

Horticulture Award 2010	Horticulture Industry (AWU) Award 2000 (NT and Victoria)								
<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> 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> 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. 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>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)</p> <p>First aid allowance is payable to an employee appointed as a first aid officer at the rate of \$7.52 per week</p> <p>wet work allowance is paid at 110% of \$14.75</p>	<p style="text-align: center;">Horticultural Industry (AWU) Award 2000</p> <p>Definitions:</p> <p>Hours of work:</p> <table border="0" style="width: 100%;"> <tr> <td style="vertical-align: top; width: 50%;"> <p style="text-align: center;"><u>Schedule A Respondents</u></p> <p>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</p> </td> <td style="vertical-align: top; width: 50%;"> <p style="text-align: center;"><u>Schedule B & C Respondents</u></p> <p>•152 hrs in 4 weeks •Not exceeding 8 hrs per day except by agreement & rostering arrangements. Span of hrs: 6am-6pm Monday to Friday</p> </td> </tr> </table> <p>Overtime and Public Holidays:</p> <table border="0" style="width: 100%;"> <tr> <td style="vertical-align: top; width: 50%;"> <p>Hours worked over ordinary Hours - Time & half for 1st 2 hrs, then double time. Weekend penalty rates - no mention of either Saturday or Sunday.</p> </td> <td style="vertical-align: top; width: 50%;"> <p>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)</p> </td> </tr> </table> <p>Shift workers - Public Holiday rates paid at 200% All other workers - public holiday rates paid at 250%</p> <p>Casual and Piecework Loadings: Casual loading - 25% Piecework loading - 12.5%</p> <p>Meal Breaks and Rest Pauses:</p> <table border="0" style="width: 100%;"> <tr> <td style="vertical-align: top; width: 50%;"> <p>Rest pause - 10 mins in morning and afternoon (half given by employee & half by employer) Meal break - Shift workers receive 30 mins paid break after 4 & 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> </td> <td style="vertical-align: top; width: 50%;"> <p>Rest pause - paid 10 mins each morning; additional unpaid by agreement Meal break - 30-60mins per day, to be taken after 5 hrs.</p> </td> </tr> </table> <p>Pieceworkers: <u>Schedule A, B & C respondents:</u></p> <p>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 and will be paid in lieu of the time rate for the relevant classification for all hours worked.</p> <p>Leading Hands and other allowances:</p> <table border="0" style="width: 100%;"> <tr> <td style="vertical-align: top; width: 50%;"> <p>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</p> </td> <td style="vertical-align: top; width: 50%;"> <p>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</p> </td> </tr> </table>	<p style="text-align: center;"><u>Schedule A Respondents</u></p> <p>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</p>	<p style="text-align: center;"><u>Schedule B & C Respondents</u></p> <p>•152 hrs in 4 weeks •Not exceeding 8 hrs per day except by agreement & rostering arrangements. Span of hrs: 6am-6pm Monday to Friday</p>	<p>Hours worked over ordinary Hours - Time & half for 1st 2 hrs, then double time. Weekend penalty rates - no mention of either Saturday or Sunday.</p>	<p>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)</p>	<p>Rest pause - 10 mins in morning and afternoon (half given by employee & half by employer) Meal break - Shift workers receive 30 mins paid break after 4 & 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>Rest pause - paid 10 mins each morning; additional unpaid by agreement Meal break - 30-60mins per day, to be taken after 5 hrs.</p>	<p>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</p>	<p>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</p>
<p style="text-align: center;"><u>Schedule A Respondents</u></p> <p>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</p>	<p style="text-align: center;"><u>Schedule B & C Respondents</u></p> <p>•152 hrs in 4 weeks •Not exceeding 8 hrs per day except by agreement & rostering arrangements. Span of hrs: 6am-6pm Monday to Friday</p>								
<p>Hours worked over ordinary Hours - Time & half for 1st 2 hrs, then double time. Weekend penalty rates - no mention of either Saturday or Sunday.</p>	<p>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)</p>								
<p>Rest pause - 10 mins in morning and afternoon (half given by employee & half by employer) Meal break - Shift workers receive 30 mins paid break after 4 & 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>Rest pause - paid 10 mins each morning; additional unpaid by agreement Meal break - 30-60mins per day, to be taken after 5 hrs.</p>								
<p>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</p>	<p>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</p>								