



Employment Services & Solutions Australia  
Level 1, 146 Balcatta Road  
Balcatta WA 6021

Phone: 08 9240 4230  
Facsimile: 08 9240 4393  
Email: [admin@essa.net.au](mailto:admin@essa.net.au)  
Web: [www.essa.net.au](http://www.essa.net.au)

## AWARD SUMMARY SHEET

### MEAT INDUSTRY AWARD 2010

The information provided in this Information Sheet is provided on the basis that it is general information for clients and correspondents to inform them of matters relating to current workplace relations issues. It is not provided, nor should it be relied upon as a substitute for professional advice. Employment Services & Solutions Australia Pty Ltd is not responsible for any outcomes to clients based upon the information provided in this Information Sheet and disclaims all liability, including and without limitation in negligence, for all losses, expenses, damages and costs that may be incurred by a client or correspondent as a result of the information provided in this Information Sheet being inaccurate or incomplete in any way.

**This is a summary of the award only. A copy of the full award available at [www.fwc.gov.au](http://www.fwc.gov.au).**

A full copy of the National Employment Standards is available at [www.fairwork.gov.au/](http://www.fairwork.gov.au/).

These wage rates are payable from the **first full pay period commencing on or after 1 July 2017**. If you have any queries, please contact Employment Services & Solutions Australia on 08 9240 4230.

#### Coverage

This industry award covers employers throughout Australia in the meat industry and their employees listed in Schedule B- Classification Structure and Definitions of the award.

For the purpose of this provision **meat industry** includes:

- i. meat manufacturing establishments;
- ii. meat processing establishments;
- iii. meat retail establishments; and
- iv. the following:
  - a) handling and further processing of all by-products of the establishments referred to in provisions i), ii) or iii), including skins, hides and rendering; and
  - b) distribution, transport and storage (including freezing and cold storage) operations for the purpose of transport or storage of the meat or meat products of an establishment referred to in provisions i), ii) or iii),
  - c) where such activities are carried out by an employer engaged in any of provisions i), ii) or iii) as an ancillary part of the business of that establishment, or by an employer that is a related company of such employer.

To avoid doubt, this award does not cover:

- i. meat inspectors (being employees of an employer covered by this award who are engaged to perform duties equivalent to duties usually performed by AQIS Meat Inspectors) except to the extent provided for by clause **Error! Reference source not found.** (refer to Award);
- ii. employees covered by:
  - a) *Nurses Award 2010*;
  - b) *General Retail Industry Award 2010*; or
  - c) *Food, Beverage and Tobacco Manufacturing Award 2010*,
- iii. employees engaged to undertake managerial duties and responsibilities (at the level of foreman and above);
- iv. employers and employees engaged in the slaughter and/or processing of any species of poultry, game or game birds not specifically listed in clause **Error! Reference source not found.**- **Error! Reference source not found.** (refer to Award);
- v. storage, transport or distribution of meat or meat products or by-products by employers who are not engaged in, or who do not conduct or operate a meat processing establishment, a meat manufacturing establishment or a meat retail establishment, and are not a related company of an employer that is so engaged.

Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.

## Wage Rates

### Adult

*\*The following wage rates are only applicable to employees working in meat retail establishments (including employees of meat processing establishments and meat manufacturing establishments engaged in retail and/or wholesale sales of fresh meat and/or meat products).*

Meat Retail Establishments- Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 4am-9pm	Sat 4am-6pm	Sun 8am-6pm	Christmas Day/ Anzac Day
Meat Industry Level 1	\$694.90	\$18.29	\$22.86	\$27.44	\$54.87
Meat Industry Level 2	\$719.40	\$18.93	\$23.66	\$28.40	\$56.79
Meat Industry Level 3	\$728.40	\$19.17	\$23.96	\$28.76	\$57.51
Meat Industry Level 4	\$746.40	\$19.64	\$24.55	\$29.46	\$58.92
Meat Industry Level 5	\$760.20	\$20.01	\$25.01	\$30.02	\$60.03
Meat Industry Level 6	\$776.50	\$20.43	\$25.54	\$30.65	\$61.29
Meat Industry Level 7	\$809.10	\$21.29	\$26.61	\$31.94	\$63.87
Meat Industry Level 8	\$838.70	\$22.07	\$27.59	\$33.11	\$66.21

Meat Retail Establishments- Casual Employees				
Classification	Mon-Fri 4am-9pm	Sat 4am-6pm	Sun 8am-6pm	Christmas Day/ Anzac Day
Meat Industry Level 1	\$22.86	\$22.86	\$27.44	\$41.15
Meat Industry Level 2	\$23.66	\$23.66	\$28.40	\$42.59
Meat Industry Level 3	\$23.96	\$23.96	\$28.76	\$43.13
Meat Industry Level 4	\$24.55	\$24.55	\$29.46	\$44.19
Meat Industry Level 5	\$25.01	\$25.01	\$30.02	\$45.02
Meat Industry Level 6	\$25.54	\$25.54	\$30.65	\$45.97
Meat Industry Level 7	\$26.61	\$26.61	\$31.94	\$47.90
Meat Industry Level 8	\$27.59	\$27.59	\$33.11	\$49.66

### Junior Rates

Age	% of weekly rate of pay
Under 17 years of age	50
17 years of age	60
18 years of age	75
19 years of age	85

## Classification

<b>Meat Industry Level 1</b>	An employee at this level will be a person with no experience in the industry undergoing on-the-job training for an initial period of at least three months.
<b>Meat Industry Level 2</b>	<p>An employee at this level will be performing the following indicative tasks:</p> <ul style="list-style-type: none"> <li><b>i. Meat retail establishment stream</b> <ul style="list-style-type: none"> <li>a) Order person delivering meat/meat products.</li> </ul> </li> <li><b>ii. Meat manufacturing establishment stream</b> <ul style="list-style-type: none"> <li>a) Linked, table hand;</li> <li>b) Slaughterer's assistant;</li> <li>c) Curing section assistance required to do salting;</li> <li>d) Washing, drying, smoking section assistant;</li> <li>e) Retort; Employee in lard section.</li> </ul> </li> </ul>
<b>Meat Industry Level 3</b>	<p>An employee at this level will be performing the following indicative tasks:</p> <ul style="list-style-type: none"> <li><b>i. Meat manufacturing establishment stream</b> <ul style="list-style-type: none"> <li>a) Filerman;</li> <li>b) Packing-room hand;</li> <li>c) Slicing and/or operating scales, packing ham or bacon into can and/or operating closing machine.</li> </ul> </li> <li><b>ii. All meat industry streams</b> <ul style="list-style-type: none"> <li>a) Employee directly connected to the slaughter floor—tasks such as moving cattle/sheep up the race;</li> <li>b) Employee indirectly connected with the slaughter floor—tasks such as cleaning tripe by machine/hand;</li> <li>c) Separating and/or handling offal at the eviscerating table;</li> <li>d) Removing head meat;</li> <li>e) Bagging lambs;</li> <li>f) Labourers associated with boning and slicing activities;</li> <li>g) Labourer associated with by-product activities;</li> <li>h) Strapping or wiring-machine operator or vacuum machine operator;</li> <li>i) Operating Whizzard Knives;</li> <li>j) Wrapping, weighing, pricing, packing and packaging uncooked meat;</li> <li>k) Salter and/or pickle pumper (arterial or stab);</li> <li>l) Chiller room/Freezer room hand;</li> <li>m) Loading and unloading labourer;</li> <li>n) Storing and packing labourer in or about storage works;</li> <li>o) Drover/yardperson/stockperson;</li> <li>p) Cleaners;</li> <li>q) Labourers involved in tanning or other treatment or processing of skins or hides; Assistants in buffing, fluffing, curtain coat, splitting, pasting, setting out and sammying;</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>r) Machine operators/machinists in tanning or other treatment/processing of skins or hides not elsewhere classified;</li> <li>s) Yard person in tanning and/or treatment/processing of skins or hides;</li> <li>t) An employee performing clerical and/or office tasks such as maintenance of basic records, basic word processing, typing and filing, collating, photocopying, handling and distributing mail, delivering messages, operation of keyboard and other allied and similar equipment.</li> </ul>
<p><b>Meat Industry Level 4</b></p>	<p>An employee at this level will be performing the following indicative tasks:</p> <ul style="list-style-type: none"> <li><b>i. Meat retail establishment stream</b> <ul style="list-style-type: none"> <li>a) Smallgoods maker in a meat retail establishment (non trade qualifications);</li> <li>b) Cooker and/or scalding;</li> <li>c) Cashier;</li> <li>d) Loaders and labourers in areas such as wholesale meat markets.</li> </ul> </li> <li><b>ii. Meat manufacturing establishment stream</b> <ul style="list-style-type: none"> <li>a) Silent-cutter operator;</li> <li>b) Mixing machine operator;</li> <li>c) Smallgoods seller from a vehicle;</li> <li>d) Cutter up, guillotine operator, derinding machine operator;</li> <li>e) Packer and/or scaler (smallgoods);</li> <li>f) Ham &amp; bacon curer.</li> </ul> </li> <li><b>iii. Meat processing establishment stream</b> <ul style="list-style-type: none"> <li>a) Slaughterer (calves and beef) Class 3 (feeding cattle from race into box; tying weasands (not in shackling area); washing anus and pit; rodding weasands; removing horns; removal of fore hooves; removing heads by severing spinal cord and placing on table or chain; remove first hind foot; change first leg; remove second hind foot; change second leg; pulling tail; split paddy whack and drop; placing and removing chains on hide stripper and removing tail skin from hide; hide puller; saving sinews from forelegs; push to saw; pull from saw; trimming sides; trimming forces, trimming hinds);</li> <li>b) Slaughterer (sheep) Class 3 (operate restrainer and stun, shackle to fixed hook, gambrel and slide; insert spreader, rod weasands, remove spreader, opening up, clear rectum gut and bladder, strip rectum gut, tie rectum gut, trimming);</li> <li>c) Slaughterer (pigs) Class 3 (moving pigs from race to pen, shackling, pushing to scalding, dehairing, tow capping, dropping rectum, shaving, singeing, washing, trimming).</li> </ul> </li> <li><b>iv. All meat industry steams</b> <ul style="list-style-type: none"> <li>a) Trimmer;</li> <li>b) Using knives for cleaning or preparing meat immediately prior to packing;</li> <li>c) Use of non-licensed product handling equipment;</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>d) Basic operation of data processing equipment in or about storage works.</li> <li>e) Driver of motor vehicle not exceeding 6 tonne carrying capacity;</li> <li>f) In tanning and other treatment/processing of hides or skins, the task of fleshing, buffing, fluffing, curtain coat operating, skating, shaving, glazing, spraying, hand tipping, setting out, sammying</li> <li>g) In addition to the clerical and/or office tasks listed under Meat Industry Level 3 an employee at this level performs tasks such as more advanced word processing, typing and filing, generating simple documents, date entries, calculating functions, maintenance of records, operates more than basic telephone equipment and message taking.</li> </ul>
<p><b>Meat Industry Level 5</b></p>	<p>An employee at this level will be performing the following indicative tasks:</p> <ul style="list-style-type: none"> <li><b>i. Meat retail establishment stream</b> <ul style="list-style-type: none"> <li>a) Salesperson;</li> <li>b) Slaughterer (associated with a retail butchers shop).</li> </ul> </li> <li><b>ii. Meat manufacturing establishment stream</b> <ul style="list-style-type: none"> <li>a) Slaughterer;</li> <li>b) Tunnel boner.</li> </ul> </li> <li><b>iii. Meat processing establishment stream</b> <ul style="list-style-type: none"> <li>a) Slaughterer (calves and beef) Class 2 (knocking; shackling (chaining and hoisting); pithing; tying weasands (in shackling area); cheeking; skinning heads; removing forefeet including skinning foot and saving sinew; cleaning and dropping rectum gut and bungs; mark or strip tail; remove muzzle piece; remove fore shanks; cut aitch bone; mark and saw briskets; Slaughterer (pigs) Class 2 (stunning, gambrelling).</li> </ul> </li> <li><b>iv. All meat industry stream</b> <ul style="list-style-type: none"> <li>a) Slicer;</li> <li>b) Sawyer;</li> <li>c) Bench power saw operator (breaking up);</li> <li>d) Employee directly connected to the slaughter floor—tasks such as knocking and making tallow;</li> <li>e) Employee indirectly connected with the slaughter floor – tasks such as making tallow;</li> <li>f) Lining up, backing down and chopping or sawing down (pigs);</li> <li>g) Operator of rendering machinery;</li> <li>h) Operator of other by-product machinery;</li> <li>i) Driver of motor vehicle exceeding 6 tonne carrying capacity;</li> <li>j) Use of licensed product handling equipment;</li> <li>k) Tractor driver;</li> <li>l) Auto-truck or tow motor drivers;</li> <li>m) More advanced operation of data processing equipment than in Meat Industry Level 4 in or about storage works;</li> <li>n) In tanning and other treatment/processing of hides or skins, the task of currier, colour matching/mixing, chemical mixing, splitting and classing/sorting not elsewhere covered;</li> </ul> </li> </ul>

	<p>o) In addition to the clerical and or/office tasks listed in Meat Industry Levels 3 and 4, an employee at this level performs more detailed tasks such as: retrieving data; maintaining appropriate records; transcribing into records; producing more advanced documents; applying knowledge of clerical and/or office operating procedures; sorting and processing and recording from original source documents; identifying and extracting information from internal and external sources; and computer program applications commensurate with tasks.</p>
<p><b>Meat Industry Level 6</b></p>	<p>An employee at this level will be performing the following indicative tasks:</p> <ul style="list-style-type: none"> <li><b>i. Meat processing establishment stream</b> <ul style="list-style-type: none"> <li>a) Slaughterer (calves and beef) Class 1 (sticking including removing sweetbreads; skin first leg; skin second leg; pocketing silverside; resetting; flanking; clearing brisket and venting; siding; necking; rumping; backing off; skinning briskets and fore shanks; operating air or conventional knives on hide strippers; operating downward hide-puller; fronting out; sawing down);</li> <li>b) Slaughterer (beef)—bed and cradle;</li> <li>c) Slaughtering (sheep) Class 1 (stick, first leg (including papering), second leg (including papering and hanging up second leg, cheek, open neck and spear cut, clear neck and forelegs, clear briskets, free and tie weasand, splitting down and removing trotters, flanking, paunching, and/or additional task where no restrainer is used, catch, stick and shackle);</li> <li>d) Slaughtering (pigs) Class 1 (sticking, fronting out).</li> </ul> </li> <li><b>ii. All meat industry stream</b> <ul style="list-style-type: none"> <li>a) Boner;</li> <li>b) Carcase grader;</li> <li>c) Skin classer;</li> <li>d) In addition to the clerical and/or office tasks listed in Meat Industry Levels 3 to 5, an employee at this level requires only some general guidance after training and there is scope for discretion/judgment at this level to provide assistance to clerical persons in clerical levels below.</li> </ul> </li> </ul>
<p><b>Meat Industry Level 7</b></p>	<p>An employee at this level possess and utilises trade qualifications:</p> <ul style="list-style-type: none"> <li><b>i. All meat industry streams</b> <ul style="list-style-type: none"> <li>a) Trade qualified slaughterer;</li> <li>b) General butcher;</li> <li>c) Smallgoods maker.</li> </ul> </li> </ul>
<p><b>Meat Industry Level 8</b></p>	<p>An employee at this level has duties above those of a general butcher tradesperson.</p> <ul style="list-style-type: none"> <li><b>i. Meat retail establishment stream</b> <ul style="list-style-type: none"> <li>a) General butcher in charge of a meat retail establishment.</li> </ul> </li> </ul>