



**THOMAS FOODS INTERNATIONAL LOBETHAL ABATTOIR
PRODUCTION EMPLOYEES ENTERPRISE AGREEMENT
2024**



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PART 1 – APPLICATION AND OPERATION OF AGREEMENT

1 Title

This Agreement shall be known as the Thomas Foods International Lobethal Abattoir Production Employees Enterprise Agreement 2024.

2 Definitions

Unless the context indicates or requires otherwise:

“We”, “us”, “our”, “Company”, or “Employer” means or refers to Lobethal Abattoirs Pty Limited.

“You”, “your” and “Employee” means or refers to you, the Employee covered by this Agreement.

“Agreement” means this Thomas Foods International Lobethal Abattoir Production Employees Enterprise Agreement 2020.

“Act” means the *Fair Work Act 2009* (Cth) as amended from time to time.

“Commission” means the Fair Work Commission.

“The Parties” means and refers to you, the Employees, and us the Company, together.

“Production Employee” means an Employee performing tasks as set out in Schedule 1 of this Agreement.

“Award” means the Meat Industry Award 2010 at the time this Agreement is approved by the Commission.

3 Objectives and Aims

Thomas Farms International Lobethal Abattoirs Pty Limited and its employees are committed to:

- 3.1 an understanding of mutual respect and co-operation and an acceptance of joint responsibilities to resolve any differences through the consultative process;
- 3.2 ensuring all product produced by the Employer is processed in accordance with the Company’s Quality Standards, Department of Agriculture, Water and the Environment (DAWE) Regulations/Requirements, AUS-MEAT Standards and to the Specifications required by the respective Customers. The documents referred to in this sub-clause do not form part of the terms of this Agreement; and
- 3.3 cooperating in an ongoing review of work practices and to improve the Company’s efficiency, productivity and workplace health and safety record.

4 Application of the Agreement

- 4.1 This Agreement shall apply to the Company and all its Employees that perform work in livestock receivables, slaughtering, meat processing, product chilling and freezing, product load out, skin processing, rendering, by-products, cleaning and ancillary employees, at the TFI Lobethal meat processing establishment, but excluding supervisors, managers, clerical and administrative staff.
- 4.2 It is a condition of employment that Employees do not engage in industrial action during the prescribed nominal term of this Agreement.
- 4.3 Employees appointed as team leaders or leading hands will continue to be covered by this Agreement.
- 4.4 A copy of this Agreement will be made available to all new Employees during the induction process and will be located in all lunch rooms.
- 4.5 It is a condition of this Agreement that the Parties to the Agreement undertake not to pursue any extra claims until the expiry of the Agreement and where consistent with the terms of the Act.

5 Commencement and duration

- 5.1 This Agreement will commence operation seven (7) days after it is approved by the Fair Work Commission and will have a nominal expiry date which is four years after it is approved by the Commission.
- 5.2 Subject to clause 5.4, there will be no further wage increase after the Year 3 Anniversary.
- 5.3 Each July following the declaration by the Fair Work Commission in relation to minimum award rates, the Company will ensure that the Agreement Usual Hourly Rates in this Agreement are not less than the corresponding Award minimum rates in accordance with section 206 of the Act.
- 5.4 The parties commit to commence negotiations for a new enterprise agreement no less than (3) months prior to the nominal expiry date of this Agreement. Should negotiations for a new enterprise agreement not achieve agreement prior to the expiration of this Agreement, the wage and conditions of employment shall continue as at the date of nominal expiry.
- 5.5 The Agreement shall be displayed by the Company in conspicuous places accessible to all Employees and copies made available upon request to all Employees.

6 The Effect of this Agreement on your Employment

- 6.1 This Agreement contains all the terms and conditions of your employment. No Award or other industrial instrument will have effect and the Parties hereby exclude them unless expressly provided in this Agreement. The Act and the National Employment Standards (**NES**) apply.
- 6.2 This Agreement will be read in conjunction with the NES. Where there is inconsistency between this Agreement and the NES, and the NES provides a greater benefit, the NES provision will apply to the extent of the inconsistency.
- 6.3 Company policies as varied from time to time will supplement the clauses in this Agreement. To the extent that there is inconsistency between Company policies and this Agreement, the Agreement will prevail. Company policies do not form part of the terms of this Agreement.

7 Basic Responsibilities of All Employees

There are some fundamental responsibilities that you have to us. These are:

- 7.1 To do all work to the best of your ability, skill and competence and to our satisfaction.
- 7.2 To carry out your work at places requested by us. Should an Employee be transferred to a different workplace mid-shift, they will be paid for the travel time and travel expenses.
- 7.3 To comply with our policies, practices or procedures as varied from time to time.
- 7.4 To do your best to promote, and not harm, our business, interests and reputation.
- 7.5 To comply with our hygiene standards at all times.
- 7.6 To comply with all of our reasonable instructions in order to protect both your own health and safety and the health and safety of other Employees and that of any other person having dealings with us at the workplace.
- 7.7 To not smoke cigarettes or other tobacco or other substances on site (other than in designated smoking areas), which includes all property and vehicles owned by us. This includes e-cigarettes or similar devices.
- 7.8 To uphold our zero tolerance requirement regarding drugs and alcohol or any other substance which may affect your ability to work.
- 7.9 To not consume or possess un-prescribed drugs or alcohol while at work. You must inform us, prior to commencing work, if you are under the influence of drugs (prescribed or non-prescribed), alcohol or any other substance which may affect your ability to work.

- 7.10 To submit to random drug and alcohol tests in the workplace and / or attend a doctor nominated by us for a full medical examination if requested by us. The examination may also include a drug and alcohol test. All costs associated with the testing will be borne by the Company without loss of pay to the Employee. This will automatically be required if you are involved in an accident or near miss in the workplace.
- 7.11 To not disclose in any way to anyone outside of the Company and to keep confidential any "Confidential Information" you become aware of through your employment with us. "Confidential Information" includes all information relating to our business or operational interests, our methodology and affairs, financial information and anything else we notify you as being confidential. Nothing in this clause precludes you from divulging information about this Agreement to any other person.

PART 2 – APPLICATION AND OPERATION OF AGREEMENT

8 Team Consultation

- 8.1 This term applies if the Employer:
- 8.1.1 Has made a definite decision to introduce a major change to production, program, organisation, structure or technology in relation to its enterprise that is likely to have a significant effect on the Employees; or
- 8.1.2 Proposes to introduce a change to the regular roster or ordinary hours of work of Employees.

Major change

- 8.2 For a major change referred to in paragraph 8.1.1:
- 8.2.1 The Employer must notify the Relevant Employees of the decision to introduce the major change; and
- 8.2.2 Subclauses 8.3 to 8.9 apply.
- 8.3 The relevant Employees may appoint a representative for the purposes of the procedures in this term.
- 8.4 If:
- 8.4.1 A Relevant Employee appoints, or relevant Employees appoint, a representative for the purposes of consultation; and
- 8.4.2 The Employee or Employees advise the Employer of the identity of the representative;
- 8.4.3 the Employer must recognise the representative.
- 8.5 As soon as practicable after making its decision, the Employer must:
- 8.5.1 Discuss with the Relevant Employees:
- a) the introduction of the change; and
- b) the effect the change is likely to have on the Employees; and
- c) measures the Employer is taking to avert or mitigate the adverse effect of the change on the Employees; and
- 8.5.2 For the purposes of the discussion – provide, in writing, to the Relevant Employees:
- a) all relevant information about the change including the nature of the change proposed; and
- b) information about the expected effects of the change on the Employees; and
- c) any other matters likely to affect the Employees.

- 8.6 However, the Employer is not required to disclose confidential or commercially sensitive information to the Relevant Employees.
- 8.7 The Employer must give prompt and genuine consideration to matters raised about the major change by the Relevant Employees.
- 8.8 If a term in this Agreement provides for a major change to production, program, organisation, structure or technology in relation to the enterprise of the Employer, the requirements set out in paragraph 8.2.1 and subclauses 8.3 and 8.5 are taken not to apply.
- 8.9 In this term, a major change is likely to have a significant effect on Employees if it results in:**
- 8.9.1 The termination of the employment of Employees; or
 - 8.9.2 Major change to the composition, operation or size of the Employer's workforce or to the skills
 - 8.9.3 The elimination or diminution of job opportunities (including opportunities for promotion or tenure);
or
 - 8.9.4 The alteration of hours of work; or
 - 8.9.5 The need to retrain Employees; or
 - 8.9.6 The need to relocate Employees to another workplace; or
 - 8.9.7 The restructuring of jobs.

Change to regular roster or ordinary hours of work

- 8.10 For a change referred to in paragraph 8.1.2:
- 8.10.1 The Employer must notify the Relevant Employees of the proposed change; and
 - 8.10.2 Subclauses 8.11 to 8.14 apply.
- 8.11 If:
- 8.11.1 A Relevant Employee appoints, or Relevant Employees appoint, a representative for the purposes of consultation; and
 - 8.11.2 The Employee or Employees advise the Employer of the identity of the representative;
- the Employer must recognise the representative.
- 8.12 As soon as practicable after proposing to introduce the change, the Employer must:
- 8.12.1 Discuss with the Relevant Employees the introduction of the change; and
 - 8.12.2 For the purposes of the discussion – provide to the Relevant Employees:
 - a) all relevant information about the change, including the nature of the change; and
 - b) information about what the Employer reasonable believes will be the effects of the change on the Employees; and
 - c) information about any other matters that the Employer reasonably believes are likely to affect the Employees; and

- d) Invite the Relevant Employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities).

8.13 However, the Employer is not required to disclose confidential or commercially sensitive information to the Relevant Employees.

8.14 The Employer must give prompt and genuine consideration to matters raised about the change by the relevant Employees.

8.15 In this term:

Relevant Employees means the Employees who may be affected by a change referred to in subclause 8.1.

9 Joint Consultative and Work Health and Safety Committee

9.1 We will establish and maintain procedures for consultation in the workplace between our Employees and us. As part of this process, we will examine ways to improve Work Health and Safety at the workplace and review Company operational issues, procedures and policies. There will at all times be a Joint Consultative and Work Health and Safety Committee. Members of the Committee must be Employees of the Company and will be nominated and voted in by their work colleagues. There will also be one Committee member who is the nominee of the Company from time to time.

9.2 The Parties agree that it is preferable that Committee members are from a spread across the operational areas. A quorum is established if three (3) members attend provided one is the nominee of the Company. The maximum number of members of the Committee will be kept to a reasonable number at the Company's reasonable discretion.

10 Resolving Workplace Disputes

10.1 This dispute resolution procedure is implemented to address any disputes, disagreements and all issues that relate to this Agreement and your working relationship with the Company. You and we will follow this procedure to resolve workplace concerns or disputes.

10.2 Employees may be represented by another employee of their choice or, if requested, their union official or by any person of their choosing for any steps provided for in this procedure.

10.3 Process to be followed:

STEP 1: Any question, dispute or difficulty (hereafter called the "dispute"), shall be brought to the immediate attention of the supervisor on duty in the relevant section of the Company in an effort to settle the matter. Employees may be represented by any person of their choosing, including another Employee or an elected representative.

STEP 2: If the dispute remains unresolved after such preliminary discussion, the matter shall be referred to the next senior supervisory Employee in charge at the earliest occasion.

STEP 3: If the dispute is not resolved after following Steps 1 and 2, the matter will be referred at least verbally, but where practicable in writing, to the Plant Manager or to his/her nominee who will confer with the Employee and/or their representative, as per Step 2, in an effort to settle the dispute.

At this stage, if the matter remains unresolved, attempts shall be made to agree on interim measures which can be used to mitigate the effects of the dispute until such time as Steps 4 and/or 5 can be followed.

STEP 4: If a dispute in relation to a matter arising under the Agreement is unable to be resolved at the workplace, and all agreed steps for resolving it have been taken, the dispute may be referred to Fair Work Commission by either party for resolution by mediation and/or conciliation and, where the matter in dispute remains unresolved, arbitration.

It is a term of this Agreement that while the dispute resolution procedure is being conducted, work shall continue normally unless an Employee has a genuine concern about an imminent risk to his or her health or safety.

The decision of the Fair Work Commission will bind the Parties, subject to either Party exercising a right of appeal pursuant to the Act.

- STEP 5: At all times, you have the right to directly approach the Joint Consultative and Work Health and Safety Committee members or the Plant Manager of the Company to address a problem.
- STEP 6: It is a condition of this procedure and the Act, that no unprotected industrial action (as prescribed by the Act) of any kind shall occur.
- STEP 7: The Employee and the Plant Management agree to abide by the terms and conditions of this Agreement, and all time lost for Employee meetings called by Employees shall be made up.
- STEP 8: In the event of any alleged serious safety or unsafe working condition additional to normal and accepted work practices at the Plant, the Management shall immediately investigate any such allegation in consultation with the Chairperson of the Safety Committee to confer on any alleged safety issue.

- 10.4 This clause of this Agreement will be applied to disputes about any matter arising under the Agreement and in relation to the National Employment Standards.

PART 3 – TERMS AND CONDITIONS OF EMPLOYMENT

11 Employee Classification

- 11.1 Employees are generally classified in accordance with Schedule 1.
- 11.2 The specific allocation of tasks, combinations of tasks and/or components of tasks will be at our direction considering operational requirements. You will be paid at the appropriate rate for the specific classification that you are required to perform on any given day.
- 11.3 On commencement new Employees covered by this Agreement will be subject to a qualification period of six (6) calendar months. The purpose of the qualification period is to determine our suitability to work together. During the qualification period, the Company may terminate the employment without any further liability upon the provision of one (1) weeks' notice or payment in lieu.
- 11.4 If an employee is required on any day or shift to perform the duties of, or is being trained in, a classification higher than the classification in which they are usually engaged, they will be paid for the whole day or shift at the level of remuneration for the higher classification.

12 Categories of Employment

12.1 Casual Employee

- 12.1.1 This means that you are not a permanent Employee.
- 12.1.2 You are engaged and paid by the hour at the applicable Agreement Usual Hourly Rate shown in Schedule 2, plus the 25% casual loading.
- 12.1.3 An Employee engaged as a casual employee will be deemed a casual employee for all purposes pursuant to the Act and this Agreement.
- 12.1.4 You are not entitled to paid leave, notice of termination or redundancy pay.
- 12.1.5 Allowances, including shift allowances, overtime, weekend rates, loadings, public holiday rates and loadings (howsoever described) will be cumulative, or non-cumulative, upon the 25% casual loading in accordance with the corresponding Award conditions subject to this Agreement. Because shift

allowances and casual loading are non-cumulative, the casual loading component of wages for any shift (including afternoon and night shift) will be calculated using the equivalent day shift rate as the base rate.

- 12.1.6 Casual employees, when engaged, will have a minimum daily engagement of four hours.
- 12.1.7 Regular casual employees have the right to request casual conversion to full or part time status in the terms of clause 12.7 of the Award
- 12.1.8 Employees paid the casual loading agree that the 25% loading may be used to offset any claim they are not casual employees.
- 12.1.9 Casual employees who perform more than the normal working hours assigned to a particular shift, or more than 152 hours in a 28-day period, will be paid overtime penalty rates for those additional hours. The overtime penalty rates which apply are the overtime penalty provided under this Agreement in respect to the roster option in which the employee is working on the day that the additional hours are worked.

12.2 **Full-Time Permanent Employee**

This means that you are engaged by the week and work an average of 40 Agreement Usual Hours per week. The Agreement Usual Hourly Rates of pay set out in this Agreement have been calculated on the basis of 38 non-overtime hours per week, plus an additional two (2) hours per week which have been calculated at overtime rates. These amounts have then been added together to obtain the Agreement Usual Hourly Rates reflected in Schedule 2.

12.3 **Part-Time Permanent Employee**

A part-time Employee is an Employee ordinarily engaged to work less than 38 ordinary hours per week. All entitlements accrue pro-rata. Part time employees have reasonably predictable hours of work of not less than four (4) consecutive hours on any day.

Payment and conditions will be pro-rata that of a full time employee who performs the same kind of work. The reasonably predictable ordinary hours of work may be altered by agreement or upon 36 hours' notice by the Employer upon consultation in accordance with this Agreement.

Any hours for which a part-time employee is engaged in excess of their mutually agreed ordinary hours each week will be overtime.

12.4 **Entry Level Employee**

An Employee at this level will be a person with little or no experience in the meat processing industry and/or undergoing on the job training. This level applies to Employees new to the Company after commencement of the operation of this Agreement.

PART 4 – REMUNERATION AND ALLOWANCES

13 Remuneration

You will be remunerated in accordance with the level of task performed on any given day as set out in Schedule 1.

Your remuneration is reflected in Schedule 2 – Pay Rates on commencement. The following wage increases will apply from the first full pay period on or after each anniversary date of the commencement of this Agreement during the nominal life, with each increase compounding upon the previous:

- Year 1 Anniversary +4%
- Year 2 Anniversary +2%
- Year 3 Anniversary +2%

The Company will pay a sign-on bonus to all employees who are covered by this Agreement and were employed by the Company on the date on which this Agreement was approved by Fair Work Commission.

14 Payment of Wages

Payment of wages will be by electronic transfer on a weekly basis (in arrears), into a maximum of two (2) recognised financial institution bank accounts nominated by you. The pay period is Monday to Sunday, seven (7) days thereafter.

15 Agreement Usual Hours of Work

15.1 Agreement Usual Hours are those hours which are described as such in clause 22 of this Agreement.

15.2 The span and number of Agreement Usual Hours per day will vary depending upon which roster option is in force under clause 22 of this Agreement.

15.3 Agreement Usual Hours average 40 hours per week being an average of 160 hours per 28 day period. The Employees agree this is reasonable.

15.4 No Employee will work more than ten (10) Agreement Usual Hours in one day.

16 Agreement Usual Hourly Rate

16.1 Agreement Usual Hourly Rates are set out in Schedule 2.

16.2 The Agreement Usual Hourly Rate applicable to an employee will vary depending upon which roster option is in force under clause 22 of this Agreement, and the employee's classification.

16.3 Agreement Usual Hourly Rates under this Agreement have been calculated on the basis of 38 non-overtime hours per week, plus an additional 2 hours per week at overtime rates. These amounts have then been added together and divided by 40 to obtain the Agreement Usual Hourly Rates.

16.4 Agreement Usual Hourly Rates apply to all time except overtime.

17 Overtime

17.1. All overtime worked will be paid in accordance with Clause 22 of this Agreement.

17.2. Any occasional overtime performed on a Sunday will be paid double the Agreement Usual Hourly Rate for Option 1 (regardless of which option is in force) for the relevant employee's classification with a minimum payment of four hours.

17.3. Employees other than casuals may nominate overtime to be added to their Shut Down Leave Bank. If so, the employee must in writing specify the particular overtime no later than 2 days after the overtime is performed (refer to Agreement clause 29).

18 Payments above the Agreement Usual Hourly Rate

Allowances, shift allowances, overtime, casual loadings and public holiday rates in this Agreement are paid in accordance with this Agreement.

19 Allowances

19.1 In addition to the rates otherwise set out in this Agreement the following allowances will be paid:

- First Aid Allowance
- Meal Allowance
- Cold Allowance

- 19.2 A First Aid allowance of not less than the Award will be paid to an appropriately qualified and appointed Employee.
- 19.3 Meal allowances will be provided in accordance with the terms of the Award.
- 19.4 Where any Employee would attract the 'cold temperature allowance' under the Award, the Employee is compensated by being classified at the higher Level 2.

19.5 Tutor/ Leading Hand Allowance

Leading hand remuneration. Throughout each processing department there may be requirements to appoint Leading Hands to assist the supervisory team in meeting the operational and training requirements across the plant. Leading hands will receive allowances of no less than \$15.75 per day.

This allowance will only be paid once the Leading Hand (Tutor) successfully completes a trial period of up to three (3) months.

20 Shift Work

- 20.1 An Afternoon Shift is one that occurs in accordance with clause 22.6 of this Agreement (also described as "Option 6").
- 20.2 A Night Shift is one that occurs in accordance with clause 22.7 of this Agreement (also described as "Option 7").
- 20.3 Shift allowances have been calculated and included in the Schedule 2 Pay Rates Table. Shift allowances have been calculated and included in the Schedule 2 Pay Rates Table. Accordingly, wherever it is necessary to calculate an amount based on the minimum hourly rate of pay of a worker performing work in Option 6 or 7, that minimum rate is the rate for Option 1 (which excludes shift allowances).

21 Superannuation

- 21.1 We will contribute superannuation on your behalf to any approved superannuation fund that can accommodate electronic funds transfer (EFT). The default fund will be the AMIST fund, or such other fund as nominated by us in accordance with the rates prescribed by federal superannuation legislation as prevailing from time to time.
- 21.2 Employee (non-employer) contributions are available from commencement. Upon application and with our consent, employees may elect to "salary sacrifice" part of their wages into superannuation.

PART 5 – ROSTERS

22 Rosters – Our Mutual Flexibility Towards Hours of Work

- 22.1 Weekly rosters may be varied by the Company upon the provision of no less than 36 hours' notice upon consultation in accordance with clause 8.10 of this Agreement or otherwise by agreement with the majority of Employees.
- 22.2 All additional hours to Agreement Usual Hours referred to in this clause will be required only if reasonable after taking into account the criteria prescribed at section 62(3) of the Act, summarised as follows:
- a) Any risk to health and safety from working the additional hours;
 - b) Your personal circumstances, including family responsibilities;
 - c) The needs of the workplace or enterprise in which you are employed;
 - d) Whether you are entitled to receive overtime payments, penalty rates or other compensation for, or a level of remuneration that reflects an expectation of, working additional hours;
 - e) Any notice given by the Company of any request or requirement to work the additional hours;

- f) Any notice given by you to refuse to work the additional hours;
- g) The usual patterns of work in this industry in which you work;
- h) The nature of your role and your level of responsibility;
- i) Whether the additional hours are in accordance with the averaging terms included under section 63 of the Act in this Agreement that apply to you; and
- j) Any other relevant matter as is determined pursuant to the Act.
- k) Any work performed outside the spread of Agreement Usual hours is to be paid for at overtime rates, subject to the following exception: Any work performed by an Employee prior to the spread of usual hours, which is continuous with usual hours for the purpose, for example, of getting the plant in a state of readiness for production work may, at the Employer's discretion, be regarded as part of the usual hours of work.

22.1 Option 1 - Day Shift (8hrs)

- a) Employees work Monday to Friday.
- b) The commencement time for each shift is on or after 5.00am.
- c) Each Employee works five (5) days per week at eight (8) Agreement Usual Hours per day.
- d) Subject to clause 22.2, Employees may be requested to work one (1) hour overtime per day paid at 150%.
- e) An additional eight (8) hour Saturday of overtime work per week may be requested. For overtime worked in accordance with this clause, an overtime penalty equivalent to or better than the applicable Award overtime penalty will be applied to the Agreement Usual Hourly Rate.

OR

22.2 Option 2 - Day Shift (10hrs)

- a) Employees work any four (4) days between Monday to Saturday pursuant to a roster.
- b) The commencement time for each shift is from 5.00am to 6.00am.
- c) Each employee works four (4) days per week at ten (10) Agreement Usual Hours per day.
- d) Subject to clause 22.2, Employees may be requested to work thirty minutes per day overtime paid at 150%.
- e) An additional ten hour day of work Monday to Saturday per week may be requested. For overtime worked in accordance with this clause, an overtime penalty equivalent to or better than the applicable Award overtime penalty will be applied to the Agreement Usual Hourly Rate.

OR

22.3 Option 3 - Day Shift (10hrs)

- a) Employees work any four (4) days between Monday to Friday pursuant to a roster.
- b) The commencement time for each shift is from 5.00am to 6.00am.
- c) Each employee works four (4) days per week at ten (10) Agreement Usual Hours per day.
- d) Subject to clause 22.2, Employees may be requested to work thirty minutes per day overtime paid at 150%.

- e) An additional ten hour day of work Monday to Saturday per week may be requested. For overtime worked in accordance with this clause, an overtime penalty equivalent to or better than the applicable Award overtime penalty will be applied to the Agreement Usual Hourly Rate.

OR

22.4 **Option 4 - Afternoon Shift (8hrs)**

- a) Employees work Monday to Friday five (5) days per week.
- b) Employees work eight Agreement Usual Hours per day.
- c) Each shift commences no earlier than 2.00pm and finishes no later than 11.59 pm.
- d) Subject to clause 22.2, Employees may be requested to work one hour per day overtime paid at 150%.
- e) Employees may be requested to work a Saturday Afternoon shift as overtime when production demands required. For overtime worked in accordance with this clause, an overtime penalty equivalent to or better than the applicable Award overtime penalty will be applied to the Agreement Usual Hourly Rate.

OR

22.5 **Option 5 - Night Shift (8 hrs)**

- a) Employees work Monday to Friday five (5) days per week.
- b) Employees work eight (8) Agreement Usual Hours per day.
- c) Each shift commences no earlier than 9.00pm and finishes no later than 6.00am.
- d) Subject to clause 22.2, Employees may be requested to work one (1) hour per day overtime paid at 150%.
- e) Employees may be requested to work a Saturday Night shift as overtime when production demands require. For overtime worked in accordance with this clause, an overtime penalty equivalent to or better than the applicable Award overtime penalty will be applied to the Agreement Usual Hourly Rate.

23 Meal Breaks

- 23.1 You are entitled to an unpaid meal break of not less than 30 minutes and not more than one (1) hour provided that you work at least five (5) hours on anyone (1) day or shift. The time and duration of meal breaks can be varied by agreement between an Employee and the Company considering personal and operational requirements.
- 23.2 The time and duration of other unpaid breaks (rest breaks) will be at our discretion considering operational requirements.
- 23.3 The Employees agree to forgo any paid rest break.

PART 6 – LEAVE ENTITLEMENTS

24 Annual Leave

- 27.1 Employees other than casuals shall be entitled to four (4) weeks of annual leave per year (pro-rata for part-time Employees).
- 27.2 Annual leave will be paid at the Agreement Usual Hourly Rate (plus annual leave loading in accordance with clause 24.4. For example, a full time employee will be paid 40 hours per week at the Agreement Usual Hourly Rate (plus annual leave loading), pro-rata for part-time employees.

- 27.3 Annual leave is cumulative.
- 27.4 Annual leave loading will be paid at the rate of 17.5% of the day shift Agreement Usual Hourly Rate at the appropriate classification for the Employee at the time of taking annual leave. Afternoon and night shift workers receive either the 17.5% or the shift allowance whichever the greater but not both.
- 27.5 Every 12 months, you may apply in writing to cash out some or all of that part of your annual leave which exceeds a minimum balance of four (4) weeks (20 days for full-time employees). The payment for cashed out annual leave must not be less than the amount that would have been payable had the Employee taken the leave at the time the payment is made. An employee must at all times have a minimum balance of four (4) weeks annual leave in their leave bank after cashing out.
- 27.6 You may be directed by us to take a portion of your annual leave entitlement where you have accrued up to two (2) years' worth of leave (i.e. eight (8) weeks for full-time employees) in accordance with the Act.
- 27.7 We may direct you to take your annual leave, or part thereof, if we shut down the Abattoir, or any part of the Abattoir, and you have annual leave credited to you. If we shut down the Abattoir and if you do not have any annual leave credits at the time of the shutdown we may direct you to take leave without pay (see also clause 29)
- 27.8 Remaining annual leave will be taken at times agreed between an Employee and the Company.
- 27.9 Annual leave will apply to payment on termination consistent with S.90 of the Act.
- 27.10 As per the National Employment Standards (NES) Employees must access accrued annual leave prior to unpaid leave.
- 27.11 For the purpose of the additional week of leave provided for in the NES, shift worker is a 7 day shift worker who is regularly rostered to work on Sundays and public holidays.

25 Family and Domestic Violence Leave

Employees are entitled to Family and Domestic Violence Leave in accordance with the Act.

26 Community Service Leave

- 26.1 An Employee who engages in a community service activity as prescribed for in the National Employment Standards (such as jury duty or volunteer emergency service) will be entitled to approved leave for the period of time they are engaged in the activity, reasonable travelling time associated with the activity and reasonable rest time immediately following the activity. If agreed and requested by the Employee in writing, unpaid leave for the purpose of volunteer emergency service can be paid from accrued paid leave entitlement.
- 26.2 A volunteer emergency service includes: fire-fighting, ambulance, civil defence or rescue service. An Employee must be a voluntary member of the service and provide evidence that would satisfy a reasonable person of their engagement in emergency activities.
- 26.3 In the case of Jury Duty, an Employee is entitled to paid leave for the first ten (10) days of such service providing satisfactory proof is furnished to the Employer. Payment in these circumstances shall be the difference between what the Court pays and what would have reasonably been earned had the Employee been at work.
- 26.4 Where this clause is inconsistent with the provisions of the Act, the Act shall prevail.

27 Personal/Carer's Leave

- 27.1 Employees other than casuals will be entitled to ten (10) paid days of personal/carer's leave per year (pro-rata for part time) which will accrue progressively based on an Employee's ordinary hours worked.
- 27.2 You will be entitled to use your paid personal/carer's leave in the following circumstances:
- a) Where you are suffering from a personal illness or injury; and / or

- b) Where you need to provide care or support to an immediate family or household member (as defined by the Act).
- 27.3 Employees engaged prior to the date of this agreement is approved by Fair Work Commission will be paid out upon resignation (but not upon termination) for any remaining personal/carer's leave balance outstanding.
- 27.4 For an absence of two (2) or more days taken as personal/carer's leave, you must provide us with a medical certificate from a legally qualified medical practitioner or a statutory declaration sworn by you to our satisfaction which confirms your reason for taking personal/carer's leave. An employee will be required to provide a medical certificate or statutory declaration for a single day of absence where the Employee has an accrual of less than ten (10) days. Where you do not produce satisfactory evidence, we reserve the right to withhold payment for your absence.
- 27.5 An Employee must provide a medical certificate in order to be paid for personal leave that occurs on the day before or after a public holiday, annual leave or Rostered Day Off (RDO).
- 27.6 In accordance with the provisions of the Act, Employees are entitled to take up to two (2) days of unpaid carer's leave. Such unpaid carer's leave is available on each occasion when a member of the Employee's immediate family, or a member of the Employee's household, requires care or support because of a personal illness or injury or because of an unexpected emergency affecting that person. This entitlement to unpaid carer's leave is subject to a number of notice requirements that are set out in the Act including providing proof to substantiate the need to take carer's leave if so requested.
- 27.7 Unpaid carer's leave can be taken in a single unbroken period of two (2) days, or alternatively, it can be taken in any separate periods agreed on by the Company and the Employee.
- 27.8 Unpaid carer's leave is not available if the Employee has an entitlement to paid personal/carer's leave.

28 Parental Leave

All Employees (including eligible casual employees) will be entitled to parental leave in accordance with the relevant provisions of the Act and National Employment Standards. Parental leave encompasses up to 52 weeks of unpaid maternity leave, paternity leave and adoption leave. The Company will provide information regarding parental leave entitlements upon request from any eligible Employees who require it. An additional 52 weeks of unpaid parental leave may be applied for and taken in accordance with the National Employment Standards of the Act.

29 Shut Down and Leave Bank

- 29.1 We will give you as much notice as possible of any shut down.
- 29.2 You may nominate any overtime you perform to be credited to your Shut Down Leave Bank. Nominations must be in writing, must specify the particular overtime, and must be provided no later than 2 days after the overtime is performed.
- 29.3 During periods of shut down, you may be instructed to not report for duties during which you will not be entitled to remuneration. However, during periods of shut down, you may also access annual leave entitlements or you may access your Shut Down Leave Bank.
- 29.4 Your Shut Down Leave Bank entitlement (if any) is calculated in gross dollars. The entitlement is calculated at the overtime rate of pay per hour applicable to you at the time the hours are worked.
- 29.5 You may access the accrued entitlement in your Shut Down Leave Bank when the plant shuts down.
- 29.6 You have the option, with our approval, to cash out the entitlements accrued in your Shut Down Leave Bank. Your request to cash out must be in writing. Payment will be made in the normal pay run process. Upon termination of employment for any reason, the Shut Down Leave Bank balance (if any) will be paid out. The Shut Down Leave Bank may be used for other absences.

30 Paid Compassionate Leave

- 30.1. Employees are entitled to compassionate leave consistent with the Act.
- 30.2. Any paid leave entitlement to compassionate leave consistent with 30.1 will be paid at the Agreement Usual Hourly Rate as applicable for the classification applicable to the relevant employee.

31 Public Holidays

- 31.1 Employees, other than casuals, who are not required to work on a public holiday are entitled to paid public holidays as prescribed in the Act. Such Employees will be paid the wages for the classification in which they were employed on the working day prior to the public holiday.
- 31.2 The plant may operate on Australia Day, Adelaide Cup Day, King's Birthday and Labour Day.
- 31.3 Employees working on a public holiday will be paid their Agreement Usual Hourly Rate and an additional loading as per Schedule 2.
- 31.4 If a public holiday occurs, and if business considerations require it, the Company has the right to nominate that the observance of the public holiday for the purposes of this clause will be transferred from the actual date of the public holiday to an alternative date. The Company will not unreasonably transfer the observance of any public holiday unless mutually agreed with its Employees.
- 31.5 Employees not rostered on a public holiday as part of their normal roster at the time and who do not work the public holiday have no entitlement for a public holiday payment.

32 Long Service Leave

- 32.1 For the purpose of this clause the provisions of the Long Service Leave Act 1987 (SA) (LSL Act) will apply as the minimum entitlements in relation to long service leave provisions in this Agreement.
- 32.2 Any entitlement to long service leave will be based on completed years of service.
- 32.3 The Company will make a payment in lieu of long service leave to Employees who have the equivalent of seven (7) completed years of service where their employment is terminated:
 - a) By the Company for any cause other than serious and wilful misconduct;
 - b) By the Employee giving the appropriate period of notice required under this Agreement and working the appropriate period of notice (unless the Company waives the requirement for the Employee to work the appropriate period of notice); or
 - c) By the death of the Employee.
 - d) For the avoidance of doubt, pro-rata long service leave is not payable where an Employee's employment is terminated due to an act/s that constitutes an act/s of serious and wilful misconduct.

PART 7 – GENERAL PROVISIONS

33 OUR MUTUAL OBLIGATIONS TO TRAINING

- 33.1 The Company does not and will not engage any trainees or apprentices pursuant to the Training and Skills Development Act 2008 (SA).
- 33.2 You may be required to undertake training to ensure you have all the skills and competencies needed to perform all of the tasks required of a Production Employee either via formal or on the job training.
- 33.3 Employees who are undertaking on the job training will be requested to perform tasks at chain or production speed when they have received appropriate training and have been recognised by their Supervisors and/or Training Officers to be capable of performing tasks safely and to within acceptable quality requirements.

- 33.4 We will meet the costs of all training required by us.
- 33.5 You may be required to assist other team members to develop work skills and procedures as and when required by us.
- 33.6 Promotion will be determined by an Employee's attitude, work performance, skill, length of service, position availability and suitability. Prior to being promoted to a new position within the Company, you may be asked to attend a medical examination.

34 Stand-Down and Seasonal Closures

- 34.1 Notwithstanding anything elsewhere contained in this Agreement, the employer shall have the right to deduct payment for any day or part day on which an employee cannot usefully be employed, because of the following circumstances:
- 34.2 Any industrial action (except action organised or engaged in by the Employer); or
- 34.3 A breakdown in machinery or equipment if the Employer cannot reasonably be held responsible for the breakdown; or
- 34.4 The unavailability of adequate numbers of suitable livestock, where the unavailability is caused by any reason for which the Company cannot reasonably be held responsible; or
- 34.5 A stoppage of work for any cause for which the Employer cannot reasonably be held responsible.
- 34.6 During a period of stand-down, employees may access annual leave at full pay or twice as much annual leave at half pay upon written request.

35 Suspension

At the Company's sole discretion and notwithstanding other terms in this Agreement, on disciplinary grounds we may suspend an employee without pay up to a maximum of ten (10) working days as an alternative to dismissal where the employee has failed a drug and alcohol test.

36 Termination Notice (Employer)

- 36.1 If you are an Employee, other than a casual Employee, you are entitled to notice of termination or payment in lieu of notice based on your years of completed service with us as follows:

<i>Years of Continuous Service</i>	<i>Notice</i>
Not more than 1 year	1 week
More than 1 year but not more than 3 years	2 weeks
More than 3 years but not more than 5 years	3 weeks
More than 5 years	4 weeks

- 36.2 In addition to the above notice, you will receive an extra one (1) week if you are over 45 years of age and have at least two (2) years continuous employment with us at the time that notice is given.
- 36.3 You are not entitled to notice, or payment in lieu thereof, if we summarily dismiss you for conduct that would justify instant dismissal at common law.
- 36.4 Your employment may be terminated for misconduct, poor performance or negligence on notice or pay in lieu in accordance with the Act.

36.5 Summary Dismissal in Certain Circumstances

We may terminate your employment without notice or payment in lieu at any time for reasons including, but not limited to:

- a) Serious or wilful misconduct;
- b) Non-compliance with our zero tolerance drug & alcohol policy and where you have commenced work whilst under the influence of drugs (prescribed or un-prescribed) or alcohol;
- c) A serious breach of the occupational health and safety requirements of the Company;
- d) A serious breach of our hygiene standards;
- e) A fundamental or serious breach by you of this Agreement;
- f) A fundamental or serious breach by you of our policies and procedures as issued by us (or on our behalf) from time to time;
- g) Conduct by you that at common law would justify summary dismissal.

37 Termination Notice (Employee)

37.1 You must give us notice if you decide to terminate your employment based on your completed years of service as follows:

<i>Years of Continuous Service</i>	<i>Notice</i>
Not more than 1 year	1 week
More than 1 year but not more than 3 years	2 weeks
More than 3 years but not more than 5 years	3 weeks
More than 5 years	4 weeks

37.2 It is at our sole discretion as to whether you will be required to work through the notice period or whether we will make payment in lieu of service for all or any part of the notice period.

37.3 If you fail to provide sufficient notice we are entitled to deduct from your termination pay the monetary equivalent of the notice which you have failed to give us.

38 Return of Company Property

Upon cessation or termination of employment for any reason you must return immediately all property belonging to us (e.g. protective clothing, equipment and tools).

39 Redundancy

39.1 If you are a permanent Employee and your employment is terminated with us because we no longer require the job you have been performing to be performed by anyone, you will receive, in addition to the notice provided by this Agreement, the following amount of severance pay:

Period of Continuous Service	Severance Pay
Less than 1 year	NIL
1 but less than 2 years	4 weeks' pay
2 but less than 3 years	6 weeks' pay
3 but less than 4 years	7 weeks' pay
4 but less than 5 years	8 weeks' pay
5 but less than 6 years	10 weeks' pay
6 but less than 7 years	11 weeks' pay
7 but less than 8 years	13 weeks' pay
8 but less than 9 years	14 weeks' pay
9 but less than 10 years	16 weeks' pay
10 years or more	12 weeks' pay

39.2 The Company may apply to the Fair Work Commission to reduce or remove any obligation to pay redundancy pay (possibly to nil) if the Company obtains other acceptable employment for you.

39.3 If, during the term of this Agreement, a different statutory right to severance pay is incorporated into the applicable Act, the new statutory right will replace this provision.

39.4 Where the Company has given notice of termination to an employee in accordance with clause 36 due to reason of redundancy, any entitlement to job search will be in accordance with clause 36.3 of the Award.

40 Workplace Flexibility

40.1 The Employer and an Employee covered by this Agreement may agree to make an individual flexibility arrangement to vary the effect of terms of this Agreement if the agreement deals with one or more of the following matters:

- a) Arrangements about when work is performed;
- b) Overtime rates;
- c) Penalty rates;
- d) Allowances;
- e) Leave loading.

40.2 The arrangement meets the genuine needs of the Employer and Employee in relation to one or more of the matters mentioned in paragraph 40.1; and

- a) The arrangement is genuinely agreed to by the Employer and Employee.

- b) The Employer must ensure that the terms of the individual flexibility arrangement:
- c) Are about permitted matters under section 172 of the Act; and
- d) Are not unlawful terms under section 194 of the Act; and
- e) Result in the Employee being better off overall than the Employee would be if no arrangement was made.

40.3 The Employer must ensure that the individual flexibility arrangement:

- a) Is in writing; and
- b) Includes the name of the Employer and Employee; and
- c) Is signed by the Employer and Employee and if the Employee is under 18 years of age, signed by a parent or guardian of the Employee; and

Includes details of:

- a) The terms of the Agreement that will be varied by the arrangement; and
- b) How the arrangement will vary the effect of the terms; and
- c) How the Employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement; and
- d) States the day on which the arrangement commences.

40.4 The Employer must give the Employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.

40.5 The Employer or Employee may terminate the individual flexibility arrangement:

- a) By giving no more than 28 days written notice to the other party to the arrangement; or
- b) If the Employer and Employee agree in writing—at any time.

41 Journey Insurance

Whilst employed with the Company, you will be insured by the Company while you are travelling directly to and directly from work subject to the terms of the Company insurance policy.

42 Clothing


The Company will provide employees with uniforms as outer working clothes and will launder those clothes without charge.

43 Delegates' Rights


Pursuant to s 205A(2) of the Act, the workplace delegates' rights term prescribed by the Meat Industry Award 2020 is a term of this Agreement.

PART 8 – SIGNATORY SECTION


SIGNED FOR
AND ON BEHALF
of
LOBETHAL ABATTOIRS
PTY LIMITED


Signed: 
Print Name: DEZI WOOSMAN
Position: C.M OPERATIONS
Address: 11 Rowland St Warracore
Authority to sign:
Dated: 8 / 1 / 2025

in the presence of:


Signed: 
Name: CHRIS RAMONE
Address: L2, 162 Fulwood Road
Rose Park SA 5067
Dated: 8 / 1 / 2025

SIGNED FOR
AND ON BEHALF
of
THE EMPLOYEES

Signed: 
Print Name: RIANA DHAMAYANTI
Address: 2/18 SHANNON ST.
Suburb: BIRDWOOD
Post Code: 5234
Authority to Sign: YES
Dated: 08 / 01 / 2025

Signed: 
Print Name: BRENDAN KILWER
Address: 20 Mango St
Suburb: DIREK
Post Code: 5110
Dated: 8 / 1 / 2025

in the presence of:

Signed: 
Print Name: SHANE ELDER
Address: 18 ZERNA AVE
Murray Bridge 5253
Dated: 8 / 1 / 2025

SIGNED FOR
AND ON BEHALF
of
THE AMIEU

Signed: J Smith
Print Name: JUSTIN SMITH
Address: 13/26 BALOOK Drive
Suburb: BERESFIELD
Post Code: 2322
Authority to Sign: BRANCH SECRETARY
Dated: 8/1/25

in the presence of:

Signed: J Mann
Print Name: Janine Mann
Address: 13/26 Balook Drive
BERESFIELD NSW 2322
Dated: 8/1 / 2025

Schedule 1 - Production Employees Classifications

Slaughter Floor		
Level	Tasks	Comments
0	Competent in all level 1 tasks (except Halal Sticker)	All level 1 employees will undergo a skills assessment by the Plant Manager
1	Halal Sticker; Y-Cut; Air Knife Operator; Gutting; Brisket Cutter; Pluck removal	Air Knife Operators must be competent in all Air Knife Tasks All employees performing Gutting, Brisket Cutter & Pluck Removal must be competent in all tasks to be paid this level
2	Stunner; Shackler; Tongue removal; Skin Split; Computer Operator; Ring/Bung Drop; Multi Skilled Shoulder Puller Machine Operator ; Trim behind the final puller; Open Bellies	Shoulder puller operator must be competent in split down, prepare for punching arms and trim behind the puller
3	Prepare for tongue removal; Tongue trimmer; Weasand clip; Rodder; Pulling shoulders; Prepare for punching arms; Punching arms; Wax eyes; Shoulder Puller Machine; Fore quarter trimming; Kidney inoculation; Offal separation (knife hands); Tail removal/Trim anal cavity; Trim rail; Retain rail trimmer; Final checker;	All employees on level 2, 3, 4 & 5 that are required to learn tasks that are remunerated at a higher level must first be assessed and deemed competent in writing by the supervisor before advancement can occur.
4	General labouring tasks including but not limited to: Feed restrainer; Head Cutter; Ear tag removal; Dentition; Bung Plugging; Spreaders; Vac san; Changeover; Hind Hock Cutter; Pizzle clip; Hind hock tip; Slides & Gambles; Fore Hock Cutter; Neck Cutter; Pull Rectum; Kidney fat removal; Paunch/runner separation; Chillers; Floor person; Stamper; Carcase Bagging; Hook Room	
5	Entry Level – qualification period (6 months)	

Small Stock Cutting and Boning		
Level	Tasks	Comments
0	Competent sawyer in all sawing and boning task Competent Fleece Boner (Back down, clear shoulders, aitch bone, fleece ribs, pull backstrap and remove frame)	Fleece boner to be competent in both leg and shoulder boning. Member of the Fleece Boning team.
1	Leg Boning/Slicing; Shoulder Boning/Slicing; Fleece Boner; Freund saw; Rack Saw; Loin Saw; Shoulder Saw; Leg Saw; Shoulder Rack saw; 6 Way Cut Saw	Shoulder boners must be competent in all leg boning tasks. Leg Boners must be competent in shoulder boning. Fleece boner competent in one or more but not all fleece boning tasks
2	Fore/Hind Shank Saw; Leg Boning, Shoulder Boning; Shoulder Trimming (Chuck Roll); Slicing Legs; Vertebrae Saw	Competent in Leg Boning only. Competent in Shoulder Boning only. All employees on level 3, 4 & 5 that are required to learn tasks that are remunerated at a higher level must first be assessed and deemed competent in writing by the supervisor before advancement can occur.
3	Carcass Lifter; Pre-Trim Forequarter and Hind; Chine Bone Machine; Loin Bone Machine; Rack Preparation (knifehands); Loin Preparation (knifehands); Square cut shoulder trim; Cryovac operators; 6 Way Cut Trimmer; Breast/Flap Saw; Breast/Flap removal; Tenderloin Removal; Print terminal operator; Carton and meat assessment; Inserts; Carton erector operator	All employees on level 3, 4 & 5 that are required to learn tasks that are remunerated at a higher level must first be assessed and deemed competent in writing by the supervisor before advancement can occur.
4	General labouring task including but not limited to: Chiller Un-loading; Strip Brander; Floor Person; Rack work up; Loin work up; Tenderloin Processing; Bone Guarding/Wrapping; Primal Packing; Leg Hanger ; Overwrapper in-feed; Netting legs/shoulders; Bulk meat pack-off; Carton chutes/liners; Cryovac packers; Leaker Re-Processing; 6-Way Cut Packing	
5	Entry Level – qualification period (6 months)	

Cold Store		
Level	Tasks	Comments
0	Not Applicable	
1	Not Applicable	
2	Plate Freezer Operator; Reach Truck Driver (Frozen); Scanners (Domestic/Export)	
3	Reach Truck Driver (Chilled); Forklift Driver; Pallet Scanners; Lidding Machine Technician	All employees on level 3, 4 & 5 that are required to learn tasks that are remunerated at a higher level must first be assessed and deemed competent in writing by the supervisor before advancement can occur.
4	General labouring tasks including but not limited to: Container loading; Carton marshalling and sortation	
5	Entry Level – qualification period (6 months)	

Stockyards / Skin Dip		
Level	Tasks	Comments
0	Not Applicable	All employees on level 3, 4 & 5 that are required to learn tasks that are remunerated at a higher level must first be assessed and deemed competent in writing by the supervisor before advancement can occur.
1	Not Applicable	
2	Livestock Handler (with working dogs); Livestock Reival; Livestock Documentation	
3	Livestock Handler (without working dogs); Skins Knife Hands; General Forklift Drivers	
4	General labouring tasks including but not limited to: Skin sorting	
5	Entry Level – qualification period (6 months)	

Offal Processing		
Level	Tasks	Comments
0	Not Applicable	
1	Not Applicable	
2	Not Applicable	
3	Paunch Opening/Trimming; Runner Hanger; Runner Processing; Scales Operator	
4	General labouring tasks including but not limited to: Paunch Hanger; Tripe Packing; Offal Packing; Carton Make-Up	All employees on level 4 & 5 that are required to learn tasks that are remunerated at a higher level must first be assessed and deemed competent in writing by the supervisor before advancement can occur.
5	Entry Level – qualification period (6 months)	

Ancillary Areas		
Level	Tasks	Comments
0	Not Applicable	
1	Not Applicable	
2	Not Applicable	
3	Canteen Staff	
4	General labouring tasks including but not limited to: Laundry staff.	
5	Entry Level – qualification period (6 months)	

Rendering / By Products / Yard		
Level	Tasks	Comments
0	Not Applicable	
1	Permanent cooker operator (Qualified in Blood cooker, Meat/Tallow cooker, Load trucks and clean).	
2	Not Applicable	
3	Learner cooker operator (Unqualified).	All Employees on level 3, 4 & 5 that are required to learn tasks that are remunerated at a higher level must first be assessed and deemed competent & proficient in writing by the supervisor before advancement can occur.
4	General labouring tasks including but not limited to: Waste collection.	
5	Entry Level – qualification period (6 months)	

Schedule 2 - PAY RATES TABLE

Lobethal Schedule 2 - Pay Rates Table					
	Option 1	Option 2	Option 3	Option 4	Option 5
	Day (8Hrs)	Day (10 Hrs)	Day (10 Hrs)	Aft (8 Hrs)	Night (8 Hrs)
	Mon - Fri	Mon - Sat	Mon - Fri	Mon - Fri	Mon - Fri
	Start from 5:00am	Start from 5:00am	Start from 5:00am	Start no eariler than 2:00pm	Start no eariler than 9:00pm
Level 0					
On Commencement	\$29.53	\$30.64	\$29.53	\$33.17	\$37.23
Level 1					
On Commencement	\$28.97	\$30.44	\$28.97	\$32.64	\$36.62
Level 2					
On Commencement	\$28.08	\$29.79	\$27.96	\$31.98	\$35.89
Level 3					
On Commencement	\$27.58	\$29.30	\$27.48	\$31.43	\$35.27
Level 4					
On Commencement	\$26.95	\$28.60	\$26.85	\$30.71	\$34.46
Level 5					
On Commencement	\$25.78	\$27.35	\$25.67	\$29.36	\$32.95
Public Holiday - Loadings					
	Option 1	Option 2	Option 3	Option 4	Option 5
Public Holiday - Loadings	Day (8Hrs)	Day (10 Hrs)	Day (10 Hrs)	Aft (8 Hrs)	Night (8 Hrs)
	8 Hrs X 175%	10 Hrs X 180%	10 Hrs X 175%	8 Hrs X 170%	8 Hrs X 180%