45
Process Attendant Level 3	28.20	35.25	42.30	56.40	70.50
Process Attendant Level 4	29.59	36.99	44.39	59.18	73.98

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

	Afternoon & night	Non-successive shifts <sup>1</sup>		Permanent night <sup>2</sup>	Saturday	Non-continuous shiftworker		Continuous shiftworker
		First 3 hours	After 3 hours			Sunday	Public holiday	
	<b>% of casual ordinary hourly rate</b>							
	<b>115%</b>	<b>150%</b>	<b>200%</b>	<b>130%</b>	<b>150%</b>	<b>200%</b>	<b>250%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
Process Attendant Level 1	29.22	38.12	50.82	33.03	38.12	50.82	63.53	50.82
Process Attendant Level 2	29.65	38.67	51.56	33.51	38.67	51.56	64.45	51.56
Process Attendant Level 3	32.43	42.30	56.40	36.66	42.30	56.40	70.50	56.40
Process Attendant Level 4	34.03	44.39	59.18	38.47	44.39	59.18	73.98	59.18

11. By deleting the amount “\$23.09” appearing in clause B.1.1 and inserting “\$23.67”.

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

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
First aid allowance	17.2(a)	75.6	17.89	per week
Cold places allowance	17.2(b)	2.8	0.66	per hour

- B. This determination comes into operation on 1 July 2021. 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 July 2021.

PRESIDENT