



DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24
(C2024/1)

AQUACULTURE INDUSTRY AWARD 2020
[MA000114]

Aquaculture

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
DEPUTY PRESIDENT O’NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, 18 JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[\[2024\] FWCFB 3500](#)], the above award is varied as follows:

1. By deleting the table appearing in clause 16.1 and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Aquaculture Attendant Level 1	891.50	23.46
Aquaculture Attendant Level 2	903.90	23.79
Aquaculture Attendant Level 3	984.50	25.91
Aquaculture Attendant Level 4	1032.30	27.17

2. By deleting the year “2023” in clause 16.6(b) and inserting “2024”.

3. By deleting the amount “\$3.38” appearing in clause 18.2(a) and inserting “\$3.51”.
4. By deleting the amount “\$4.68” appearing in clause 18.2(b) and inserting “\$4.85”.
5. By deleting the table appearing in clause B.1.1 and inserting the following:

Employee classification	Ordinary hours	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	100%	125%	150%	250%
	\$	\$	\$	\$
Aquaculture Attendant Level 1	23.46	29.33	35.19	58.65
Aquaculture Attendant Level 2	23.79	29.74	35.69	59.48
Aquaculture Attendant Level 3	25.91	32.39	38.87	64.78
Aquaculture Attendant Level 4	27.17	33.96	40.76	67.93

6. By deleting the table appearing in clause B.1.2 and inserting the following:

Employee classification	Day	Afternoon	Night	Non-successive afternoon or night¹		Saturday	Sunday	Public holiday	
				First 3 hours	After 3 hours			All ordinary hours on PH² – non-cont s’worker	Major portion of shift on PH² – cont s’worker
	% of minimum hourly rate								
	100%	115%	130%	150%	200%	150%	200%	250%	200%
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Aquaculture Attendant Level 1	23.46	26.98	30.50	35.19	46.92	35.19	46.92	58.65	46.92
Aquaculture Attendant Level 2	23.79	27.36	30.93	35.69	47.58	35.69	47.58	59.48	47.58
Aquaculture Attendant Level 3	25.91	29.80	33.68	38.87	51.82	38.87	51.82	64.78	51.82
Aquaculture Attendant Level 4	27.17	31.25	35.32	40.76	54.34	40.76	54.34	67.93	54.34

7. By deleting the table appearing in clause B.2.1 and inserting the following:

Employee classification	Day	Saturday	Sunday	Public holiday
	% of minimum hourly rate			
	125%	125%	150%	250%
	\$	\$	\$	\$
Aquaculture Attendant Level 1	29.33	29.33	35.19	58.65
Aquaculture Attendant Level 2	29.74	29.74	35.69	59.48
Aquaculture Attendant Level 3	32.39	32.39	38.87	64.78
Aquaculture Attendant Level 4	33.96	33.96	40.76	67.93

8. By deleting the table appearing in clause B.2.2 and inserting the following:

Employee classification	Day	Afternoon	Night	Non-successive afternoon or night¹		Saturday	Sunday	Public holiday	
				First 3 hours	After 3 hours			All ordinary hours on PH²- non-cont s'worker	Major portion of shift on PH²-cont s'worker
	% of minimum hourly rate								
	125%	140%	155%	175%	225%	175%	225%	275%	225%
	\$	\$	\$	\$	\$	\$	\$	\$	\$
Aquaculture Attendant Level 1	29.33	32.84	36.36	41.06	52.79	41.06	52.79	64.52	52.79
Aquaculture Attendant Level 2	29.74	33.31	36.87	41.63	53.53	41.63	53.53	65.42	53.53
Aquaculture Attendant Level 3	32.39	36.27	40.16	45.34	58.30	45.34	58.30	71.25	58.30
Aquaculture Attendant Level 4	33.96	38.04	42.11	47.55	61.13	47.55	61.13	74.72	61.13

9. By deleting the table appearing in clause B.3.1 and inserting the following:

Employee classification	Monday to Saturday		Sunday – all day	Public holiday
	first 3 hours	after 3 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Aquaculture Attendant Level 1	35.19	46.92	46.92	58.65
Aquaculture Attendant Level 2	35.69	47.58	47.58	59.48
Aquaculture Attendant Level 3	38.87	51.82	51.82	64.78
Aquaculture Attendant Level 4	40.76	54.34	54.34	67.93

10. By deleting the table appearing in clause B.3.2 and inserting the following:

Employee classification	Non-continuous shiftworkers				Continuous shiftworkers	
	Monday to Saturday		Sunday – all day	Public holiday	Monday to Sunday	Public holiday
first 3 hours	after 3 hours					
	% of minimum hourly rate					
	150%	200%	200%	250%	200%	200%
	\$	\$	\$	\$	\$	\$
Aquaculture Attendant Level 1	35.19	46.92	46.92	58.65	46.92	46.92
Aquaculture Attendant Level 2	35.69	47.58	47.58	59.48	47.58	47.58
Aquaculture Attendant Level 3	38.87	51.82	51.82	64.78	51.82	51.82
Aquaculture Attendant Level 4	40.76	54.34	54.34	67.93	54.34	54.34

11. By deleting the amount “\$995.00” appearing in clause C.1.1 and inserting “\$1032.30”.

12. By deleting the table appearing in C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
First aid allowance	18.2(a)	0.34	3.51	per working day
Diving allowance— finfish attendants	18.2(b)	0.47	4.85	per hour or part thereof

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2024.



PRESIDENT

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