

JOINT PAPER ON RATES SCHEDULES IN THE EXPOSURE DRAFT OF THE PASTORAL AWARD 2016

31 July 2017

In the Full Bench Decision of 6 July 2017¹, the NFF and AWU were asked to prepare a joint paper on the format that overtime and penalty rates tables should take in clauses 27.2 and 38.1 and Schedules B.2.2 and B.6.2 of the Exposure Draft of the Pastoral Award 2016.

The NFF and AWU have agreed amendments to the relevant clauses as follows.

Clause 27.2

For overtime worked	Overtime rate % ordinary hourly rate
Monday to Saturday	150
Sunday all hours – feeding and watering stock	150
Sunday all hours – other than feeding and watering stock	200

Clause 38.1(b)

For overtime worked	Overtime rate % ordinary hourly rate
Monday to Saturday	150
Sunday all hours – feeding and watering stock	150
Sunday all hours – other than feeding and watering stock	200

Schedule B.2.2 Full-time and part-time farm and livestock hand adult employees – overtime

	Monday to Saturday – <u>Overtime hours</u>	Sunday – <u>Overtime hours</u>	
		feeding & watering stock	other than feeding & watering stock
	% of ordinary hourly rate		
	150%	150%	200%
	\$	\$	\$
FLH1	27.44	27.44	36.58

¹ [2017] FWCFB 3433.

FLH2	28.22	28.22	37.62
FLH3	28.62	28.62	38.16
FLH4	29.30	29.30	39.06
FLH5	29.82	29.82	39.76
FLH6	30.32	30.32	40.42
FLH7	31.94	31.94	42.58
FLH8	34.32	34.32	45.76
<p>With keep – \$125.13 per week is deducted where keep is provided in accordance with clause 24.3.</p> <p>1 Rates in table are calculated based on the minimum hourly rate, see clauses B.1.1 and B.1.2</p>			

Schedule B.6.2 Full-time and part-time poultry farm worker adult employees – overtime rates

	Ordinary hours	Monday to Saturday – <u>Overtime hours</u>	Sunday – <u>Overtime hours</u>		Public holiday
			Feeding or watering stock	Other than feeding or watering stock	
% of ordinary hourly rate					
	100%	150%	150%	200%	200%
	\$	\$	\$	\$	\$
PW1	18.29+	27.44	27.44	36.58	36.58
PW2	19.08	28.62	28.62	38.16	38.16
PW3	19.88	29.82	29.82	39.76	39.76
PW4	21.29	31.94	31.94	42.58	42.58
<p>1 Rates in table are calculated based on the minimum hourly rate, see clauses B.1.1 and B.1.2</p>					

The parties further agree that schedule B.3.2 should be similarly amended so as to reflect the amendments outlined above to schedule B.2.2.



Ben Rogers
General Manager, Workplace Relations and Legal Affairs
National Farmers' Federation



Zachary Duncalfe
National Legal Officer
Australian Workers Union