

## FAIR WORK COMMISSION (FWC) FEDERAL WAGE INCREASE – 3%

These wage sheets apply to **all** AMIC members **except** for sole trader/partnerships in Western Australia. Members who are sole trader/partnerships in Western Australia will continue to receive a coloured wage sheet.

### The FWC Decision

The FWC handed down the 2019 decision on 30<sup>th</sup> May 2019. The FWC decided to increase the minimum adult rates of pay in each of the Modern Awards by 3% per week (including the Meat Industry Award 2010). They decided to give a percentage increase rather than a flat dollar amount. This was because the awarding of a flat dollar amount erodes the relativities between the money levels.

As is usual with past federal wage decisions:

- Junior and Apprentice wages receive a proportionate increase; and
- The increase can be absorbed into any overaward payments paid; and
- Persons on Traineeships are subject to pay scales under National Training Wage scales.

The operative date for the increase is the first full pay period to commence on or after **1 July 2019**.

### Wage/calculation and explanation sheets

The enclosed wage sheets are your reference sheets. Included in the sheets are:

- New weekly rates with various casual rate and overtime calculations;
- Apprentice percentages;
- Various explanation notes;
- New allowance rates;
- Detailed wage and overtime calculations for Junior levels 1 to 6;
- Detailed wage and overtime calculations for apprentices.

**IF IN ANY DOUBT PLEASE CONTACT AMIC TO DISCUSS.**

# MEAT INDUSTRY AWARD 2010 (MIA)

The new 2019 wage rates, penalties and percentages below apply to all AMIC members other than sole traders and partnerships in Western Australia.

The operative date for everything listed below is the first full pay period to commence on or after **1 July 2019**.

**Table 1 – Adult rates and penalty calculations + tax and super**

| Level<br>(See notes) | Weekly rate<br>(Mon-Fri)      | Tax 1/7/19 | Super<br>(9.5%) | Ordinary<br>Hourly rate | Time and one<br>quarter<br>(Ordinary rate<br>for meat retail<br>estab/ment on<br>Saturday) | Time and one<br>half<br>(Ordinary rate<br>for meat retail<br>estab/ment on<br>Sunday) | Casual<br>Ordinary rate<br>for week days<br>(incl 25%<br>loading) | Overtime<br>Time and<br>one half for<br>the first<br>3 hours –<br>each day<br>stands alone | Overtime<br>Double time<br>thereafter<br>– each<br>day<br>stands<br>alone |
|----------------------|-------------------------------|------------|-----------------|-------------------------|--|---|---|--|---|
|                      | <i>See notes listed below</i> |            |                 |                         |  |   |   |  |   |
|                      | \$                            | \$         | \$              | \$                      | \$   | \$  | \$  | \$   | \$  |
| 1                    | 740.80                        | 92.00      | 70.38           | 19.49                   | 24.36  | 29.24   | 24.36   | 29.24  | 38.98   |
| 2                    | 766.90                        | 101.00     | 72.86           | 20.18                   | 25.23  | 30.27   | 25.23   | 30.27  | 40.36   |
| 3                    | 776.50                        | 105.00     | 73.77           | 20.43                   | 25.54  | 30.65   | 25.54   | 30.65  | 40.86   |
| 4                    | 795.70                        | 111.00     | 75.59           | 20.94                   | 26.18  | 31.41   | 26.18   | 31.41  | 41.88   |
| 5                    | 810.40                        | 117.00     | 76.99           | 21.33                   | 26.66  | 32.00   | 26.66   | 32.00  | 42.66   |
| 6                    | 827.80                        | 122.00     | 78.64           | 21.78                   | 27.23  | 32.67   | 27.23   | 32.67  | 43.56   |
| 7                    | 862.50                        | 135.00     | 81.94           | 22.70                   | 28.38  | 34.05   | 28.38   | 34.05  | 45.40   |
| 8                    | 894.10                        | 146.00     | 84.94           | 23.53                   | 29.41  | 35.30   | 29.41   | 35.30  | 47.06   |

**Note:** You need to identify from Schedule 'B' of Meat Industry Award 2010 relevant classifications for the adult rates.

**Table 2 – Junior percentages**

| Age           | % of Weekly adult Rate |
|---------------|------------------------|
| Under 17 yrs  | 50%                    |
| 17 yrs        | 60%                    |
| 18 yrs        | 75%                    |
| 19 yrs        | 85%                    |
| 20 yrs & over | 100%                   |

**Table 3 – Apprentices who have NOT completed Year 12 at school**

| Stage | % of Trade rate (Level 7) |
|-------|---------------------------|
| 1     | 50%*                      |
| 2     | 60%*                      |
| 3     | 85%*                      |
| 4     | 95%*                      |

**Table 4 – Apprentices who have completed Year 12 at school**

| Stage | % of Trade rate (Level 7) |
|-------|---------------------------|
| 1     | 55%*                      |
| 2     | 65%*                      |
| 3     | 85%*                      |
| 4     | 95%*                      |

**Note:** Relevant junior and apprentice wage calculations are contained in attached sheets.

## Notes:

- 1. Wage levels** - there are 8 in the Meat Industry Award 2010. As an example, Level 1 is the employee new to the industry and Level 7 is the tradesperson rate. Please refer to Schedule B of the Meat Industry Award 2010 for a detailed classification structure corresponding to each wage level. *(Note that there are 4 clerical classifications depending upon the tasks undertaken by an employee. There are 2 driver classifications).*
- 2. Weekly Rate** – Table 1 is the minimum weekly rates for a 38 ordinary hour week Monday to Friday and all the other columns are based on these minimum figures.
- 3. Superannuation figures** – calculation shown is at 9.5% of the figures in the Weekly Rate column and is simply for 38 ordinary hours worked Mon – Fri.
- 4. Tax figures** - calculated using PAYG tax tables as at 1 July 2019 (TBA). Only relate to weekly Mon-Fri rates listed in the Weekly Rate column. Amounts may vary where ordinary hours are worked on Sat/Sun or overtime is worked or if an employee is paid over the award. Please consult the ATO tax scales in these circumstances.
- 5. Ordinary Hourly Rate** – this is simply the figure in the Weekly Rate column divided by 38.
- 6. The time and one quarter rate for Saturday** – this is only for full-time, part-time and casual employees working ordinary hours (not overtime) on Saturday in ‘Meat Retail Establishments’ - 4am to 6pm.
- 7. The time and one half rate for Sunday** – this is only for full-time, part-time and casual employees working ordinary hours (not overtime) on Sunday in ‘Meat Retail Establishments’ - 8am to 6pm.
- 8. ‘Meat Processing Establishment’ weekend work** – where ordinary hours are worked by agreement, as described in the Meat Industry Award 2010, the minimum rate is time and one half on Saturday and double time on Sunday.
- 9. ‘Meat Manufacturing Establishment’ weekend work** - up to 4 ordinary hours may be worked on Saturday 6am to 6pm and the rate is time and one quarter for all employees. Otherwise it is the overtime rates described in 12.
- 10. Casual loading figure** – is 25%. It applies where a casual employee works ordinary hours Monday to Friday. It does not apply where a casual employee works ordinary hours Saturday or Sunday or where overtime is worked. Where such work occurs the rates are the same as for full-time or part-time employees in these numbered notes.
- 11. Overtime rates for all establishments** – rates for full-time, part-time and casual employees working overtime outside ordinary hours – time and a half for the first 3 hours and double time thereafter – **each day stands alone. Sunday rates for processing establishments only are at double time.**
- 12. Public holiday rates** – AMIC members will be supplied details throughout the year.

**Table 5 – Allowances – Clause 26 of Meat Industry Award 2010**

| <b>Allowance</b>  | <b>Amount</b>   |
|---|---|
| <b>Leading hand</b><br>(a) Supervising at least 3 but less than 10<br>(b) Supervising 10 or more  | \$14.23 PW<br>\$19.84 PW  |
| <b>Cleaner allowance</b><br>(i) Where ordinary hours for an employee are commencing after 8.30 am and prior to 12.00 noon.<br>(ii) Where ordinary hours for an employee are commencing at 12.00 noon or later and finish at or before midnight.       | 5% of relevant ordinary hourly rate<br>12.5% of relevant ordinary hourly rate                           |
| <b>Meal allowance</b><br>Payable when employee works overtime for 1½ hours or more after their rostered finishing time (i.e. Rostered time means the end of the employee’s ordinary hours for the day, not the overtime hours).                       | \$14.70 per day   |
| <b>Cold temperature – per hour</b><br>(a) Below zero but not below -16 degrees Celsius<br>(b) Below -16 degrees but not below -18 degrees Celsius<br>(c) Below -18 degrees Celsius but not below -20 degrees Celsius<br>(d) Below -21 degrees Celsius | 59 cents<br>\$1.02<br>\$1.45<br>\$1.97  |
| <b>First aid allowance</b>  | \$3.22 per day  |
| <b>Clothing – (Meat processing establishments only)</b><br>Payable to compensate employees required to launder their own outer work clothes.  | No Increase - continue with \$3.60 per week (\$0.72 per day) until new figure published on AMIC website |
| <b>Travelling allowance</b><br>(Where during working hours employee transferred from one location to another)   | Reasonable costs of transit and travelling time   |

## JUNIOR/APPRENTICE RATES IN THE MEAT INDUSTRY AWARD 2010 (MIA)

The new wage rates, penalties and percentages below apply to all AMIC members other than sole traders and partnerships in Western Australia.

**THE OPERATIVE DATE FOR THE WAGE RATES LISTED BELOW IS THE FIRST FULL PAY PERIOD TO COMMENCE ON OR AFTER 1 JULY 2019.**

### LEVEL 6 – Junior Boner, Carcase Grader, Skin Classer, Slaughterer Class 1, Clerk and others

| Age % of Adult Weekly Rate    | Weekly rate (Mon-Fri) | Tax 1/7/19 | Super 9.5% | Ordinary Hourly rate | Time and one quarter (Ordinary rate for meat retail estab/ment on Saturday) | Time and one half (Ordinary rate for meat retail estab/ment on Sunday) | Casual Ordinary rate for week days (incl 25% loading) | Overtime Time and one half for the first 3 hours – each day stands alone | Overtime Double time thereafter – each day stands alone |
|-------------------------------|-----------------------|------------|------------|----------------------|---|--|---|--|---|
| <i>See notes listed below</i> |                       |            |            |                      |   |  |   |  |   |
|                               | \$                    | \$         | \$         | \$                   | \$  | \$   | \$  | \$   | \$  |
| Under 17 years (50%)          | 413.90                | 11.00      | 39.32      | 10.89                | 13.61   | 16.34  | 13.61   | 16.34  | 21.78   |
| 17 years (60%)                | 496.70                | 34.00      | 47.19      | 13.07                | 16.34   | 19.61  | 16.34   | 19.61  | 26.14   |
| 18 years (75%)                | 620.90                | 63.00      | 58.99      | 16.34                | 20.43   | 24.51  | 20.43   | 24.51  | 32.68   |
| 19 years (85%)                | 703.60                | 80.00      | 66.84      | 18.52                | 23.15   | 27.78  | 23.15   | 27.78  | 37.04   |
| 20 years & over (100%)        | 827.80                | 122.00     | 78.64      | 21.78                | 27.23   | 32.67  | 27.23   | 32.67  | 43.56   |

### LEVEL 5 – Junior Salesperson, Slicer, Sawyer, Driver of motor vehicle exceeding 6 tonnes carrying capacity, Forklift Driver, Clerk and others

| Age % of Adult Weekly Rate    | Weekly rate (Mon-Fri) | Tax 1/7/19 | Super 9.5% | Ordinary Hourly rate | Time and one quarter (Ordinary rate for meat retail estab/ment on Saturday) | Time and one half (Ordinary rate for meat retail estab/ment on Sunday) | Casual Ordinary rate for week days (incl 25% loading) | Overtime Time and one half for first 3 hours – each day stands alone | Overtime Double time thereafter – each day stands alone |
|-------------------------------|-----------------------|------------|------------|----------------------|---|--|---|--|---|
| <i>See notes listed below</i> |                       |            |            |                      |   |  |   |  |   |
|                               | \$                    | \$         | \$         | \$                   | \$  | \$   | \$  | \$   | \$  |
| Under 17 years (50%)          | 405.20                | 10.00      | 38.49      | 10.66                | 13.33   | 15.99  | 13.33   | 15.99  | 21.32   |
| 17 years (60%)                | 486.20                | 31.00      | 46.19      | 12.79                | 15.99   | 19.19  | 15.99   | 19.19  | 25.58   |
| 18 years (75%)                | 607.80                | 60.00      | 57.74      | 15.99                | 19.99   | 23.99  | 19.99   | 23.99  | 31.98   |
| 19 years (85%)                | 688.80                | 77.00      | 65.44      | 18.13                | 22.66   | 27.20  | 22.66   | 27.20  | 36.26   |
| 20 years & over (100%)        | 810.40                | 117.00     | 76.99      | 21.33                | 26.66   | 32.00  | 26.66   | 32.00  | 42.66   |

**Note:** you need to refer to Schedule 'B' of the Meat Industry Award 2010 for all classifications.

**LEVEL 4 – Junior Cashier, Ham and Bacon Curer, Trimmer, Driver of motor vehicle not exceeding 6 tonnes carrying capacity, Clerk and others**

| Age % of Adult Weekly Rate | Weekly rate (Mon-Fri)         | Tax 1/7/19 | Super 9.5% | Ordinary Hourly rate | Time and one quarter (Ordinary rate for meat retail estab/ment on Saturday) | Time and one half (Ordinary rate for meat retail estab/ment on Sunday) | Casual Ordinary rate for week days (incl 25% loading) | Overtime Time and one half for first 3 hours – each day stands alone | Overtime Double time thereafter – each day stands alone |
|----------------------------|-------------------------------|------------|------------|----------------------|---|--|---|--|---|
|                            | <i>See notes listed below</i> |            |            |                      |   |  |   |  |   |
|                            | \$                            | \$         | \$         | \$                   | \$  | \$   | \$  | \$   | \$  |
| Under 17 years (50%)       | 397.90                        | 8.00       | 37.80      | 10.47                | 13.09   | 15.71  | 13.09   | 15.71  | 20.94   |
| 17 years (60%)             | 477.40                        | 29.00      | 45.35      | 12.56                | 15.70   | 18.84  | 15.70   | 18.84  | 25.12   |
| 18 years (75%)             | 596.80                        | 58.00      | 56.70      | 15.71                | 19.64   | 23.57  | 19.64   | 23.57  | 31.42   |
| 19 years (85%)             | 676.30                        | 75.00      | 64.25      | 17.80                | 22.25   | 26.70  | 22.25   | 26.70  | 35.60   |
| 20 years & over (100%)     | 795.70                        | 111.00     | 75.59      | 20.94                | 26.18   | 31.41  | 26.18   | 31.41  | 41.88   |

**LEVEL 3 – Junior Cleaner, Packing Room Hand, Labourer, Yardperson, Salter and/or Pickle Pumper, Clerk and others**

| Age % of Adult Weekly Rate | Weekly rate (Mon-Fri)         | Tax 1/7/19 | Super 9.5% | Ordinary Hourly rate | Time and one quarter (Ordinary rate for meat retail estab/ment on Saturday) | Time and one half (Ordinary rate for meat retail estab/ment on Sunday) | Casual Ordinary rate for week days (incl 25% loading) | Overtime Time and one half for first 3 hours – each day stands alone | Overtime Double time thereafter – each day stands alone |
|----------------------------|-------------------------------|------------|------------|----------------------|---|--|---|--|---|
|                            | <i>See notes listed below</i> |            |            |                      |   |  |   |  |   |
|                            | \$                            | \$         | \$         | \$                   | \$  | \$   | \$  | \$   | \$  |
| Under 17 years (50%)       | 388.30                        | 6.00       | 36.89      | 10.22                | 12.78   | 15.33  | 12.78   | 15.33  | 20.44   |
| 17 years (60%)             | 465.90                        | 25.00      | 44.26      | 12.26                | 15.33   | 18.39  | 15.33   | 18.39  | 24.52   |
| 18 years (75%)             | 582.40                        | 55.00      | 55.33      | 15.33                | 19.16   | 23.00  | 19.16   | 23.00  | 30.66   |
| 19 years (85%)             | 660.00                        | 71.00      | 62.70      | 17.37                | 21.71   | 26.06  | 21.71   | 26.06  | 34.74   |
| 20 years & over (100%)     | 776.50                        | 105.00     | 73.77      | 20.43                | 25.54   | 30.65  | 25.54   | 30.65  | 40.86   |

**LEVEL 2 – Junior Order person delivering meat/meat products, Slaughterer's Assistant, Linker, Table hand and others**

| Age % of Adult Weekly Rate | Weekly rate (Mon-Fri)         | Tax 1/7/19 | Super 9.5% | Ordinary Hourly rate | Time and one quarter (Ordinary rate for meat retail estab/ment on Saturday) | Time and one half (Ordinary rate for meat retail estab/ment on Sunday) | Casual Ordinary rate for week days (incl 25% loading) | Overtime Time and one half first 3 hours – each day stands alone | Overtime Double time thereafter – each day stands alone |
|----------------------------|-------------------------------|------------|------------|----------------------|---|--|---|--|---|
|                            | <i>See notes listed below</i> |            |            |                      |   |  |   |  |   |
|                            | \$                            | \$         | \$         | \$                   | \$  | \$   | \$  | \$   | \$  |
| Under 17 years (50%)       | 383.50                        | 5.00       | 36.43      | 10.09                | 12.61   | 15.14  | 12.61   | 15.14  | 20.18   |
| 17 years (60%)             | 460.10                        | 24.00      | 43.71      | 12.11                | 15.14   | 18.17  | 15.14   | 18.17  | 24.22   |
| 18 years (75%)             | 575.20                        | 53.00      | 54.64      | 15.14                | 18.93   | 22.71  | 18.93   | 22.71  | 30.28   |
| 19 years (85%)             | 651.90                        | 69.00      | 61.93      | 17.16                | 21.45   | 25.74  | 21.45   | 25.74  | 34.32   |
| 20 years & over (100%)     | 766.90                        | 101.00     | 72.86      | 20.18                | 25.23   | 30.27  | 25.23   | 30.27  | 40.36   |

**LEVEL 1 – Junior entry level employee with no meat industry experience undergoing on-the-job training for initial period of 3 months**

| Age % of Adult Weekly Rate    | Weekly rate (Mon-Fri) | Tax 1/7/19 | Super 9.5% | Ordinary Hourly rate | Time and one quarter (Ordinary rate for meat retail estab/ment on Saturday) | Time and one half (Ordinary rate for meat retail estab/ment on Sunday) | Casual Ordinary rate for week days (incl 25% loading) | Overtime Time and one half for the first 3 hours – each day stands alone | Overtime Double time thereafter – each day stands alone |
|-------------------------------|-----------------------|------------|------------|----------------------|---|--|---|--|---|
| <i>See notes listed below</i> |                       |            |            |                      |   |  |   |  |   |
|                               | \$                    | \$         | \$         | \$                   | \$  | \$   | \$  | \$   | \$  |
| Under 17 years (50%)          | 370.40                | 3.00       | 35.19      | 9.75                 | 12.19   | 14.63  | 12.19   | 14.63  | 19.50   |
| 17 years (60%)                | 444.50                | 19.00      | 42.23      | 11.70                | 14.63   | 17.55  | 14.63   | 17.55  | 23.40   |
| 18 years (75%)                | 555.60                | 49.00      | 52.78      | 14.62                | 18.28   | 21.93  | 18.28   | 21.93  | 29.24   |
| 19 years (85%)                | 629.70                | 65.00      | 59.82      | 16.57                | 20.71   | 24.86  | 20.71   | 24.86  | 33.14   |
| 20 years & over (100%)        | 740.80                | 92.00      | 70.38      | 19.49                | 24.36   | 29.24  | 24.36   | 29.24  | 38.98   |

**APPRENTICE RATES**

| Age % of Trade Rate (Level 7 - \$862.50)<br><br>Have NOT completed year 12 at school | Weekly rate (Mon-Fri) | Tax 1/7/19 | Super 9.5% | Ordinary Hourly rate | Time and one quarter (Ordinary rate for meat retail estab/ment on Saturday) | Time and one half (Ordinary rate for meat retail estab/ment on Sunday) | Overtime Time and one half for first 3 hours – each day stands alone | Overtime Double time thereafter – each day stands alone |
|--|-----------------------|------------|------------|----------------------|---|--|--|---|
| <i>See notes listed below</i>  |                       |            |            |                      |   |  |  |   |
|  | \$                    | \$         | \$         | \$                   | \$  | \$   | \$   | \$  |
| Stage 1 (50%)*   | 431.30                | 16.00      | 40.97      | 11.35                | 14.19   | 17.03  | 17.03  | 22.70   |
| Stage 2 (60%)*   | 517.50                | 40.00      | 49.16      | 13.62                | 17.03   | 20.43  | 20.43  | 27.24   |
| Stage 3 (85%)*   | 733.10                | 90.00      | 69.64      | 19.29                | 24.11   | 28.94  | 28.94  | 38.58   |
| Stage 4 (95%)*   | 819.40                | 120.00     | 77.84      | 21.56                | 26.95   | 32.34  | 32.34  | 43.12   |

**APPRENTICE RATES**

| Age % of Trade Rate (Level 7 - \$862.50)<br><br>Have completed year 12 at school | Weekly rate (Mon-Fri) | Tax 1/7/19 | Super 9.5% | Ordinary Hourly rate | Time and one quarter (Ordinary rate for meat retail estab/ment on Saturday) | Time and one half (Ordinary rate for meat retail estab/ment on Sunday) | Overtime Time and one half for first 3 hours – each day stands alone | Overtime Double time thereafter – each day stands alone |
|--|-----------------------|------------|------------|----------------------|---|--|--|---|
| <i>See notes listed below</i>  |                       |            |            |                      |   |  |  |   |
|  | \$                    | \$         | \$         | \$                   | \$  | \$   | \$   | \$  |
| Stage 1 (55%)*   | 474.40                | 28.00      | 45.10      | 12.48                | 15.60   | 18.72  | 18.72  | 24.96   |
| Stage 2 (65%)*   | 560.60                | 50.00      | 53.26      | 14.75                | 18.44   | 22.13  | 22.13  | 29.50   |
| Stage 3 (85%)*   | 733.10                | 90.00      | 69.64      | 19.29                | 24.11   | 28.94  | 28.94  | 38.58   |
| Stage 4 (95%)*   | 819.40                | 120.00     | 77.84      | 21.56                | 26.95   | 32.34  | 32.34  | 43.12   |

**ADULT APPRENTICE RATES (persons who are 21 years old or over at the commencement of their apprenticeship)**

| Stage                         | Weekly rate (Mon-Fri) | Tax 1/7/19 | Super 9.5% | Ordinary Hourly rate | Time and one quarter (Ordinary rate for meat retail estab/ment on Saturday) | Time and one half (Ordinary rate for meat retail estab/ment on Sunday) | Overtime Time and one half for first 3 hours – each day stands alone | Overtime Double time thereafter – each day stands alone |
|-------------------------------|-----------------------|------------|------------|----------------------|---|--|--|---|
| <i>See notes listed below</i> |                       |            |            |                      |   |  |  |   |
|                               | \$                    | \$         | \$         | \$                   | \$  | \$   | \$   | \$  |
| Stage 1                       | 690.00                | 78.00      | 65.55      | 18.16                | 22.70   | 27.24  | 27.24  | 36.32   |
| Stage 2                       | 740.80                | 92.00      | 70.38      | 19.49                | 24.36   | 29.24  | 29.24  | 38.98   |
| Stage 3                       | 740.80                | 92.00      | 70.38      | 19.49                | 24.36   | 29.24  | 29.24  | 38.98   |
| Stage 4                       | 819.40                | 120.00     | 77.84      | 21.56                | 26.95   | 32.34  | 32.34  | 43.12   |