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This information should be used as a guide only

	<b>Definitions:</b>
Horticulture Award 2010	<i>standard rate:</i> based on the Adult employee minimum wage of \$14.75 per hour.
Fruit and Vegetable Growing Industry Award – State 2002 (QLD) NAPSA	<i>Day:</i> 24 hours from midnight to midnight. Worked out by dividing the weekly full-time employee wage by 38 and adding an additional 20% <span style="float: right;"><i>Prescribed hourly rate for class of work performed - Piecework</i></span>
Horticulture Industry (AWU) Award 2000	
Fruit Growing and Fruit Packing Industry Award (WA)	Competent packer: shall mean a worker who packs 500 bushels of apples per week of 40 hours.
Farming and Fruit Growing Award (TAS) NAPSA	<i>Farm and/or Orchard Hand Level 2:</i> A person with at least 6 months experience in the industry as a farm and/or orchard hand who is capable of performing, under limited supervision some or all of the functions of a Farm and/or Orchard Hand Level 1 (Wage relativity to Farm and/or Orchard Hand Level 4 after minimum rate adjustment is 84%).
Horticultural Industry Award – State 2002 (NSW) NAPSA	<i>said time work rate:</i> An employee's ordinary rate of pay

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<b>Hours of Work:</b>	
<b>Horticulture Award 2010</b>	<i>Employees other than packing house employees:</i> Shall not exceed 38 hours in a 5 Day week, other than a Sunday. When fruit tree picking is carried on, the ordinary hours may be worked over 5½ days, other than a Sunday. <i>Packing house employees:</i> Ordinary hours shall not exceed 38, and are to be worked from Monday to Friday between the hours of 6am and 6pm
<b>Fruit and Vegetable Growing Industry Award – State 2002 (QLD) NAPSA</b>	<i>Employees other than casuals:</i> Shall not exceed 38 hours in any 7 days or 8 hours in any one day to be worked on any 5 days out of 7. <i>Part-time employees:</i> can work between 16 and 30 hours in any 5 days out of 7, with a minimum of 3 hours work per engagement. <i>Full time and Part time employees:</i> are entitled to not less than 2 days off per week
<b>Horticulture Industry (AWU) Award 2000</b>	<i>Schedule A Respondents</i> - 40 hrs in 5 days except Sunday EXCEPT during February-May, and December-January for fruit picking - 40 hours in 5 & half days. Span of hrs: 6am-6pm Monday to Friday  <i>Schedule B &amp; C Respondents</i> : 152 hrs in 4 weeks
<b>Fruit Growing and Fruit Packing Industry Award (WA)</b>	<i>Fruit packing and sorting:</i> Ordinary hours shall not exceed 38 hours in a 5 day week (Monday - Friday), 7am -5pm, with a 10 hour break between shifts. Aspread of hours may be varied by agreement between employer and worker/s concerned. <i>Fruit growing and picking:</i> No fixed span of hours (7 days per week/24 hours per day). Workers who do between 38 - 52 hours per week and over 52 hours per week have an hourly rate in accordance with clause 24.
<b>Farming and Fruit Growing Award (TAS) NAPSA</b>	<i>Span of hours:</i> 38 per week, Monday to Friday 6am to 6pm with a maximum of 8 hours per shift worked (may be extended to 10 by mutual agreement). <i>Full time employees:</i> Span of hours may be averaged out (provided that they remain 8 hours per day worked) in cycles i.e. 38 hours within a work cycle not exceeding five days in seven consecutive days; or 76 hours within a work cycle not exceeding ten days in fourteen consecutive days; or 114 hours within a work cycle not exceeding fifteen days in twenty-one consecutive days; or 152 hours within a work cycle not exceeding twenty days in twenty-eight consecutive days; or Any other work cycle agreed by an employer subject to this award and the majority of employees affected during which a weekly average of 38 ordinary hours shall be worked over the agreed work cycle. <i>Casual Employees:</i> Span of hours are Monday to Friday, 6am - 9pm for 8 hours per day (10 hours per day can be worked upon agreement between employer and employee). <i>Employees who use their own machinery for harvesting:</i> Where mechanical harvesting work is carried out on a shift work basis (i.e. work performed on shifts commencing after 6.00pm and finishing before 6.00am) a shift
<b>Horticultural Industry Award – State 2002 (NSW) NAPSA</b>	Ordinary hours - 38 hours per week. Span of hrs: 5am-8pm Monday to Sunday. May be worked in the following ways: Five equal days of five and one-half days per week; 19 equal days in a 20-day cycle; Four equal days and one short day per week; No more than 20 days are worked in a 28 consecutive-day period.ordinary hours worked on a Saturday are to be paid at 125% of the worker's hourly rate ordinary hours worked on a Sunday are to be paid at 150% of the worker's hourly rate

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<b>Meal Breaks and Rest Pauses</b>	
<b>Horticulture Award 2010</b>	ten minutes paid rest pause (taken in the first half of the day) 60 minutes unpaid meal break (can be reduced to not less than 30 minutes).
<b>Fruit and Vegetable Growing Industry Award – State 2002 (QLD) NAPSA</b>	20 minutes paid rest pause (10 minutes for each half of the day worked) 60 minutes unpaid meal break (can be reduced to not less than 30 minutes).
<b>Horticulture Industry (AWU) Award 2000</b>	<p><u>Schedule A Respondents:</u> Rest pause - 10 mins in morning and afternoon (half given by employee &amp; half by employer) Meal break - Shift workers receive 30 mins paid break after 4 &amp; half hours. For weekly employees, only mentioned in relation to overtime - 30 mins after 2hrs overtime, then every 4 hrs (cl 27.1.2)</p> <p><u>Schedule B &amp; C Respondents:</u> Rest pause - paid 10 mins each morning; additional unpaid by agreement Meal break - 30-60mins per day, to be taken after 5 hrs</p>
<b>Fruit Growing and Fruit Packing Industry Award (WA)</b>	<p><u>Fruit packing and sorting:</u> No mention of rest pause. 30 minutes unpaid meal break (can be increased to not more than 60 minutes (specifies "fruit packing only"). Meal break must be taken after max 5 hour</p> <p>No reference to meal breaks or rest pauses for fruit growers &amp; pickers</p>
<b>Farming and Fruit Growing Award (TAS) NAPSA</b>	<p><u>Meal break:</u> All employees shall be entitled to a meal interval of not less than 30 minutes not later than 5 hours after commencing work. <u>Rest pause:</u> All employees shall be allowed a paid rest period of 10 minutes each day.</p>
<b>Horticultural Industry Award – State 2002 (NSW) NAPSA</b>	Meal break: 30 minutes, but no more than 60 minutes. Maximum hours worked before taking a break - 5 Rest and refreshment break: 20 minutes per day counted as time worked

<b>Overtime and Public Holidays:</b>	
<b>Horticulture Award 2010</b>	<u>Employees other than packing house workers:</u> Overtime rates are 150% for the first 3 hours, and 200% thereafter. All time worked on Sunday is paid at 200% Packing house employees: Overtime rates are 150% for the first 2 hours worked, and 200% thereafter. Public holiday rates are paid at 200% of the hourly rate
<b>Fruit and Vegetable Growing Industry Award – State 2002 (QLD) NAPSA</b>	<u>Full-time and Part-time workers:</u> All time worked in excess of 8 hours per day or 38 hours per week will be paid at 150% for the first 3 hours worked and 200% thereafter. <u>Casuals:</u> All time worked in excess of 38 hours in any 7 days is paid at overtime rates as above <u>Public holidays:</u> are paid to all employees at 250% of the hourly rate (with a minimum of 4 hours paid)
<b>Horticulture Industry (AWU) Award 2000</b>	<u>Schedule A Respondents:</u> Hours worked over ordinary Hours - Time & half for 1st 2 hrs, then double time. Weekend penalty rates - no mention of either Saturday or Sunday. Shift workers - Public Holiday rates paid at 200% All other workers - public holiday rates paid at 250% <u>Schedule B &amp; C Respondents:</u> Hours worked over ordinary hours - Time off in lieu of O/T Weekend penalty rates - Saturdays: Time & half. Sundays: double time (except for harvest period)
<b>Fruit Growing and Fruit Packing Industry Award (WA)</b>	All hours outside ordinary hours prescribed above - 150% for the first 2 hours, 200% thereafter. Before 12 noon on Saturday - as above After 12 noon Saturday and all Sunday - 200% work during Annual leave - 200% call back - 150% first 2 hours, 200% thereafter <u>Public holidays:</u> paid at 250% Time off in lieu of overtime payment option available. <u>Fruit growing and picking:</u> hours worked per week between 38 and 52 - paid at 150% of the worker's normal rate of pay. Hours worked per week over 52 hours - Paid at 200% of the worker's normal rate of pay Public holidays paid at 250%
<b>Farming and Fruit Growing Award (TAS) NAPSA</b>	<u>Public holidays:</u> All employees (other than casuals) shall be paid at the rate of 250% for all work performed on a public holiday. <u>Overtime:</u> for all employees worked outside of prescribed ordinary hours/span of hours/prescribed work cycle will be paid at 150% for the first 3 hours and 200% thereafter. <u>TOIL &amp; Full time employees:</u> Any hours worked as overtime can be taken as time off in lieu of payment of overtime. By agreement between the employee and employer, the employee can have the overtime hours worked paid at their ordinary rate <u>Saturday and Sunday overtime rates for Full-time employees:</u> SATURDAY - 125% of their ordinary rate of pay for the first 4 hours worked and 200% thereafter. However, Saturday overtime rates will not apply to full-time employees on a work cycle. SUNDAY - All time worked is to be paid at 200% of the employee's ordinary rate. <u>Saturday and Sunday overtime rates for casual employees:</u> SATURDAY- 150% of their normal rate of pay for the first 3 hours worked and 200% for every hour thereafter. SUNDAY- 200% All time
<b>Horticultural Industry Award – State 2002 (NSW) NAPSA</b>	overtime rates are 150% for the first 2 hours and 20% thereafter (this applies to piecework rates as well) all overtime hours on Sunday will be paid at the rate of 200% <u>Public holidays</u> are paid at the rate of 250% of the worker's hourly rate for a minimum of 4 hours

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	Casual Loadings	Piecework Loadings
Horticulture Award 2010	25.00%	15.00%
Fruit and Vegetable Growing Industry Award – State 2002 (QLD) NAPSA	23.00%	20.00%
Horticulture Industry (AWU) Award 2000	25.00%	12.50%
Fruit Growing and Fruit Packing Industry Award (WA)	20.00%	15.00%
Farming and Fruit Growing Award (TAS) NAPSA	20.00%	12.50%
Horticultural Industry Award – State 2002 (NSW) NAPSA	15.00%	15.00%

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<b>Pieceworkers:</b>	
<b>Horticulture Award 2010</b>	Pieceworkers may be full-time, part-time or casual. Full-time and part-time piecework employees are entitled to the same provisions as other full-time and part-time employees (eg annual leave, loading, sick leave etc.) Employees may enter into an agreement to be paid a rate of pay which would otherwise apply. Payment must include a 15% piecework loading, in the case of casual employees, this loading must be paid on top of the casual rate. Where earnings fall below the ordinary time rates prescribed by the award, the agreement must be in writing, signed by both employer and employee and provide detail of the agreement.
<b>Fruit and Vegetable Growing Industry Award – State 2002 (QLD) NAPSA</b>	Pieceworkers may be full-time, part-time or casual. All pieceworkers will be entitled to earn not less than 20% above the prescribed hourly rate (equates to \$17.17) . This provision applies to casual and part-time workers on a pro-rata basis Where earnings fall below the ordinary time rates prescribed by the award, the agreement may be terminated by either party. Agreements must be in writing, signed by both employer and employee and provide detail of the agreement.
<b>Horticulture Industry (AWU) Award 2000</b>	Piece rates may be fixed by an employer and the employee at such rates as will enable the average employee working the ordinary hours prescribed by this part of the award to earn at least 12.5% above the prescribed rate. Such rates will, when fixed, remain until altered by agreement between the employer and employee. Where earnings fall below the ordinary time rates prescribed by the award, the agreement may be terminated by either party. Agreements must be in writing, signed by both employer and employee and provide detail of the agreement.
<b>Fruit Growing and Fruit Packing Industry Award (WA)</b>	Pieceworkers may be full-time, part-time or casual. All pieceworkers will be entitled to earn not less than 20% above the prescribed minimum rate (worked out by dividing the weekly rate relevant to the class of work performed by 38). This provision applies to casual and part-time workers on a pro-rata basis Where earnings fall below the ordinary time rates prescribed by the award, the agreement may be terminated by either party. Agreements must be in writing, signed by both employer and employee and provide detail of the agreement.
<b>Farming and Fruit Growing Award (TAS) NAPSA</b>	Pieceworkers may be permanent full-time, part-time or casual. Where an employer so requires an employee to work on piece-work rates then that employee shall earn at least 12.5% more than the hourly equivalent for an employee classified as Farm and/or Orchard Hand. Piece rates may be fixed by agreement between the employer and employee.
<b>Horticultural Industry Award – State 2002 (NSW) NAPSA</b>	Pieceworkers may be full-time, part-time or casual. Pieceworkers must earn a minimum of 15% above the 'said time work rate' (i.e. a casual employee must earn the casual rate of pay plus an additional 15%)

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	<b>Leading Hands and other allowances</b>
<b>Horticulture Award 2010</b>	leading hands supervising 2-6 employees - \$16.96 (weekly) leading hands supervising 7-10 employees - \$19.76 (weekly) leading hands supervising 11-20 employees - \$28.17 (weekly) leading hands supervising more than 20 employees - \$35.40 (weekly) First aid allowance is payable to an employee appointed as a first aid officer at the rate of \$7.52 per week wet work allowance is paid at 110% of \$14.75
<b>Fruit and Vegetable Growing Industry Award – State 2002 (QLD) NAPSA</b>	Leading hands - \$13.10 (weekly) Pruning, Budding and grafting allowance - \$3.00 a day Wet work allowance is paid at 200% of the hourly rate.
<b>Horticulture Industry (AWU) Award 2000</b>	<u>Schedule A:</u> Leading hands supervising 2-6 employees - \$18.50 per week leading hands supervising 7-10 employees - \$19.80 per week leading hands supervising 11-20 employees - \$30.30 per week leading hands supervising more than 20 employees - \$40.10 per week <u>Schedule B &amp; C:</u> Leading hands supervising 2-6 employees - \$17.00 per week leading hands supervising 7-10 employees - \$19.75 per week leading hands supervising 11-20 employees - \$28.20 per week leading hands supervising more than 20 employees - \$35.45 per week
<b>Fruit Growing and Fruit Packing Industry Award (WA)</b>	No mention of supervisory/leading hand or other allowances
<b>Farming and Fruit Growing Award (TAS) NAPSA</b>	<u>leading hands</u> supervising 2-6 employees - \$17.10 (weekly) leading hands supervising 7-10 employees - \$19.40 (weekly) leading hands supervising 11-19 employees - \$24.00 (weekly) leading hands supervising 20 or more employees - \$31.60 (weekly) <u>Tool allowance</u> of \$8.80 paid to employees who supply own tools. <u>Motorcycle allowance:</u> ere an employer requires an employee to use his/her own motor cycle during the course of employment than an allowance of \$1.90 per day shall be paid by the employer as well as fuel supplied. A full-time employee (as defined) holding <u>first aid</u> qualifications from the Red Cross Society, St John Ambulance or similar body and appointed by the employer to perform first aid duties shall receive in addition to his/her wages an allowance of \$1.80 per day. <u>Employees who are engaged in</u> leading hands supervising more than 2 but less than 10 employees - \$25.15 leading hands supervising 10 or more employees - \$37.70 <u>First aid allowance</u> is paid to an employee appointed to perform first-aid duties at the rate of \$2.25 per day. <u>Wet work allowance</u> is paid at the rate of \$3.70 per day
<b>Horticultural Industry Award – State 2002 (NSW) NAPSA</b>	