

CURRENT WAGE RATES

Members requiring additional information should contact
VECCI Information Services on (03) 8662 5222 or 1800 672 731

VECCI WAGE RATE UPDATE

AUSTRALIAN PAY AND CLASSIFICATION SCALES

Pastoral Industry Award 1998 (PLF0173)

October 2008

This Member Update provides information about the wage rates that apply to employees covered by the Pastoral Industry Award 1998.

The rates detailed in this Update include increases granted by the Australian Fair Pay Commission **from the first pay period on or after 1 October 2008** of-

- an increase of \$21.66 per week (\$0.57 per hour) to the standard Federal Minimum Wage, bringing the weekly rate to \$543.78 (\$14.31 per hour); and
- an increase of approximately \$21.66 (\$0.57 per hour) in adult Pay Scales, the AFPC Increase will also flow to junior employees, employees to whom training arrangements apply, casual employees and basic piece rates of pay; and
- the minimum weekly payment for an employee under the Supported Wage System will increase to \$69.00 per week.

Please note the increases do not apply to businesses that are not incorporated, i.e. partnerships, sole traders. Please contact VECCI's Telephone Information Centre if you have any questions about this issue.

Disclaimer

The information contained in this document has been prepared by VECCI in this format for the convenience and benefit of its members and is based on material originating from third parties. VECCI does not accept responsibility for the accuracy of the information.

The information **does not** constitute, and should not be relied on, as legal or other professional advice about the content and does not reflect the opinion of VECCI, its employees or agents. VECCI does not accept responsibility for loss or damage suffered as a result of reliance on this information. If you are uncertain about the application of this information in your own circumstances you should obtain specific advice.

Allowances

The Allowances contained in this Update have been adjusted to reflect the Australian Industrial Relations Commission 2008 Wage Setting Decision. Allowances adjustment.

Absorption

The increases only apply to minimum wage rates. They can be absorbed into any amounts now being paid in excess of those minimum rates.

“WorkChoices” Agreements

Please note also that employees covered by collective agreements or AWA's put in place from 26th March 2006 under the “WorkChoices” legislation must at all times receive rates of pay at least equivalent to the relevant minimum rates.

Accordingly, if the rates in any of those post “WorkChoices” Agreements fall below the new minimum rates then they will need to be increased to the new levels.

A Word of Warning

VECCI has endeavoured to ensure the rates it now publishes are correct. In some cases minor corrections may be required. VECCI does not accept any liability for loss or damage suffered as a result of reliance on this information. If you have any concerns please seek further advice from VECCI. We will be in contact again if it does become necessary to make any amendments to the current information.

Future Decisions

The Australian Fair Pay Commission “has determined to conduct an annual wage review and announce its wage – setting decisions in July each year, with an implementation date in October of that year.”

Further Information

We repeat if you need any clarification about any issues in this update please do not hesitate to get in contact with VECCI's Telephone Information Centre on 03 8662 5222 or 1800 672 731.

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Please ensure that you read the introductory section of this Wage Rate Update.

RATES OF PAY FOR SHED STAFF (CLAUSE 17)

17.7 For special studs - as agreed.

If Found: A deduction from the wage rate of \$24.18 per day.

RATES FOR CRUTCHING (CLAUSE 18)

18.2 In addition to the payments per 100 contained in this clause an allowance of \$7.59 per person per day shall be paid for the lack of amenities when crutching is performed other than at sheds. Which is arrived at by:

Crutching formula	
Full crutching at sheds:	29% of shearers per 100 rate
All other crutching at sheds:	23% of shearers per 100 rate
Full crutching other than at sheds:	25% of shearers per 100 rate
All other crutching other than at sheds:	20% of shearers per 100 rate
Wigging or ringing:	11% of shearers per 100 rate
Wigging or ringing in addition:	3% of shearers per 100 rate
Wigging and ringing:	18% of shearers per 100 rate
Wigging and ringing in addition:	5% of shearers per 100 rate
Cleaning bellies etc:	2.5% of shearers per 100 rate

18.4 Per day - if Found:

The rates prescribed above less \$24.18 per day.

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RATES FOR SHED HANDS (CLAUSE 19)

19.2 A deduction from the wage rate of \$24.18 per day.

RATES FOR WOOLPRESSERS (CLAUSE 20)

The minimum rates to be paid for woolpressing by employees engaged at piecework rates shall be:

20.1 If Not Found:

20.1.1	Piecework - by hand	\$13.82
	By hand - per kilo	\$0.0907
	By power - per bale	\$9.21
	By power - per kilo	\$0.0604

Which is arrived at:

Woolpresser's formula	Piecework	Timework
	\$	\$
Minimum rate	511.08	555.56
Plus 20% piecework allowance - min rate x 20%	102.22	
Plus 25% casual loading - min rate x 25%	127.77	138.89
Plus shearing industry allowance	180.01	180.01
Plus rations	46.08	46.08
Total per week	967.16	920.54
Per run - total divided by 20	-	46.03
By hand - per bale = total divided by 70	13.82	
By hand - per kilo = by hand per bale rate divided by 152.4	0.0907	
By power - per bale = by hand per bale rate x 2/3	9.21	
By power - per kilo = by power per bale rate divided by 152.4	0.0604	

- 2** For weighing and branding bales - 32 cents per bale extra.
 - 3** If the total sum which the woolpresser would receive under the minimum rates amount to less than the current run rate multiplied by the number of runs that a time work employee would have been paid for, the employer shall pay the deficiency to the employee.
- 2** A deduction from the wage rate of \$24.18 per day.
- 3** Woolpressers engaged at piecework rates shall, for all wool pressed by them, be paid wholly per bale or wholly per kg and shall as to greasy wool per kg be paid as for an average of 140 kg per bale if the bales pressed average less than that weight.

- 5 Provided that where a woolpresser engaged at time work would have earned more at a particular shearing than the minimum calculation (by multiplying the per run rate by the number of runs the woolpresser would have been paid for) if the woolpresser had been engaged at piecework rates, then the woolpresser shall be paid off at the piecework rates pursuant to 20.1.1.

RATES FOR SHEARING COOKS (CLAUSE 21)

- 21.1 The minimum rates to be paid to employees for acting as cook in connection with shearing or crutching operations shall be \$14.96 per day Found for every person excepting himself or herself for whom the employee cooks. A cook engaged for half day shall be paid 50% of the rate per day Found for every person for whom the employee cooks. Provided that if the total sum which the cook would receive under this rate amounts to less than the hourly rate multiplied by the number of hours worked that would otherwise be paid to an employee receiving a periodic rate of pay, the employer shall pay the deficiency to the employee.

These rates are arrived at by:

Shearing cook's formula	\$
Minimum rate	584.37
Plus 25% casual loading - min rate x 25%	146.09
Plus 20% long hours allowance - min rate x 20%	116.87
Plus 69.58% of shearing industry allowance	125.25
Total	972.58
Daily rate - total divided by 5	194.52
Per employee per day rate = daily rate divided by 13	14.96

ALLOWANCES FOR SHED STAFF (CLAUSE 25)

25.1 Allowance where sleeping quarters are not provided

25.1.1(b) \$38.26 per night and \$12.63 per hour respectively

25.1.2 Travelling Allowance – Shearers (or Crutchers) only

25.1.2(a) \$11.37 per day

Vehicle Allowance – All employees

25.1.2(b) 32 cents per kilometre

25.2 Breakdown of Machinery: Allowance for delays and termination of Agreements.

25.2.1 \$141.73 per day and \$117.55 per day respectively

PAYMENT OF WAGES (CLAUSE 33)

- 33.5 \$138.49 per day
- 33.6 \$138.49 per day

RATES OF PAY (CLAUSE 35)

35.1 Station hands (other than station cooks)

The minimum rates to be paid to adult station hands engaged by the week shall be

(a)

Without Keep	Total Rate per Hour \$	Total Rate Per week \$
Station Hand – Grade 1	14.31	543.78
General Station Hand – Grade 2	14.97	568.86
Senior Station Hand – Grade 3	15.63	593.94

(b) With keep: the rates prescribed above less \$107.77 per week.

35.2 Station Cooks

35.2.1 The minimum rates to be paid to station cooks shall be, with keep provided:

- \$14.31 Total rate per hour
- \$543.78 Total rate per week

35.3 Juniors

35.3(1) The minimum rates to be paid to employees under 21 years of age shall be a proportion of the adult rate for a station hand grade 1 calculated in accordance with the following tables:

The total wage shall be calculated in multiples of 5c, amounts of 2c or less being taken to the lower multiple and amounts in excess of 2c being taken to the higher multiple.

(a) Engaged by the week

Without keep:

Table "A"

Age	% of total adult rate without keep i.e. \$543.78/week \$14.31/hour	Hourly Rate \$	Weekly Wage \$
at 15 years of age	45	6.44	244.72
at 16 years of age	50	7.16	272.08
at 17 years of age	55	7.87	299.06
at 18 years of age	65	9.30	353.40
at 19 years of age	75	10.73	407.74
at 20 years of age	90	12.88	489.44

(b) Engaged by the week

With keep:

The rates prescribed in the abovementioned table less \$107.77 per week.

SPECIAL ALLOWANCES (CLAUSE 37)

37.1 \$6.03 per week and \$4.81 per week respectively

37.3.2 \$2.54 per day

FARES AND TRAVELLING EXPENSES (CLAUSE 42)

42.3 \$7.73 per meal and \$38.26 per night respectively

SCHEDULE B – POULTRY FARM EMPLOYEES IN VICTORIA

Schedule B.1.1 Adults

An employee of a classification in the following table (other than an employee in respect of whom a certificate under Section 123 of the Workplace Relations Act 1996 is in force) will not be paid less than the weekly wage assigned to such classification:

Classification	Per Hour	Total Rate per Week
Stock hand	\$15.16	\$576.08
Farm hand	\$14.71	\$558.98
General hand	\$14.44	\$548.72

Schedule B.4.1 Leading hands

If an employee is authorised to take charge of other employees and is required to set out work or see that work is carried out, he/she will be regarded as a Leading hand and will be paid:

	\$/per week extra
If in charge of not more than five employees	29.38
If in charge of six to ten employees	34.69
If in charge of over ten employees	42.50

Schedule B.4.3 First Aid allowance 83 cents per day

Schedule B.4.4 Overtime meal Allowance \$9.75 on two occasions

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