

Change to Pastoral Award 2020 Classifications



The Fair Work Commission has determined that as of 1 April 2025 there will be a new classification for dairy farm employees. As of 1 April 2025, the classification for Dairy Operator Grade 1A (FLH1) will only apply for a period of 6 months.

After that the Dairy Operator Grade 1A employee will move to Dairy Operator Grade 1A at the FLH2 pay rate for the next 6 months.

The Dairy Operator Grade 1B (FLH3) classification remains at 12 months experience.

Employers will need to review all current FLH1 employees prior to 1 April 2025 to ensure that they are paying the correct amount. The job description and the indicative duties remain the same for the second 6-month period.

The changes apply from the start of the employee's first full pay period that starts on or after 1 April 2025. All contracts and website materials on The People in Dairy (thepeopleindairy.org.au) website have been updated.

The following table has the pay rates which **apply from 1 July 2024 – 30 June 2025**.

Classification	Adult Full-time Weekly rate (100%)	Adult Part-time Hourly rate	Casual Hourly (125%)
FLH1	\$891.50	\$23.46	\$29.33
FLH2	\$915.90	\$24.10	\$30.13
FLH3	\$928.60	\$24.44	\$30.55
FLH5	\$965.60	\$25.41	\$31.76
FLH7	\$1032.30	\$27.17	\$33.96
FLH8	\$1109.20	\$29.19	\$36.49

Public Holidays

Employers are advised to check the list of public holidays carefully – for further information visit the Fair Work Ombudsman. You can also read about the substitution of public holidays by agreement The Pastoral Award 2020 (clause 25.2) allows employers and employees to agree to the employee taking another day as a public holiday instead. For more information, please visit The People in Dairy website [here](#).

Entitlements for working on a public holiday

If your business operates on a public holiday, employees who are covered by the Pastoral Award 2020 must be paid penalty rates (double time) if they work on that day. Non award employees (managers) are not entitled to penalty rates for work on public holidays. [Read more about public holidays \(inc. casual rates\)](#) ■ ■

