



Australian Country Choice

Administrative Amendment S&B EBA 2015

March 2022

Without Prejudice

3 Items to be amended and agreed



1. Change to incentive structure for grandfathered and preserved incentive boning room employees
2. Review of boner to slicer/knife hand ratios and responsibilities
3. T-bone and butt fillet boning process

What happens when agreed?



	Lump Sum Payment Received	Industrial Action Withdrawn	Immediately Recommence Bargaining	Cents / Kg Incentive Structure	Agreed Boner to Slicer/Knife Hand Ratios	Agreed Boning Process
Slaughter Floor	✓	✓	✓			
Boning Room Incentive	✓	✓	✓	✓	✓	✓
Boning Room Hourly	✓	✓	✓		✓	✓

Employees covered by the Slaughter & Bone Enterprise Agreement 2015 only.

Proposed Incentive Structure



- Cents per kg for boning room incentive employees
- You will get paid for every kg carcass weight. There is no limit to earnings.
- Increased minimum weekly earnings

	Grandfathered	Preserved
Level	cents / kg	cents / kg
Level 5	5.17	4.25
Level 4	4.80	3.95
Level 3A	4.32	3.56
Level 3B	3.47	3.30
Level 2A	3.30	3.12
Level 2B	3.23	3.04

Minimum Rate	38 Hourly Rate
\$ / week	\$ / hour
\$1,330.00	\$35.00
\$1,216.00	\$32.00
\$1,078.06	\$28.37
\$1,002.44	\$26.38
\$943.92	\$24.84
\$921.50	\$24.25

What about the heavy premium?



- Flat 20% heavy premium for all weights above 270kg is removed
- New equivalent premium under cents per kg incentive:
 - 300kg = 5.3%
 - 350kg = 22.9%
 - 400kg = 40.4%
 - 450kg = 58.0%

Examples of actual days worked



1. High tally (25.6) of Woolworths Domestic at 272kg
2. Low tally (14) of Rangers Valley Angus at 474kg

Current EBA 20% premium applied for both of these days

	Example Day 1
Customer	Woolworths Domestic
Head Processed	665
Average Carcase Weight	272
Boners	26
Head per boner	25.6
kg per boner	6,957

	Example Day 2
Customer	Rangers Valley Long Fed Angus
Head Processed	252
Average Carcase Weight	474
Boners	18
Head per boner	14.0
kg per boner	6,636

	What you currently earn including 20% premium	What you would earn under c/kg model	Difference
GRANDFATHERED			
Level 5	\$452.09	\$359.72	-\$92.37
Level 4	\$419.80	\$333.97	-\$85.83
Level 3A	\$377.74	\$300.58	-\$77.17
Level 3B	\$303.40	\$241.43	-\$61.96
Level 2A	\$288.82	\$229.61	-\$59.21
Level 2B	\$282.37	\$224.74	-\$57.64
PRESERVED			
Level 5	\$371.30	\$295.70	-\$75.59
Level 4	\$345.42	\$274.83	-\$70.59
Level 3A	\$311.44	\$247.70	-\$63.75
Level 3B	\$288.82	\$229.61	-\$59.21
Level 2A	\$272.67	\$217.08	-\$55.59
Level 2B	\$266.20	\$211.52	-\$54.68

	What you currently earn including 20% premium	What you would earn under c/kg model	Difference
Level 5	\$247.43	\$343.08	\$95.65
Level 4	\$229.76	\$318.53	\$88.77
Level 3A	\$206.74	\$286.68	\$79.93
Level 3B	\$166.05	\$230.27	\$64.22
Level 2A	\$158.07	\$218.99	\$60.92
Level 2B	\$154.54	\$214.34	\$59.80
Level 5	\$203.21	\$282.03	\$78.82
Level 4	\$189.05	\$262.12	\$73.07
Level 3A	\$170.45	\$236.24	\$65.79
Level 3B	\$158.07	\$218.99	\$60.92
Level 2A	\$149.23	\$207.04	\$57.81
Level 2B	\$145.69	\$201.73	\$56.04

Current \$/hd Incentive = High fluctuation in daily earnings

Proposed c/kg Incentive = Relatively stable daily earnings

Weekly Earnings with different light and heavy cattle mix



80% Lights & 20% Heavies

*2.6% less than
current EBA entitlement*

70% Lights & 30% Heavies

*0.3% more than
current EBA entitlement*

60% Lights & 40% Heavies

*2.9% more than
current EBA entitlement*

50% Lights & 50% Heavies

*4.2% more than
current EBA entitlement*

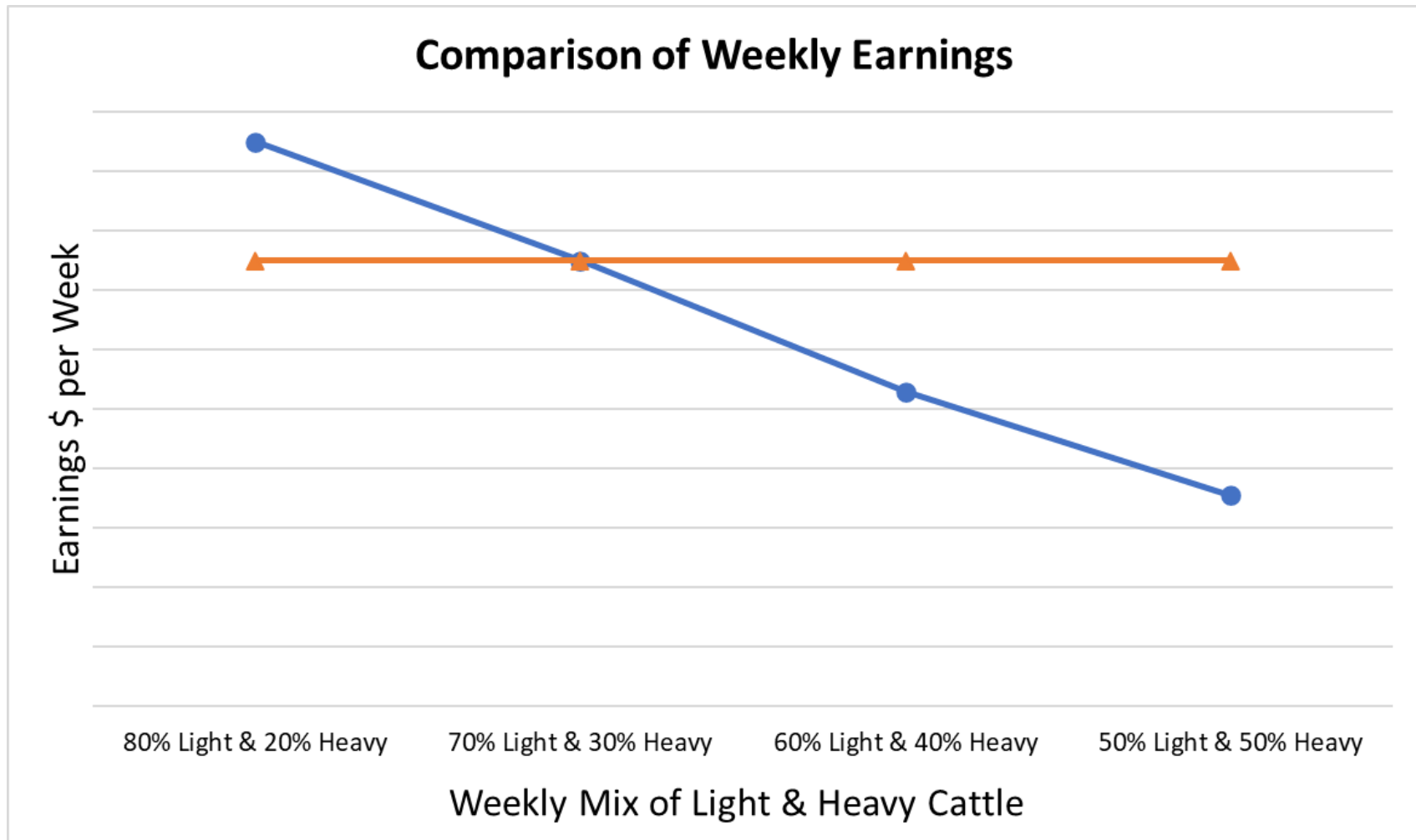
	What you currently earn	What you will earn	Difference	What you currently earn	What you will earn	Difference	What you currently earn	What you will earn	Difference	What you currently earn	What you will earn	Difference
Grandfathered												
Level 5	\$1,832.16	\$1,784.17	-\$48.00	\$1,790.92	\$1,795.54	+\$4.62	\$1,746.74	\$1,797.35	+\$50.61	\$1,711.39	\$1,783.91	+\$72.51
Level 4	\$1,701.29	\$1,656.48	-\$44.81	\$1,663.00	\$1,667.04	+\$4.04	\$1,621.97	\$1,668.72	+\$46.75	\$1,589.15	\$1,656.24	+\$67.09
Level 3A	\$1,530.87	\$1,490.83	-\$40.03	\$1,496.41	\$1,500.34	+\$3.93	\$1,459.49	\$1,501.85	+\$42.36	\$1,429.96	\$1,490.62	+\$60.66
Level 3B	\$1,229.57	\$1,197.50	-\$32.07	\$1,201.89	\$1,205.13	+\$3.24	\$1,172.24	\$1,206.35	+\$34.10	\$1,148.52	\$1,197.32	+\$48.80
Level 2A	\$1,170.48	\$1,138.83	-\$31.65	\$1,144.13	\$1,146.09	+\$1.96	\$1,115.91	\$1,147.25	+\$31.34	\$1,093.33	\$1,138.67	+\$45.34
Level 2B	\$1,144.36	\$1,114.67	-\$29.68	\$1,118.60	\$1,121.78	+\$3.18	\$1,091.00	\$1,122.91	+\$31.91	\$1,068.92	\$1,114.51	+\$45.59
Preserved												
Level 5	\$1,504.74	\$1,466.68	-\$38.07	\$1,470.87	\$1,476.03	+\$5.15	\$1,434.59	\$1,477.51	+\$42.93	\$1,405.56	\$1,466.46	+\$60.91
Level 4	\$1,399.87	\$1,363.15	-\$36.73	\$1,368.36	\$1,371.84	+\$3.47	\$1,334.61	\$1,373.22	+\$38.61	\$1,307.60	\$1,362.95	+\$55.35
Level 3A	\$1,262.16	\$1,228.56	-\$33.61	\$1,233.75	\$1,236.39	+\$2.63	\$1,203.32	\$1,237.63	+\$34.32	\$1,178.97	\$1,228.38	+\$49.41
Level 3B	\$1,170.48	\$1,138.83	-\$31.65	\$1,144.13	\$1,146.09	+\$1.96	\$1,115.91	\$1,147.25	+\$31.34	\$1,093.33	\$1,138.67	+\$45.34
Level 2A	\$1,105.05	\$1,076.71	-\$28.33	\$1,080.17	\$1,083.58	+\$3.40	\$1,053.52	\$1,084.67	+\$31.14	\$1,032.20	\$1,076.56	+\$44.35
Level 2B	\$1,078.80	\$1,049.10	-\$29.69	\$1,054.52	\$1,055.79	+\$1.28	\$1,028.50	\$1,056.86	+\$28.36	\$1,007.69	\$1,048.95	+\$41.27

WITHOUT PREJUDICE

Weekly Earnings with different light and heavy cattle mix

Blue Line = current EBA with \$ per head

Orange Line = proposed change to cents per kg



Increased Minimum Weekly Earnings



- Below are the minimum weekly amounts. Earnings can be higher than the below rates but will never be lower.

Grandfathered & Preserved	New Weekly Minimum Earnings		Current (EBA) Weekly Minimum Earnings	
	Minimum Rate \$/week	38 Hourly Rate \$/hr	Minimum Rate \$/week	38 Hourly Rate \$/hr
Level 5	\$1,330.00	\$35.00	\$1,052.60	\$27.70
Level 4	\$1,216.00	\$32.00	\$1,029.42	\$27.09
Level 3A	\$1,078.06	\$28.37	\$1,000.54	\$26.33
Level 3B	\$1,002.44	\$26.38	\$1,000.54	\$26.33
Level 2A	\$943.92	\$24.84	\$920.74	\$24.23
Level 2B	\$921.50	\$24.25	\$920.74	\$24.23

Boning Room Levels



Provided for reference only, no changes from current EBA

Level	Positions / Roles
Level 5	Boner
Level 4	Slicer / Grader / Ph Test / TMS Team Leader / Chiller Team Leader / Forklift External
Level 3A	Brisket Preparer / Leading Hand Bagging & Pack-off
Level 3B	Scribe Saw / Quarter
Level 2A	Pre Trim / Dropped Meat / Intercotals Removal / Scales Frozen Line / Scales Chilled Line / Pre Weight Cartons Frozen / Carton ID Operators / Carton Meat Assessment (CMA)
Level 2B	Bandsaw Operator / Knife Hand / Sort Trim / Pack Trim / Trim Carton Handler / Trim Belt Checker / Pack FB4s / Fat Testing / Divert Primals & Bones / Bagging Product / Bag Straightener / 8600 Operator / Carton Pack Off / Base & Lidding Machine Support / Base Erector / Frozen Lidding & Labelling / Stringing / Pre-pack Vac Trim / Backing Down Cold / Packaging Storeman