



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2021–22 (C2022/1)

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 2022

Annual Wage Review 2021–22.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] 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 | 812.60 | 21.38 |
| Process Attendant Level 2 | 823.60 | 21.67 |
| Process Attendant Level 3 | 897.30 | 23.61 |
| Process Attendant Level 4 | 940.90 | 24.76 |

2. By deleting the year “2021” in clause 15.6(b) and inserting “2022”.
3. By deleting the amount "\$17.89" appearing in clause 17.2(a) and inserting "\$18.72".
4. By deleting the amount "\$0.66" appearing in clause 17.2(b)(i) and inserting "\$0.69".

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 | 21.38 | 26.73 | 32.07 | 42.76 | 53.45 |
| Process Attendant Level 2 | 21.67 | 27.09 | 32.51 | 43.34 | 54.18 |
| Process Attendant Level 3 | 23.61 | 29.51 | 35.42 | 47.22 | 59.03 |
| Process Attendant Level 4 | 24.76 | 30.95 | 37.14 | 49.52 | 61.90 |

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 | 32.07 | 42.76 | 42.76 | 53.45 |
| Process Attendant Level 2 | 32.51 | 43.34 | 43.34 | 54.18 |
| Process Attendant Level 3 | 35.42 | 47.22 | 47.22 | 59.03 |
| Process Attendant Level 4 | 37.14 | 49.52 | 49.52 | 61.90 |

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 | 24.59 | 32.07 | 42.76 | 27.79 | 32.07 | 42.76 | 53.45 | 42.76 |
| Process Attendant Level 2 | 24.92 | 32.51 | 43.34 | 28.17 | 32.51 | 43.34 | 54.18 | 43.34 |
| Process Attendant Level 3 | 27.15 | 35.42 | 47.22 | 30.69 | 35.42 | 47.22 | 59.03 | 47.22 |
| Process Attendant Level 4 | 28.47 | 37.14 | 49.52 | 32.19 | 37.14 | 49.52 | 61.90 | 49.52 |

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 | 32.07 | 42.76 | 42.76 | 53.45 | 42.76 |
| Process Attendant Level 2 | 32.51 | 43.34 | 43.34 | 54.18 | 43.34 |
| Process Attendant Level 3 | 35.42 | 47.22 | 47.22 | 59.03 | 47.22 |
| Process Attendant Level 4 | 37.14 | 49.52 | 49.52 | 61.90 | 49.52 |

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 | 26.73 | 33.41 | 40.10 | 53.46 | 66.83 |
| Process Attendant Level 2 | 27.09 | 33.86 | 40.64 | 54.18 | 67.73 |
| Process Attendant Level 3 | 29.51 | 36.89 | 44.27 | 59.02 | 73.78 |
| Process Attendant Level 4 | 30.95 | 38.69 | 46.43 | 61.90 | 77.38 |

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 | 30.74 | 40.10 | 53.46 | 34.75 | 40.10 | 53.46 | 66.83 | 53.46 |
| Process Attendant Level 2 | 31.15 | 40.64 | 54.18 | 35.22 | 40.64 | 54.18 | 67.73 | 54.18 |
| Process Attendant Level 3 | 33.94 | 44.27 | 59.02 | 38.36 | 44.27 | 59.02 | 73.78 | 59.02 |
| Process Attendant Level 4 | 35.59 | 46.43 | 61.90 | 40.24 | 46.43 | 61.90 | 77.38 | 61.90 |

11. By deleting the amount “\$23.67” appearing in clause B.1.1 and inserting “\$24.76”.

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 | 18.72 | per week |
| Cold places allowance | 17.2(b) | 2.8 | 0.69 | per hour |

- B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT