



These rates are operative from the first full pay on or after 1st July, 2023
and replace the wage schedule dated 1st July, 2022.

This amended wage schedule incorporates the increases arising from the June 2023
National Wage Decision of The Fair Work Commission.

REMEMBER: 11% SUPERANNUATION FROM 1 JULY, 2023.

PART 6 – BROADACRE FARMING AND LIVESTOCK OPERATIONS			
CLAUSE 32 DESCRIPTION Farm & Livestock Hand (FLH)	ADULT RATES		
	FULL-TIME WEEKLY RATE	PART-TIME HOURLY RATE Clause 10.3 - 1/38 of weekly rate. Employee entitled to pro-rata personal leave, annual leave & paid public holidays	CASUAL HOURLY RATE Clause 10.4 - Includes 25% loading for payment in compensation for annual leave, personal leave and paid public holidays not taken
	\$	\$	\$
FLH Level 1 – Station Hand & Dairy Hand With less than 12 months experience in the industry. Feedlot employee with less than 3 months experience in the industry.	859.30	22.61	28.26
FLH Level 2 Cattle farm worker Grade B, Feedlot employee Grade 1 with more than 3 months experience.	882.80	23.23	29.04
FLH Level 3 Station Hand, Dairy Operator Grade 1B with at least 12 months experience in the industry.	895.00	23.55	29.44
FLH Level 4 Feedlot employee Grade 2 with at least 2 years experience in the industry.	914.90	24.08	30.10
FLH Level 5 Senior Station Hand, Dairy Operator Grade 2 with at least 2 years experience in the industry.	930.70	24.49	30.61
FLH Level 6 Feedlot employee Grade 3	945.00	24.87	31.09
FLH Level 7 Senior Dairy Operator Grade 1 Feedlot employee Grade 4	995.00	26.18	32.73
FLH Level 8 Senior Dairy Operator Grade 2	1069.10	28.13	35.16
With Keep – less \$150.16 per week			

Farm and Livestock Hand Levels 1, 3 and 5 are the main operating classifications for mixed farming operations. Dairy industry employers are urged to study the award classification structure and identify the correct classification for their employee's particularly qualified and senior dairy employees.



PART 7 – PIG BREEDING AND RAISING

This section only applies to enterprises where employees are employed exclusively in piggery operations.

CLAUSE 37	DESCRIPTION Piggery Attendants	ADULT RATES		
		FULL-TIME WEEKLY RATE \$	PART-TIME HOURLY RATE Clause 10.3 - 1/38 of weekly rate. Employee entitled to pro-rata personal leave, annual leave & paid public holidays \$	CASUAL HOURLY RATE Clause 10.4 - Includes 25% loading for payment in compensation for annual leave, personal leave and paid public holidays not taken \$
	Piggery Attendant Level 1 <i>Entry level.</i>	859.60	22.61	28.26
	Piggery Attendant Level 2 <i>Completed 3 months structured training.</i>	882.30	23.22	29.03
	Piggery Attendant Level 3 <i>Less than 1 year's relevant experience in the industry.</i>	914.90	24.08	30.10
	Piggery Attendant Level 4 <i>Has a minimum of 1 year's relevant adult experience in the industry.</i>	945.10	24.87	31.09
	Piggery Attendant Level 5 <i>Has a minimum of 2 year's relevant adult experience in the industry.</i>	969.00	25.50	31.88
	Senior Piggery Attendant Level 6 <i>Has a minimum of 3 years relevant adult experience in the industry.</i>	995.00	26.18	32.73
	Senior Piggery Attendant Level 7 <i>Has a minimum of 3 year's relevant adult experience and has completed further education accredited and recognised by the Pig Industry Training Council.</i>	1,926.20	27.01	33.76
	With Keep – less \$150.16 per week			



PART 8 – POULTRY FARMING

This section only applies to enterprises where employees are employed exclusively in poultry farming operations.

CLAUSE 47	DESCRIPTION Poultry Farm Workers	ADULT RATES		
		FULL-TIME WEEKLY RATE	PART-TIME HOURLY RATE Clause 10.3 - 1/38 of weekly rate. Employee entitled to pro-rata personal leave, annual leave & paid public holidays	CASUAL HOURLY RATE Clause 10.4 - Includes 25% loading for payment in compensation for annual leave, personal leave and paid public holidays not taken
	Poultry Worker Level 1 <i>General Hand with less than 12 months experience in the industry.</i>	859.30	22.61	28.26
	Poultry Worker Level 2 <i>Employee with more than twelve months experience in the industry.</i>	895.00	23.55	29.44

Poultry Worker Level 3 <i>Stock Hands, Maintenance Workers, Farm Transporters.</i>	930.70	24.49	30.61
Poultry Worker Level 4 <i>Authorised testers. Certified tradesperson.</i>	995.00	26.18	32.73
With Keep – less \$150.16 per week			

JUNIOR WAGES

Part 4 – Clause 28.2 Broadacre Farming and Livestock Operations

Part 5 – Clause 34.2 Pig Breeding and Raising

Part 6 – Clause 40.2 Poultry Farming

Junior employees are to be paid the following percentage of the relevant adult rate. Previously the junior percentages were calculated from the Level 1 rate, now the calculation is based on the level of the adult classification for work being performed by the junior employee.

Age	% of weekly adult wage rate
Under 16 years of age	50%
16 years of age	60%
17 years of age	70%
18 years of age	80%
19 years of age	90%
20 years of age	100%

Allowances

Clause 18.2 (b)(i)

- Leading Hand Allowance

In charge of	\$ per week
2–6 employees	26.71
7–10 employees	31.13
11–20 employees	44.37
More than 20 employees	55.75

Clause 18.2 (c)

- First Aid Allowance\$3.25 per day

Clause 18.3 (c)

- Use of private vehicle\$0.95 per kilometre

Clause 18.3 (d)(i) and (ii)

- Meal Allowance.....\$15.73

Clause 33.1

Where an employee is required to find his own horse and saddle:

- Providing a horse\$8.71 per week
- Providing a saddle.....\$6.97 per week

Clause 33.3

Where an employee is required to provide own dog/s:

- An allowance mutually agreed for each dog; and
- The amount of any licence or registration fee for each dog

Clause 33.4

Employees engaged in connection with jetting or spraying of sheep, who either mix the spray or handle to nozzle.....\$3.95 per day

Clause 43.7 (a)

- Meal Allowance.....\$15.73

Clause 43.7 (b)

- Meal Allowance.....\$15.73

Breaks

Clause 12.1 A meal break of not less than 30 minutes and not more than one hour will be allowed each day.

Clause 12.2 A paid rest break of 10 minutes shall be allowed each morning.

Clause 20 - Training Wage

Members with apprentices, trainees or persons engaged under the New Apprenticeship System are advised to contact Primary Employers Tasmania on 0407 200 909 for advice regarding the appropriate rate that applies to their particular employee.

Trainees undertaking an Australian Qualification Framework Certificate Level IV shall receive the relevant weekly wage rate for AQF Certificate III at Wage Level C, as applicable with the addition of 3.8% of that wage rate.

An adult trainee who is undertaking a traineeship for an AQF Certificate IV qualification shall receive the weekly wage as applicable based on the allocation of AQF Certificate III qualifications.

Clause 22 - Occupational Superannuation

Occupational Superannuation contributions by the employer on behalf of the employee must be made to a complying superannuation fund. For further details see clause 19 of the Award or contact PET on 0407 200 909.

PAYG – Withholding Tax

Please ensure you are using the correct Pay As You Go (PAYG) Withholding Tax Tables.

The flat rate of tax of 13% will remain in place for shearers, shed staff and itinerant fruit and vegetable workers.

Working holiday makers will pay a flat rate of 15% tax.

Clause 11 - Casual Employees

A casual employee shall be one who is employed by the hour. A casual employee shall be paid per hour at the rate of 1/38 of the weekly rate prescribed for the class of work performed, plus 25%.

The 25% loading included in the casual rates shall be payment for annual leave, personal/carer's leave, notice of termination, redundancy benefits and the other attributes of full time or part time employment. Casual employees are entitled to overtime and work on a public holiday penalties.

Clause 11.7

On each occasion a casual employee other than a casual pieceworker is required to attend for work, casual employees are entitled to a minimum payment of three hours' work at the appropriate rate.

Clause 20 - Annual Leave - Station Hands (excluding Casuals)

For every completed year of service with the same employer, employees are entitled to annual leave of four (4) weeks. A 17.5% loading is payable to Station Hands when taking annual leave and on all accrued annual leave at time of termination. Annual Leave accrues progressively during each year of service.

These rates of pay and award notes are provided as a guide only. Members should always consult the appropriate award and National Employment Standards for a full and detailed description of the clause.

IMPORTANT DISCLAIMER

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