

## Salary Matrix

| Classification   | Title   | Training Required | Adult Full-time Weekly rate (100%) (\$) | Adult Part-time Hourly Rate (\$) | Casual Hourly (125%) (\$) |
|--|---|-------------------|---|----------------------------------|---------------------------|
| <b>Farm and Livestock hand level 1 (FLH1)</b><br>Dairy Operator Grade 1A with less than 12 months experience in the industry who: <ul style="list-style-type: none"> <li>• Uses their knowledge and skills to perform set procedures such as milking and attending to livestock, haymaking, fencing</li> </ul>   | <b>Assistant Farm Hand (works under supervision)</b><br>This category is for people who are involved in a general range of farming tasks and working under supervision.   | Certificate II    | 859.30                                  | 22.61                            | 28.26                     |
| <b>Farm and Livestock hand level 3 (FLH3)</b><br>Dairy Operator Grade 1B with 12 months experience in the industry who: <ul style="list-style-type: none"> <li>• Uses their knowledge and skills to perform set procedures such as milking and attending to livestock, haymaking, fencing</li> </ul>   | <b>Farm Hand (works under limited supervision)</b><br>This category is for people who are skilled or unskilled in a range of farming operations and work either independently or as part of a team.   | Certificate III   | 895.00                                  | 23.55                            | 29.44                     |
| <b>Farm and Livestock Hand level 5 (FLH5)</b><br>An employee at this level includes Dairy Operator Grade 2 who: <ul style="list-style-type: none"> <li>• Has two years' experience in the industry</li> <li>• Uses their knowledge and skills to multiple operations involving basic levels of problem solving and decision making</li> <li>• Has an appreciation of the overall processes involved in a dairy farm</li> </ul> | <b>Senior Farm Hand</b><br>This category is for skilled people working either independently or as part of a team.   | Certificate IV    | 930.70                                  | 24.49                            | 30.61                     |
| <b>Farm and Livestock Hand Level 7 (FLH7)</b><br>An employee at this level includes Senior Dairy Operator Grade 1 who: <ul style="list-style-type: none"> <li>• Uses their knowledge and skills to coordinate the operation of a farm process or area of expertise e.g. milking and animal attendance, pasture and farm maintenance, breeding programs and artificial insemination area</li> </ul>                             | <b>Production Manager (implements policy and sets tactics)</b><br>People in this role have significant responsibilities in managing production activities on a dairy farm. Dairy farm production managers demonstrate broad industry knowledge and advanced technical skills.   | Diploma           | 995.00                                  | 26.18                            | 32.73                     |
| <b>Farm and Livestock Hand Level 8 (FLH8)</b><br>An employee at this level includes Senior Dairy Operator Grade 2 who: <ul style="list-style-type: none"> <li>• Under the direction of the owner or manager uses their expertise and skills in order to supervise and maintain the operation of a dairy farm</li> </ul>  | <b>Senior Production Manager / Farm Supervisor (supervises staff and reports to management)</b><br>People in roles of this category have responsibility for staff and various production activities on the farm. A supervisor is expected to carry out some business management activities like monitoring Work Health & Safety in the workplace, preparing operating budgets and supervising work routines of others. A senior production manager uses industry knowledge and may be asked to solve a range of problems. | Diploma           | 1069.10                                 | 28.13                            | 35.16                     |
| <b>Award-free Business Manager</b>   | <b>Business Manager (sets policy)</b><br>People in roles in this category have significant responsibility for ensuring the dairy enterprise is managed successfully. They are expected to demonstrate extensive industry knowledge, technical skills, and business management principles in order to perform this complex role.   | Advanced Diploma  | N/A                                     | N/A                              | N/A                       |