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AWARD SUMMARY SHEET

FOOD, BEVERAGE AND TOBACCO MANUFACTURING 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 is available at www.fwc.gov.au

A full copy of the National Employment Standards is available at www.fairwork.gov.au

These wage rates are payable from the **first full pay period commencing on or after 1 July 2018**. 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 **food, beverage and tobacco manufacturing industry** and their employees in the classifications in this award to the exclusion of any other modern award.

This award does not cover employers or employees covered by:

- i. the *Clerks- Private Sector Award 2010*;
- ii. the *Fast Food Industry Award 2010*;
- iii. the *General Retail Industry Award 2010*;
- iv. the *Horticulture Award 2010*;
- v. the *Hospitality Industry (General) Award 2010*;
- vi. the *Manufacturing and Associated Industries and Occupations Award 2010*;
- vii. the *Meat Industry Award 2010*;
- viii. the *Poultry Processing Award 2010*;
- ix. the *Seafood Processing Award 2010*; or
- x. the *Wine Industry Award 2010*.

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

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 6am-6pm	Midnight Fri-Midnight Sat*	Midnight Sat-Midnight Sun*	Public Holiday
Level 1	\$719.20	\$18.93	\$28.40	\$37.86	\$47.33
Level 2	\$739.90	\$19.47	\$29.21	\$38.94	\$48.68
Level 3	\$768.30	\$20.22	\$30.33	\$40.44	\$50.55
Level 4	\$794.70	\$20.91	\$31.37	\$41.82	\$52.28
Level 5	\$837.40	\$22.04	\$33.06	\$44.08	\$55.10
Level 6	\$863.60	\$22.73	\$34.10	\$45.46	\$56.83

Casual Employees				
Classification	Mon-Fri 6am-6pm	Midnight Fri-Midnight Sat*	Midnight Sat-Midnight Sun*	Public Holiday
Level 1	\$23.66	\$35.49	\$47.32	\$59.15
Level 2	\$24.34	\$36.51	\$48.68	\$60.85
Level 3	\$25.28	\$37.92	\$50.56	\$63.20
Level 4	\$26.14	\$39.21	\$52.28	\$65.35
Level 5	\$27.55	\$41.33	\$55.10	\$68.88
Level 6	\$28.41	\$42.62	\$56.82	\$71.03

In certain circumstances depending on when and for how long staff are rostered, overtime penalty rates may be payable. Refer to clause 30 and 33 of the Award to determine whether the hours of work are considered to be ordinary hours and are payable at the above rates or are overtime hours and payable at the overtime penalty rate provided in the Award.

* Can only be worked as ordinary hours subject to agreement with the majority of staff at the business. Otherwise must be payable at overtime rates.

Unapprenticed Junior Rates

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 6am-6pm	Midnight Fri-Midnight Sat*	Midnight Sat-Midnight Sun*	Public Holiday
Under 16 years of age	\$443.94	\$11.68	\$17.52	\$23.36	\$29.20
At 16 years of age	\$517.93	\$13.63	\$20.45	\$27.26	\$34.08
At 17 years of age	\$591.92	\$15.58	\$23.37	\$31.16	\$38.95
At 18 years of age	\$665.91	\$17.52	\$26.28	\$35.04	\$43.80

Casual Employees				
Classification	Mon-Fri 6am-6pm	Midnight Fri-Midnight Sat*	Midnight Sat-Midnight Sun*	Public Holiday
Under 16 years of age	\$14.60	\$21.90	\$29.20	\$36.50
At 16 years of age	\$17.04	\$25.56	\$34.08	\$42.60
At 17 years of age	\$19.48	\$29.22	\$38.96	\$48.70
At 18 years of age	\$21.90	\$32.85	\$43.80	\$54.75

In certain circumstances depending on when and for how long staff are rostered, overtime penalty rates may be payable. Refer to clause 30 and 33 of the Award to determine whether the hours of work are considered to be ordinary hours and are payable at the above rates or are overtime hours and payable at the overtime penalty rate provided in the Award.

* Can only be worked as ordinary hours subject to agreement with the majority of staff at the business. Otherwise must be payable at overtime rates.

Overtime Rates

Permanent Employees- Full Time and Part Time		
Classification	Mon-Sat 6pm-6am First 3 hours	Mon-Sat 6pm-6am After 3 hours
Level 1	\$28.40	\$37.86
Level 2	\$29.21	\$38.94
Level 3	\$30.33	\$40.44
Level 4	\$31.37	\$41.82
Level 5	\$33.06	\$44.08
Level 6	\$34.10	\$45.46

Casual Employees		
Classification	Mon-Sat 6pm-6am First 3 hours	Mon-Sat 6pm-6am After 3 hours
Level 1	\$35.49	\$47.32
Level 2	\$36.51	\$48.68
Level 3	\$37.92	\$50.56
Level 4	\$39.21	\$52.28
Level 5	\$41.33	\$55.10
Level 6	\$42.62	\$56.82

**The casual loading constitutes part of the casual employee's all- purpose rate.*

Classification

<p>Level 1 (78% relativity to the tradesperson)</p>	<p>An employee at Level 1 has less than three months' experience in the industry or enterprise, and does not possess recognised enterprise or industrial or prior learning experience and/or skills sufficient for appointment to Level 2 or above. Provided that the length of service required to advance to Level 2 for a seasonal employee is four weeks and for a casual employee is 152 hours.</p> <p>Competencies</p> <p>An employee at Level 1 performs general duties essentially of a manual nature, and:</p> <ul style="list-style-type: none"> i. exercises minimal judgment; ii. works under direct supervision; and iii. is 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, plant layout, work and documentation procedures, occupational health and safety, equal employment opportunity and quality control/assurance.
<p>Level 2 (82% relativity to the tradesperson)</p>	<p>An employee at Level 2 is an employee who has either:</p>

	<ul style="list-style-type: none"> i. completed a structured induction program over three months or for such shorter period as is necessary to reach the required level of competency for appointment to Level 2; or ii. has recognised enterprise or industrial experience, training or prior learning experience and/or skills to Level 2. <p>Competencies</p> <p>An employee at Level 2 performs a range of general duties essentially of a manual nature and to the level of the employee’s competency, and:</p> <ul style="list-style-type: none"> i. exercises limited judgment; ii. works under direct supervision; iii. is undertaking structured training to enable the employee to work at Level 3.
<p>Level 3 (87.4% relativity to the tradesperson)</p>	<p>An employee at Level 3 is an employee who has either:</p> <ul style="list-style-type: none"> i. completed an Australian Qualifications Framework (AQF) Certificate 1 in Food Processing; or ii. has equivalent recognised enterprise or industrial experience, training or prior learning experience and/or skills to Level 3. <p>Competencies</p> <p>An employee at Level 3 performs a range of duties including specialised work, and:</p> <ul style="list-style-type: none"> i. may exercise judgment within defined procedures; ii. works under general supervision; iii. may undertake structured training to enable the employee to work at Level 4; iv. is responsible for the quality of the employee’s own work within the limits of Level 3; v. assists in the provision of on-the-job training in conjunction with tradespersons and supervisor/trainers or an accredited training provider.
<p>Level 4 (92.4% relativity to the tradesperson)</p>	<p>An employee at Level 4 is an employee who has either:</p> <ul style="list-style-type: none"> i. completed an AQF Certificate 2 in Food Processing; or ii. has equivalent recognised enterprise or industrial experience, training or prior learning experience and/or skills to Level 4. <p>Competencies</p> <p>An employee at Level 4 performs work above and beyond the competencies of a Level 3 employee, and:</p>

	<ul style="list-style-type: none"> i. exercises judgment; ii. works under general supervision; iii. may undertake structured training to enable the employee to work at Level 5 level; iv. is responsible for assuring the quality of the employee's own work; v. assists in the provision of on-the-job training in conjunction with tradespersons and supervisor/trainers or an accredited training provider.
<p>Level 5 (100% relativity to the tradesperson)</p>	<p>An employee at Level 5 is an employee who has either:</p> <ul style="list-style-type: none"> i. completed an AQF Certificate 3 in Food Processing; or ii. has equivalent recognised enterprise or industrial experience, training or prior learning experience and/or skills to Level 5. <p>Competencies</p> <ul style="list-style-type: none"> i. An employee at Level 5 performs work above and beyond the competencies of a Level 4 employee, and: ii. understands and applies quality control techniques; iii. has good interpersonal and communication skills; iv. is able to inspect products and/or materials for conformity with established operational standards; v. exercises judgment and decision making skills; vi. works under general supervision either individually or in a team environment; vii. may undertake structured training to enable the employee to work at Level 6.
<p>Level 6 (105% relativity to the tradesperson)</p>	<p>An employee at Level 6 is an employee who has completed the following training requirement above that for Level 5:</p> <ul style="list-style-type: none"> i. two competency units from the Associate Diploma of Food Technology (ADFT); or ii. six competency units from the Advanced Certificate of Food Technology (ACFT); or iii. six competency units above the requirement for Level 5; or equivalent. <p>Competencies</p> <p>An employee at Level 6 performs work above and beyond a Level 5 and to the level of the employee's training:</p> <ul style="list-style-type: none"> i. exercises skills attained through satisfactory completion of the training prescribed for Level 6; ii. exercises discretion within the scope of Level 6; iii. works under general supervision either generally or in a team environment;

	<ul style="list-style-type: none">iv. understands and implements quality control techniques;v. provides technical guidance and assistance as part of a work team;vi. exercises skills relevant to the specific requirements of the enterprise at a level higher than a Level 5.
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