

From: Kimberly Pearsall [<mailto:KPearsall@nff.org.au>]
Sent: Friday, 5 August 2016 3:47 PM
To: Chambers - Clancy DP
Cc: Sarah McKinnon; Stephen Crawford; ebarrett@nuw.org.au; Karen Van Gorp; Julian Arndt; Zoe.McQuillan@ablawyers.com.au; Ruchi Bhatt; liza.isho@afei.org.au; paula.thomson@afei.org.au; Tass Angelopoulos
Subject: AM2014/231 - Horticulture Award

Dear Deputy President Clancy,

Ahead of the Conference on Monday 8 August 2016 in the above matter we propose the following approach to defining full and base rate of pay for pieceworkers for the purpose of calculating NES entitlements. This relates to item 27 of the Summary of Submissions dated 22 July 2016.

The approach is as follows, and reflects the fact that hours of work are not always recorded for pieceworkers.

“For the purpose of the NES, the **full rate of pay** for a pieceworker is calculated by dividing the total amount earned by the employee during the 12 months immediately preceding the taking of the NES entitlement by the total daily tally for the employee for days worked in that period, and dividing that daily tally by 7.6.”

“For the purpose of the NES, the **base rate of pay** for a pieceworker is calculated in the same way as the full rate of pay for a pieceworker and then reduced by 15% (for permanent employees) or 40% (for casual employees).”

We note that this proposal has been circulated among the parties.

Yours Sincerely,
Kimberly

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