

## NFF Piece Rates in Horticulture Survey

**The Australian Workers Union has launched an application through the Fair Work Commission to impose a minimum hourly floor payment for piece-rates under the Horticulture Award. The NFF is opposing this application as we consider that this would render piece-rates ineffective as a productivity and earning instrument to the detriment of both employers and employees.**

**By completing this survey, you will be providing us with valuable feedback about the on-the-ground realities of how piece rates are applied in practice and the way they are perceived.**

1. What is your name? (optional)

2. What is the location (or postcode) of the farm at which you are primarily engaged?

3. What commodities does the farm produce? (if you are a labour hire operator, tick all those for which you provide workers)

- Citrus
- Pomes
- Stone fruit
- Table grapes
- Berries
- Melons
- Vegetables
- Other

Please specify

\* 4. What is your role?

- Owner
- Senior Manager
- Supervisor
- Worker
- Labour Hire Operator

## NFF Piece Rates in Horticulture Survey

5. What is the approximate annual turnover of the farm?

- \$100,000 or less
- \$100,001 to \$500,000
- \$500,001 to \$1,000,000
- \$1,000,000 - \$2,000,000
- more than \$2,000,000.

6. What are the workforce costs (i.e. employment, wage expenses) of the farm as a proportion of annual operating costs?

- 10% or less
- 11% to 20%
- 21% to 30%
- 31% to 40%
- 41% to 50%
- 51% to 75%
- more than %75

7. What is the total size of the 'year-round' workforce (i.e. total number of employees employed over a single year) on the farm?

- 5 or less
- 6 to 10
- 11 to 20
- 21 to 50
- more than 50.

8. What is the size of the 'seasonal' workforce (i.e. number of employees hired during peak/harvest season/s) on the farm?

- 5 or less
- 6 to 10
- 11 to 20
- 21 to 50
- 51 – 100
- more than 100.

9. 'What is the make-up/background of your seasonal workforce over an average season?'

|                               | Locals               | Grey nomads/Australian itinerant workers | Backpackers/working holidaymakers | International student visa holders | Seasonal Worker Program workers | Pacific Labour Scheme Workers | Other                |
|-------------------------------|----------------------|--|-----------------------------------|------------------------------------|---------------------------------|-------------------------------|----------------------|
| Approximate number of workers | <input type="text"/> | <input type="text"/>                     | <input type="text"/>              | <input type="text"/>               | <input type="text"/>            | <input type="text"/>          | <input type="text"/> |

10. Which of the following types of work do you use piece rates to calculate payments?

- Seeding
- Pruning
- Picking
- Packing
- Other

11. What is the average weekly earning of a piece-rate worker on the farm?

- \$50 or less
- \$51-\$150
- \$151-\$300
- \$301-\$500
- \$501-\$750
- \$751-\$1000
- \$1001-1500
- More than \$1500

12. What is the proportion of piece-rate workers who make less than \$24.80 an hour?

- 0%
- 1% to 10%
- 11% to 20%
- 21% to 30%
- 31% to 50%
- 51% to 75%
- more than 75%.

13. What is the proportion of piece rate workers who make more than \$28.00 an hour?

- 0%
- 1% to 10%
- 11% to 20%
- 21% to 30%
- 31% to 50%
- 51% to 75%
- more than 75%.

14. What will be the likely consequences for you/your business if the AWU application succeeds?

15. Do you have any additional comments?

16. If you are open to being contacted by the NFF in relation to this matter, please provide your best contact details (this information will be kept confidential).

|                        |                      |
|------------------------|----------------------|
| <b>Name</b>            | <input type="text"/> |
| <b>Company</b>         | <input type="text"/> |
| <b>Address</b>         | <input type="text"/> |
| <b>Address 2</b>       | <input type="text"/> |
| <b>City/Town</b>       | <input type="text"/> |
| <b>State/Province</b>  | <input type="text"/> |
| <b>ZIP/Postal Code</b> | <input type="text"/> |
| <b>Country</b>         | <input type="text"/> |
| <b>Email Address</b>   | <input type="text"/> |
| <b>Phone Number</b>    | <input type="text"/> |

## NFF Piece Rates in Horticulture Survey

17. As an employee, are you paid (always or occasionally) by piece-rate?

- Yes  
 No

18. As an employee paid by piece-rate, what are your typical weekly earnings per hour?

- \$10 or less                       \$26 - \$27  
 \$11 - \$15                          \$28 - \$30  
 \$16 - \$20                          \$31 - \$35  
 \$21 - \$25                          more than \$35

19. As an employee paid by piece-rate, would you be more inclined to accept the AWU's proposal for a minimum floor-rate, or a 15% loading on your earnings?

- Prefer the minimum-floor.  
 Prefer the 15% loading on earnings.

20. 'Do you have any additional comments?'

21. 'If you are open to being contacted by the NFF in relation to this matter, please provide your best contact details (this information will be kept confidential).'

|                 |                      |
|-----------------|----------------------|
| Name            | <input type="text"/> |
| Company         | <input type="text"/> |
| Address         | <input type="text"/> |
| Address 2       | <input type="text"/> |
| City/Town       | <input type="text"/> |
| State/Province  | <input type="text"/> |
| ZIP/Postal Code | <input type="text"/> |
| Country         | <input type="text"/> |
| Email Address   | <input type="text"/> |
| Phone Number    | <input type="text"/> |

## NFF Piece Rates in Horticulture Survey

22. 'What is the make-up/background of your labour workforce over an average year?'

|                               | Locals               | Grey nomads/Australian itinerant workers | Backpackers/working holidaymakers | International student visa holders | Seasonal Worker Program workers | Pacific Labour Scheme Workers | Other                |
|-------------------------------|----------------------|--|-----------------------------------|------------------------------------|---------------------------------|-------------------------------|----------------------|
| Approximate number of workers | <input type="text"/> | <input type="text"/>                     | <input type="text"/>              | <input type="text"/>               | <input type="text"/>            | <input type="text"/>          | <input type="text"/> |

23. 'Which of the following types of work do you use piece rates to calculate payments?'

- |                                  |                                  |
|----------------------------------|----------------------------------|
| <input type="checkbox"/> Seeding | <input type="checkbox"/> Packing |
| <input type="checkbox"/> Pruning | <input type="checkbox"/> Other   |
| <input type="checkbox"/> Picking |                                  |

24. What is the average weekly earning of a piece-rate worker on the farm?

- |                                    |  |
|------------------------------------|--|
| <input type="radio"/> \$50 or less | <input type="radio"/> \$501-\$750      |
| <input type="radio"/> \$51-\$150   | <input type="radio"/> \$751-\$1000     |
| <input type="radio"/> \$151-\$300  | <input type="radio"/> \$1001-1500      |
| <input type="radio"/> \$301-\$500  | <input type="radio"/> More than \$1500 |

25. 'What is the proportion of piece-rate workers who make less than \$24.80 an hour?'

- |                                  |                                      |
|----------------------------------|--------------------------------------|
| <input type="radio"/> 0%         | <input type="radio"/> 31% to 50%     |
| <input type="radio"/> 1% to 10%  | <input type="radio"/> 51% to 75%     |
| <input type="radio"/> 11% to 20% | <input type="radio"/> more than 75%. |
| <input type="radio"/> 21% to 30% |                                      |

26. 'What is the proportion of piece rate workers who make more than \$28.00 an hour?'

- |                                  |                                      |
|----------------------------------|--------------------------------------|
| <input type="radio"/> 0%         | <input type="radio"/> 31% to 50%     |
| <input type="radio"/> 1% to 10%  | <input type="radio"/> 51% to 75%     |
| <input type="radio"/> 11% to 20% | <input type="radio"/> more than 75%. |
| <input type="radio"/> 21% to 30% |                                      |

27. 'What will be the likely consequences for you/your business if the AWU application succeeds?'

28. 'Do you have any additional comments?'

29. 'If you are open to being contacted by the NFF in relation to this matter, please provide your best contact details (this information will be kept confidential).'

**Name**

**Company**

**Address**

**Address 2**

**City/Town**

**State/Province**

**ZIP/Postal Code**

**Country**

**Email Address**

**Phone Number**