

# BINDAREE BEEF INVERELL PROCESSING ENTERPRISE AGREEMENT 2022-2026

The Bindaree Beef Inverell Processing Enterprise Agreement 2022 - 2026 (EBA) formally takes effect from Friday 7th April 2023 (BFG agreed to an early commencement from 3rd April 2023) and expires on 31st March 2027. Team members employed by BFG under the classifications below are employed under the terms and conditions in the EBA. The purpose of this document is to provide a summary of the key terms and conditions in the EBA.

With the aim to positively consult with the workforce BFG will facilitate a Consultative Committee to meet at least quarterly to monitor the implementation of this agreement and assist with the resolution of concerns or issues arising from the agreement. This committee will be made up of at least three management representatives and eight employee representatives from across our classifications. However, for any general day to day queries or grievances, please refer to the grievance procedure.

## GENERAL KEY POINTS

- **Nominated public holidays** – Australia day, King’s Birthday and Labour day are public holidays employees may be asked to work (other public holidays may be agreed to work)
- **Overtime** – BFG may require an employee to work reasonable overtime, at overtime rates. And such Employees shall work overtime in accordance with such requirements, consistent with the NES. Up to 60 minutes overtime per shift may be operationally required for the Boning Room/Slaughter Floor classifications.
- **Leave Entitlements** - all as per the NES
  - **Annual Leave** – 4 weeks and includes 17.5% leave loading (refer to EBA document for more information around employee’s entitled to production bonus)
  - **Personal/Carers Leave** – 10 days
    - Employees are to contact BFG prior to the commencement of shift if they are not able to attend work
    - Employees may be required to provide certification for their time off and clearances for contagious conditions
- **Employee Recognition Day** – employees will be provided one Employee Recognition Day each calendar year, which may be used during any period of closure

## PENALTIES & ALLOWANCES

- **Shift penalties** – Afternoon Shift 15%, Fixed Night Shift 30%
- **OT penalties** – 150% for first 3 hours, then 200% thereafter
- **Public holidays** – for nominated public holidays 250%, see agreement for other public holidays
- **Allowances** – include Cold Temperatures, Meal, Tutor, Forklift, Leading Hand, Boot, Travel and Gut Room allowances

## PLEASE NOTE

- Below wages represent permanent employee’s only.
- For casual employee rates, please refer to the EBA document.
- If English is not your first language and you need help translating the EBA or if you would like to have a further discussion about the EBA, please see Reception to book a time with a nominated team member.

### BONER 1

Base Weekly Wage/Guaranteed Earnings <b>\$1,201.56</b>		Weekly Production Bonus <b>\$150 - \$400</b>
Hourly Base Rate <b>\$31.62</b>	Potential Earnings (includes production bonus) HOURLY <b>\$35.57 to \$42.15</b> WEEKLY <b>\$1,351.56 to \$1,601.56</b> (in normal time) WEEKLY <b>\$1,557.09 to \$1,807.09</b> (with 4hrs OT)	Weekly Afternoon Shift Allowance (15%) <b>\$180.23</b>

### BONER 2

Base Weekly Wage/Guaranteed Earnings <b>\$1,128.60</b>		Weekly Production Bonus <b>\$150 - \$400</b>
Hourly Base Rate <b>\$29.70</b>	Potential Earnings (includes production bonus) HOURLY <b>\$33.65 to \$40.23</b> WEEKLY <b>\$1,278.60 to \$1,528.60</b> (in normal time) WEEKLY <b>\$1,471.65 to \$1,721.65</b> (with 4hrs OT)	Weekly Afternoon Shift Allowance (15%) <b>\$169.29</b>

### SLICER 1

Base Weekly Wage/Guaranteed Earnings <b>\$1,035.50</b>		Weekly Production Bonus <b>\$100 - \$350</b>
Hourly Base Rate <b>\$27.25</b>	Potential Earnings (includes production bonus) HOURLY <b>\$29.88 to \$36.46</b> WEEKLY <b>\$1,135.50 to \$1,385.50</b> (in normal time) WEEKLY <b>\$1,312.63 to \$1,562.63</b> (with 4hrs OT)	Weekly Afternoon Shift Allowance (15%) <b>\$155.33</b>

### SLICER 2

Base Weekly Wage/Guaranteed Earnings <b>\$1,029.04</b>		Weekly Production Bonus <b>\$50 - \$300</b>
Hourly Base Rate <b>\$27.08</b>	Potential Earnings (includes production bonus) HOURLY <b>\$28.40 to \$34.97</b> WEEKLY <b>\$1,079.04 to \$1,329.04</b> (in normal time) WEEKLY <b>\$1,255.06 to \$1,505.06</b> (with 4hrs OT)	Weekly Afternoon Shift Allowance (15%) <b>\$154.36</b>

### SLAUGHTERMAN 1/NECKBONER 1/CARCASE GRADER

Base Weekly Wage/Guaranteed Earnings <b>\$1,150.64</b>		Weekly Production Bonus <b>\$100 - \$250</b>
Hourly Base Rate <b>\$30.28</b>	Potential Earnings (includes production bonus) HOURLY <b>\$32.91 to \$36.86</b> WEEKLY <b>\$1,250.64 to \$1,400.64</b> (in normal time) WEEKLY <b>\$1,447.46 to \$1,597.46</b> (with 4hrs OT)	

### SLAUGHTERMAN 2/NECKBONER 2

Base Weekly Wage/Guaranteed Earnings <b>\$1,078.44</b>		Weekly Production Bonus <b>\$100 - \$250</b>
Hourly Base Rate <b>\$28.38</b>	Potential Earnings (includes production bonus) HOURLY <b>\$31.01 to \$34.96</b> WEEKLY <b>\$1,178.44 to \$1,328.44</b> (in normal time) WEEKLY <b>\$1,362.91 to \$1,512.91</b> (with 4hrs OT)	

Bonus Level	Boners Kg/Shift	Boners Daily Bonus	Slicer 1 Daily Bonus	Slicer 2 Daily Bonus
PB L1	1 - 7,499kg	\$30.00	\$20.00	\$10.00
PB L2	7,500 - 7,999kg	\$40.00	\$30.00	\$20.00
PB L3	8,000 - 8,499kg	\$60.00	\$50.00	\$40.00
PB L4	8,500 - 8,999kg	\$70.00	\$60.00	\$50.00
PB L5	9,000kg +	\$80.00	\$70.00	\$60.00

Bonus Level	Slaughterfloor Kg/Hr	Daily Bonus
PB L1	1 - 24,999kg	\$20.00
PB L2	25,000 - 37,999kg	\$40.00
PB L3	38,000kg +	\$50.00

**PRE-TRIMMERS/SCALE OPERATORS**

 Base Weekly Wage/Guaranteed Earnings  
**\$1,009.28**

 Hourly Base Rate **\$26.56** WEEKLY **\$1,009.28** (in normal time) Weekly Afternoon Shift Allowance (15%) **\$151.39**  
 WEEKLY **\$1,181.92** (with 4hrs OT)

**DROP-DOWN**

 Base Weekly Wage/Guaranteed Earnings  
**\$992.94**

 Hourly Base Rate **\$26.13** WEEKLY **\$992.94** (in normal time) Weekly Afternoon Shift Allowance (15%) **\$148.94**  
 WEEKLY **\$1,162.79** (with 4hrs OT)

**PACKER 1/LOADOUT 1**

 Base Weekly Wage/Guaranteed Earnings  
**\$973.18**

 Hourly Base Rate **\$25.61** WEEKLY **\$973.18** (in normal time) Weekly Afternoon Shift Allowance (15%) **\$145.98**  
 WEEKLY **\$1,139.65** (with 4hrs OT) Weekly Fixed Night Shift Allowance (30%) **\$291.95**
**PACKER 2/LOADOUT 2**

 Base Weekly Wage/Guaranteed Earnings  
**\$993.32**

 Hourly Base Rate **\$26.14** WEEKLY **\$993.32** (in normal time) Weekly Afternoon Shift Allowance (15%) **\$149.00**  
 WEEKLY **\$1,163.23** (with 4hrs OT) Weekly Fixed Night Shift Allowance (30%) **\$298.00**
**BR/LOADOUT LABOURER**

 Base Weekly Wage/Guaranteed Earnings  
**\$969.00**

 Hourly Base Rate **\$25.50** WEEKLY **\$969.00** (in normal time) Weekly Afternoon Shift Allowance (15%) **\$145.35**  
 WEEKLY **\$1,134.75** (with 4hrs OT)

**SF FOLLOW-ON LABOURER/BYP 2**

 Base Weekly Wage/Guaranteed Earnings  
**\$1,061.34**

 Hourly Base Rate **\$27.93** WEEKLY **\$1,061.34** (in normal time)  
 WEEKLY **\$1,242.89** (with 4hrs OT)

**SF LABOURER/BYP 1**

 Base Weekly Wage/Guaranteed Earnings  
**\$1,021.44**

 Hourly Base Rate **\$26.88** WEEKLY **\$1,021.44** (in normal time)  
 WEEKLY **\$1,196.16** (with 4hrs OT)

**FORKLIFT DRIVER  
(PERMANENT)**

 Base Weekly Wage/Guaranteed Earnings  
**\$1,013.46**

 Hourly Base Rate **\$26.67** WEEKLY **\$1,013.46** (in normal time) Weekly Afternoon Shift Allowance (15%) **\$152.02**  
 WEEKLY **\$1,186.82** (with 4hrs OT)

**CLEANERS**

 Base Weekly Wage/Guaranteed Earnings  
**\$988.38**

 Hourly Base Rate **\$26.01** WEEKLY **\$988.38** (in normal time) Weekly Afternoon Shift Allowance (15%) **\$148.26**  
 WEEKLY **\$1,157.45** (with 4hrs OT) Weekly Fixed Night Shift Allowance (30%) **\$296.51**
**YEARLY WAGE INCREASES**

Classification	On Commencement	Year Two	Year Three	Year Four
Boner - Grade 1	\$31.62	\$32.57	\$33.39	\$34.22
Boner - Grade 2	\$29.70	\$30.59	\$31.36	\$32.14
Slicer - Grade 1	\$27.25	\$28.07	\$28.77	\$29.49
Slicer - Grade 2	\$27.08	\$27.90	\$28.59	\$29.31
Bandsaw Operator	\$27.08	\$27.90	\$28.59	\$29.31
Pre-Trimmers/Scale Operator	\$26.56	\$27.36	\$28.04	\$28.74
Drop Down	\$26.13	\$26.92	\$27.59	\$28.28
BR Packer - Grade 2	\$26.14	\$26.93	\$27.60	\$28.29
BR Packer - Grade 1	\$25.61	\$26.38	\$27.04	\$27.72
Boning Room Labourer	\$25.50	\$26.27	\$26.92	\$27.59
Chiller Assessor	\$32.25	\$33.06	\$33.89	\$34.73
Slaughterman/Neckboner - Grade 1/Carcase Grader	\$30.28	\$31.19	\$31.97	\$32.76
Slaughterman/Neckboner - Grade 2	\$28.38	\$29.23	\$29.96	\$30.71
SF Follow-On Labourer	\$27.93	\$28.77	\$29.48	\$30.22
By-Products - Grade 2	\$27.93	\$28.77	\$29.48	\$30.22
SF Labourer/By-Products - Grade 1	\$26.88	\$27.68	\$28.38	\$29.08
Load Out & Palletising - Grade 2	\$26.14	\$26.93	\$27.60	\$28.29
Load Out & Palletising - Grade 1	\$25.61	\$26.38	\$27.04	\$27.72
Load Out & Palletising Labourer	\$25.50	\$26.27	\$26.92	\$27.59
Forklift Driver	\$26.67	\$27.47	\$28.16	\$28.86
Cleaner	\$26.01	\$26.79	\$27.46	\$28.15
New Start Labourer	\$23.53	\$24.24	\$24.84	\$25.46

**NEED MORE INFORMATION?**

Bindaree Beef employees can access the EBA and related documents by either;

- Scanning the QR code below to view the documents
- and/or viewing copies on notice boards in the lunch rooms or by asking reception for a copy



**DISCLAIMER:** this document provides a summary of the *Bindaree Beef Inverell Processing Enterprise Agreement 2022 – 2026 (EBA)* only, if there is a discrepancy between this document and the EBA, the ratified EBA is the source of truth. Other relevant documents and information to be read in conjunction with the EBA include the Meat Industry Award, the Fair Work Act and other relevant legislation and BFG's internal Code of Conduct, Handbook and Policies and Procedures or other relevant operational documents or procedures.