



APRIL 2025 UPDATE

Changes to introductory levels in Pastoral Award (FLH levels 1 and 2)

As mentioned in the February 2025 Member Update changes to the lowest classifications in the Pastoral Award 2020 came into effect on 1st April 2025. The changes will impact on the Farm and Livestock Hands Levels (“FLH”) 1 and 2.

The Fair Work Commission handed down its decision in late 2024 which in the case of the Pastoral Award 2020 and Horticulture Award 2020 the changes were delayed to 1 April 2025. The FWC released on 29 March 2025 those changes.

Part 6 of the Award refers to Broadacre, Dairy, Cattle, Feedlots, Station Cooks and Offsiders. A brief overview of the changes for the FLH Level 1 that the current introductory period of 12 months was reduced to 6 months on and from 1 April 2025.

The Award allows a FLH level 1 employee to progress to the next classification (FLH Lv 2) before the six months for the introductory classification. This may be based on the employee demonstrating their competency or achieving a required qualification before the six months is completed.

All employment classifications that aren’t introductory classifications must be paid at least the [National Minimum Wage](#) effective from 1 July 2024.

The FLH 2 classification did not apply to Dairy Hand and Broadacre Farm Hands prior to 31 March 2025, but will from 1 April 2025.

Changes to classifications at these levels include:

Clause	Farm and livestock hand level 1 (FLH1)	Up to 31 st March 2025	1 st April 2025
31.1 (f)	Dairy Operator	Dairy operator grade 1A with less than 12 months’ experience in the industry	(f) Dairy operator grade 1A with less than 6 months’ experience in the industry. Refer to Classification Structure below for further information.
Station hand (FLH2)	Not applicable	Dairy operator grade 1A,	NEW more than 6 months to go to Level 2

NEW CLASSIFICATION STRUCTURE

Now that the changes have been highlighted the following classification structure will apply from the first full pay period commencing on or after 1 April 2025.

31. Classifications

31.1 Farm and livestock hand level 1 (FLH1)

An employee at this level includes: Dairy operator grade 1A with less than 6 months' experience in the industry who uses their knowledge and skills to perform set procedures such as milking and attending to livestock, haymaking, fencing.

Indicative of the tasks which an employee at this level may perform are the following:

- operate milking plant and equipment in a safe manner;
- identify and report equipment not operating normally;
- work co-operatively as part of a team;
- read and record instrument information i.e. milk vat temperatures and cow numbers; and
- understand the principles of safe working.

31.2 Farm and livestock hand level 2 (FLH2)

An employee at this level includes Dairy operator grade 1A with 6 to 12 months' experience in the industry.

31.3 Farm and livestock hand level 3 (FLH3)

An employee at this level includes Dairy operator grade 1B with 12 months' experience in the industry who uses their knowledge and skills to perform set procedures such as milking and attending to livestock, haymaking, fencing.

Indicative of the tasks which an employee at this level may perform are the following:

- operate milking plant and equipment, in a safe manner;
- identify and report equipment not operating normally;
- work co-operatively as part of a team;
- read and record instrument information i.e. milk vat temperatures and cow numbers; and
- understands the principles of safe working.

Please note FLH levels 4 and 6 do not apply to dairy farm workers.

The applicable FULLTIME rate for all grades appears below and please note that these rates are the minimum not maximum rates;

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - Monday to Saturday	Overtime - Sunday - not for the purpose of feeding and watering stock	Overtime - Sunday - for the purpose of feeding and watering stock
FLH Level 1	\$891.50	\$23.46	\$46.92	\$35.19	\$46.92	\$35.19
FLH Level 2	\$915.90	\$24.10	\$48.20	\$36.15	\$48.20	\$36.15
FLH Level 3	\$928.60	\$24.44	\$48.88	\$36.66	\$48.88	\$36.66
FLH Level 5	\$965.60	\$25.41	\$50.82	\$38.12	\$50.82	\$38.12
FLH Level 7	\$1,032.30	\$27.17	\$54.34	\$40.76	\$54.34	\$40.76
FLH Level 8	\$1,109.20	\$29.19	\$58.38	\$43.79	\$58.38	\$43.79

Casual Employees are entitled to 25% loading. Overtime rates for casual employees are based on the fulltime rate plus casual loading. For example the overtime rate for a casual who works time and a half is calculated on the basis of 175% of the fulltime rate and 225% for double time.

REVIEW

Employers will need to review all current FLH1 employees engaged on or after 1 April 2025 to ensure that they are paying the correct amount after that date.

The changes apply from the start of the employee's first full pay period who starts on or after 1 April 2025.

Upon commencement of employment the employer must

1. Advise the new and inexperienced employee that s/he will be paid at the FLH Level 1 and
2. Will progress to a FLH Level 2, when the employee reaches the required level to meet the classification FLH Level 2. The period can be less than 6 months but must not exceed it.
3. Provide a copy of the [Fair Work Information Statement](#)
4. In addition to that Statement if an employee is casual this Statement also needs to be issued [Providing employees with the Casual Employment Information Statement](#)

FURTHER INFORMATION

Information about the definition and operation of allowances, penalties and overtime can be found in the [Award](#) and the [Pay and Conditions Tool](#)

For more details about the changes please refer to: [Changes to entry-level classifications in modern awards | Fair Work Commission](#)

Members' Industrial Relations Advice

SADA members are entitled to contact MERS for a free half hour consultation, per member per year. Our telephone number is 08 83312422) and email chas@mers.com.au



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