

# FAQ about our Seafood Processing Attendant Recruitment



GERALDTON  
FISHERMEN'S  
CO-OPERATIVE

Rock Lobster Exporters

## When does your peak season start and finish?

Western rock lobster is caught all year round, but our peak recruitment period for casual team members coincides with the peak fishing period for Western rock lobster. The high season begins around the middle of November and runs through to March-April.

If you can't work the whole peak period, that's ok! Come and join us for as long as possible (such as uni holidays or working visa period). Just let us know when you are available in your application.

We will have ongoing positions for some team members keen to stay on with reduced hours over the quieter period.

## What locations are you recruiting?

We're recruiting in all our main processing facility locations; these include;

- Welshpool (Police Clearance Required)
- Fremantle
- Geraldton

## What pay and benefits do you offer?

We offer an attractive starting rate of \$29.33 per hour to our seafood processing team members who are 19 years of age or older. During our peak season (November to March), we pay a 10% bonus on top of the base rates. Generous penalty rates also apply for hours worked after 6 pm and weekends.

Applicable junior rates will apply in accordance with the Award legislation.

## **Do I get paid superannuation?**

Yes, superannuation is paid as defined by the Superannuation Guarantee on all Ordinary Time Earnings.

## **What are the hours of work like?**

Our facilities run seven days a week, often from early morning to late evening. As a casual employee, you have flexibility on what shifts you accept!

We have shifts available all days of the week, and candidates that have broad availability across days and times of day during the week often find themselves with plenty of hours.

Please note we aren't able to only offer weekend shifts, and prefer candidates that have availability on weekdays as well as weekends.

Each shift is at least three hours; depending on operational activity, shifts can run for eight to twelve hours during our busier months.

## **Do I need any skills or training?**

We welcome candidates from diverse backgrounds and experiences as we will provide all the necessary training to perform your job.

Some essentials include; the ability to lift up to 25kg safely, speak and read English, and have a great attitude.

Police clearance is required for our Welshpool location as we directly load cargo onto aircraft, and security requirements apply at this facility.

GFC organise and pay for this clearance.

## **What tasks will I be doing as a seafood processing attendant?**

Seafood attendant roles are dynamic, depending on what facility you work in. The main duties include;

- Sorting, grading, trimming, washing and packaging lobster
- Weighing, moving and preparation of lobster baskets for loading onto trucks
- Ticketing, sealing, taping and preparation of product for orders

We value our teammates and strive to develop skills and capacity of our staff. There is a structured training and advancement program for interested candidates, leading to high-level roles within the organisation.

## **What's involved in the selection process?**

We've made the application process as easy as possible for everyone. This means no interviews! Complete an application online at our [Jobs Portal page](#), and we will reach out to discuss what location you prefer and the specific requirements (such as police clearance) around late October.

If successful, you will be sent all the necessary paperwork to get onboarded (all the necessities like tax file declaration, contract, superannuation etc.). This is done electronically via our system (UKG Ready) and must be completed before we can get you started. Once onboarded, we will book you for a paid induction.

## **After I have applied, when can I expect to start?**

We routinely schedule orientation/onboarding shifts for new recruits. Once you've completed your onboarding paperwork, we'll be in touch to schedule this with you. Our ramp up period does depend on crayfish activity which is highly unpredictable so please be patient with us while we build into our peak season.

## **Do you have any other questions we haven't addressed here?**

**Get in touch with our friendly People Services team!**

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