

# Changes to Entry-Level Classifications in the Pastoral Award

The current pay rate for the Farm and Livestock Hand Level 1 (FLH1) classification under the Pastoral Award 2020 is below the national minimum wage. This classification serves as an introductory level for workers in entry-level positions and is generally intended for short-term use.

The FLH1 classification applies during:

- An initial induction period
- Time spent undertaking training
- The period required to develop basic skills and experience for the job

Starting April 1st, new rules for introductory classifications under the Pastoral Award will take effect. Employees hired at the FLH1 pay rate must be moved up to the FLH2 pay rate after six months, where they will remain for another six months. While the FLH2 classification has always existed within the Pastoral Award, it will now apply to the dairy industry for the first time.

## Case Study: FLH1 Classification in the Dairy Industry

Jesse recently began working on a dairy farm under the Pastoral Award, with no prior experience in the industry.

As an entry-level worker classified as FLH1, she holds the position of 'Dairy Operator Grade 1A.' Her responsibilities include following set procedures such as milking, tending to livestock, and working collaboratively with the team. Her supervisor provides training on essential tasks like reading and recording vat temperatures, identifying faulty equipment, and following safe work practices.

Over time, Jesse becomes more confident and proficient in her role. After six months in her position, in accordance with the Pastoral Award, her classification must be upgraded from FLH1 to FLH2. ■



## Further Reading



[www.fairwork.gov.au/about-us/workplace-laws/award-changes/changes-to-entry-level-classifications-in-awards](http://www.fairwork.gov.au/about-us/workplace-laws/award-changes/changes-to-entry-level-classifications-in-awards)



A guide to paying employees correctly and the Voluntary Small Business Wage Compliance Code.



Pay Calculator