

Horticulture Award 2010	Fruit Growing and Fruit Packing Industry Award (WA)						
<p style="text-align: center;">Click here for the Horticulture Award 2010</p> <p>Definitions: <u>standard rate:</u> based on the Adult employee minimum wage of \$14.75 per hour.</p> <p>Hours of Work: <u>Employees other than packing house employees:</u></p> <p>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><u>Packing house employees:</u></p> <p>Ordinary hours shall not exceed 38, and are to be worked from Monday to Friday between the hours of 6am and 6pm</p> <p>Overtime and Public Holidays: <u>Employees other than packing house workers:</u></p> <p>Overtime rates are 150% for the first 3 hours, and 200% thereafter. All time worked on Sunday is paid at 200%</p> <p><u>Packing house employees:</u></p> <p>Overtime rates are 150% for the first 2 hours worked, and 200% thereafter. Public holiday rates are paid at 200% of the hourly rate</p> <p>Casual and Piecework Loadings Casual loading - 25% Piecework loading - 15%</p> <p>Meal Breaks and Rest Pauses</p> <p>ten minutes paid rest pause (taken in the first half of the day)</p> <p>60 minutes unpaid meal break (can be reduced to not less than 30 minutes.</p> <p>Pieceworkers 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.</p>	<p style="text-align: center;">NAPSA</p> <p>Definitions: <u>Competent packer:</u> shall mean a worker who packs 500 bushels of apples per week of 40 hours.</p> <p>Hours of Work:</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> <p><u>Fruit packing and sorting:</u></p> <p>Ordinary hours shall not exceed 38 hours in a 5 day week (Monday - Friday), 7am -5pm, with a 10 hour break between shifts.</p> <p>Aspread of hours may be varied by agreement between employer and worker/s concerned.</p> </td> <td style="width: 50%; vertical-align: top;"> <p><u>Fruit growing and picking:</u></p> <p>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.</p> </td> </tr> </table> <p>Overtime and Public Holidays:</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>All hours outside ordinary hours prescribed above - 150% for the first 2 hours, 200% thereafter.</p> <p>Before 12 noon on Saturday - as above</p> <p>After 12 noon Saturday and all Sunday - 200%</p> <p>work during Annual leave - 200%</p> <p>call back - 150% first 2 hours, 200% thereafter</p> <p>Public holidays paid at 250%</p> <p>Time off in lieu of overtime payment option available.</p> </td> <td style="width: 50%; vertical-align: top;"> <p>hours worked per week between 38 and 52 - paid at 150% of the worker's normal rate of pay.</p> <p>Hours worked per week over 52 hours - Paid at 200% of the worker's normal rate of pay</p> <p>Public holidays paid at 250%</p> </td> </tr> </table> <p>Casual and Piecework Loadings Casual Loading - 20% Piecework loading - 15%.</p> <p>Meal Breaks and Rest Pauses</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>No mention of rest pause.</p> <p>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 hours</p> </td> <td style="width: 50%; vertical-align: top;"> <p>No reference to meal breaks or rest pauses</p> </td> </tr> </table> <p>Pieceworkers 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.</p>	<p><u>Fruit packing and sorting:</u></p> <p>Ordinary hours shall not exceed 38 hours in a 5 day week (Monday - Friday), 7am -5pm, with a 10 hour break between shifts.</p> <p>Aspread of hours may be varied by agreement between employer and worker/s concerned.</p>	<p><u>Fruit growing and picking:</u></p> <p>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.</p>	<p>All hours outside ordinary hours prescribed above - 150% for the first 2 hours, 200% thereafter.</p> <p>Before 12 noon on Saturday - as above</p> <p>After 12 noon Saturday and all Sunday - 200%</p> <p>work during Annual leave - 200%</p> <p>call back - 150% first 2 hours, 200% thereafter</p> <p>Public holidays paid at 250%</p> <p>Time off in lieu of overtime payment option available.</p>	<p>hours worked per week between 38 and 52 - paid at 150% of the worker's normal rate of pay.</p> <p>Hours worked per week over 52 hours - Paid at 200% of the worker's normal rate of pay</p> <p>Public holidays paid at 250%</p>	<p>No mention of rest pause.</p> <p>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 hours</p>	<p>No reference to meal breaks or rest pauses</p>
<p><u>Fruit packing and sorting:</u></p> <p>Ordinary hours shall not exceed 38 hours in a 5 day week (Monday - Friday), 7am -5pm, with a 10 hour break between shifts.</p> <p>Aspread of hours may be varied by agreement between employer and worker/s concerned.</p>	<p><u>Fruit growing and picking:</u></p> <p>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.</p>						
<p>All hours outside ordinary hours prescribed above - 150% for the first 2 hours, 200% thereafter.</p> <p>Before 12 noon on Saturday - as above</p> <p>After 12 noon Saturday and all Sunday - 200%</p> <p>work during Annual leave - 200%</p> <p>call back - 150% first 2 hours, 200% thereafter</p> <p>Public holidays paid at 250%</p> <p>Time off in lieu of overtime payment option available.</p>	<p>hours worked per week between 38 and 52 - paid at 150% of the worker's normal rate of pay.</p> <p>Hours worked per week over 52 hours - Paid at 200% of the worker's normal rate of pay</p> <p>Public holidays paid at 250%</p>						
<p>No mention of rest pause.</p> <p>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 hours</p>	<p>No reference to meal breaks or rest pauses</p>						

This information should be used as a guide only

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.

Leading Hands and other allowances

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 an hourly rate of 110% of \$14.75

Agreements must be in writing, signed by both employer and employee and provide detail of the agreement.

Leading Hands and other allowances

No mention of supervisory/leading hand or other allowances (apart from district allowances)