



Please note – This is a previous WA award summary and does not contain the current rates of pay

WA award summary

Meat Industry Award

Pay rates applicable from 1 July 2021 to 30 June 2022

About this award summary

This document is a summary of the state Meat Industry Award. WA awards are legal documents that outline the pay rates, allowances, working hours, and leave entitlements for employees in a particular industry or type of work.

Complying with the provisions of a WA award is compulsory and all employers who are covered by this WA award must provide employees with the pay rates and employment entitlements in the WA award, as outlined in this award summary and in the full award as a minimum. Potential penalties for employers who do not meet WA award requirements are detailed on page 2.

This WA award summary is a summary only and does not include all obligations required by the award. It is important to also refer to the full Meat Industry Award that is available on the Western Australian Industrial Relations Commission website www.wairc.wa.gov.au. Provisions of other employment legislation also apply to employees and have been included in this WA award summary where appropriate. Reference should also be made to the *Minimum Conditions of Employment Act 1993* (MCE Act), the *Long Service Leave Act 1958* (LSL Act), and the *Industrial Relations Act 1979* (IR Act) for full details.

This document is formatted for viewing on the Wageline website and contains web links to other relevant information. If using a printed copy in which links are not visible, all additional information can be found at www.dmirs.wa.gov.au/wageline or by contacting Wageline on 1300 655 266.

This WA award summary includes information on new employer obligations and employee entitlements introduced by the *Industrial Relations Legislation Amendment Act 2021* which commenced on 20 June 2022.

Disclaimer

The Department of Mines, Industry Regulation and Safety has prepared this WA award summary to provide information on pay rates and major award provisions. It is provided as a general guide only and is not designed to be comprehensive or to provide legal advice. The department does not accept liability for any claim which may arise from any person acting on, or refraining from acting on, this information.

Three Step Check: to make sure this WA award summary is relevant to you

| | |
|--|--|
| <p>Step 1 Is the business in the state system?</p> | <p>This WA award summary applies to businesses in the state industrial relations system. The state system covers businesses (and their employees) that operate as:</p> <ul style="list-style-type: none"> ✓ sole traders (e.g. Jane Smith trading as Jane’s Butcher’s) ✓ unincorporated partnerships (e.g. Jane and Bob Smith trading as Jane’s Butcher’s) ✓ unincorporated trust arrangements (e.g. Jane and Bob Smith as trustees for Jane’s Butcher’s) ✓ incorporated associations and other non-profit bodies that are not trading or financial corporations <p>This summary does not apply to businesses and organisations in the national ‘fair work’ industrial relations system which operate as:</p> <ul style="list-style-type: none"> ✗ Pty Ltd businesses that are trading or financial corporations (e.g. Smith Pty Ltd trading as Jane’s Butcher’s) ✗ incorporated partnerships or incorporated trusts ✗ incorporated associations and other non-profit bodies that are trading or financial corporations <p>For more information visit the Guide to who is in the WA state system page.</p> <p>If the business or organisation is in the national system visit the Fair Work Ombudsman website www.fairwork.gov.au</p> |
| <p>Step 2 Is the business covered by the Meat Industry Award?</p> | <p>The Meat Industry Award covers many types of businesses in the state industrial relations system. Businesses covered include:</p> <ul style="list-style-type: none"> ✓ Butcher shops ✓ Meat processing |
| <p>Step 3 Is the employee’s job covered by the Meat Industry Award?</p> | <p>The Meat Industry Award sets pay rates, working hours and other employment arrangements for employees working as:</p> <ul style="list-style-type: none"> ✓ Butchers ✓ Process workers ✓ Retail workers |

Industrial inspectors at the Department of Mines, Industry Regulation and Safety have powers under the IR Act to investigate employee complaints about underpayments of pay rates and leave entitlements under this WA award and state employment laws. Industrial inspectors also undertake regular proactive compliance audits in particular industries to determine if employers are paying correct wages and keeping correct employment records.

The penalty for contravening a provision of a WA award or not complying with a requirement relating to employment records is up to \$13,000 for individuals and \$65,000 for bodies corporate. Higher penalties apply for serious contraventions of up to \$130,000 for individuals and \$650,000 for bodies corporate. An industrial inspector is also able to give a person a civil infringement notice, similar to an ‘on-the-spot fine’, for not complying with employment record-related requirements. Record keeping requirements are outlined in the Employment Records section of this summary.

Employees who believe that they have been underpaid, or who wish to make an anonymous report of wage theft, should visit the [Making a complaint about underpayment of wages or entitlements](#) page.

Stay informed when WA award pay rates change, subscribe to [Wageline News](#) or follow [Wageline on social media](#).

Rates of pay

All rates of pay are gross rates (before tax). The tables below provide the rates that apply from the first pay period on or after **1 July 2021**.

Adult rates of pay – applicable from the first pay period on or after 1 July 2021 until end of last pay period commenced in June 2022.

| Classification (see classifications on pages 12-14) | Weekly | Hourly | Casual (includes 25% loading) |
|--|----------|---------|----------------------------------|
| Process Workers - Non Retail Establishment | | | |
| Level 1 | \$779.00 | \$20.50 | \$25.63 |
| Level 2 | \$784.90 | \$20.66 | \$25.82 |
| Level 3 | \$817.10 | \$21.50 | \$26.88 |
| Level 4 | \$844.50 | \$22.22 | \$27.78 |
| Level 5 | \$887.40 | \$23.35 | \$29.19 |
| Level 6 | \$948.20 | \$24.95 | \$31.19 |
| Retail Workers - Retail Establishment | | | |
| Level 1 | \$779.00 | \$20.50 | \$25.63 |
| Level 2 | \$784.90 | \$20.66 | \$25.82 |
| Level 3 | \$817.10 | \$21.50 | \$26.88 |
| Level 4 | \$844.50 | \$22.22 | \$27.78 |
| Level 5 | \$887.40 | \$23.35 | \$29.19 |
| Level 6 | \$918.00 | \$24.16 | \$30.20 |

Junior rates of pay

Junior employees (except motor vehicle drivers) receive the percentages listed below of the adult rate of pay for the classification in which they are employed:

| Age | % of adult |
|-----------------------|------------|
| 20 years of age | 90% |
| 19 years of age | 80% |
| 18 years of age | 70% |
| Under 18 years of age | 60% |

Junior employees who are employed as motor vehicle drivers must be paid a percentage of the rates for the classification level of process worker which applies based on the size of the vehicle being driven – please see the Meat Industry Award on the WA Industrial Relations Commission website www.wairc.wa.gov.au

Apprentice rates of pay – applicable from the first pay period on or after 1 July 2021 until end of last pay period commenced in June 2022.

- An employer is required to pay an apprentice for the time spent at TAFE (or other off the job training) as normal working hours. An employer is not required to pay TAFE fees on behalf of the apprentice.
- If the apprentice is a high school student undertaking a school based apprenticeship they must be paid the relevant hourly rate for the year of their apprenticeship for:
 - all hours spent working on the job; plus
 - hours spent in off the job training (deemed to be 25% of actual hours worked each week).
- Visit the [Pay rates for apprentices](#) page for more information.

| 3 Year Term | Age of apprentice | % of Level 5 | Weekly | Hourly |
|-------------|-----------------------|--------------|----------|---------|
| 1st year | Under 21 years of age | 50% | \$443.70 | \$11.68 |
| | 21 years or older | | \$665.60 | \$17.52 |
| 2nd year | All ages | 75% | \$665.60 | \$17.52 |
| 3rd year | All ages | 95% | \$843.00 | \$22.18 |

| 4 Year Term | Age of apprentice | % of Level 5 | Weekly | Hourly |
|-------------|-----------------------|--------------|----------|---------|
| 1st year | Under 21 years of age | 40% | \$355.00 | \$9.34 |
| | 21 years or older | | \$665.60 | \$17.52 |
| 2nd year | Under 21 years of age | 50% | \$443.70 | \$11.68 |
| | 21 years or older | | \$665.60 | \$17.52 |
| 3rd year | All ages | 75% | \$665.60 | \$17.52 |
| 4th year | All ages | 95% | \$843.00 | \$22.18 |

Piece Rates

Employees engaged as boners and/or slicers or as slaughter persons may be engaged on piece rates (unit rates). Please refer to the Meat Industry Award on the WA Industrial Relations Commission website www.wairc.wa.gov.au for further details on rates of pay applicable to piece rate employees.

Deductions from pay

- An employer may **only** make a deduction from an employee's pay if:
 - the employer is required by a court or a state or federal law to make the deduction (e.g. tax that must be withheld from the employee's pay);
 - the employee has authorised the deduction in writing (as part of a written employment contract or otherwise) and the deduction is paid on behalf of the employee; or
 - the employer is authorised by the WA award to make the deduction and the deduction is paid on behalf of the employee.
- Deductions or requirements to pay an amount of money to the employer or another person in relation to an employee under the age of 18 are not permitted unless the deduction or payment is agreed to in writing by the employee's parent or guardian.
- A term of a WA award or employment contract providing for a deduction from an employee's pay will be of no effect if it is for the benefit of the employer or a party related to the employer and is unreasonable in the circumstances.
- An employer cannot directly or indirectly compel an employee to accept goods, accommodation or other services instead of money as part of the employee's pay.

Allowances

Meal allowance

An employee required to work overtime for more than two hours prior to their normal starting time or after their normal finishing time on any day must be supplied with a meal or be paid **\$8.40** by the employer for their meal. If the amount of overtime necessitates a second or subsequent meal the employer must provide a meal or pay the employee **\$5.70** for each such second or subsequent meal.

Location allowance for employees in regional areas

- Employees employed in certain regional towns must be paid the location allowance relevant to that town. Rates listed below are for adult employees working full time. Junior employees, casual employees, part time employees, apprentices and trainees must be paid proportionate location allowance based on the proportion which their weekly wage is to the adult rate under the WA award.
- If an employee has a dependant (a spouse or partner, or a child if there is no spouse or partner) the employee is entitled to receive double the allowance specified for the relevant town except if the dependant also receives a location or district allowance payment as part of their own employment.
- If an employee has a 'partial dependant' (a dependant who receives a district or location allowance of their own which is less than the location allowance the employee is entitled to under this award) the employee is entitled to receive:
 - the relevant location allowance for the employee's town; **plus**
 - an amount equal to the difference between the employee's location allowance and the amount their partial dependant receives in district or location allowance.
- If an employee receives free board and lodging, or is paid an allowance for board and lodging, the rate of location allowance is adjusted to 66.67% (two thirds) of the rate for the relevant town.

Location allowance rates effective 1 July 2021

| Town | \$ per week | Town | \$ per week | Town | \$ per week |
|------------------|-------------|---------------|-------------|----------------|-------------|
| Agnew | \$22.70 | Halls Creek | \$53.30 | Norseman | \$20.10 |
| Argyle | \$60.80 | Kalbarri | \$8.10 | Nullagine | \$58.90 |
| Balladonia | \$23.50 | Kalgoorlie | \$9.70 | Onslow | \$39.50 |
| Barrow Island | \$39.50 | Kambalda | \$9.70 | Pannawonica | \$29.60 |
| Boulder | \$9.70 | Karratha | \$38.20 | Paraburdoo | \$29.40 |
| Broome | \$36.50 | Koolan Island | \$40.00 | Port Hedland | \$31.60 |
| Bullfinch | \$10.60 | Koolyanobbing | \$10.60 | Ravensthorpe | \$11.90 |
| Carnarvon | \$18.70 | Kununurra | \$60.80 | Roebourne | \$44.00 |
| Cockatoo Island | \$40.00 | Laverton | \$23.20 | Sandstone | \$22.70 |
| Coolgardie | \$9.70 | Learmonth | \$33.40 | Shark Bay | \$18.70 |
| Cue | \$23.30 | Leinster | \$22.70 | Southern Cross | \$10.60 |
| Dampier | \$31.80 | Leonora | \$23.20 | Telfer | \$54.20 |
| Denham | \$18.70 | Madura | \$24.50 | Teutonic Bore | \$22.70 |
| Derby | \$37.90 | Marble Bar | \$59.00 | Tom Price | \$29.40 |
| Esperance | \$6.60 | Meekatharra | \$20.10 | Whim Creek | \$37.80 |
| Eucla | \$25.40 | Mount Magnet | \$25.20 | Wickham | \$36.50 |
| Exmouth | \$33.40 | Mundrabilla | \$25.00 | Wiluna | \$22.90 |
| Fitzroy Crossing | \$46.10 | Newman | \$21.80 | Wyndham | \$56.90 |

Other allowances

The Meat Industry Award contains a range of other allowances which may apply in certain circumstances. Please consult the award, available on the WA Industrial Relations Commission website www.wairc.wa.gov.au for full details.

Meal breaks

An employee is entitled to an unpaid meal break of between 30 minutes and one hour after not more than 5 hours. If an employee is required to work during their normal meal break, they must be paid at the rate of double time until such a break is given.

Hours and overtime

Ordinary hours - general establishments

The ordinary working hours must not exceed 38 hours in any one week or 8 hours on any day, Monday to Friday (exclusive of meal breaks). These hours must be worked Monday to Friday inclusive (except in the case of smallgoods establishments) between 6.00am and 6.00pm. The ordinary working hours of smallgoods establishments must not be earlier than 6.00am or later than 6.00pm, Monday to Saturday inclusive.

Ordinary hours - retail establishments

- The ordinary hours of work must be 38 hours per week or an average of 38 hours per week to be worked in accordance with one of the options prescribed in the award. Ordinary hours are no more than 8 consecutive hours a day (exclusive of meal breaks).
- The ordinary hours of work are to be worked between the hours of:
 - 6.00am and 6.00pm on Monday, Tuesday, Wednesday and Friday;
 - 6.00am and 9.00pm on Thursday; and
 - 6.00am and 6.00pm Saturday.
- Additional rates of pay for Thursday evening and Saturday are as follows:
 - The ordinary hours which extend beyond 6.00pm Thursday and ordinary hours falling prior to 1.00pm Saturday, must be paid for at the rate of time and a quarter.
 - All ordinary hours worked after 1.00pm on Saturday must be paid for at the rate of time and one half.

Weekend work

All **ordinary hours worked** Saturday prior to 1.00pm is paid at the rate of time and a quarter. All work after 1.00pm on Saturday is paid at the rate of time and a half.

Overtime

- Work performed one and a half hours before the employee's usual starting time, and between their usual finishing time and midnight, is paid at time and a half for the first 2 hours, and double time after that.
- Work performed after midnight on any day, when the time so worked commenced before that time or if it commenced at or after midnight but before one and a half hours of the employee's usual starting time is paid at a rate of double time.
- Work commenced after midnight on Friday and before 6.00am Saturday is paid at double time. Double time will continue until work is completed.
- Work performed outside the ordinary working hours must be paid for at the rate of time and a half for the first 2 hours and double time after that with a minimum payment for 3 hours if otherwise worked on a Saturday. In the calculating of overtime, each day stands alone.
- All work on a Sunday must be paid at the rate of double time, with a minimum payment for 3 hours.

Employment of children

- Under the *Children and Community Services Act 2004*, it is illegal to employ children under the age of 13 in this industry except if the child is working as part of a school program (e.g. work experience placement) or in a family business.
- Children aged 13 or 14 years may be employed in the industry **only where they are considered to be working in a shop or retail outlet**. Children aged 13 and 14 years may not work after 10.00pm or before 6.00am and the employer must have the written permission of the parent or guardian of the child.
- School aged children must not be employed during school hours, unless participating in a school program.
- The [Employment of children laws in WA – shop, restaurant, fast food or takeaway food businesses](#) page has more information about employing children under the age of 15 years and includes a template for written parental permission.
- Visit the [When children can work](#) page for more information.

Public holidays

- Full time employees are entitled to public holidays (or days substituted for public holidays) without deduction of pay. Part time employees are entitled to public holidays (or days substituted for public holidays) without deduction of pay if they would ordinarily be required to work on that day.
- Under this award, if a public holiday (except Easter Sunday) falls on a Saturday or Sunday, the following Monday will be considered to be the public holiday. However, if Boxing Day falls on a Sunday or Monday, the following Tuesday will be considered to be the public holiday. When a public holiday is substituted with another day, the public holiday itself is no longer considered a public holiday for the purposes of the award.
- From 2022, Easter Sunday is a public holiday in Western Australia. The Easter Sunday public holiday is observed on the actual day, and it is not substituted to another day solely because it falls on a weekend. Employees required to work on Easter Sunday must be paid at public holiday penalty rates. Visit the [Easter Sunday public holiday](#) page for more information.
- All time worked on a public holiday must be paid for at the rate of double time and a half, with a minimum payment for 3 hours.
- Visit the [Public Holidays in Western Australia](#) page to view the public holiday dates.

Leave entitlements

Quick reference guide

| Leave entitlement | Full time | Part time | Casual |
|---|-----------|-----------|--------|
| Annual leave | ✓ | ✓ | ✗ |
| Personal leave | ✓ | ✓ | ✗ |
| Unpaid personal leave for caring purposes | ✓ | ✓ | ✓ |
| Bereavement leave | ✓ | ✓ | ✓ |
| Unpaid parental leave | ✓ | ✓ | ✓ |
| Long service leave | ✓ | ✓ | ✓ |
| Unpaid family and domestic violence leave | ✓ | ✓ | ✓ |
| Unpaid pandemic leave | ✓ | ✓ | ✓ |

This WA award summary covers the basic leave entitlements for employees covered by the Meat Industry Award but does **not** include all details on leave obligations and entitlements. Full details of conditions are contained in the Meat Industry Award on the WA Industrial Relations Commission website www.wairc.wa.gov.au, the *Minimum Conditions of Employment Act 1993* and the *Long Service Leave Act 1958*.

Unpaid pandemic leave

- An entitlement to two weeks' unpaid pandemic leave has been re-introduced for private sector state system employees through the COVID-19 General Order issued by the Western Australian Industrial Relations Commission on 25 March 2022.
- Full time, part time and casual employees are entitled to take up to two weeks' unpaid pandemic leave if the employee is required, by government or medical authorities or acting on the advice of a medical practitioner, to self-isolate or is otherwise prevented from working by measures taken by government or medical authorities in response to the COVID-19 pandemic.
- The General Order applies until 30 September 2022, unless extended.
- The [Unpaid pandemic leave](#) page of the Wageline website details the specifics of the unpaid pandemic leave entitlement – please refer to this page for information.
- Comprehensive information for state system employers and employees on COVID-19 related topics is available on the [Employment Impacted by COVID-19](#) page.

Personal leave

- Personal leave entitles a full time or part time employee to paid time off work due to either illness or injury to themselves, or because they have to care for a member of their family or household who requires care or support because they are sick, injured or affected by an unexpected emergency.
- Each year, full time and part time employees accrue paid personal leave equal to the number of hours they would ordinarily work in a two week period, up to 76 hours per year. Personal leave is a cumulative entitlement, and any leave not taken in one year is carried over and able to be taken in future years.
- Paid personal leave accrues on a weekly basis for full and part time employees. Wageline's [Personal leave calculation guide](#) can assist with calculating paid personal leave entitlements.
- An employee, including a casual employee, is entitled to up to two days of unpaid personal leave per occasion when a member of the employee's family or household requires care or support because of a personal illness or injury or unexpected emergency affecting the member. A full time or part time employee cannot take unpaid personal leave for caring purposes if they have paid personal leave available.
- Casual employees are not entitled to paid personal leave. Casual employees can access up to two days of unpaid personal leave for caring purposes per occasion.
- Personal leave is a minimum entitlement from the *Minimum Conditions of Employment Act 1993*.
- Visit Wageline's [Personal leave](#) page for definitions of 'member of the family or household' or for more information.

Bereavement leave

- All employees, including casual employees, are entitled to two days paid bereavement leave per occasion on the death of a spouse, de facto partner, parent, step-parent, grandparent, child, step-child, grandchild, sibling or any other member of the employee's household. The two days need not be consecutive.
- Bereavement leave is a minimum entitlement from the *Minimum Conditions of Employment Act 1993*.

Annual leave

- Full time employees are entitled to a minimum of four weeks of paid annual leave for each year of completed service, up to 152 hours. Part time employees are entitled to a minimum of annual leave of four weeks per year paid on a pro rata basis according to the number of hours they are required ordinarily to work in a four week period. Casual employees are not entitled to annual leave.
- Annual leave is a minimum entitlement in the *Minimum Conditions of Employment Act 1993* and the Meat Industry Award sets out additional requirements regarding annual leave and annual leave loading.
- During a period of annual leave an employee must be paid annual leave loading of 17.5%. If the employee is a shift worker, the employee must receive any allowance to which the employee is entitled for shift work as prescribed by the award, or a loading of 17.5%, whichever is the greater.
- On termination, annual leave loading of 17.5% is paid out on fully accrued annual leave entitlements for completed years of employment. Annual leave loading is not paid on proportionate leave (leave accrued in an incomplete year of employment) on termination.
- Annual leave accrues on a weekly basis:
 - A full time employee accrues 2.923 hours of annual leave for each completed week of work.
 - A part time employee accrues the relevant proportion of 2.923 hours annual leave for each completed week of work.
 - Wageline's [Annual leave calculation guide](#) can assist with calculating annual leave entitlements.
- Visit Wageline's [Annual leave](#) page for more information.

Family and domestic violence leave

- All employees are entitled to five days' unpaid family and domestic violence leave in each 12 month period. This leave is available in full at the start of each 12 month period of an employee's employment and does not accumulate from year to year. The five days' leave is available in full to part time and casual employees (i.e. it is not pro rata).
- An employee is able to take unpaid family and domestic violence leave if:
 - the employee is experiencing family and domestic violence; and
 - the employee needs to do something to deal with the impact of the family and domestic violence; and
 - it is impractical for the employee to do that thing outside the employee's ordinary hours of work.
- Leave can be taken in a single continuous five day period, separate periods of one or more days each, or periods of less than one day.
- Family and domestic violence leave is a minimum entitlement from the *Minimum Conditions of Employment Act 1993*.
- Visit Wageline's [Family and domestic violence leave](#) page for more information.

Long service leave

- Long service leave is a paid leave entitlement for full time, part time and casual employees. Under the *Long Service Leave Act 1958* (LSL Act), an employee may be eligible for long service leave:
 - after 10 years of continuous employment with the same employer, and for every 5 years of continuous employment after the initial 10 years; and
 - on a pro-rata basis when their employment ends after 7 years of continuous employment but before 10 years.
- The [Long service leave](#) pages of the Wageline website contain information on who is covered by the LSL Act, the entitlement to long service leave, how long service leave can be taken and frequently asked questions.
- To be entitled to long service leave an employee's employment with their employer must be continuous. There are some paid and unpaid absences or interruptions to an employee's employment that:
 - do not break an employee's continuous employment; and
 - count towards the employee's period of employment for the purposes of accruing long service leave.Some other types of absences do not break an employee's continuous employment, but do not count towards an employee's period of employment for the purposes of accruing long service leave. Visit the [Long service leave – What is continuous employment](#) page for details.
- An employee's employment may in some circumstances also be continuous despite a change in the ownership of a business and the associated change of employer. This applies regardless of anything written in a sale of business contract. Visit the [Long service leave – What happens when business ownership changes?](#) page for details.
- The [WA long service leave calculator](#) can provide an estimate of an employee's long service leave entitlement when employment ends as a result of resignation, dismissal, death or redundancy.

Parental leave

Employees, including eligible casual employees, are entitled to the unpaid parental leave entitlements in the National Employment Standards of the *Fair Work Act 2009*, as well as a number of more beneficial conditions contained in the *Minimum Conditions of Employment Act 1993* (a return to work after parental leave on a modified basis and a reversion to pre-parental leave working conditions). Visit the [Parental leave](#) page for more details.

Resignation, termination and redundancy

Resignation by the employee

The notice of termination required to be given by an employee is the same as that required of the employer as outlined in the table below, except that there is no additional notice based on the age of the employee.

A casual employee can resign by providing one hour's notice to the employer.

Termination

An employer is required to give a casual employee one hour's notice of termination.

Prior to terminating an apprentice, an employer must contact the Department of Training and Workforce Development Apprenticeship Office on 13 19 54 to discuss any proposed termination of an apprentice.

Except in cases of serious misconduct, an employer is required to give full time and part time employees the following period of notice of termination (or payment in lieu):

| Period of continuous service | Notice period |
|--|---------------|
| 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 |

*Employees over 45 years of age with two or more years of continuous service must receive an additional week's notice.

Dismissal requirements

Under state laws, employees cannot be dismissed if to do so would be harsh, unfair or oppressive. There must be a valid and fair reason for dismissal, such as:

- consistent unsatisfactory work performance (which has been raised with the employee and the employee given further training and an opportunity to improve their work performance);
- inappropriate behaviour or actions; or
- serious misconduct.

The [Dismissal information](#) page outlines obligations and requirements when an employee is terminated.

Redundancy

An employee is redundant when their employer has made a definite decision that they no longer wish the job the employee has been doing to be done by anyone.

When an employee has been made redundant they are entitled to receive:

- the appropriate notice period or pay in lieu of notice, as outlined under the termination section above;
- paid leave for job interviews;
- any unpaid wages;
- any unused accrued and pro rata annual leave;
- any unused accrued long service leave;
- pro rata long service leave (if applicable); and
- severance pay (if applicable).

Visit the [Redundancy – General information](#) page for information on redundancy obligations.

Severance pay – Employers who employ 15 or more employees

Employers covered by this award who employ 15 or more employees must pay severance pay when an employee is made redundant, as outlined in the table below.

| Period of continuous service* | Number of weeks severance pay |
|--------------------------------|-------------------------------|
| Less than 1 year | Nil |
| 1 year and less than 2 years | 4 weeks |
| 2 years and less than 3 years | 6 weeks |
| 3 years and less than 4 years | 7 weeks |
| 4 years and less than 5 years | 8 weeks |
| 5 years and less than 6 years | 10 weeks |
| 6 years and less than 7 years | 11 weeks |
| 7 years and less than 8 years | 13 weeks |
| 8 years and less than 9 years | 14 weeks |
| 9 years and less than 10 years | 16 weeks |
| 10 years and over | 12 weeks |

*An employee's period of continuous service includes any service with that business under a previous employer where there has been a transmission of the business.

Employers who employ less than 15 employees are not required to make severance payments to redundant employees.

These severance pay requirements do not apply to probationary employees, apprentices and trainees, casual and contract employees or employees terminated due to serious misconduct or for other reasons not related to redundancy.

Redundancy pay is calculated based on the applicable number of weeks' severance multiplied by ordinary time earnings. Ordinary time earnings excludes overtime, penalty rates, and allowances.

If the employee resigns during the notice period, they are entitled to the same severance pay they would receive if they had worked until the end of the notice period. However, in this circumstance the employee is not entitled to payment in lieu of notice.

Visit the [Redundancy payments](#) page for more information on redundancy payments.

Pay slip and record keeping requirements

Employers must provide all employees with a pay slip, and must keep employment records as required by state employment law. There are penalties for not keeping records and not providing a pay slip.

Pay slips

Employers need to provide a pay slip to each employee within one working day of paying the employee for work performed. The employer can decide whether to give a hard copy or electronic form of the pay slip.

A pay slip needs to include the following information:

- the employer's name and Australian Business Number (if any);
- the employee's name;
- the period to which the pay slip relates;
- the date on which the payment referred to in the pay slip was made;
- the gross and net amounts of the payment, and any amount withheld as tax;
- any incentive based payment, or payment of a bonus, loading, penalty rates or another monetary allowance or separately identifiable entitlement;
- if an amount is deducted from the gross amount of the payment:
 - the name of the person in relation to whom or which the deduction was made;
 - if the deduction was paid into a fund or account - the name, or the name and number, of the fund or account; and
 - the purpose of the deduction;

- if the employee is paid at an hourly rate of pay:
 - the rate of pay for the employee's ordinary hours;
 - the number of hours worked during the period to which the pay slip relates; and
 - the amount of the payment made at that rate;
- if the employee is paid a weekly or an annual rate of pay - the rate as at the latest date to which the payment relates;
- if the employer is required to make superannuation contributions for the benefit of the employee:
 - the amount of each contribution that the employer made during the period to which the pay slip relates and the name, or the name and number, of any fund to which the contribution was made; or
 - the amounts of the contributions that the employer is liable to make in relation to the period to which the pay slip relates, and the name, or the name and number, of any fund to which the contributions will be made.

Wageline's [Pay slip information](#) page provides more information and a pay slip template to assist employers.

Employment records

Record keeping requirements

It is compulsory for all employers to keep employment records which include the following information:

- the employee's name and, if under 21 years of age, their date of birth;
- the employer's name and Australian Business Number (if any);
- the name of the WA award that applies (in this case the Meat Industry Award);
- date the employee commenced employment with the employer;
- for each day of work:
 - the time at which the employee started and finished work;
 - period/s for which the employee was paid; and
 - details of work breaks including meal breaks;
- for each pay period:
 - the employee's designation (such as full time, part time, casual) and employee classification;
 - the gross and net amounts paid to the employee;
 - any amount withheld as tax; and
 - all deductions from pay and the reasons for them;
- any incentive based payment, bonus, loading, penalty rates or other monetary allowance or entitlement;
- all leave taken, whether paid, partly paid or unpaid;
- the following matters relating to superannuation:
 - the date on which each superannuation contribution was made, the amount of the contributions, the period over which the contributions were made, the name of any fund to which a contribution was made;
 - how the employer worked out the amount of superannuation owed; and
 - any choice made by the employee as to which fund their contributions are to be made and the date on which the choice was made;
- the information necessary for the calculation of and payment of long service leave under the LSL Act. Employers are also be required to comply with the record keeping requirements in the LSL Act. Visit www.dmirs.wa.gov.au/longserviceleave for details;
- any other information necessary to show that the pay and benefits received by the employee comply with the WA award and other legal obligations such as employee entitlements under the MCE Act or LSL Act; and
- any other information required by the WA award to be recorded.

It is also compulsory to keep employment records that detail specific information regarding:

- termination related matters; and
- any supported wage system or a supported wage industrial instrument provision that applies to an employee with a disability.

If an employer makes a payment to an employee in cash, the employer must provide a record of the payment to the employee and ensure that a copy of the record of payment is kept as an employment record.

Wageline's [Employment records - Employer obligations](#) page provides more information and record keeping templates to assist employers.

Time periods for keeping records

It is compulsory that each entry in relation to annual leave and long service leave must be retained during the employee's period of employment and for not less than 7 years after the employment ends and each other employment record must be retained for not less than 7 years after it is made.

Classifications

Classification descriptions for process workers are detailed in the Meat Industry Award, available on the WA Industrial Relations Commission website www.wairc.wa.gov.au

Classifications – retail workers

Retail worker - level 1

An employee at this level shall undertake structured on and / or off the job training for a period of not more than three months. At this level an employee performs routine duties essentially of a manual nature and to the level of their training.

Skills / Duties

- Works under direct supervision.
- Exercises minimal judgement.
- Works to defined procedures.
- May perform general labouring and cleaning duties.
- Is undertaking on the job training that shall include basic hygiene requirements, health and safety requirements as well as basic safe working practices and basic industrial relations procedures, for an initial period not exceeding three months.

Job Description

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform:

- Labourer with less than 3 months service.

Retail worker - level 2

An employee at this level shall undertake structured on and / or off the job training for a period of not more than three months to enable the employee to perform work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 1 and to the level of their training.

Skills / Duties

In addition to the skills / duties required at Level 1, the following skills are required at this level:

- Shall have less than twelve months experience in a retail establishment.
- Performs routine duties, essentially of a manual nature.
- Works under routine supervision either individually or in a team environment.
- Exercises discretion within their level of skills and training.
- Possess a greater knowledge of hygiene requirements and may also use a range of basic hand tools.

Job Description

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform:

- Cleaner.
- Counter hand undergoing training.
- Wrapper / packer undergoing training.

Retail worker - level 3

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to perform work within the scope of this level, or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 2 and to the level of their training.

Skills / Duties

In addition to the skills / duties required at Level 2, the following skills are required at this level:

- Shall have more than twelve months experience in a retail establishment.
- Exercise discretion within the scope of this level.
- Possess and utilise numeracy and literacy skills.
- Have responsibility for the quality of their work subject to routine supervision.
- Possess limited customer service skills.
- Have a sound understanding of hygiene requirements.
- Is receiving training to develop skills in wrapping, weighing, packing, sealing, labelling and slicing.
- Is receiving training on basic packaging machinery/equipment.

Retail worker - level 4

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to perform work within the scope of this level, or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 3 and to the level of their training.

Skills / Duties

In addition to the skills / duties required at Level 3, the following skills are required at this level:

- Exercise discretion within the scope of this level.
- Possess and utilise numeracy and literacy skills.
- Have responsibility for the quality of their work.
- Possess effective interpersonal skills in providing advice to customers.
- Have a sound understanding of hygiene requirements.
- Have skills in wrapping, weighing, packing, sealing, labelling and slicing.
- Can competently operate relevant packing machinery/equipment.
- Has a superior knowledge of hygiene requirements.
- Has a sound knowledge of customer enquiries by explaining product feature/benefits and cooking information.

Job Description

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform:

- Wrapper / packer with customer service skills.
- Skilled counter hand.

Retail worker - level 5

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to perform work within the scope of this level, which may include the attainment of a relevant trade qualification or has prior experience to allow the performance of work within the scope of this level. At this level an employee performs work above and beyond the skills of an employee at Level 4 and to the level of their training.

Skills / Duties

In addition to the skills / duties required at Level 4, the following skills are required at this level:

- Shall be responsible for assessing the quality of their own and others work.
- Works under little supervision.
- Assists in the provision of on the job training to a limited degree.
- Have a detailed knowledge of quality assurance and customer specifications.
- Possess and utilise numeracy and literacy skills.
- Completed an apprenticeship or equivalent.
- Possess and utilise superior knife skills.

Job Description

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform:

- Trades person Butcher.

Retail worker - level 6

An employee at this level shall undertake structured on and / or off the job training so as to enable the employee to perform work within the scope of this level and holds an appropriate trade qualification. At this level an employee performs work above and beyond the skills of an employee at Level 5 and to the level of their training.

Skills / Duties

In addition to the skills / duties required at Level 5, the following skills are required at this level:

- Train other employees.
- Has obtained appropriate and relevant quality assurance accreditation and detailed knowledge of quality assurance and customer specification.

Job Description

The following indicative tasks are indicative of the tasks which an employee at this level may be required to perform:

- First shop person.