

Horticulture Award 2010	Farming and Fruit Growing Award (TAS) NAPSA
<p style="text-align: center;"><a href="#">Click here for the Horticulture Award 2010</a></p> <p><b>Definitions:</b> <i>standard rate:</i> based on the Adult employee minimum wage of \$14.75 per hour.</p> <p><b>Hours of Work:</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</p> <p><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</p> <p><b>Overtime and Public Holidays</b> <i>Employees other than packing house workers:</i> Overtime rates are 150% for the first 3 hours, and 200% thereafter. All time worked on Sunday is paid at 200%</p> <p><i>Packing house employees:</i>  Overtime rates are 150% for the first 2 hours worked, and 200% thereafter.</p> <p>Public holiday rates are paid at 200% of the hourly rate</p> <p><b>Casual and Piecework Loadings</b> Casual loading - 25% Piecework loading - 15%</p> <p><b>Meal Breaks and Rest Pauses</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).</p> <p><b>Pieceworkers:</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 piecework rates instead of the 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 may be terminated by either party. Agreements must be in writing, signed by both employer and employee and provide detail of the agreement.</p> <p><b>Leading Hands and other allowances:</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</p>	<p style="text-align: center;"><a href="#">Click here for the Tasmanian Farming and Fruit Growing Award NAPSA</a></p> <p><b>Definitions:</b> <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%).</p> <p><b>Hours of Work:</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 loading of 15% shall apply for shifts of eight hours or less. Where shifts greater than eight hours are worked, overtime payment at the rate of 150% shall apply for the remainder of the hours worked between 6.00pm and 6.00am in lieu of shift loading.</p> <p><b>Overtime and Public Holidays</b> <i>Public holidays:</i> All employees (other than casuals) shall be paid at the rate of 250% for all work performed on a public holiday. Overtime 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. <i>TOIL Full time employees:</i> 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</p> <p><i>Saturday and Sunday overtime rates for Full-time employees:</i> 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 (described above). SUNDAY - All time worked is to be paid at 200% of the employee's ordinary rate. <i>Saturday and Sunday overtime rates for casual employees:</i> SATURDAY- 150% of their normal rate of pay for the first 3 hours worked and 200% for every hour thereafter. SUNDAY- 200% All time worked is to be paid at 200% of the employee's ordinary rate.</p> <p><b>Casual and Piecework Loadings</b> Casual loading - 20% Piecework loading - 12.5%</p> <p><b>Meal Breaks and Rest Pauses</b> <i>Meal break:</i> All employees shall be entitled to a meal interval of not less than 30 minutes not later than 5 hours after commencing work. <i>Rest pause:</i> All employees shall be allowed a paid rest period of 10 minutes each day.</p> <p><b>Pieceworkers:</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 Level 2 (\$13.40). The rate may be fixed by agreement between the employer and employee.</p> <p><b>Leading Hands and other allowances:</b> leading hands 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)  Tool allowance of \$8.80 paid to employees who supply own tools  Motorcycle allowance: where 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 first aid 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.  Employees who are engaged in spraying, sowing or spreading of fertilisers, handling of chemicals, or threshing or cleaning seeds indoors shall be provided, by the employer, with protective clothing (including where necessary, respirators and/or goggles), and be paid \$0.46 per hour extra while so engaged with a minimum payment as for 4 hours on any one day. <i>Shift loading allowance for 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 loading of 15% shall apply for shifts of eight hours or less. Where shifts greater than eight hours are worked, overtime payment at the rate of 150% shall apply for the remainder of the hours worked between 6.00pm and 6.00am in lieu of shift loading.</p>