



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

### PASTORAL 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 award covers employers throughout Australia in the pastoral industry and their employees in the classification set out in the Award to the exclusion of any other modern award.

For the purpose of this award, **pastoral industry** means all employers and employees who are engaged in or in connection with:

- i. the management, breeding, rearing or grazing of livestock or poultry;
- ii. the shearing and crutching of sheep and the classing and pressing of wool on farms;
- iii. dairying;
- iv. hatchery work;
- v. the sowing, raising or harvesting of broadacre field crops and other crops grown as part of a broadacre mixed farming enterprise;
- vi. the treatment of land for any of these purposes; or
- vii. clearing, fencing, well sinking, dam sinking or trenching on such farms or properties except in connection with work in the following provisions i) to v).

To avoid doubt, this award **does not** cover employers in the following industries:

- i. the wine industry;
- ii. silviculture and afforestation except where carried on as a part of a broadacre mixed farming enterprise;
- iii. sugar farming or sugar cane growing, sugar milling, sugar refining, sugar distilleries and/or sugar terminals;
- iv. the horticulture industry, as defined in the *Horticulture Award 2010*; or
- v. any work in or in connection with the production and processing of fish, aquaculture and marine products including fish purse seining or polling, fish farming, marine farming, aquaculture, pisciculture, mariculture, cultivation of live sea and freshwater products, breeding or spawning of fish and hatching of fish or marine products whether in or from the sea, rivers, dams, tanks, ponds, underwater cages, aquariums or other water source, holding, containing, penning, or harvesting of live fish or marine products or marine vegetation, cleaning, purging, flushing, packing, freezing, processing, preserving, smoking, treatment of fish or marine products, cultivation, culling or treatment of live shellfish including marine farming of oysters, mussels, clams, scallops and abalone except where the production of freshwater species is incidental to a broadacre mixed farming enterprise to which this award would otherwise apply.

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 **Broadacre Farming and Livestock Operations**.*

Farming and Livestock Hands (FLH)- Permanent Employees- Full Time and Part Time			
Classification	Minimum Weekly Wage	Mon-Sun	Public Holiday
FLH1	\$694.90	\$18.29	\$36.58
FLH2	\$714.90	\$18.81	\$37.62
FLH3	\$725.20	\$19.08	\$38.16
FLH4	\$742.30	\$19.53	\$39.06
FLH5	\$755.60	\$19.88	\$39.76
FLH6	\$767.80	\$20.21	\$40.42
FLH7	\$809.10	\$21.29	\$42.58
FLH8	\$869.30	\$22.88	\$45.76

Farming and Livestock Hands- Casual Employees		
Classification	Mon-Sun	Public Holiday
FLH1	\$22.86	\$41.15
FLH2	\$23.51	\$42.32
FLH3	\$23.85	\$42.93
FLH4	\$24.41	\$43.94
FLH5	\$24.85	\$44.73
FLH6	\$25.26	\$45.47
FLH7	\$26.61	\$47.90
FLH8	\$28.60	\$51.48

*\*The following wage rates are only applicable to employees working in **Pig Breeding and Raising**.*

Piggery Attendants (PA)- Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 6am-6pm	Saturday	Sunday	Public Holiday
PA1	\$694.90	\$18.29	\$27.44	\$36.58	\$45.73
PA2	\$714.40	\$18.80	\$28.20	\$37.60	\$47.00
PA3	\$742.30	\$19.53	\$29.30	\$39.06	\$48.83
PA4	\$767.90	\$20.21	\$30.32	\$40.42	\$50.53
PA5	\$787.80	\$20.73	\$31.10	\$41.46	\$51.83
PA6	\$809.10	\$21.29	\$31.94	\$42.58	\$53.23
PA7	\$834.40	\$21.96	\$32.94	\$43.92	\$54.90

Piggery Attendants- Casual Employees				
Classification	Mon-Fri 6am-6pm	Saturday	Sunday	Public Holiday
PA1	\$22.86	\$32.01	\$41.15	\$50.30
PA2	\$23.50	\$32.90	\$42.30	\$51.70
PA3	\$24.41	\$34.18	\$43.94	\$53.71
PA4	\$25.26	\$35.37	\$45.47	\$55.58
PA5	\$25.91	\$36.28	\$46.64	\$57.01
PA6	\$26.61	\$37.26	\$47.90	\$58.55
PA7	\$27.45	\$38.43	\$49.41	\$60.39

*\*The following wage rates are only applicable to employees working in **Poultry Farming**.*

Poultry Workers- Permanent Employees- Full Time and Part Time			
Classification	Minimum Weekly Wage	Mon-Fri	Public Holiday
PW1	\$694.90	\$18.29	\$36.58
PW2	\$725.20	\$19.08	\$38.16
PW3	\$755.60	\$19.88	\$39.76
PW4	\$809.10	\$21.29	\$42.58

Poultry Workers- Casual Employees		
Classification	Mon-Fri	Public Holiday
PW1	\$22.86	\$41.15
PW2	\$23.85	\$42.93
PW3	\$24.85	\$44.73
PW4	\$26.61	\$47.90

### Classification

<b>Farm and livestock hand level 1 (FLH1)</b>	<p>An employee at this level includes:</p> <ul style="list-style-type: none"> <li>i. Station hand with less than 12 months' experience in the industry;</li> <li>ii. Station cook;</li> <li>iii. Station cook's offsider; and</li> <li>iv. Cattle farm worker grade A who: <ul style="list-style-type: none"> <li>a) works under direct supervision either individually or in a team environment;</li> <li>b) understands and undertakes basic quality control/assurance procedures including the ability to recognise basic quality deviations/faults; and</li> <li>c) understands and utilises basic statistical process control procedures.</li> </ul> </li> </ul> <p>Indicative of the tasks which an employee at this grade may perform are the following:</p>
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	<ul style="list-style-type: none"> <li>i. routine mustering;</li> <li>ii. routine fence repairs;</li> <li>iii. aerial stock sighting;</li> <li>iv. repetitive packing and/or unpacking; and</li> <li>v. kitchen/cooking assistance not involving food preparation.</li> </ul> <p>Feedlot employee level 1 with less than three months' experience in the industry.</p> <p>Dairy operator grade 1A with less than 12 months' experience in the industry who:</p> <ul style="list-style-type: none"> <li>i. uses their knowledge and skills to perform set procedures such as milking and attending to livestock, haymaking, fencing.</li> </ul> <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> <li>i. operate milking plant and equipment in a safe manner;</li> <li>ii. identify and report equipment not operating normally;</li> <li>iii. work co-operatively as part of a team;</li> <li>iv. read and record instrument information i.e. milk vat temperatures and cow numbers; and</li> <li>v. understand the principles of safe working.</li> </ul>
<p><b>Farm and livestock hand level 2 (FLH2)</b></p>	<p>An employee at this level includes:</p> <p>Cattle farm worker grade B who:</p> <ul style="list-style-type: none"> <li>i. performs work above and beyond the skills of a Cattle farm worker grade A and to the level of their training;</li> <li>ii. is responsible for the quality of their own work subject to routine supervision;</li> <li>iii. works under routine supervision either individually or in a team environment; and</li> <li>iv. exercises discretion within their level of skills and training.</li> </ul> <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> <li>i. receive, check, despatch and record goods received and sent;</li> <li>ii. assist a tradesperson;</li> <li>iii. basic non-trades daily maintenance of equipment used by the employee;</li> <li>iv. sort and cut out stock;</li> <li>v. sort and brand yarded stock;</li> <li>vi. fence repairs;</li> <li>vii. kitchen/cooking assistance not involving unsupervised food preparation;</li> <li>viii. boundary riding;</li> <li>ix. forklift, overhead crane, winch or tractor operation; and</li> <li>x. household domestic work other than childcare or child education.</li> </ul> <p>Feedlot employee grade 1 with more than three months' experience in the industry who:</p>

	<p>i. works under direct supervision with regular checking of their work.</p> <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> <li>i. perform cattle handling procedures;</li> <li>ii. perform cattle health and welfare procedures;</li> <li>iii. assist with euthanasing livestock;</li> <li>iv. assist with performance of cattle post-mortem procedures;</li> <li>v. transport, handle and store chemicals applicable to primary work area;</li> <li>vi. prepare and apply chemicals applicable to primary work area;</li> <li>vii. operate moving plant and equipment competently and efficiently;</li> <li>viii. perform grain processing procedures;</li> <li>ix. perform feed manufacture and delivery procedures;</li> <li>x. perform hygiene and housekeeping procedures associated with the primary work area;</li> <li>xi. perform feedlot and environment maintenance procedures;</li> <li>xii. possess understanding of industry QA Programs and all site operating procedure; and</li> <li>xiii. carry out workplace OH&amp;S procedures.</li> </ul>
<p><b>Farm and livestock hand level 3 (FLH3)</b></p>	<p>An employee at this level includes:</p> <p>Station hand who:</p> <ul style="list-style-type: none"> <li>i. has at least 12 months' experience in the industry as a station hand; but</li> <li>ii. does not conform to the definition of Senior station hand (FLH5).</li> </ul> <p>Dairy operator grade 1B with 12 months' experience in the industry who:</p> <ul style="list-style-type: none"> <li>i. uses their knowledge and skills to perform set procedures such as milking and attending to livestock, haymaking, fencing.</li> </ul> <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> <li>i. operate milking plant and equipment, in a safe manner;</li> <li>ii. identify and report equipment not operating normally;</li> <li>iii. work co-operatively as part of a team;</li> <li>iv. read and record instrument information i.e. milk vat temperatures and cow numbers; and</li> <li>v. understands the principles of safe working.</li> </ul>
<p><b>Farm and livestock hand level 4 (FLH4)</b></p>	<p>An employee at this level includes:</p> <p>Feedlot employee level 2 who:</p> <ul style="list-style-type: none"> <li>i. has two years experience in the feedlot industry; and</li> <li>ii. works under routine supervision with intermittent checking of their work.</li> </ul> <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> <li>i. utilise ability to make independent work decisions at this level;</li> </ul>

	<ul style="list-style-type: none"> <li>ii. perform cattle handling procedures;</li> <li>iii. perform cattle health and welfare procedures;</li> <li>iv. euthanase livestock;</li> <li>v. perform cattle post-mortem procedures;</li> <li>vi. select livestock for specific markets;</li> <li>vii. transport, handle and store chemicals applicable to primary work area;</li> <li>viii. prepare and apply chemicals applicable to primary work area;</li> <li>ix. operate moving plant and equipment competently and efficiently;</li> <li>x. perform grain processing procedures;</li> <li>xi. perform feed manufacture and delivery procedures;</li> <li>xii. perform hygiene and housekeeping procedures associated with the primary work area;</li> <li>xiii. perform feedlot and environment maintenance procedures;</li> <li>xiv. possess understanding of industry QA programs and all site operating procedure; and</li> <li>xv. carry out workplace OH&amp;S procedures.</li> </ul>
<p><b>Farm and livestock hand level 5 (FLH5)</b></p>	<p>An employee at this level includes:</p> <p>Dairy operator grade 2 who:</p> <ul style="list-style-type: none"> <li>i. has two years experience in the industry;</li> <li>ii. uses their knowledge and skills to multiple operations involving basic levels of problem solving and decision making; and</li> <li>iii. has an appreciation of the overall processes involved in a dairy farm.</li> </ul> <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> <li>i. operate milking plant and equipment, undertake multiple functions, produce a quality outcome e.g. farm machinery;</li> <li>ii. maintain machinery, undertake adjustments and size changes;</li> <li>iii. solve problems and make decisions within given guidelines;</li> <li>iv. know general scientific terminology and assist with processes such as machine repair, artificial insemination, fertiliser mix design etc.;</li> <li>v. operate standard measuring equipment;</li> <li>vi. operate computerised systems using menu options;</li> <li>vii. contribute to the team in a specific role, providing input and assisting other team members; and</li> <li>viii. work at times without supervision.</li> </ul> <p>Senior station hand is an employee who:</p> <ul style="list-style-type: none"> <li>i. has at least two years' experience in the industry; and</li> <li>ii. is capable of performing efficiently without supervision any of the tasks reasonably required of them.</li> </ul> <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> <li>i. drive, maintain and operate farm vehicles and machinery;</li> <li>ii. animal husbandry;</li> <li>iii. stock handling;</li> <li>iv. irrigation work; and</li> <li>v. use of chemicals.</li> </ul>

<p><b>Farm and livestock hand level 6 (FLH6)</b></p>	<p>An employee at this level includes:</p> <p>Feedlot employee level 3 who:</p> <ul style="list-style-type: none"> <li>i. has Certificate III qualifications;</li> <li>ii. has worked in the feedlot industry for at least two years; and</li> <li>iii. works with limited supervision with checking of their work related to overall progress.</li> </ul> <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> <li>i. utilise ability to make independent work decisions;</li> <li>ii. utilise Certificate III qualifications daily in the employee's primary work area;</li> <li>iii. perform cattle handling procedures;</li> <li>iv. perform cattle health and welfare procedures;</li> <li>v. euthanase livestock;</li> <li>vi. perform cattle post-mortem procedures;</li> <li>vii. select livestock for specific markets;</li> <li>viii. transport, handle and store chemicals applicable to primary work area;</li> <li>ix. prepare and apply chemicals applicable to primary work area;</li> <li>x. operate moving plant and equipment competently and efficiently;</li> <li>xi. perform grain processing procedures;</li> <li>xii. perform feed manufacture and delivery procedures;</li> <li>xiii. perform hygiene and housekeeping procedures associated with the primary work area;</li> <li>xiv. perform feedlot and environment maintenance procedures;</li> <li>xv. possess understanding of industry QA programs and all site operating procedure; and</li> <li>xvi. carry out workplace OH&amp;S procedures.</li> </ul>
<p><b>Farm and livestock hand level 7 (FLH7)</b></p>	<p>An employee at this level includes:</p> <p>Senior dairy operator grade 1 who:</p> <ul style="list-style-type: none"> <li>i. uses their knowledge and skills to coordinate the operation of a farm process or area of expertise e.g. milking and animal attendance, pasture and farm maintenance, breeding programs and artificial insemination area.</li> </ul> <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> <li>i. overview of all farm operations;</li> <li>ii. show strong planning and organising abilities, develop work plans to achieve objectives;</li> <li>iii. operate computer equipment and software packages requiring set-up and basic function operation;</li> <li>iv. maintain equipment requiring modification, part replacement and overhauls;</li> <li>v. gather information, generate a range of options and implement a course of action to solve problems;</li> <li>vi. demonstrate a comprehensive understanding of the dairy industry monitoring the industry through literature;</li> </ul>

	<ul style="list-style-type: none"> <li>vii. use measuring equipment requiring calibration and measurement conversion;</li> <li>viii. use established scientific processes in at least one area of specification;</li> <li>ix. co-operate with other team members, establish priorities and work goals; and</li> <li>x. work with others to develop their competencies.</li> </ul> <p>Feedlot employee level 4 who:</p> <ul style="list-style-type: none"> <li>i. has Certificate III qualifications;</li> <li>ii. has worked in the feedlot industry for at least two years; and</li> <li>iii. works with limited supervision with checking of their work related to overall progress.</li> </ul> <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> <li>i. utilise ability to make independent work decisions;</li> <li>ii. utilise Certificate III qualifications daily in the employee's primary work area;</li> <li>iii. perform cattle handling procedures (where livestock operation is the primary work area);</li> <li>iv. perform cattle health and welfare procedures (where livestock operation is the primary work area);</li> <li>v. euthanase livestock (where livestock operation is the primary work area);</li> <li>vi. perform cattle post-mortem procedures (where livestock operation is the primary work area);</li> <li>vii. select livestock for specific markets;</li> <li>viii. transport, handle and store chemicals applicable to primary work area;</li> <li>ix. prepare and apply chemicals applicable to primary work area;</li> <li>x. operate moving plant and equipment competently and efficiently;</li> <li>xi. perform grain processing procedures (where feeding and milling operations is the primary work area);</li> <li>xii. perform feed manufacture and delivery procedures (where feeding and milling operations is the primary work area);</li> <li>xiii. perform hygiene and housekeeping procedures associated with the primary work area;</li> <li>xiv. perform feedlot and environment maintenance procedures (where feedlot and environment maintenance operations is the primary work area);</li> <li>xv. possess understanding of industry QA programs and all site operating procedure;</li> <li>xvi. carry out workplace OH&amp;S procedures.</li> </ul>
<p><b>Farm and livestock hand level 8 (FLH8)</b></p>	<p>An employee at this level includes:</p> <p>Senior dairy operator grade 2 who:</p> <ul style="list-style-type: none"> <li>i. under the direction of the owner or manager uses their expertise and skills in order to supervise and maintain the operation of a dairy farm.</li> </ul> <p>Indicative of the tasks which an employee at this level may perform are the following:</p>



	<ul style="list-style-type: none"> <li>i. set and monitor work goals;</li> <li>ii. anticipate potential problems/issues and determine the best course of action;</li> <li>iii. approach the resolution of conflict using objectivity and reason, differentiating between the two;</li> <li>iv. supervise other grades;</li> <li>v. where appropriate, seek to develop team performance and cohesion, taking into account competencies and the needs of team members;</li> <li>vi. keep abreast of dairy industry trends and changes;</li> <li>vii. where necessary, exercise foresight in relation to farm needs and make recommendations to farm management; and</li> <li>viii. operate scientific processes necessary to achieve farm objectives.</li> </ul>
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<b>Piggery attendant level 1 (PA1)</b>	<p>A Piggery attendant level 1 (PA1) is:</p> <ul style="list-style-type: none"> <li>i. an employee undertaking up to 38 hours induction training which may include information on the enterprise, conditions of employment, introduction to supervisors and fellow workers, training and career path opportunities, farm layout, production program, work and record keeping procedures and occupational health and safety; or</li> <li>ii. any person employed as general hand in a general capacity to perform basic tasks such as moving the stock from place to place, cleaning the establishment and the feeding of stock.</li> </ul> <p>An employee at this level:</p> <ul style="list-style-type: none"> <li>i. is generally a new recruit to the industry who performs simple or routine tasks essentially of a manual nature and to the level of their training;</li> <li>ii. exercises minimal skills, knowledge and decision making;</li> <li>iii. works under direct supervision, and is given regular direction or guidance and whose results are constantly monitored;</li> <li>iv. is undertaking structured training so as to enable them to work at PA2 level; and</li> <li>v. after adequate instruction the employee, may be required to undertake any task(s) listed in clause 33.1 (refer to Award).</li> </ul>
<b>Piggery attendant level 2 (PA2)</b>	<p>A Piggery attendant level 2 (PA2) is:</p> <ul style="list-style-type: none"> <li>i. an employee appointed by the employer to this level who has completed up to three months structured training so as to enable the employee to work within the scope of this level.</li> </ul> <p>An employee at this level:</p> <ul style="list-style-type: none"> <li>i. may have limited experience in the pig industry, and generally performs simple straightforward tasks, using well established techniques and practices in pig husbandry;</li> <li>ii. exercises skills requiring some knowledge of established techniques and minimal routine decision making;</li> </ul>

	<ul style="list-style-type: none"> <li>iii. works under frequent direct supervision and guidance;</li> <li>iv. has work regularly inspected and the final result usually checked; and</li> <li>v. may be required to undertake any task(s) listed in clause 33.1 (refer to Award).</li> </ul>
<p><b>Piggery attendant level 3 (PA3)</b></p>	<p>A Piggery attendant level 3 (PA3) is:</p> <ul style="list-style-type: none"> <li>i. an employee appointed by the employer to this level; and</li> <li>ii. who performs a range of different but straightforward tasks using well established techniques and practices under routine supervision.</li> </ul> <p>An employee at this level:</p> <ul style="list-style-type: none"> <li>i. exercises skills requiring knowledge or relevant experience in piggery procedures and is required to make decisions within the employee's knowledge and competence on day-to-day management of pigs;</li> <li>ii. works under general supervision, is responsible for the quality of their own work and receives limited guidance relating to more unusual features or new tasks;</li> <li>iii. may work individually or as part of a team, or may supervise the duties of employees at an equal or lower level;</li> <li>iv. may be subject to routine performance checks; and</li> <li>v. may be required to undertake any task(s) listed in clause 33.1 (refer to Award).</li> </ul>
<p><b>Piggery attendant level 4 (PA4)</b></p>	<p>A Piggery attendant level 4 (PA4) is:</p> <ul style="list-style-type: none"> <li>i. an employee appointed by the employer to this level; and</li> <li>ii. who has completed a minimum of: <ul style="list-style-type: none"> <li>a) one year of adult relevant experience in the industry;</li> <li>b) an accredited stockperson training course certificate; or</li> <li>c) equivalent formal training recognised by the employer, plus six months relevant adult experience in the industry.</li> </ul> </li> </ul> <p>An employee at this level:</p> <ul style="list-style-type: none"> <li>i. performs a range of straightforward tasks using well established techniques and practices under limited supervision and is responsible for maintaining the quality and quantity of their work;</li> <li>ii. exercises skills requiring sound knowledge of and experience in piggery procedures and requires instruction only on management decisions that vary from established practices and principles;</li> <li>iii. exercises some individual judgment and initiative within established principles and practices;</li> <li>iv. may work individually or as part of a team or may supervise the duties of employees at an equal or lower level;</li> <li>v. assists in the provision of on-the-job training to a limited degree; and</li> <li>vi. may be required to undertake any task(s) listed in clause 33.1 (refer to Award).</li> </ul>
<p><b>Piggery attendant level 5 (PA5)</b></p>	<p>A Piggery attendant level 5 (PA5) is:</p>

	<p>i. an employee appointed by the employer to this level who has completed a minimum of:</p> <p>a) two years adult relevant experience in the industry; or b) an accredited apprenticeship or equivalent formal training plus one year of relevant adult experience in the industry.</p> <p>An employee at this level:</p> <p>i. performs a range of tasks using well established techniques and practices under minimal supervision and is responsible for maintaining the quality and quantity of work undertaken individually or as part of a team;</p> <p>ii. exercises skills requiring sound knowledge of and experience in piggery procedures and displays considerable individual judgment and initiative within established principles and practices;</p> <p>iii. may work individually or as part of a team or may supervise and co-ordinate the duties of employees at an equal or lower level;</p> <p>iv. understands and applies quality control techniques; and</p> <p>v. may be required to undertake any task(s) listed in clause 33.1(refer to Award).</p>
<p><b>Senior piggery attendant level 6 (PA6)</b></p>	<p>A Senior piggery attendant level 6 (PA6) is:</p> <p>i. an employee appointed by the employer who has completed a minimum of:</p> <p>a) three years relevant adult experience in the industry; or b) an accredited traineeship or equivalent formal training plus two years relevant adult experience in the industry.</p> <p>An employee at this level:</p> <p>i. performs a range of tasks that may vary from established techniques and practices under minimal supervision and guidance and must be competent in all facets of duties required;</p> <p>ii. may be required to work alone, lead work units and/or co-ordinate, supervise and/or train new employees;</p> <p>iii. may require extensive individual judgment and initiative within established management guidelines;</p> <p>iv. understands and applies quality control and assurance techniques;</p> <p>v. may supervise and/or train employees at all levels up to and including PA5; and</p> <p>vi. may be required to undertake any task(s) listed in clause 33.1 (refer to Award).</p>
<p><b>Senior piggery attendant level 7 (PA7)</b></p>	<p>A Senior piggery attendant level 7 (PA7) is:</p> <p>i. an employee appointed by the employer who has completed a minimum of:</p> <p>a) three years adult experience in the pig breeding industry; and</p>

	<p>b) has completed the New South Wales Technical and Further Education Rural Trades Course or other Trades Certificate and/or course(s) accredited and recognised by the Pig Industry Training Council.</p> <p>An employee at this level:</p> <ul style="list-style-type: none"> <li>i. performs a range of tasks relating to the purchase, installation and programmed maintenance of plant, fittings and fixtures and mechanical, hydraulic or electrical equipment and machinery;</li> <li>ii. exercises discretion within the scope of this level and the employee's qualifications/training;</li> <li>iii. provides trade guidance and assistance to levels PA5 and PA6 as part of a work team;</li> <li>iv. works with minimal direction or supervision and is responsible for the quality of their own work;</li> <li>v. exercises trade skills relevant to the requirements of the level;</li> <li>vi. co-ordinates and supervises non-trades employees within a work team; and</li> <li>vii. may be required to undertake any task(s) listed in clause 33.1(refer to Award).</li> </ul>
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<p><b>Poultry farm worker level 1 (PW1)</b></p>	<p>A Poultry farm worker level 1 (PW1) includes:</p> <ul style="list-style-type: none"> <li>i. General hands.</li> </ul> <p>An employee at this level:</p> <ul style="list-style-type: none"> <li>i. may undertake training for any task;</li> <li>ii. may be trained in more than one specific area, depending on the employee's application to these tasks;</li> <li>iii. may be engaged in collecting and grading eggs; and</li> <li>iv. has less than 12 months experience in the industry.</li> </ul>
<p><b>Poultry farm worker level 2 (PW2)</b></p>	<p>A Poultry farm worker level 2 (PW2) includes:</p> <ul style="list-style-type: none"> <li>i. an employee with more than 12 months experience in the industry who performs the duties of a Poultry farm worker level 1 and may be required to perform any of the following duties: <ul style="list-style-type: none"> <li>a) collect and grade eggs;</li> <li>b) care for sheds and litter, maintain egg records, cull flocks of poultry as required;</li> <li>c) remove waste product;</li> <li>d) drive and/or operate farm plant and equipment; and</li> <li>e) pick-up work and associated general duties as a farm hand.</li> </ul> </li> <li>ii. Hatchery assistants who: <ul style="list-style-type: none"> <li>a) rotate eggs in incubators;</li> <li>b) check eggs;</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>c) undertake sexing and beak trimming;</li> <li>d) sort and grade eggs and day-old poultry;</li> <li>e) fumigate and vaccinate;</li> <li>f) clean and sanitise hatchery incubators, hatchers and associated equipment; and</li> <li>g) perform any work undertaken by a farm hand.</li> </ul> <p>An employee at this level may be engaged at or in connection with mixing poultry food or grain crushing.</p>
<p><b>Poultry farm worker level 3 (PW3)</b></p>	<p>A Poultry farm worker level 3 (PW3) includes:</p> <ul style="list-style-type: none"> <li>i. Stock hands who: <ul style="list-style-type: none"> <li>a) are other than hatchery employees or employees engaged in pick up work; and</li> <li>b) have been and are substantially engaged in actually handling livestock for a period of six months.</li> </ul> </li> <li>ii. Farm maintenance workers who perform: <ul style="list-style-type: none"> <li>a) pipefitting work;</li> <li>b) tack welding; and</li> <li>c) other minor maintenance work which involves the significant use of tools.</li> </ul> </li> <li>iii. Farm transporters who: <ul style="list-style-type: none"> <li>a) have their principal duties centred on a poultry farm or hatchery;</li> <li>b) may work as a stock hand, farm hand or hatchery assistant;</li> <li>c) transport livestock and/or eggs from farm to farm and from farm to hatchery or return and related activities;</li> <li>d) remove and transport litter and sawdust for poultry farms; and</li> <li>e) are qualified front-end loader operators.</li> </ul> </li> </ul> <p>An employee at this level:</p> <ul style="list-style-type: none"> <li>i. will also perform any task undertaken by a farm hand; and</li> <li>ii. may operate a front-end loader as part of their general duties.</li> </ul>
<p><b>Poultry farm worker level 4 (PW4)</b></p>	<p>A Poultry farm worker level 4 (PW4) includes:</p> <ul style="list-style-type: none"> <li>i. Authorised testers;</li> <li>ii. Certified rural tradespersons who: <ul style="list-style-type: none"> <li>a) have been employed for a period of not less than four years relevant employment in a rural industry; and</li> <li>b) have completed the Rural Trades Course at TAFE or similar course or courses approved by the Rural Apprenticeship Training Committee upon application.</li> </ul> </li> </ul>