

CURRENT AWARD as at 15 January 2016

Pastoral Award 2010

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EXPOSURE DRAFT

Pastoral Award 2016

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<p>Part 1—Application and Operation</p> <p>1. Title This award is the <i>Pastoral Award 2010</i>.</p> <p>2. Commencement and transitional</p> <p>2.1 This award commences on 1 January 2010.</p> <p>2.2 The monetary obligations imposed on employers by this award may be absorbed into overaward payments. Nothing in this award requires an employer to maintain or increase any overaward payment.</p> <p>2.3 This award contains transitional arrangements which specify when particular parts of the award come into effect. Some of the transitional arrangements are in clauses in the main part of the award. There are also</p>	<p>Part 1—Application and Operation</p> <p>1. Title and commencement</p> <p>1.1 This industry award is the <i>Pastoral Award 2016</i>.</p> <p>1.2 This modern award, as varied, commenced operation on 1 January 2010.</p> <p>1.3 A variation to this award does not affect any right, privilege, obligation or liability that a person acquired, accrued or incurred under the award as it existed prior to that variation.</p> <p>1.4 Schedule G—Definitions and interpretation sets out definitions that apply in this award.</p> <p>1.5 Neither the making of this award nor the operation of any transitional arrangements is intended to result in a reduction in the take-home pay of</p>

<p>transitional arrangements in Schedule A. The arrangements in Schedule A deal with:</p> <ul style="list-style-type: none"> • minimum wages and piecework rates • casual or part-time loadings • Saturday, Sunday, public holiday, evening or other penalties • shift allowances/penalties. <p>2.4 Neither the making of this award nor the operation of any transitional arrangements is intended to result in a reduction in the take-home pay of employees covered by the award. On application by or on behalf of an employee who suffers a reduction in take-home pay as a result of the making of this award or the operation of any transitional arrangements, the Fair Work Commission may make any order it considers appropriate to remedy the situation.</p> <p>2.5 The Fair Work Commission may review the transitional arrangements in this award and make a determination varying the award.</p> <p>2.6 The Fair Work Commission may review the transitional arrangements:</p> <ul style="list-style-type: none"> (a) on its own initiative; or (b) on application by an employer, employee, organisation or outworker entity covered by the modern award; or (c) on application by an organisation that is entitled to represent the industrial interests of one or more employers or employees that are covered by the modern award; or (d) in relation to outworker arrangements, on application by an organisation that is entitled to represent the industrial interests of one or more outworkers to whom the arrangements relate. 	<p>employees covered by the award. On application by or on behalf of an employee who suffers a reduction in take-home pay as a result of the making of this award or the operation of any transitional arrangements, the Fair Work Commission may make any order it considers appropriate to remedy the situation.</p> <p><i>References to transitional arrangements removed – obsolete</i></p>
<p>3. Definitions and interpretation</p> <p>3.1 In this award, unless the contrary intention appears:</p> <p>Act means the <i>Fair Work Act 2009</i> (Cth)</p> <p>agreement-based transitional instrument has the meaning in the <i>Fair</i></p>	<p>Schedule G—Definitions and interpretation</p> <p>In this award, unless the contrary intention appears:</p> <p>Act means the <i>Fair Work Act 2009</i> (Cth)</p> <p>all purposes means the payment will be included in the rate of pay of an</p>

Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)

award-based transitional instrument has the meaning in the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)*

broadacre field crops means canola, wheat, hay, barley, oats, rice, triticale, maize, millet, chickpeas, cotton, faba beans, lucerne, lupins, pigeon peas, sorghum, soybean, sunflower, and other crops grown as part of a broadacre mixed farming enterprise

broadacre mixed farming enterprise:

- means a farming enterprise consisting of the growing of broadacre field crops as defined;
- includes the rearing, management, and grazing of livestock;
- means a farming enterprise which combines both; or
- means a farming enterprise which in addition to any of the above grows other crops, for the purposes of crop rotation or the rearing, management, and grazing of livestock as part of a mixed farming enterprise

casual pieceworker means a Shearer, Crutcher or Woolpresser engaged as a casual employee and paid the piecework rates prescribed by this award

continuous service is not broken when an employee:

- takes up to 152 ordinary working hours because of sickness or accident in a 12 month period (i.e. paid sick leave and workers compensation leave);
- takes long service leave, annual leave, public holidays, paid bereavement leave and jury service; or
- has their service interrupted or terminated by an employer whose intentions are to avoid their obligations under this award

crutching includes all the operations for which rates are prescribed in this award. The meanings of the words crutch, Crutcher and crutched are similarly extended.

employee who is entitled to the allowance, when calculating any penalties or loadings or payment while they are on annual leave (see clause 10.1(a))

broadacre field crops means grains, seeds, grasses, silage, legumes, fibre, flowers, and other crops grown as part of a broadacre mixed farming enterprise

broadacre mixed farming enterprise:

- means a farming enterprise consisting of the growing of broadacre field crops as defined;
- includes the rearing, management, and grazing of livestock;
- means a farming enterprise which combines both; or
- means a farming enterprise which in addition to any of the above grows other crops, for the purposes of crop rotation or the rearing, management, and grazing of livestock as part of a mixed farming enterprise

casual pieceworker means a Shearer, Crutcher or Woolpresser engaged as a casual employee and paid the piecework rates prescribed by this award

continuous service is not broken when an employee:

- takes up to 152 ordinary working hours' leave because of sickness or accident in a 12 month period (i.e. paid sick leave and/or workers compensation leave);
- takes long service leave, annual leave, public holidays, paid bereavement leave and jury service; or
- has their service interrupted or terminated by an employer whose intentions are to avoid their obligations under this award

crutching includes all the operations for which rates are prescribed in this award. The meanings of the words crutch, Crutcher and crutched are similarly extended.

cut out means the completion of the shearing or crutching of the last sheep shorn or crutched at the termination of the shed

defined benefit member has the meaning given by the *Superannuation Guarantee (Administration) Act 1992 (Cth)*

cut out means the completion of the shearing or crutching of the last sheep shorn or crutched at the termination of the shed

default fund employee means an employee who has no chosen fund within the meaning of the *Superannuation Guarantee (Administration) Act 1992* (Cth)

defined benefit member has the meaning given by the *Superannuation Guarantee (Administration) Act 1992* (Cth)

Division 2B State award has the meaning in Schedule 3A of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

Division 2B State employment agreement has the meaning in Schedule 3A of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

double-fleeced means a sheep carrying two years' fleece

employee means national system employee within the meaning of the Act

employer means national system employer within the meaning of the Act

enterprise award-based instrument has the meaning in the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

exempt public sector superannuation scheme has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

expeditionary employee means a woolclasser or shearing shed expert who commences on the day as agreed for commencing shearing and resides on the property for the duration of the shearing. Expeditionary employees are entitled to free board and lodging.

experience in the industry means all and any experience in the industry as described in clause 4.2 of this award

Farm and livestock hand means an employee performing the work described in the classifications which apply to such work in Part 4—Broadacre Farming and Livestock Operations of this award and who is not a Piggery attendant, Poultry worker or any employee classified under Part 7—Shearing Operations

double-fleeced means a sheep carrying two years' fleece

employee means national system employee within the meaning of the Act

employer means national system employer within the meaning of the Act

exempt public sector superannuation scheme has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

expeditionary employee means a woolclasser or Shearing shed expert who commences on the day as agreed for commencing shearing and resides on the property for the duration of the shearing. Expeditionary employees are entitled to free board and lodging.

experience in the industry means all and any experience in the industry as described in clause 3.2 of this award

farm and livestock hand means an employee performing the work described in the classifications which apply to such work in Part 5—Broadacre Farming and Livestock Operations of this award and who is not a piggery attendant, poultry worker or any employee classified under Part 8—Shearing Operations

found employees are employees who are supplied with up to five meals per day during the course of shearing or crutching; such meals are to be provided by the employer together with suitable accommodation

keep is where an employee is employed on the 'with keep' rate as prescribed in this award, 'keep' will mean good and sufficient living accommodation and good and sufficient rations of sufficient quantity; sound, well-cooked and properly served by the cook or the cook's offside; but it will not include accommodation under a roof or cooking when circumstances render such accommodation or cooking impracticable

livestock means all animals used in primary production including insects

MySuper product has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

NES means the National Employment Standards as contained in sections 59 to 131 of the *Fair Work Act 2009* (Cth)

on-hire means the on-hire of an employee by their employer to a client,

found employees are employees who are supplied with up to five meals per day during the course of shearing or crutching; such meals are to be provided by the employer together with suitable accommodation

keep is where an employee is employed on the ‘with keep’ rate as prescribed in this award, ‘keep’ will mean good and sufficient living accommodation and good and sufficient rations of sufficient quantity; sound, well-cooked and properly served by the cook or the cook’s offside; but it will not include accommodation under a roof or cooking when circumstances render such accommodation or cooking impracticable

livestock means all animals used in primary production including insects

MySuper product has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

NES means the National Employment Standards as contained in sections 59 to 131 of the *Fair Work Act 2009* (Cth)

on-hire means the on-hire of an employee by their employer to a client, where such employee works under the general guidance and instruction of the client or a representative of the client

Piggery attendant means an employee who is employed by an employer who is exclusively, wholly or substantially engaged in the raising and breeding of pigs, and who performs duties described in the classifications in Part 5—Pig Breeding and Raising of this award

Poultry worker means an employee who is employed by an employer who is exclusively, wholly or substantially engaged in the raising and breeding of poultry, and who performs duties described in the classifications in Part 6—Poultry Farming of this award

ram stags are rams that have been castrated when they are 18 months or older

rams are male sheep that are more than six months old

shearing is where:

- the employee takes off the belly wool first and lays it aside, and, when required by the employer, the employee shears over the tail when

where such employee works under the general guidance and instruction of the client or a representative of the client

ordinary hourly rate means the minimum hourly rate for an employee’s classification specified in clauses 24, 29, 36 and 40 plus any allowances specified as being included in the employee’s ordinary hourly rate or payable for all purposes

piggery attendant means an employee who is employed by an employer who is exclusively, wholly or substantially engaged in the raising and breeding of pigs, and who performs duties described in the classifications in Part 6—Pig Breeding and Raising of this award

poultry worker means an employee who is employed by an employer who is exclusively, wholly or substantially engaged in the raising and breeding of poultry, and who performs duties described in the classifications in Part 7—Poultry Farming of this award

ram stags are rams that have been castrated when they are 18 months or older

rams are male sheep that are more than six months old

shearing is where:

- the employee takes off the belly wool first and lays it aside, and, when required by the employer, the employee shears over the tail when shearing the first side; and
- in opening the fleece at the neck and belly, the machine or both blades of the shears will be kept under the wool and close to the skin, so as to avoid twice cutting and where the employee does not run the machine or shears through the fleece so as to break it down the centre or the back

shearing cook means an employee who cooks for six or more employees who are engaged for shearing or crutching operations

shearing shed expert or **expert** means an employee who is competent to perform experting duties at a shearing shed as described in clause 39.8 in accordance with the requirements of the employer or a representative (such requirements to be specified at the time of engagement)

shed means shearing shed or, in relation to crutching work performed other

shearing the first side; and

- in opening the fleece at the neck and belly, the machine or both blades of the shears will be kept under the wool and close to the skin, so as to avoid twice cutting and where the employee does not run the machine or shears through the fleece so as to break it down the centre or the back

Shearing cook means an employee who cooks for six or more employees who are engaged for shearing or crutching operations

Shearing shed expert or **Expert** means an employee who is competent to perform experting duties at a shearing shed as described in clause 44.7 in accordance with the requirements of the employer or a representative (such requirements to be specified at the time of engagement)

shed means shearing shed or, in relation to crutching work performed other than at a shed, the property, station or location where crutching work is or will be undertaken

silviculture and afforestation means planting, pruning, fertilising and any other activity in or in connection with the establishment or cultivation of trees in forests

standard rate means the hourly rate payable to a Farm and livestock hand level 2 in clause 28.1

Station cook means an employee who cooks for station hands and/or other station personnel

stud ewes are ewes with tags in their ears from which rams are bred for sale or station use. The term does not include ewes of the flock which have tags in their ears for the purpose of identification other than for stud purposes.

transitional minimum wage instrument has the meaning in the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

A **wet place** will mean a place where the clothing of the employee becomes wet or a place where the employee has to stand in water or slush so that the employee's footwear becomes saturated.

wine industry means the industry of growing and processing wine grapes

than at a shed, the property, station or location where crutching work is or will be undertaken

silviculture and afforestation means planting, pruning, fertilising and any other activity in or in connection with the establishment or cultivation of trees in forests

standard rate means the hourly rate payable to a farm and livestock hand level 2 in clause 24.1

station cook means an employee who cooks for station hands and/or other station personnel

stud ewes are ewes with tags in their ears from which rams are bred for sale or station use. The term does not include ewes of the flock which have tags in their ears for the purpose of identification other than for stud purposes.

wet place means a place where the clothing of the employee becomes wet or a place where the employee has to stand in water or slush so that the employee's footwear becomes saturated.

wine industry means the industry of growing and processing wine grapes and includes:

- the preparation of land for the planting of wine grape vines, the pruning of wine grape vines, the care, growing, treating, picking, harvesting and forwarding of wine grapes and other activities associated with a wine grape vineyard; and/or
- processing wine grapes, producing wine juice or grape spirit, the bottling, packaging, storage or dispatch of wine, brandy or other potable spirit, liqueurs, vinegar or grape juice and other activities associated with a winery or wine distillery including but not limited to cellar door sales, laboratory activities and making or repairing barrels, vats, casks and like articles; and/or
- packaging, storing and dispatching of wine or grape spirit from a warehouse facility or other place of storage associated with a winery or wine distillery.

woolclasser means a person who is registered as such and who is employed in or in conjunction with a shearing operation. A woolclasser who performs

<p>and includes:</p> <ul style="list-style-type: none"> (a) the preparation of land for the planting of wine grape vines, the planting of wine grape vines, the pruning of wine grape vines, the care, growing, treating, picking, harvesting and forwarding of wine grapes and other activities associated with a wine grape vineyard; and/or (b) processing wine grapes, producing wine juice or grape spirit, the bottling, packaging, storage or dispatch of wine, brandy or other potable spirit, liqueurs, vinegar or grape juice and other activities associated with a winery or wine distillery including but not limited to cellar door sales, laboratory activities and making or repairing barrels, vats, casks and like articles; and/or (c) packaging, storing and dispatching of wine or grape spirit from a warehouse facility or other place of storage associated with a winery or wine distillery. <p>Woolclasser means a person who is registered as such and who is employed in or in conjunction with a shearing operation. A Woolclasser who performs the additional duty of shearing shed experting at the one shearing will, for the purposes of this award, be deemed to be employed as a Woolclasser and not as an expert.</p> <p>Woolpresser means a person who presses wool shorn or crutched; weighs, brands and stores the wool; presses and closes the bales; and performs additional duties as directed</p>	<p>the additional duty of Shearing shed experting at the one shearing will, for the purposes of this award, be deemed to be employed as a woolclasser and not as an expert.</p> <p>woolpresser means a person who presses wool shorn or crutched; weighs, brands and stores the wool; presses and closes the bales; and performs additional duties as directed</p> <p><i>Definitions relating to transitional instruments removed - obsolete</i></p>
<p>3.2 Where this award refers to a condition of employment provided for in the NES, the NES definition applies.</p>	<p><i>Moved to clause 2.2</i></p>
<p>4. Coverage</p> <p>4.1 This award applies to employers throughout Australia in the pastoral industry and their employees in the classifications set out in this award to the exclusion of any other modern award.</p> <p>4.2 Pastoral industry means all employers and employees who are engaged in or in connection with:</p> <ul style="list-style-type: none"> (a) the management, breeding, rearing or grazing of livestock or 	<p>3. Coverage</p> <p>3.1 This industry award applies to employers throughout Australia in the pastoral industry and their employees in the classifications set out in this award to the exclusion of any other modern award.</p> <p>3.2 Pastoral industry means all employers and employees who are engaged in or in connection with:</p> <ul style="list-style-type: none"> (a) the management, breeding, rearing or grazing of livestock or poultry;

<p>poultry;</p> <ul style="list-style-type: none"> (b) the shearing and crutching of sheep and the classing and pressing of wool on farms; (c) dairying; (d) hatchery work; (e) the sowing, raising or harvesting of broadacre field crops and other crops grown as part of a broadacre mixed farming enterprise; (f) the treatment of land for any of these purposes; or (g) clearing, fencing, well sinking, dam sinking or trenching on such farms or properties except in connection with work in clauses 4.3(a) to (e). <p>4.3 The award does not cover employers in the following industries:</p> <ul style="list-style-type: none"> (a) the wine industry; (b) silviculture and afforestation except where carried on as a part of a broadacre mixed farming enterprise; (c) sugar farming or sugar cane growing, sugar milling, sugar refining, sugar distilleries and/or sugar terminals; (d) the horticulture industry, as defined in the <i>Horticulture Award 2010</i>; or (e) any work in or in connection with the production and processing of fish, aquaculture and marine products including fish purse seining or polling, fish farming, marine farming, aquaculture, pisciculture, mariculture, cultivation of live sea and freshwater products, breeding or spawning of fish and hatching of fish or marine products whether in or from the sea, rivers, dams, tanks, ponds, underwater cages, aquariums or other water source, holding, containing, penning, or harvesting of live fish or marine products or marine vegetation, cleaning, purging, flushing, packing, freezing, processing, preserving, smoking, treatment of fish or marine products, cultivation, culling or treatment of live shellfish including marine farming of oysters, mussels, clams, scallops and abalone except where the production of freshwater species is incidental to a 	<ul style="list-style-type: none"> (b) the shearing and crutching of sheep and the classing and pressing of wool on farms; (c) dairying; (d) hatchery work; (e) the sowing, raising or harvesting of broadacre field crops and other crops grown as part of a broadacre mixed farming enterprise; (f) the treatment of land for any of these purposes; or (g) clearing, fencing, well sinking, dam sinking or trenching on such farms or properties except in connection with work in clauses 3.3(a) to (e). <p>3.3 The award does not cover employers in the following industries:</p> <ul style="list-style-type: none"> (a) the wine industry; (b) silviculture and afforestation except where carried on as a part of a broadacre mixed farming enterprise; (c) sugar farming or sugar cane growing, sugar milling, sugar refining, sugar distilleries and/or sugar terminals; (d) the horticulture industry, as defined in the <i>Horticulture Award 2016</i>; or (e) any work in or in connection with the production and processing of fish, aquaculture and marine products including: <ul style="list-style-type: none"> (i) fish purse seining or polling, (ii) fish farming, (iii) marine farming, (iv) aquaculture, (v) pisciculture, (vi) mariculture,
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<p>broadacre mixed farming enterprise to which this award would otherwise apply.</p> <p>4.4 The award does not cover an employee excluded from award coverage by the Act.</p> <p>4.5 The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees.</p> <p>4.6 The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees.</p> <p>4.7 This award covers any employer which supplies labour on an on-hire basis in the industry set out in clause 4.1 in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.8 This award covers employers which provide group training services for trainees engaged in the industry and/or parts of industry set out at 4.1 and those trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.9 Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.</p> <p>NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and that employee are covered by an award with occupational coverage.</p>	<p>(vii) cultivation of live sea and freshwater products,</p> <p>(viii) breeding or spawning of fish and hatching of fish or marine products whether in or from the sea, rivers, dams, tanks, ponds, underwater cages, aquariums or other water source,</p> <p>(ix) holding, containing, penning, or harvesting of live fish or marine products or marine vegetation,</p> <p>(x) cleaning, purging, flushing, packing, freezing, processing, preserving, smoking, treatment of fish or marine products,</p> <p>(xi) cultivation, culling or treatment of live shellfish including marine farming of oysters, mussels, clams, scallops and abalone</p> <p>except where the production of freshwater species is incidental to a broadacre mixed farming enterprise to which this award would otherwise apply.</p> <p>3.4 This award does not cover:</p> <p>(a) employees excluded from award coverage by the <i>Fair Work Act 2009</i> (Cth) (the Act);</p> <p>(b) employees who are covered by a modern enterprise award or an enterprise instrument (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees; or</p> <p>(c) employees who are covered by a State reference public sector modern award or a State reference public sector transitional award (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees.</p> <p>3.5 This award covers any employer which supplies labour on an on-hire basis in the industry set out in clauses 3.1 and 3.2 in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry. This subclause operates subject to the exclusions from coverage in this award.</p>
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	<p>3.6 This award covers employers which provide group training services for trainees engaged in the industry and/or parts of industry set out at clauses 3.1 and 3.2 and those trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. This subclause operates subject to the exclusions from coverage in this award.</p> <p>3.7 Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.</p> <p>NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and that employee are covered by an award with occupational coverage.</p>
<p>5. Access to the award and the National Employment Standards The employer must ensure that copies of this award and the NES are available to all employees to whom they apply either on a noticeboard which is conveniently located at or near the workplace or through electronic means, whichever makes them more accessible.</p> <p>6. The National Employment Standards and this award The NES and this award contain the minimum conditions of employment for employees covered by this award.</p>	<p>2. The National Employment Standards and this award</p> <p>2.1 The National Employment Standards (NES) and this award contain the minimum conditions of employment for employees covered by this award.</p> <p>2.2 Where this award refers to a condition of employment provided for in the NES, the NES definition applies.</p> <p>2.3 The employer must ensure that copies of the award and the NES are available to all employees to whom they apply, either on a notice board which is conveniently located at or near the workplace or through accessible electronic means.</p>
<p>7. Award flexibility <i>Provision not reproduced - standard clause - no change</i></p>	<p>4. Award flexibility <i>Provision not reproduced - standard clause - no change</i></p>
<p><i>Clause inserted - proposed new provision</i></p>	<p>5. Facilitative provisions</p> <p>5.1 A facilitative provision provides that the standard approach in an award provision may be departed from by agreement between an employer and an individual employee, or an employer and the majority of employees in the enterprise or part of the enterprise concerned.</p> <p>5.2 Facilitative provisions in this award are contained in the following clauses:</p>

		Clause	Provision	Agreement between an employer and:
<p>Part 2—Consultation and Dispute Resolution</p> <p>8. Consultation</p> <p><i>Provision not reproduced - standard clause - no change</i></p>		7.1(b)	Meal break	An individual
		7.2(b)	Rest break	An individual
		14.2	Annual leave—conversion to hourly entitlement	The majority of employees
		14.6	Annual leave—Paid leave in advance of accrued entitlement	An individual
		18.2	Substitution of certain public holidays	An individual or the majority of employees
		30.5	Spread of ordinary hours	An individual
		31.2	Ordinary hours and roster cycles—shiftworkers	The majority of employees
		31.4	Shiftwork—variation by agreement	The majority of employees
		34.3	Payment for public holidays	The majority of employees
		43.2(a)	Hours of work for Shearers and Crutchers	The majority of employees
		<p>Part 4—Consultation and Dispute Resolution</p> <p>21. Consultation</p> <p><i>Provision not reproduced - standard clause - no change</i></p>		
		<p>22. Dispute resolution</p> <p><i>Provision not reproduced - standard clause - no change</i></p>		
<p>Part 3—General Employment Conditions</p> <p>10. Types of employment</p> <p>10.1 At the time of engagement an employer will inform each employee of the</p>		<p>Part 2—General Employment Conditions</p> <p>6. Types of employment</p> <p>6.1 Employees under this award will be employed in one of the following</p>		

<p>terms of their engagement and in particular whether they are to be full-time, part-time or casual.</p> <p>10.2 Full-time employment</p> <p>(a) A full-time employee is an employee who is engaged to work 38 hours per week.</p> <p>(b) A full-time employee must be provided with a written statement setting out their classification, applicable pay scale and terms of engagement.</p>	<p>categories:</p> <p>(a) full-time;</p> <p>(b) part-time; or</p> <p>(c) casual.</p> <p>6.2 At the time of engagement an employer will inform each employee of the terms of their engagement and in particular whether they are to be full-time, part-time or casual.</p> <p>6.3 Full-time employees</p> <p>(a) A full-time employee is an employee who is engaged to work 38 hours per week.</p> <p>(b) A full-time employee must be provided with a written statement setting out their classification, applicable pay scale and terms of engagement.</p>
<p>10.3 Part-time employment</p> <p>(a) A part-time employee is an employee who is engaged to perform less than the full-time hours of 38 per week at the workplace; has reasonably predictable hours of work; and receives, on a pro rata basis, equivalent pay and conditions to those of full-time employees who do the same kind of work.</p> <p>(b) An employee who does not meet the definition of a part-time employee in clause 10.3(a) and who is not a full-time employee will be paid as a casual employee in accordance with clause 10.4.</p> <p>(c) At the time of engagement the employer and the part-time employee will agree in writing on a regular pattern of work, specifying at least the hours worked each day, which days of the week the employee will work and the actual starting and finishing times each day.</p> <p>(d) Changes in hours may only be made by agreement in writing between the employer and employee. Any agreed variation to the regular pattern of work will be recorded in writing.</p> <p>(e) An employer is required to roster a part-time employee for a minimum of three consecutive hours on any shift.</p>	<p>6.4 Part-time employment</p> <p>(a) A part-time employee is an employee who:</p> <p>(i) is engaged to work less than 38 hours per week;</p> <p>(ii) has reasonably predictable hours of work; and</p> <p>(iii) receives on a pro rata basis, equivalent pay and conditions to those of full-time employees who do the same kind of work.</p> <p>(b) An employee who does not meet the definition of a part-time employee in clause 6.4(a) and who is not a full-time employee will be paid as a casual employee in accordance with clause 6.5.</p> <p>(c) At the time of engagement the employer and the part-time employee will agree in writing on the a regular pattern of work, specifying at least:</p> <p>(i) the hours worked each day;</p> <p>(ii) which days of the week the employee will work; and</p> <p>(iii) the actual starting and finishing times each day.</p>

<p>(f) All time worked in excess of the hours mutually arranged will be overtime and paid for at the appropriate overtime rate.</p> <p>(g) A part-time employee employed under the provisions of this clause must be paid for ordinary hours worked at the rate of 1/38th of the weekly rate prescribed for the class of work performed.</p>	<p>(d) Changes in hours may only be made by agreement in writing between the employer and employee. Any agreed variation to the regular pattern of work will be recorded in writing.</p> <p>(e) All time worked in excess of the hours mutually arranged will be overtime and paid for at the appropriate overtime rate.</p> <p>(f) A part-time employee employed under the provisions of this clause must be paid for ordinary hours worked at the ordinary hourly rate prescribed for the class of work performed.</p> <p>(g) Minimum engagement An employer is required to roster a part-time employee for a minimum of three consecutive hours on any shift.</p>
<p>10.4 Casual employment</p> <p>(a) A casual employee is an employee engaged as such and paid by the hour. An employer when engaging a casual must inform the employee that they are employed as a casual, stating by whom the employee is employed, their hours of work, their classification level and their rate of pay.</p> <p>(b) Shearers, Crutchers and Woolpressers will be engaged as casual pieceworkers and paid in accordance with the piecework rates prescribed by this award.</p> <p>(c) A casual employee other than a casual pieceworker must be paid per hour at the rate of 1/38th of the weekly rate prescribed for the class of work performed, plus 25%.</p> <p>(d) The casual loading is paid instead of annual leave, personal/carer's leave, notice of termination, redundancy benefits and the other attributes of full-time or part-time employment.</p> <p>(e) Casual employees must be paid at the termination of each engagement, but may agree to be paid weekly or fortnightly.</p> <p>(f) On each occasion a casual employee, other than a casual pieceworker, is required to attend for work, casual employees are entitled to a minimum payment of three hours' work at the appropriate rate.</p>	<p>6.5 Casual employment</p> <p>(a) A casual employee is an employee engaged and paid by the hour.</p> <p>(b) An employer when engaging a casual must inform the employee that they are employed as a casual, stating:</p> <ul style="list-style-type: none"> (i) by whom the employee is employed; (ii) their hours of work; (iii) their classification level; and (iv) their rate of pay. <p>(d) Casual loading</p> <ul style="list-style-type: none"> (i) For each hour worked a casual employee, other than a casual pieceworker, must be paid: <ul style="list-style-type: none"> • the ordinary hourly rate prescribed for the class of work performed; and • a loading of 25% of the ordinary hourly rate. (ii) The casual loading is paid instead of annual leave, personal/carer's leave, notice of termination, redundancy

	<p>benefits and the other attributes of full-time or part-time employment.</p> <p>(e) Casual employees must be paid at the termination of each engagement, but may agree to be paid weekly or fortnightly.</p> <p>(f) Minimum engagement</p> <p>On each occasion a casual employee, other than a casual pieceworker, is required to attend for work, casual employees are entitled to a minimum payment of three hours' work at the appropriate rate.</p>
<p>10.5 Farm and livestock hand at shearing or crutching</p> <p>Notwithstanding anything else contained in this award, Part 7—Shearing Operations of the award will not apply to any employee engaged to work on a weekly basis under Part 4—Broadacre Farming and Livestock Operations during any time the employee is employed in shearing or crutching operations of the principal employer. Provided that this clause will not apply to any Farm and livestock hand engaged by the week who works in the employer's shearing shed and who has been engaged by the employer during the period commencing one week before the actual shearing or crutching begins and who is discharged during the week after the shearing or crutching actually ends. In such case, the employee will be paid station hand rates when performing work covered by Part 4 of this award and shearing rates when performing work covered by Part 7 of this award.</p>	<p>Farm and livestock hand at shearing or crutching</p> <p>(a) Subject to clause 6.6(b), during any time an employee engaged on a weekly basis under Part 5—Broadacre Farming and Livestock Operations is employed in shearing or crutching operations of the principal employer, Part 8—Shearing Operations will not apply.</p> <p>(b) Exception</p> <p>(i) Clause 6.6(a) will not apply to any farm and livestock hand engaged by the week who:</p> <ul style="list-style-type: none"> • works in the employer's shearing shed; and • who has been engaged by the employer during the period commencing one week before the actual shearing or crutching begins; and • who is discharged during the week after the shearing or crutching actually ends. <p>(ii) In this case, the employee will be paid station hand rates when performing work covered by Part 5 of this award and shearing rates when performing work covered by Part 8 of this award.</p>
<p>11. Piecework pay specification</p> <p>11.1 For the purpose of the NES, the base rate of pay for a pieceworker is the base rate of pay as defined in the NES.</p>	<p>6.5 (c) Casual pieceworkers</p> <p>(i) Shearers, Crutchers and Woolpressers will be engaged as casual pieceworkers and paid in accordance with the piecework rates prescribed by this award.</p>

<p>11.2 For the purpose of the NES, the full rate of pay for a pieceworker is the full rate of pay as defined in the NES.</p>	<p>(ii) For the purpose of the NES, the base rate of pay for a pieceworker is the base rate of pay as defined in the NES.</p> <p>(iii) For the purpose of the NES, the full rate of pay for a pieceworker is the full rate of pay as defined in the NES.</p>
<p>12. Termination of employment <i>Provision not reproduced - no change</i></p>	<p>19. Termination of employment <i>Provision not reproduced - no change</i></p>
<p>13. Redundancy <i>Provision not reproduced - no change - transitional provisions removed - see AM2014/190</i></p>	<p>20. Redundancy <i>Provision not reproduced - no change - transitional provisions removed - see AM2014/190</i></p>
<p>14. Higher duties An employee engaged for more than two hours during one day or shift on duties carrying a higher minimum wage than their ordinary classification must be paid the higher minimum wage for such day or shift. If the employee works such hours for two hours or less during one day or shift, they must be paid the higher minimum wage for the time so worked.</p>	<p>8. Higher duties</p> <p>(a) An employee engaged for more than two hours during one day or shift on duties carrying a higher minimum wage than their ordinary classification must be paid the higher minimum wage for the day or shift.</p> <p>(b) If the employee works at the higher classification for two hours or less during one day or shift, they must be paid the higher minimum wage for the time worked at the higher classification.</p>
<p>15. Breaks The following provisions will apply to all employees other than employees engaged on shearing operations who will be entitled to the breaks prescribed for such work in Part 7—Shearing Operations of this award.</p>	<p>7. Breaks The following provisions will apply to all employees other than employees engaged on shearing operations who will be entitled to the breaks prescribed for the work in Part 8—Shearing Operations.</p>
<p>15.1 Meal break</p> <p>(a) A meal break of not less than 30 minutes and not more than one hour will be allowed each day, to be taken not later than five hours after commencing ordinary hours of work. Provided that where there is agreement between the employer and an individual employee, the meal break may be taken at a time agreed.</p> <p>(b) All work performed on the instruction of the employer during a recognised meal break will be paid for at double time rates. Such</p>	<p>7.1 Meal break</p> <p>(a) A meal break of between 30 minutes and 60 minutes will be allowed each day, to be taken not later than five hours after commencing ordinary hours of work.</p> <p>(b) If there is agreement between the employer and an individual employee, the meal break may be taken at a time agreed.</p> <p>(c) All work performed under the direction of the employer during a</p>

<p>payment will continue until the employee is released for a meal break of not less than 30 minutes.</p>	<p>recognised meal break will be paid for at 200% of the ordinary hourly rate. Payment will continue until the employee is released for a meal break of not less than 30 minutes.</p>
<p>15.2 Rest break</p> <p>Employees will be allowed a paid rest break of 10 minutes each morning. Where agreement is reached between the employer and employee for an additional rest break, such rest break will be unpaid and in addition to the employee's ordinary hours of work.</p>	<p>7.2 Paid rest break</p> <p>(a) Employees will be allowed a paid rest break of 10 minutes each morning.</p> <p>(b) If agreement is reached between the employer and employee for an additional rest break, the rest break will be unpaid and in addition to the employee's ordinary hours of work.</p>
<p>16. Payment of wages</p> <p>16.1 Period of payment</p> <p>Wages must be paid weekly or fortnightly according to the actual ordinary hours worked each week or fortnight, or according to the applicable piecework payment.</p> <p>16.2 Method of payment</p> <p>Wages must be paid by cash, cheque or electronic funds transfer into the employee's bank or other recognised financial institution account.</p> <p>16.3 Payment of wages on termination of employment</p> <p>On termination of employment, wages due to an employee must be paid on the day of termination or forwarded to the employee by post on the next working day.</p>	<p>9. Payment of wages</p> <p>9.1 Period of payment</p> <p>Wages must be paid weekly or fortnightly according to the actual ordinary hours worked each week or fortnight, or according to the applicable piecework payment.</p> <p>9.2 Method of payment</p> <p>Wages must be paid by cash, cheque or electronic funds transfer into the employee's bank or other recognised financial institution account.</p> <p>9.3 Payment of wages on termination of employment</p> <p>On termination of employment, wages due to an employee must be paid on the day of termination or forwarded to the employee by post on the next working day.</p> <p>NOTE: Regulations 3.33(3) and 3.46(1)(g) of <i>Fair Work Regulations 2009</i> set out the requirements for pay records and the content of payslips including the requirement to separately identify any allowance paid.</p>
<p>17. Allowances</p> <p><i>Clause inserted - proposed new provision</i></p>	<p>10. Allowances</p> <p>Employers must pay to an employee the allowances the employee is entitled to under this clause. See Schedule C for a summary of monetary allowances and method of adjustment</p>

17.1 Adjustment of expense-related allowances

- (a) At the time of any adjustment to the standard rate, each expense-related allowance will be increased by the relevant adjustment factor. The relevant adjustment factor for this purpose is the percentage movement in the applicable index figure most recently published by the Australian Bureau of Statistics since the allowance was last adjusted.
- (b) The applicable index figure is the index figure published by the Australian Bureau of Statistics for the Eight Capitals Consumer Price Index (Cat No. 6401.0), as follows:

Allowance	Applicable Consumer Price Index figure
Allowance for combs/cutters	Tools and equipment for house and garden component of the household appliances, utensils and tools sub-group
Meal allowance	Take away and fast foods sub-group
Payment for handpiece	Tools and equipment for house and garden component of the household appliances, utensils and tools sub-group
Rations	Take away and fast foods sub-group
Shearing industry allowance	Eight capital cities weighted average
Special allowance (horse and saddle allowance)	Eight capital cities weighted average
Travelling allowance	Domestic holiday travel and accommodation sub-group
Vehicle allowance	Private motoring sub-group
With keep rate	Eight capital cities weighted average

C.2.2 Adjustment of expense-related allowances

- (a) At the time of any adjustment to the standard rate, each expense-related allowance will be increased by the relevant adjustment factor. The relevant adjustment factor for this purpose is the percentage movement in the applicable index figure most recently published by the Australian Bureau of Statistics since the allowance was last adjusted.
- (b) The applicable index figure is the index figure published by the Australian Bureau of Statistics for the Eight Capitals Consumer Price Index (Cat No. 6401.0), as follows:

Allowance	Applicable Consumer Price Index figure
Allowance for combs/cutters	Tools and equipment for house and garden component of the household appliances, utensils and tools sub-group
Meal allowance	Take away and fast foods sub-group
Payment for handpiece	Tools and equipment for house and garden component of the household appliances, utensils and tools sub-group
Rations	Take away and fast foods sub-group
Shearing industry allowance	All groups
Special allowance (horse and saddle allowance)	All groups
Travelling allowance	Domestic holiday travel and accommodation sub-group
Vehicle allowance	Private motoring sub-group
With keep rate	All groups

<p>17.2 Expense-related allowances</p> <p>(a) Tool and equipment allowance</p> <p>(i) Where the employer requires employees to supply their own tools and equipment, the employer must reimburse the employees for the cost of supplying such tools and equipment.</p> <p>(ii) The provisions of this clause do not apply where the tools and equipment are paid for by the employer.</p>	<p>10.2 Expense-related allowances</p> <p>(a) Tool and equipment allowance</p> <p>(i) If the employer requires employees to supply their own tools and equipment, they must be reimbursed for the cost of supplying those tools and equipment.</p> <p>(ii) The provisions of this clause do not apply where the tools and equipment are paid for by the employer.</p>
<p>(b) Use of vehicle allowance</p> <p>Where an employer instructs employees to use their own vehicle during working hours to relocate materials, equipment, or personnel either within the normal work location or on public thoroughfares, the employees will be paid an allowance of 78 cents per kilometre.</p>	<p>(b) Use of vehicle allowance</p> <p>An employee will be paid an allowance of \$0.78 per kilometre when required by the employer to use their own vehicle during working hours to relocate materials, equipment, or personnel either within the normal work location or on public thoroughfares.</p>
<p>(c) Meal allowance</p> <p>(i) If an employee is required to work overtime after working ordinary hours (except where the period of overtime is fewer than one and a half hours), the employee will be paid \$12.65 for the first and any subsequent meals. Alternatively, the employer may supply the employee with a meal.</p>	<p>(c) Overtime meal allowance</p> <p>(i) If an employee is required to work overtime after working ordinary hours (except where the period of overtime is less than one and a half hours):</p> <ul style="list-style-type: none"> • the employee will be paid \$12.65 for the first and any subsequent meals; or • the employer will supply the employee with a meal.
<p>(ii) An employee required to work overtime for more than two hours after the employee's ordinary ceasing time without having been notified before leaving work on the previous day that the employee will be required to work overtime, will be provided free of cost with a suitable meal, and if the work extends into a second meal break, another meal, provided that in the event of the meal not being supplied the employee is entitled to a payment of \$12.65 for each meal not supplied.</p>	<p>(ii) An employee required to work overtime for more than two hours after the employee's ordinary finishing time without having been notified before leaving work on the previous day that they will be required to work overtime:</p> <ul style="list-style-type: none"> • will be provided with a suitable meal free of cost; and • if the work extends into a second meal break, another meal; or • in the event of the meal not being supplied the employee is entitled to a payment of \$12.65 for each meal not supplied.

<p>17.3 Reimbursement of expenses</p> <p>Where an employer authorises an employee to incur expenses in the course of the employee’s employment, the expense will be reimbursed by the employer upon provision by the employee of a tax invoice and receipt.</p>	<p>(d) Reimbursement of expenses</p> <p>An employer who authorises an employee to incur expenses in the course of their employment, will reimburse the employee the expense upon provision of a tax invoice and receipt.</p>																				
<p>17.4 All-purpose allowances</p> <p>The following allowances apply for all purposes of this award:</p> <p>(a) Leading hands</p> <p>A leading hand in charge of two or more people must be paid as follows:</p> <table border="1" data-bbox="286 571 1016 807"> <thead> <tr> <th>In charge of</th> <th>% of the standard rate</th> </tr> </thead> <tbody> <tr> <td>2–6 employees</td> <td>115% per week extra</td> </tr> <tr> <td>7–10 employees</td> <td>134% per week extra</td> </tr> <tr> <td>11–20 employees</td> <td>191% per week extra</td> </tr> <tr> <td>More than 20 employees</td> <td>240% per week extra</td> </tr> </tbody> </table>	In charge of	% of the standard rate	2–6 employees	115% per week extra	7–10 employees	134% per week extra	11–20 employees	191% per week extra	More than 20 employees	240% per week extra	<p>10.1 Wage related allowances</p> <p>(a) All purpose allowances</p> <p>Allowances paid for all purposes are included in the rate of pay of an employee who is entitled to the allowance, when calculating any penalties or loadings or payment while they are on annual leave. The following allowances are paid for all purposes under this award:</p> <p>(i) leading hand allowance (clause 10.1(b));</p> <p>(ii) first aid allowance (clause 10.1(c)); and</p> <p>(iii) travelling allowance (clause 10.1(d)).</p> <p>(b) Leading hands</p> <p>A leading hand in charge of two or more people must be paid as follows:</p> <table border="1" data-bbox="1312 842 2085 1062"> <thead> <tr> <th>In charge of</th> <th>\$ per week</th> </tr> </thead> <tbody> <tr> <td>2–6 employees</td> <td>20.46</td> </tr> <tr> <td>7–10 employees</td> <td>23.84</td> </tr> <tr> <td>11–20 employees</td> <td>33.98</td> </tr> <tr> <td>More than 20 employees</td> <td>42.70</td> </tr> </tbody> </table>	In charge of	\$ per week	2–6 employees	20.46	7–10 employees	23.84	11–20 employees	33.98	More than 20 employees	42.70
In charge of	% of the standard rate																				
2–6 employees	115% per week extra																				
7–10 employees	134% per week extra																				
11–20 employees	191% per week extra																				
More than 20 employees	240% per week extra																				
In charge of	\$ per week																				
2–6 employees	20.46																				
7–10 employees	23.84																				
11–20 employees	33.98																				
More than 20 employees	42.70																				
<p>(b) First aid allowance</p> <p>An employee designated by the employer to render first aid in addition to his or her usual duties and who is the current holder of a recognised first aid qualification, such as one from St John Ambulance or a similar body, must be paid a daily allowance of 14% of the standard rate to carry out such work.</p>	<p>(c) First aid allowance</p> <p>An employee appointed by their employer to perform first aid in addition to their usual duties, and holding a current recognised first aid qualification, such as one from St John Ambulance or similar body, must be paid an allowance of \$2.49 per day to carry out such work.</p>																				

<p>(c) Travelling allowance</p> <p>(i) Where an employee is required to travel from one place to another for the purpose of work, the time occupied in travelling will be counted as time worked and paid for as such.</p> <p>(ii) Time spent by an employee travelling from the employee's home to the principal place of employment and return will not be regarded as time worked.</p> <p>(iii) Where an employee is compelled by their duties to spend the night away from home or the property at which the employee is employed (whichever is the employee's normal place of sleeping during employment), the employer will reimburse the employee for the demonstrable cost of suitable accommodation.</p> <p>(iv) The provisions of this clause will not apply where the employer provides the employee with suitable accommodation free of charge.</p>	<p>(d) Travelling allowance</p> <p>(i) Where an employee who is required to travel from one place to another for the purpose of work, the time occupied in travelling will be counted as time worked and paid for as such.</p> <p>(ii) Time spent by an employee travelling from the employee's home to the principal place of employment and return will not be regarded as time worked.</p> <p>(iii) An employee who is compelled by their duties to spend the night away from home or the property at which the employee is employed (whichever is the employee's normal place of sleeping during employment), will be reimbursed by the employer for the demonstrable cost of suitable accommodation.</p> <p>(iv) The provisions of clause 10.1(d) will not apply where the employer provides the employee with suitable accommodation free of charge.</p>
<p>17.5 Protective clothing</p> <p>(a) Wet weather clothing and footwear</p> <p>(i) An employee who is required to work in a wet place must be provided with protective clothing and footwear by the employer. If the employee is not provided with such clothing and footwear, the employer will reimburse the employee for the reasonable cost of providing such clothing and footwear.</p> <p>(ii) Where the clothing and footwear is provided and paid for by the employer, it will remain the property of the employer.</p> <p>(iii) 'wet place' is defined in clause 3.1 of this award.</p>	<p>(e) Wet weather clothing and footwear</p> <p>(i) An employee who is required to work in a wet place must be provided with protective clothing and footwear by the employer.</p> <p>(ii) If the employee is not provided with the clothing and footwear, the employer will reimburse the employee for the reasonable cost of providing the clothing and footwear.</p> <p>(iii) If the clothing and footwear is provided and paid for by the employer, it will remain the property of the employer.</p> <p>(iv) 'Wet place' is defined in Schedule G—Definitions and interpretation.</p>
<p>(b) Protective clothing</p> <p>(i) Where the employer requires an employee to supply his or her own protective clothing, the employer must reimburse</p>	<p>(f) Protective clothing</p> <p>(i) If the employer requires an employee to supply his or her own protective clothing, the employer must reimburse the</p>

<p>the employee for the cost of supplying such protective clothing.</p> <p>(ii) The provisions of this clause do not apply where the protective clothing is paid for by the employer.</p> <p>(iii) Any protective clothing that is paid for by the employer remains the property of the employer.</p>	<p>employee for the cost of supplying the protective clothing.</p> <p>(ii) The provisions of clause 10.2(f)(i) do not apply where the protective clothing is paid for by the employer.</p> <p>(iii) Any protective clothing that is paid for by the employer remains the property of the employer.</p>
<p>17.6 Charges for accommodation, meat, goods, and services</p> <p>(a) Where the employer provides an employee with living premises for the use of a “without keep” employee and the employee’s household, the employer may make a charge of an amount agreed between them in writing for the use of the premises and/or power supplied to such premises.</p> <p>(b) The employer may charge to an employee:</p> <ul style="list-style-type: none"> • the cost of goods or services supplied to the employee at the employee’s request and paid for by the employer; and • the cost of goods purchased by the employer for the employee at the employee’s request. <p>(c) Where the employer supplies an employee with meat, the employer may charge the employee an amount mutually agreed upon.</p> <p>(d) Where the employer sells groceries or stores to the employee, the prices charged must not exceed the cost price with carriage added.</p>	<p>(g) Charges for accommodation, meat, goods, and services</p> <p>(i) If the employer provides an employee with living premises for the use of a “without keep” employee and the employee’s household, the employer may charge an amount agreed between them in writing for the use of the premises and/or power supplied to the premises.</p> <p>(ii) The employer may charge to an employee:</p> <ul style="list-style-type: none"> • the cost of goods or services supplied to the employee at the employee’s request and paid for by the employer; and • the cost of goods purchased by the employer for the employee at the employee’s request. <p>(iii) If the employer supplies an employee with meat, the employer may charge the employee an amount mutually agreed upon.</p> <p>(iv) If the employer sells groceries or stores to the employee, the prices charged must not exceed the cost price with carriage added.</p>
<p>18. District allowances</p> <p><i>Clause deleted</i></p>	
<p>19. Supported wage system</p> <p>See Schedule B</p>	<p>11. Supported wage system</p> <p>For employees who because of the effects of a disability are eligible for a supported wage, see Schedule D—Supported Wage System.</p>

<p>20. National training wage</p> <p>See Schedule C</p>	<p>12. National training wage</p> <p>For employees undertaking a traineeship, see Schedule E—National Training Wage.</p>
<p>21. Accident pay</p> <p><i>Clause deleted</i></p>	
<p>22. Superannuation</p> <p><i>Provision not reproduced - no change</i></p>	<p>13. Superannuation</p> <p><i>Provision not reproduced - no change</i></p>
<p>23. Annual leave</p> <p>23.1 Annual leave is provided for in the NES.</p> <p>23.2 Conversion to hourly entitlement</p> <p>An employer may reach agreement with the majority of employees concerned to convert the annual leave entitlement in s.87 of the Act to an hourly entitlement for administrative ease (e.g. 152 hours for a full-time employee entitled to four weeks' annual leave).</p> <p>23.3 Payment for period of annual leave</p> <p>Instead of the base rate of pay as referred to in s.90(1) of the Act, an employee under this award, other than a pieceworker, before going on annual leave, must be paid the wages they would have received in respect of the ordinary hours the employee would have worked had the employee not been on leave during the relevant period.</p>	<p>14. Annual leave</p> <p>14.1 Annual leave is provided for in the NES.</p> <p>14.2 Conversion to hourly entitlement</p> <p>An employer may reach agreement with the majority of employees concerned to convert the annual leave entitlement in s.87 of the Act to an hourly entitlement for administrative ease (e.g. 152 hours for a full-time employee entitled to four weeks' annual leave).</p> <p>14.3 Payment for period of annual leave</p> <p>(a) An employee (other than a pieceworker) under this award, before going on annual leave, must be paid the wages they would have received in respect of the ordinary hours the employee would have worked had the employee not been on leave during the relevant period.</p> <p>(b) Clause 14.3(a) will apply instead of the base rate of pay as referred to in s.90(1) of the Act.</p> <p>NOTE: Where an employee is receiving overaward payments such that the employee's base rate of pay is higher than the rate specified under this award, the employee is entitled to receive the higher rate while on a period of paid annual leave (see ss.16 and 90 of the Act).</p>
<p>23.4 Annual leave loading</p> <p>(a) An employee must also be paid a loading calculated on the wages prescribed by this award.</p>	<p>14.4 Annual leave loading</p> <p>An employee must also be paid a loading calculated on the wages prescribed by this award. The loading must be as follows:</p>

<p>(b) The loading must be as follows:</p> <p>(i) Other than shiftworkers</p> <ul style="list-style-type: none"> • An employee other than a shiftworker must be paid a loading equal to 17.5% of the wages prescribed by this award for the ordinary hours of work as performed between Monday and Friday. • Where an employee is rostered to work the ordinary weekly hours on days which attract penalty rates and the employee would have earned a greater amount than the payment for ordinary hours worked between Monday and Friday plus 17.5% but for the period of leave then the amount which the employee would have earned for the ordinary hours of work they would have worked but for the period of leave will be paid instead of the 17.5% loading. <p>(ii) Shiftworkers</p> <p>An employee who would have worked on shiftwork had they not been on leave must be paid a loading equal to 17.5% of the wages prescribed by this award or the shift loading including relevant weekend penalty rates, whichever is the greater but not both.</p>	<p>(a) Other than shiftworkers</p> <p>(i) An employee other than a shiftworker must be paid a loading equal to 17.5% of the wages prescribed by this award for the ordinary hours of work as performed between Monday and Friday.</p> <p>(ii) Where an employee is rostered to work ordinary weekly hours on days which attract penalty rates and the employee would have earned a greater amount than the amount provided in clause 15.4(a)(i) but for the period of leave then the employee will be paid the amount they would have earned for the ordinary hours worked instead of the 17.5% loading.</p> <p>(b) Shiftworkers</p> <p>An employee who would have worked on shiftwork had they not been on leave must be paid a loading equal to 17.5% of the wages prescribed by this award or the shift loading including relevant weekend penalty rates, whichever is the greater but not both.</p>
<p>23.5 Excessive leave</p> <p>Notwithstanding s.88 of the Act, if an employer has genuinely tried to reach agreement with an employee as to the timing of taking annual leave, the employer can require the employee to take annual leave by giving not less than four weeks' notice of the time when such leave is to be taken if:</p> <p>(a) at the time the direction is given, the employee has eight weeks or more of annual leave accrued; and</p> <p>(b) the amount of annual leave the employee is directed to take is less than or equal to a quarter of the amount of leave accrued.</p>	<p>14.5 Excessive accrual of annual leave</p> <p>Notwithstanding s.88 of the Act, if an employer has genuinely tried to reach agreement with an employee as to the timing of taking annual leave, the employer can require the employee to take annual leave by giving not less than four weeks' notice of the time when such leave is to be taken if:</p> <p>(a) at the time the direction is given, the employee has eight weeks or more of annual leave accrued; and</p> <p>(b) the amount of annual leave the employee is directed to take is less than or equal to a quarter of the amount of leave accrued</p>
<p>23.6 Paid leave in advance of accrued entitlement</p> <p>By agreement between an employer and an employee a period of annual</p>	<p>14.6 Paid leave in advance of accrued entitlement</p> <p>(a) By agreement between an employer and an employee a period of</p>

<p>leave may be taken in advance of the entitlement accruing. Provided that if leave is taken in advance and the employment terminates before the entitlement has accrued the employer may make a corresponding deduction from any money due to the employee on termination.</p> <p>23.7 Transfer of business</p> <p>(a) Where a business is transferred from one employer to another, the period of continuous service that an employee had with the old employer must be deemed to be service with the new employer and taken into account when calculating annual leave. However an employee is not entitled to leave or payment instead for any period in respect of which leave has been taken or paid for.</p> <p>(b) Where a business is transferred from one employer to another, employees formerly employed by the old employer will be deemed to have served any applicable probationary period with that employer. Employees will not be required to serve any probationary period for any purpose in relation to their employment with the new employer.</p>	<p>annual leave may be taken in advance of the entitlement accruing.</p> <p>(b) If leave is taken in advance and the employment terminates before the entitlement has accrued the employer may make a corresponding deduction from any money due to the employee on termination.</p> <p>14.7 Transfer of business</p> <p>Where a business is transferred from one employer to another, employees formerly employed by the old employer will be deemed to have served any applicable probationary period with that employer. Employees will not be required to serve any probationary period for any purpose in relation to their employment with the new employer.</p>
<p>23.8 Proportionate leave on termination</p> <p>On termination of employment, an employee must be paid for leave accrued (including shift loading) that has not been taken at the appropriate wage calculated in accordance with this award.</p>	<p>14.8 Proportionate leave on termination</p> <p>On termination of employment, an employee must be paid for leave accrued (including shift loadings) that has not been taken at the appropriate wage calculated in accordance with this award.</p>
<p>24. Personal/carer's leave and compassionate leave Personal/carer's leave and compassionate leave are provided for in the NES.</p>	<p>15. Personal/carer's leave and compassionate leave Personal/carer's leave and compassionate leave are provided for in the NES.</p>
<p><i>New clause inserted.</i></p>	<p>16. Parental leave and related entitlements Parental leave and related entitlements are provided for in the NES.</p>
<p>25. Community service leave Community service leave is provided for in the NES.</p>	<p>17. Community service leave Community service leave is provided for in the NES</p>
<p>26. Public holidays</p> <p>26.1 Public holidays are provided for in the NES.</p> <p>26.2 Substitution of certain public holidays by agreement at the enterprise</p>	<p>18. Public holidays</p> <p>18.1 Public holiday entitlements are provided for in the NES.</p> <p>18.2 Substitution of certain public holidays</p>

<p>(a) By agreement between the employer and the majority of employees in the enterprise or part of the enterprise concerned, an alternative day may be taken as the public holiday instead of any of the prescribed days.</p> <p>(b) An employer and an individual employee may agree to the employee taking another day as the public holiday instead of the day which is being observed as the public holiday in the enterprise or part of the enterprise concerned.</p>	<p>(a) By agreement between the employer and the majority of employees in the enterprise or part of the enterprise concerned, an alternative day may be taken as the public holiday instead of any of the prescribed days.</p> <p>(b) An employer and an individual employee in the enterprise or part of the enterprise concerned may agree to the employee taking another day as the public holiday instead of the day which is being observed as the public holiday.</p> <p>18.3 Employees required to work on a public holiday will be paid in accordance with clauses 27.6, 34, 38.2 or 46.</p> <p>18.4 Part-day public holidays</p> <p>For provisions relating to part-day public holidays see Schedule F—2015 Part-day Public Holidays.</p>
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Part 4—Broadacre Farming and Livestock Operations

Provision not reproduced –no change

Part 5—Broadacre Farming and Livestock Operations

Provision not reproduced –no change

28. Minimum wages

28.1 Adult wages

The following wages apply to Farming and livestock hands classified under clause 27—Classifications of this award:

Wage group	Weekly award rate	Hourly rate
	\$	\$
FLH1	656.90	17.29
FLH2	675.90	17.79
FLH3	685.50	18.04
FLH4	701.80	18.47
FLH5	714.40	18.80
FLH6	725.90	19.10
FLH7	764.90	20.13
FLH8	821.80	21.63

24. Minimum wages

24.1 Adult wages

The following wages apply to adult farm and livestock hands classified under clause 23—Classifications of this award:

Wage group	Minimum weekly rate	Minimum hourly rate
	\$	\$
FLH1	656.90	17.29
FLH2	675.90	17.79
FLH3	685.50	18.04
FLH4	701.80	18.47
FLH5	714.40	18.80
FLH6	725.90	19.10
FLH7	764.90	20.13
FLH8	821.80	21.63

<p>28.2 Junior wages</p> <table border="1"> <thead> <tr> <th>Age of employee</th> <th>% of relevant adult rate</th> </tr> </thead> <tbody> <tr> <td>Under 16 years of age</td> <td>50</td> </tr> <tr> <td>16 years of age</td> <td>60</td> </tr> <tr> <td>17 years of age</td> <td>70</td> </tr> <tr> <td>18 years of age</td> <td>80</td> </tr> <tr> <td>19 years of age</td> <td>90</td> </tr> <tr> <td>20 years of age</td> <td>100</td> </tr> </tbody> </table>	Age of employee	% of relevant adult rate	Under 16 years of age	50	16 years of age	60	17 years of age	70	18 years of age	80	19 years of age	90	20 years of age	100	<p>24.2 Junior wages</p> <table border="1"> <thead> <tr> <th>Age of employee</th> <th>% of relevant adult rate</th> </tr> </thead> <tbody> <tr> <td>Under 16 years</td> <td>50</td> </tr> <tr> <td>At 16 years</td> <td>60</td> </tr> <tr> <td>At 17 years</td> <td>70</td> </tr> <tr> <td>At 18 years</td> <td>80</td> </tr> <tr> <td>At 19 years</td> <td>90</td> </tr> <tr> <td>At 20 years</td> <td>100</td> </tr> </tbody> </table>	Age of employee	% of relevant adult rate	Under 16 years	50	At 16 years	60	At 17 years	70	At 18 years	80	At 19 years	90	At 20 years	100
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<p>28.3 With Keep Rate If keep is provided then the minimum wage will be the rates prescribed above less \$120.94 per week.</p>	<p>24.3 With Keep Rate If keep is provided then the minimum wage will be the rates prescribed above less \$120.94 per week.</p>																												
<p>29. Special allowances</p> <p>29.1 Where a Station hand is required by the employer to find their own horse and/or saddle, the employee will be paid a weekly allowance of \$7.02 for the horse, and a weekly allowance of \$5.61 for the saddle.</p> <p>29.2 When a Station hand is required by the employer to provide their own dog which is used as a cattle or sheep dog for station purposes, the employer will pay to the employee:</p> <ul style="list-style-type: none"> (a) an allowance mutually agreed upon for each such dog; and (b) the amount of any licence or registration fee which must be paid by the employee for a period during which the dog is so used. <p>29.3 Employees will be paid a daily amount of 17% of the standard rate in addition to their ordinary rate for each day upon which they are engaged:</p> <ul style="list-style-type: none"> (a) in or in connection with jetting or spraying of sheep, who either mix the poison or handle the nozzle; or (b) in swabbing sheep for more than three days in any one week 	<p>25. Special allowances</p> <p>25.1 Where a station hand is required by the employer to find their own horse and/or saddle, the employee will be paid weekly allowances of:</p> <ul style="list-style-type: none"> (a) \$7.02 for the horse; and (b) \$5.61 for the saddle. <p>25.2 When a station hand is required by the employer to provide their own dog which is used as a cattle or sheep dog for station purposes, the employer will pay to the employee:</p> <ul style="list-style-type: none"> (a) an allowance mutually agreed upon for each dog; and (b) the amount of any licence or registration fee which must be paid by the employee for a period during which the dog is used. <p>25.3 Employees will be paid \$3.02 per day in addition to their ordinary rate for each day upon which they are engaged:</p> <ul style="list-style-type: none"> (a) in or in connection with jetting or spraying of sheep, who either mix the poison or handle the nozzle; or (b) in swabbing sheep for more than three days in any one week. 																												

<p>30. Ordinary hours of work and rostering</p> <p>30.1 The average ordinary working hours for a Farm and livestock hand will be fixed by agreement between the employer and the employees but will not exceed an average of 38 hours per week over a four week period.</p> <p>30.2 The ordinary hours of work of Farm and livestock hands (other than Station cooks) will not exceed 152 hours in any consecutive period of four weeks.</p> <p>30.3 Station cooks</p> <p>(a) A cook who is required to work for more than five and a half days in any one week will be paid, in addition to the weekly wage of this award, the following overtime rates:</p> <p>(i) for work on six full days—an amount of 3/22nds of the appropriate weekly rate;</p> <p>(ii) for work on six full days and one half day—an amount equal to 3/11ths of the appropriate weekly rate; or</p> <p>(iii) for work on seven full days—an amount equal to 9/22nds of the appropriate weekly rate.</p> <p>(b) No overtime will be worked nor will an employee perform work on the employee’s day and/or half day off without the permission of or under the instructions of the employer or their authorised representative.</p>	<p>26. Ordinary hours of work and rostering</p> <p>26.1 The average ordinary working hours for a farm and livestock hand will be fixed by agreement between the employer and the employees but will not exceed an average of 38 hours per week over a four week period.</p> <p>26.2 The ordinary hours of work of farm and livestock hands (other than station cooks) will not exceed 152 hours in any consecutive period of four weeks.</p> <p>26.3 Station cooks</p> <p>(a) A cook who is required to work for more than five and a half days in any one week will be paid, in addition to the weekly wage of this award, the following overtime rates:</p> <p>(i) for work on six full days—an amount of 3/22nds of the appropriate weekly rate;</p> <p>(ii) for work on six full days and one half day—an amount equal to 3/11ths of the appropriate weekly rate; or</p> <p>(iii) for work on seven full days—an amount equal to 9/22nds of the appropriate weekly rate.</p> <p>(b) No overtime will be worked nor will an employee perform work on the employee’s day and/or half day off without the permission of or under the instructions of the employer or their authorised representative.</p>								
<p>31. Overtime</p> <p>31.1 All time worked by an employee in excess of the ordinary hours in clause 30.1 will be regarded as overtime.</p> <p>31.2 The rate of pay for overtime for a Farm and livestock hand will be time and a half, except on Sunday when the rate will be double time, except in the case of feeding and watering stock when such work will be paid for at the rate of time and a half.</p> <p>31.3 An employee may elect to take time off duty, with pay, for a period equal to the overtime worked.</p> <p>31.4 No employee will be entitled to payment for overtime, or equivalent time</p>	<p>27. Overtime and penalty rates</p> <p>27.1 All time worked by an employee in excess of the ordinary hours in clause 26.1 will be regarded as overtime.</p> <p>27.2 The rate of pay for overtime for a farm and livestock hand will be:</p> <table border="1" data-bbox="1220 1220 2112 1463"> <thead> <tr> <th>For overtime worked</th> <th>Overtime rate % ordinary hourly rate</th> </tr> </thead> <tbody> <tr> <td>Monday to Saturday</td> <td>150</td> </tr> <tr> <td>Sunday—all hours—feeding and watering stock</td> <td>150</td> </tr> <tr> <td>Sunday—all hours—other than feeding and watering stock</td> <td>200</td> </tr> </tbody> </table>	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
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<p>off instead, unless the employee makes a claim to the employer or their authorised representative either within two weeks after the overtime is alleged to have been performed or by the next date of payment of the employee’s wages, whichever is the later.</p> <p>31.5 For the purpose of computing payment for overtime work for an employee engaged on ‘with keep’ terms, the cash value of such employee’s wages must be deemed to be not less than the wage prescribed in this award for a similar class of employee with the value of keep added.</p>	<p>27.3 Time off instead of payment for overtime</p> <p>An employee may elect to take time off duty, with pay, for a period equal to the overtime worked.</p> <p>27.4 No employee will be entitled to payment for overtime, or equivalent time off instead, unless:</p> <p>(a) the employee makes a claim to the employer or their authorised representative either within two weeks after the overtime is alleged to have been performed; or</p> <p>(b) by the next date of payment of the employee’s wages, whichever is the later.</p> <p>27.5 For the purpose of computing payment for overtime work for an employee engaged on ‘with keep’ terms, the cash value of the employee’s wages must be deemed to be not less than the wage prescribed in this award for a similar class of employee with the value of keep added.</p>																																																						
<p>32. Payment for public holidays</p> <p>Where a Farm and livestock hand is required to perform work on a public holiday the rate of pay will be double time</p>	<p>27.6 Public holidays</p> <p>A Farm and livestock hand required to work on a public holiday will be paid 200% of the ordinary hourly rate.</p>																																																						
<p>Part 5—Pig Breeding and Raising</p> <p><i>Provision not reproduced –no change</i></p>	<p>Part 6—Pig Breeding and Raising</p> <p><i>Provision not reproduced –no change</i></p>																																																						
<p>34. Minimum wages</p> <p>34.1 Adult wages</p> <p>The following wages apply to Piggery attendants classified under clause 33—Classifications of this award:</p> <table border="1"> <thead> <tr> <th>Wage group</th> <th>Weekly award rate</th> <th>Hourly rate</th> </tr> <tr> <td></td> <th>\$</th> <th>\$</th> </tr> </thead> <tbody> <tr> <td>PA1</td> <td>656.90</td> <td>17.29</td> </tr> <tr> <td>PA2</td> <td>675.40</td> <td>17.77</td> </tr> <tr> <td>PA3</td> <td>701.80</td> <td>18.47</td> </tr> <tr> <td>PA4</td> <td>726.00</td> <td>19.11</td> </tr> <tr> <td>PA5</td> <td>744.70</td> <td>19.60</td> </tr> <tr> <td>PA6</td> <td>764.90</td> <td>20.13</td> </tr> <tr> <td>PA7</td> <td>788.80</td> <td>20.76</td> </tr> </tbody> </table>	Wage group	Weekly award rate	Hourly rate		\$	\$	PA1	656.90	17.29	PA2	675.40	17.77	PA3	701.80	18.47	PA4	726.00	19.11	PA5	744.70	19.60	PA6	764.90	20.13	PA7	788.80	20.76	<p>29. Minimum wages</p> <p>29.1 Adult wages</p> <p>The following wages apply to adult piggery attendants classified under clause 28—Classifications of this award:</p> <table border="1"> <thead> <tr> <th>Wage group</th> <th>Minimum weekly rate</th> <th>Minimum hourly rate</th> </tr> <tr> <td></td> <th>\$</th> <th>\$</th> </tr> </thead> <tbody> <tr> <td>PA1</td> <td>656.90</td> <td>17.29</td> </tr> <tr> <td>PA2</td> <td>675.40</td> <td>17.77</td> </tr> <tr> <td>PA3</td> <td>701.80</td> <td>18.47</td> </tr> <tr> <td>PA4</td> <td>726.00</td> <td>19.11</td> </tr> <tr> <td>PA5</td> <td>744.70</td> <td>19.60</td> </tr> <tr> <td>PA6</td> <td>764.90</td> <td>20.13</td> </tr> <tr> <td>PA7</td> <td>788.80</td> <td>20.76</td> </tr> </tbody> </table>	Wage group	Minimum weekly rate	Minimum hourly rate		\$	\$	PA1	656.90	17.29	PA2	675.40	17.77	PA3	701.80	18.47	PA4	726.00	19.11	PA5	744.70	19.60	PA6	764.90	20.13	PA7	788.80	20.76
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<p>35. Ordinary hours of work and rostering</p> <p>35.1 Ordinary hours for Piggery attendants will not exceed 152 in any four week period. If an employee works less than 38 hours in one week of any four week period then the employer will use its best endeavours to ensure that the employee is paid for 38 hours work during any such week. Unless otherwise agreed by an employer and an affected employee the spread of ordinary hours will not exceed eight per day between 6.00 am and 6.00 pm Monday to Friday. No employee will be required to work more than 12 ordinary hours per day.</p> <p>35.2 Agreement may be reached between an employer and the majority of employees at a workplace about the method of implementing a 38 hour week at the workplace.</p>	<p>30. Ordinary hours of work</p> <p>30.1 Ordinary hours for piggery attendants will not exceed 152 hours in any four week period.</p> <p>30.2 If an employee works less than 38 hours in one week of any four week period then the employer will use its best endeavours to ensure that the employee is paid for 38 hours work during any week.</p> <p>30.3 Unless an agreement is reached between the employer and employee, the spread of ordinary hours will not exceed eight per day between 6.00 am and 6.00 pm Monday to Friday.</p> <p>30.4 No employee will be required to work more than 12 ordinary hours per day.</p> <p>30.5 Agreement may be reached between an employer and the majority of employees at a workplace about the method of implementing a 38 hour week at the workplace.</p>																												
<p>35.3 Shiftwork definitions</p> <p>(a) Afternoon shift means any shift finishing after 6.00 pm and at or before midnight.</p> <p>(b) Continuous work means work carried on with consecutive shifts of employees throughout the 24 hours of each day, of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the</p>	<p>31. Shiftwork and rostering</p> <p>31.1 Shiftwork definitions</p> <p>(a) Afternoon shift means any shift finishing after 6.00 pm and at or before midnight.</p> <p>(b) Continuous work means work carried out:</p> <ul style="list-style-type: none"> (i) on consecutive shifts of employees; (ii) over 24 hours a day; 																												

<p>employer.</p>	<p>(iii) for at least six consecutive days; and (iv) without interruption, except during breakdowns, meal breaks or due to unavoidable causes beyond the control of the employer.</p>
<p><i>Definition for continuous work inserted in exposure draft</i></p>	<p>(c) Non-continuous work means work carried by a shiftworker who works on an afternoon or night shift which does not continue: (i) for at least five successive afternoons or nights on a five day site or six successive afternoons or nights on a six day site; or (ii) for at least the number of ordinary hours prescribed by one of the alternative arrangements in clauses 31.1(f)(ii) or (iii) of this award;</p>
<p>(c) Night shift means any shift finishing subsequent to midnight and at or before 8.00 am. (d) Rostered shift means a shift of which the employee concerned has had at least 48 hours notice.</p>	<p>(d) Night shift means any shift finishing after midnight and at or before 8.00 am. (e) Rostered shift means a shift of which the employee concerned has had at least 48 hours notice. (f) Permanent night shift is where an employee who: (i) during a period of engagement on shift, works night shift only; or (ii) remains on night shift for a longer period than four consecutive weeks; or (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give them at least one third of their working time off night shift in each shift cycle.</p>
<p>35.4 By agreement between the employer and the majority of employees concerned, the span of hours over which shifts may be worked may be altered by up to one hour at either end of the span.</p>	<p>31.2 Ordinary hours and roster cycles—shiftworkers (a) By agreement between the employer and the majority of employees concerned, the span of hours over which shifts may be worked may be altered by up to one hour at either end of the span.</p>
<p>35.5 Continuous work hours (a) This subclause will apply to shiftworkers on continuous work as defined in clause 35.3(b). The ordinary hours of shiftworkers will average 38 per week inclusive of crib time and must not exceed 152 hours in 28 consecutive days. Provided that, where the employer and the majority of employees concerned agree, a roster system may operate on the basis that the weekly average of 38 ordinary hours is achieved over a period which exceeds 28 consecutive days</p>	<p>(b) The ordinary hours of shiftworkers will average 38 per week inclusive of crib time and must not exceed 152 hours in 28 consecutive days. (c) If the employer and the majority of employees concerned agree, a roster system may operate on the basis that the weekly average of 38 ordinary hours is achieved over a period which exceeds 28 consecutive days but does not exceed a maximum of 26 weeks.</p>

<p>but does not exceed a maximum of 26 weeks.</p> <p>(b) Subject to the following conditions, such shiftworkers will work at such times as the employer may require.</p> <p>(c) A shift will consist of not more than 10 hours inclusive of crib time. Provided that:</p> <p>(i) in any arrangement of ordinary working hours where the ordinary working hours are to exceed eight on any shift will be by agreement between the employer and the majority of employees in the plant or work section or sections concerned;</p> <p>(ii) by agreement between the employer, the majority of employees in the work section or sections concerned and where an employee or employees nominate, ordinary hours not exceeding 12 on any day may be worked.</p> <p>(iii) except at the regular changeover of shifts an employee must not be required to work more than one shift in each 24 hours; and</p> <p>(iv) 20 minutes will be allowed to shiftworkers each shift for crib, which will be counted as time worked.</p>	<p>(d) In any arrangement of ordinary working hours where the ordinary working hours are to exceed eight on any shift, the arrangement of hours will be subject to agreement between the employer and the majority of employees in the plant or work section or sections concerned.</p> <p>(e) Subject to clause 31.2(f), ordinary hours of work must not exceed 10 hours inclusive of crib time.</p> <p>(f) By agreement between the employer, the majority of employees in the work section or sections concerned and where an employee or employees nominate, ordinary hours not exceeding 12 on any day may be worked.</p> <p>(g) Except at the regular changeover of shifts, an employee must not be required to work more than one shift in each 24 hours.</p> <p>(h) Breaks</p> <p>(i) Continuous work</p> <p>Shiftworkers on continuous work as defined in clause 31.1(b) will be allowed a 20 minute crib break each shift, which will be counted as time worked.</p>
<p>35.6 Other than continuous work hours</p> <p>(a) This subclause will apply to shiftworkers not upon continuous work as defined in clause 35.3(b). The ordinary hours of shiftworkers will average 38 per week inclusive of crib time and must not exceed 152 hours in 28 consecutive days.</p> <p>Provided that, where the employer and the majority of employees concerned agree, a roster system may operate on the basis that the weekly average of 38 ordinary hours is achieved over a period which exceeds 28 consecutive days but does not exceed a maximum of 26 weeks.</p> <p>(b) The ordinary hours will be worked continuously except for meal breaks at the discretion of the employer. An employee must not be required to work for more than five hours without a break for a meal. Except at regular changeover of shifts an employee must not</p>	<p>(ii) Other than continuous work</p> <p>Shiftworkers who are not engaged in continuous work as defined in clause 31.1(b):</p> <ul style="list-style-type: none"> • will work ordinary hours continuously except for meal breaks at the discretion of the employer; and • must not be required to work for more than five hours without a break for a meal.

<p>be required to work more than one shift in each 24 hours.</p> <p>Provided that:</p> <ul style="list-style-type: none"> (i) the ordinary hours of work prescribed must not exceed 10 hours on any day; (ii) in any arrangement of ordinary working hours where the ordinary working hours are to exceed eight on any shift, the arrangement of hours will be subject to agreement between the employer and the majority of employees in the plant or work section or sections concerned; and (iii) by agreement between the employer, the majority of employees on the site, work section or sections concerned and where an employee or employees nominates, ordinary hours not exceeding 12 on any day may be worked. 	
<p>35.7 Rosters</p> <p>Shift rosters will specify the commencing and finishing times of ordinary working hours of the respective shifts.</p> <p>35.8 Variation by agreement</p> <ul style="list-style-type: none"> (a) Subject to clause 35.3 the method of working shifts may in any case be varied by agreement between the employer and the majority of employees concerned. (b) The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the majority of employees concerned to suit the circumstances of the establishment or in the absence of agreement by five days notice of alteration given by the employer to the employees. 	<p>31.3 Rosters</p> <p>Shift rosters will specify the commencing and finishing times of ordinary working hours of the respective shifts.</p> <p>31.4 Variation by agreement</p> <ul style="list-style-type: none"> (a) Subject to clause 31.2 the method of working shifts may in any case be varied by agreement between the employer and the majority of employees concerned. (b) The time of commencing and finishing shifts once having been determined may be varied: <ul style="list-style-type: none"> (i) by agreement between the employer and the majority of employees concerned to suit the circumstances of the establishment; or (ii) in the absence of agreement by five days' notice of alteration given by the employer to the employees.

35.9 Afternoon or night shift allowances

- (a) A shiftworker while on afternoon or night shift must be paid for such shift 15% more than the ordinary rate.
- (b) A shiftworker who works on an afternoon or night shift which does not continue:
 - (i) for at least five successive afternoons or nights on a five day site or six successive afternoons or nights on a six day site; or
 - (ii) for at least the number of ordinary hours prescribed by one of the alternative arrangements in clauses 35.9(c)(ii) or (iii) of this award;

must be paid for each such shift at the rate of time and a half for the first three hours and double time after that.

- (c) An employee who:
 - (i) during a period of engagement on shift, works night shift only; or
 - (ii) remains on night shift for a longer period than four consecutive weeks; or
 - (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give them at least one third of their working time off night shift in each shift cycle;

must during such engagement period or cycle be paid 30% more than the ordinary rate for all time worked during ordinary working hours on such night shift.

35.10 A shiftworker required to work on Saturdays, Sundays or public holidays must not receive the shift penalty in clause 35.9 on those days. The provisions of clauses 37—Saturdays and Sundays and 38—Payment for public holidays will apply instead.

31.5 Afternoon or night shift allowances

Shift	Penalty rate % ordinary hourly rate
Afternoon or non-permanent night	115
Permanent night shift—all hours	130
Non-continuous afternoon or night—first 3 hours	150
Non-continuous afternoon or night—after first 3 hours	200

31.6 A shiftworker required to work on Saturdays, Sundays or public holidays must not receive the shift penalty in clause 31.5 on those days. The provisions of clauses 33—Saturday and Sunday and 34—Payment for public holidays will apply instead.

36. Overtime and penalty rates

- 36.1** All time worked by Piggery attendants before the ordinary commencing time or after the ordinary ceasing time or in excess of ordinary hours of work in any one day or in any one week will be regarded as overtime and will be paid for at the rate of time and a half for the first two hours and double time after that.
- 36.2** All overtime worked on Saturday will be paid for at the rate of time and a half for the first two hours and double time after that.
- 36.3** In computing overtime each day’s work will stand alone.
- 36.4** An employee recalled to work overtime after leaving the employer’s business premises (whether notified before or after leaving the premises) must be paid for a minimum of four hours work at the appropriate rate for each time the employee is so recalled; provided that the employee must not be required to work the full four hours if the job they were recalled to perform is completed within a shorter period.
- 36.5** If an employee is required to work overtime after working ordinary hours on Monday to Friday (except where the period of overtime is less than one hour and a half) the employee will be paid \$12.65 for the first and any subsequent meals. Alternatively the employer may supply the employee with a meal.
- 36.6** Before starting such overtime an employee will be allowed a meal break of 30 minutes which will be paid for at ordinary rates.
- 36.7** An employee working such overtime will be allowed a crib time of 20 minutes without deduction of pay after each four hours of work.
- 36.8** Employees will work reasonable overtime to meet the needs of the enterprise.
- 36.9** No employer or employee will be party to payment for overtime where such overtime is not actually worked. The assignment of overtime by an employer will be based on specific work requirements and the practice of ‘one in all in’ overtime must not apply.

32. Overtime and penalty rates

- 32.1** All time worked by piggery attendants before the ordinary commencing time or after the ordinary finishing time or in excess of ordinary hours of work in any one day or in any one week will be regarded as overtime.

32.2 Overtime will be paid at the following rates:

For overtime worked	Overtime rate % ordinary hourly rate
Monday to Saturday—first two hours	150
Monday to Saturday—after first two hours	200
Sunday—all hours	200

- 32.3** A minimum payment of three hours’ overtime on a Saturday or Sunday is payable except for work which is continuous with ordinary duty.
- 32.4** In computing overtime each day’s work will stand alone.
- 32.5** Employees will work reasonable overtime to meet the needs of the enterprise.
- 32.6** No employer or employee will be party to payment for overtime where such overtime is not actually worked. The assignment of overtime by an employer will be based on specific work requirements and the practice of ‘one in all in’ overtime must not apply.
- 32.7 Recall to duty**
 - (a)** An employee recalled to work overtime after leaving the employer’s business premises (whether notified before or after leaving the premises) must be paid for a minimum of four hours’ work at the appropriate rate for each time the employee is so recalled.
 - (b)** The employee must not be required to work the full four hours if the job they were recalled to perform is completed within a shorter period.

36.10 Where overtime is unplanned and not notified the day or days beforehand, a payment will be made of \$12.65 after two hours of overtime if work will continue beyond the meal break. Alternatively the employer may supply the employee with a meal.

36.11 An employee notified the day or days prior to an overtime day must not be paid a meal allowance unless the overtime is cancelled. Should cancellation occur the employee will be paid a meal allowance for the meal prepared if notice of cancellation is not given at least the day before the planned overtime.

32.8 Overtime meal allowance

(a) Where overtime is unplanned and not notified the day or days beforehand, a payment will be made of **\$12.65** after two hours of overtime if work will continue beyond the meal break. Alternatively the employer may supply the employee with a meal.

(b) Where an employee is notified the day or days prior to an overtime day, the meal allowance is not payable unless the overtime is cancelled. Where cancellation occurs and notice of cancellation is not given at least the day before the planned overtime, the employee will be paid the meal allowance.

32.9 Paid breaks during overtime

(a) **Meal break**
Before starting overtime an employee will be allowed a meal break of 30 minutes which will be paid for at ordinary rates.

(b) **Crib time**
An employee working overtime will be allowed a crib time of 20 minutes without deduction of pay after each four hours of work.

37. Saturdays and Sundays

37.1 Saturdays

(a) **Day workers**

(i) The rate for ordinary time duty on Saturday will be time and a half.

(ii) The rate for overtime duty on a Saturday will be time and half for the first two hours and double time after that, with a minimum payment of three hours except for work which is continuous with ordinary duty.

(b) **Shiftworkers**

The minimum rate to be paid to a shiftworker for work performed will be time and a half. Such extra rate will be in substitution for and not cumulative upon the shift allowances prescribed in clause 35.9 in this award.

33. Saturday and Sunday penalty rates

For work performed by piggery attendants on a Saturday or a Sunday, the following rates apply:

For time worked:	Penalty rate % ordinary hourly rate
Day workers	
Saturday—ordinary hours worked by agreement	150
Sunday—all hours	200
Shiftworkers	
Saturday ¹	150
Sunday—continuous shifts ²	200

¹ Provision in substitution for and not cumulative upon shift allowances in clause 31.5.
² Where the major portion of the rostered shift is on a Sunday.

<p>37.2 Sundays</p> <p>(a) The rate for overtime duty on a Sunday will be double time with a minimum payment of three hours at such rate except for work which is continuous with ordinary duty.</p> <p>(b) Shiftworkers on continuous shifts for work on a rostered shift the major portion of which is performed on a Sunday will be paid at the rate of double time.</p>	
<p>38. Payment for public holidays</p> <p>38.1 A Piggery attendant who is a day worker required to work on a public holiday will be paid at the rate of double time and one half for a minimum of three hours and up to the usual rostered hours. For time worked in excess of the ordinary rostered hours overtime rates will apply.</p> <p>38.2 A shiftworker required to work on a public holiday will be paid at the rate of double time for a minimum of three hours and up to the usual rostered hours.</p> <p>38.3 By agreement between an employer and the employees, time off instead of payment for public holidays may be accrued for public holiday work. That is, the employee will receive ordinary time payment for the hours worked on the said holiday and accrue time to be taken at a mutually agreed time.</p>	<p>34. Payment for public holidays</p> <p>34.1 A piggery attendant who is a day worker required to work on a public holiday will be paid 250% of the ordinary hourly rate for a minimum of three hours and up to the usual rostered hours. For time worked in excess of the ordinary rostered hours overtime rates will apply.</p> <p>34.2 A shiftworker required to work on a public holiday will be paid 200% of the ordinary hourly rate for a minimum of three hours and up to the usual rostered hours.</p> <p>34.3 By agreement between an employer and the employees, time off instead of payment for public holidays may be accrued for public holiday work. That is, the employee will receive ordinary time payment for the hours worked on the said holiday and accrue time to be taken at a mutually agreed time.</p>
<p>Part 6—Poultry Farming</p> <p><i>Provision not reproduced – no change</i></p>	<p>Part 7—Poultry Farming</p> <p><i>Provision not reproduced – no change</i></p>
<p>40. Minimum wages</p> <p>40.1 Adult wages</p> <p>The following wages apply to Poultry workers classified under clause 39—Classifications of this award:</p>	<p>36. Minimum wages</p> <p>36.1 Adult wages</p> <p>The following wages apply to adult poultry workers classified under clause 35—Classifications of this award:</p>

Wage group Weekly award rate \$	Hourly rate \$	Wage group Minimum weekly rate \$	Minimum hourly rate \$														
PW1 PW2 PW3 PW4	17.29 18.04 18.80 20.13	PW1 PW2 PW3 PW4	17.29 18.04 18.80 20.13														
40.2 Junior wages Age of employee % of relevant adult rate Under 16 years of age 50 16 years of age 60 17 years of age 70 18 years of age 80 19 years of age 90 20 years of age 100		36.2 Junior wages <table border="1" data-bbox="1218 437 1957 746"> <thead> <tr> <th>Age of employee</th> <th>% of relevant adult rate</th> </tr> </thead> <tbody> <tr> <td>Under 16 years</td> <td>50</td> </tr> <tr> <td>At 16 years</td> <td>60</td> </tr> <tr> <td>At 17 years</td> <td>70</td> </tr> <tr> <td>At 18 years</td> <td>80</td> </tr> <tr> <td>At 19 years</td> <td>90</td> </tr> <tr> <td>At 20 years</td> <td>100</td> </tr> </tbody> </table>	Age of employee	% of relevant adult rate	Under 16 years	50	At 16 years	60	At 17 years	70	At 18 years	80	At 19 years	90	At 20 years	100	
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41. Ordinary hours of work and rostering 41.1 The ordinary hours of work of Poultry farm workers must not exceed 152 hours in any consecutive period of four weeks		37. Ordinary hours of work and rostering The ordinary hours of work of poultry farm workers must not exceed 152 hours in any consecutive period of four weeks.															
42. Overtime 42.1 All time worked by an employee in excess of the ordinary hours in clause 41.1 must be overtime. 42.2 An employee may elect to take time off duty, with pay, for a period equal to the overtime worked. 42.3 The rate of pay for overtime will be time and a half, provided that double time will be paid for all work performed on Sunday except in the case of feeding or watering the stock when such work will be paid for at the rate of time and a half. 43. Payment for public holidays Where a Poultry worker is required to perform work on a public holiday, the rate of pay will be double time.		38. Overtime and penalty rates 38.1 Overtime (a) All time worked by a poultry workers in excess of the ordinary hours in clause 37 will be regarded as overtime. (b) The rate of pay for overtime for a poultry farm worker will be:	<table border="1" data-bbox="1299 1181 2112 1489"> <thead> <tr> <th>For overtime worked</th> <th>Overtime rate % ordinary hourly rate</th> </tr> </thead> <tbody> <tr> <td>Monday to Saturday</td> <td>150</td> </tr> <tr> <td>Sunday—all hours—feeding and watering stock</td> <td>150</td> </tr> <tr> <td>Sunday—all hours—other than feeding and watering stock</td> <td>200</td> </tr> </tbody> </table>	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						
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	<p>(c) Time off instead of payment for overtime</p> <p>An employee may elect to take time off duty, with pay, for a period equal to the overtime worked.</p> <p>38.2 Public holidays</p> <p>A poultry worker required to work on a public holiday will be paid 200% of the ordinary hourly rate.</p>																																												
<p>Part 7—Shearing Operations</p> <p><i>Provision not reproduced – no change</i></p>	<p>Part 8—Shearing Operations</p> <p><i>Provision not reproduced – no change</i></p>																																												
<p>45. Minimum wages</p> <p>45.1 Rates for Shearers—if not found employee</p> <p>(a) For flock sheep (wethers, ewes and lambs):</p> <p>If not found employee, by machine \$287.03 per 100 which is arrived at by:</p> <table border="0" data-bbox="268 766 1075 1324"> <thead> <tr> <th style="text-align: left;">Shearer’s formula</th> <th style="text-align: right;">\$</th> </tr> </thead> <tbody> <tr> <td><i>Minimum rate</i></td> <td style="text-align: right;">721.73</td> </tr> <tr> <td>Plus 20% piecework allowance—min rate x 20%</td> <td style="text-align: right;">144.35</td> </tr> <tr> <td>Plus 25% casual loading—min rate x 25%</td> <td style="text-align: right;">180.43</td> </tr> <tr> <td><i>Subtotal</i></td> <td style="text-align: right;">1046.51</td> </tr> <tr> <td>Plus shearing industry allowance</td> <td style="text-align: right;">209.85</td> </tr> <tr> <td>Plus rations</td> <td style="text-align: right;">56.29</td> </tr> <tr> <td>Plus allowance for combs/cutters</td> <td style="text-align: right;">99.93</td> </tr> <tr> <td>Plus payment for handpiece</td> <td style="text-align: right;">22.59</td> </tr> <tr> <td><i>Weekly total for casual piecework shearer with own handpiece (500 sheep)</i></td> <td style="text-align: right;">1435.17</td> </tr> <tr> <td>Rate per 100 conversion—total divided by 5</td> <td style="text-align: right;">287.03</td> </tr> </tbody> </table> <p>(b) For rams (other than special stud rams) and ram stags—double the rate for flock sheep.</p>	Shearer’s formula	\$	<i>Minimum rate</i>	721.73	Plus 20% piecework allowance—min rate x 20%	144.35	Plus 25% casual loading—min rate x 25%	180.43	<i>Subtotal</i>	1046.51	Plus shearing industry allowance	209.85	Plus rations	56.29	Plus allowance for combs/cutters	99.93	Plus payment for handpiece	22.59	<i>Weekly total for casual piecework shearer with own handpiece (500 sheep)</i>	1435.17	Rate per 100 conversion—total divided by 5	287.03	<p>40. Minimum wages</p> <p>A.1 Rates for Shearers—if not found employee</p> <p>A.1.1 The minimum rate for Shearers shearing 100 flock sheep (if not a found employee) is arrived at by the following formula:</p> <table border="1" data-bbox="1209 702 2105 1308"> <thead> <tr> <th style="text-align: left;">Shearer’s formula</th> <th style="text-align: right;">\$</th> </tr> </thead> <tbody> <tr> <td><i>Minimum rate</i></td> <td style="text-align: right;">721.73</td> </tr> <tr> <td>Plus 20% piecework allowance—min rate x 20%</td> <td style="text-align: right;">144.35</td> </tr> <tr> <td>Plus 25% casual loading—min rate x 25%</td> <td style="text-align: right;">180.43</td> </tr> <tr> <td><i>Subtotal</i></td> <td style="text-align: right;">1046.51</td> </tr> <tr> <td>Plus shearing industry allowance¹</td> <td style="text-align: right;">209.85 per week</td> </tr> <tr> <td>Plus rations¹</td> <td style="text-align: right;">56.29 per week</td> </tr> <tr> <td>Plus allowance for combs/cutters¹</td> <td style="text-align: right;">99.93 per week</td> </tr> <tr> <td>Plus payment for handpiece¹</td> <td style="text-align: right;">22.59 per week</td> </tr> <tr> <td><i>Weekly total for casual piecework Shearer with own handpiece (500 sheep)</i></td> <td style="text-align: right;">1435.17</td> </tr> <tr> <td>Rate per 100 conversion—total divided by 5</td> <td style="text-align: right;">287.03</td> </tr> </tbody> </table> <p>¹ The industry allowance, rations, combs/cutters and handpiece components are expense related allowances adjusted in accordance with clause C.2.</p>	Shearer’s formula	\$	<i>Minimum rate</i>	721.73	Plus 20% piecework allowance—min rate x 20%	144.35	Plus 25% casual loading—min rate x 25%	180.43	<i>Subtotal</i>	1046.51	Plus shearing industry allowance ¹	209.85 per week	Plus rations ¹	56.29 per week	Plus allowance for combs/cutters ¹	99.93 per week	Plus payment for handpiece ¹	22.59 per week	<i>Weekly total for casual piecework Shearer with own handpiece (500 sheep)</i>	1435.17	Rate per 100 conversion—total divided by 5	287.03
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<p>(c) For stud ewes and their lambs—one and a quarter times the rate for flock sheep.</p> <p>(d) For double-fleeced sheep—one and one-third times the rate prescribed appropriate to the class of sheep.</p> <p>(e) For hand shearing—7.5% additional to the rate for each class of sheep.</p> <p>(f) Any Shearers that are required to provide their own stud combs will be paid 25% additional to the rate of each class of sheep.</p> <p>(g) For special studs—as agreed.</p>	<p>40.2 Additional rates</p> <table border="1"> <thead> <tr> <th>Description</th> <th>% of applicable rate</th> </tr> </thead> <tbody> <tr> <td>Rams (other than special stud rams) and ram stags</td> <td>200% of flock sheep rate</td> </tr> <tr> <td>Stud ewes and their lambs</td> <td>125% of flock sheep rate</td> </tr> <tr> <td>Double-fleeced sheep</td> <td>133.33% of the rate prescribed appropriate to the class of sheep</td> </tr> <tr> <td>Hand shearing</td> <td>7.5% added to the rate for each class of sheep</td> </tr> <tr> <td>Shearers providing their own stud combs</td> <td>25% added to the rate for each class of sheep</td> </tr> <tr> <td>Special studs</td> <td>As agreed</td> </tr> </tbody> </table>	Description	% of applicable rate	Rams (other than special stud rams) and ram stags	200% of flock sheep rate	Stud ewes and their lambs	125% of flock sheep rate	Double-fleeced sheep	133.33% of the rate prescribed appropriate to the class of sheep	Hand shearing	7.5% added to the rate for each class of sheep	Shearers providing their own stud combs	25% added to the rate for each class of sheep	Special studs	As agreed
Description	% of applicable rate														
Rams (other than special stud rams) and ram stags	200% of flock sheep rate														
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Special studs	As agreed														
<p>(h) If found employee—the rates prescribed above less the amount of \$29.20, which is arrived at by adding the Shearing cook’s daily rate to one fifth of the Shearers’ ration component.</p>	<p>A.1.2 ‘If found’ rates are calculated by deducting \$29.20 from the ‘not found’ rate. This amount is arrived at by adding the Shearing cook’s daily rate to one fifth of the Shearers’ ration component. The Shearing cook’s daily rate is calculated in accordance with clause A.5.</p>														
<p>(i) Engagement by the day: \$214.45 per day if not found employee; \$185.25 per day if found employee.</p> <p>The per day rate for not found employees is calculated by the old not found employee daily rate multiplied by Shearers rate per 100 divided by the old Shearers rate per 100 (less found deduction if found employee).</p>	<p>40.1 The minimum rates for Shearers will be:</p> <table border="1"> <thead> <tr> <th>Minimum rates for shearing (by machine)</th> <th>Not found employee¹ \$</th> <th>If found employee¹ \$</th> </tr> </thead> <tbody> <tr> <td>Flock sheep—wethers, ewes and lambs—rate per 100</td> <td>287.03</td> <td>257.83</td> </tr> <tr> <td>Flock sheep—wethers, ewes and lambs—rate per day</td> <td>214.45</td> <td>185.25</td> </tr> </tbody> </table> <p>¹ These rates are calculated in accordance with clause A.1.</p> <p>A.1.3 Engagement by the day</p> <p>The per day rate for ‘not found’ employees is calculated by multiplying the old ‘not found’ employee daily rate by the Shearers rate per 100 divided by the old Shearers rate per 100.</p>	Minimum rates for shearing (by machine)	Not found employee ¹ \$	If found employee ¹ \$	Flock sheep—wethers, ewes and lambs—rate per 100	287.03	257.83	Flock sheep—wethers, ewes and lambs—rate per day	214.45	185.25					
Minimum rates for shearing (by machine)	Not found employee ¹ \$	If found employee ¹ \$													
Flock sheep—wethers, ewes and lambs—rate per 100	287.03	257.83													
Flock sheep—wethers, ewes and lambs—rate per day	214.45	185.25													

45.2 Rates for crutching

(a) Piecework rates—if not found employee:

	Per 100 \$	Per 100 \$
	At sheds	Other than at sheds
Full crutching, that is, shearing the inside parts of the legs, between the legs, and around and above the tail. In addition when required: <ul style="list-style-type: none"> • removing wool that has been struck by blowfly; • lifting the bottom leg and shearing that leg prior to turning the sheep around and above the tail; and/or • giving up to two blows above the tail 	83.24	71.76
All other crutching	66.02	57.41
For wiggging or ringing	31.57	31.57
For either wiggging or ringing in addition to crutching	8.61	8.61
For wiggging and ringing	51.67	51.67
For wiggging and ringing in addition to crutching—crutching rate plus	14.35	14.35
For cleaning the belly of any ewe above the teats (no more than two blows of the machine or shears)—crutching rates plus	7.18	7.18

40.3 Rates for crutching

The following rates are arrived at by the formula in clause A.2 and paid in addition to the shearing rates contained in this clause.

(a) Piecework rates—if not found employee:

	Per 100 \$ At sheds	Per 100 \$ Other than at sheds
Full crutching: shearing the inside parts of the legs, between the legs, and around and above the tail. In addition when required: <ul style="list-style-type: none"> • removing wool that has been struck by blowfly; • lifting the bottom leg and shearing that leg prior to turning the sheep around and above the tail; and/or • giving up to two blows above the tail 	83.24	71.76
All other crutching	66.02	57.41
For wiggging or ringing	31.57	31.57
For either wiggging or ringing in addition to crutching	8.61	8.61
For wiggging and ringing	51.67	51.67
For wiggging and ringing in addition to crutching—crutching rate plus	14.35	14.35
For cleaning the belly of any ewe above the teats (no more than two blows of the machine or shears)—crutching rates plus	7.18	7.18

(b) In addition to the payments per 100 contained in this clause an allowance of \$9.16 per person per day will be paid for the lack of amenities when crutching is performed other than at sheds, which is arrived at by the formula in clause 45.2(c).

(c) **Crutching formula**

Full crutching at sheds	29% of Shearers per 100 rate
All other crutching at sheds	23% of Shearers per 100 rate
Full crutching other than at sheds	25% of Shearers per 100 rate
All other crutching other than at sheds	20% of Shearers per 100 rate
Wigging or ringing	11% of Shearers per 100 rate
Wigging or ringing in addition to crutching	3% of Shearers per 100 rate
Wigging and ringing	18% of Shearers per 100 rate
Wigging and ringing in addition to crutching	5% of Shearers per 100 rate
Cleaning bellies etc.	2.5% of Shearers per 100 rate

(d) For crutching stud ewes and their lambs—one and a quarter of the rates prescribed in clause 45.2(a).

(e) **If found employee**—the rates prescribed above less the amount of \$29.20, which is arrived at by adding the Shearing cook’s daily rate to one fifth of the Shearers’ ration component.

(b) **Lack of amenities allowance**

An allowance of **\$9.16** per person per day will be paid for the lack of amenities when crutching is performed other than at sheds.

A.2 Crutching formula

The rates in clause 40.3(a) are arrived at by the formula in clause A.2 and paid in addition to the shearing rates contained in clause 40.1.

Full crutching at sheds	29% of Shearers per 100 rate
All other crutching at sheds	23% of Shearers per 100 rate
Full crutching other than at sheds	25% of Shearers per 100 rate
All other crutching other than at sheds	20% of Shearers per 100 rate
Wigging or ringing	11% of Shearers per 100 rate
Wigging or ringing in addition to crutching	3% of Shearers per 100 rate
Wigging and ringing	18% of Shearers per 100 rate
Wigging and ringing in addition to crutching	5% of Shearers per 100 rate
Cleaning bellies etc.	2.5% of Shearers per 100 rate

40.3(c) Special crutching rates

(i) For crutching stud ewes and their lambs—one and a quarter of the rates prescribed in clause 40.3.

(ii) For crutching rams and ram stags—double the rates prescribed in clause 40.3.

(d) **If found employee**—the rates prescribed above less the amount of **\$29.20**, which is arrived at by adding the Shearing cook’s daily rate to one fifth of the Shearers’ ration component.

45.3 Rates for Shed hands

(a) If not found employee:

Adults	Weekly \$	Per run \$
For adults with less than 65 work days experience as a shed hand	1029.00	51.45
For adults with 65 or more work days experience as a shed hand	1082.05	54.10

These amounts are arrived at by using the formula in clause 45.3(b).

40.4 Rates for Shed hands

(a) If not found employee:

Adults	Weekly rate \$	Per run rate \$
For adults with less than 65 work days' experience as a Shed hand	1029.00	51.45
For adults with 65 or more work days' experience as a Shed hand	1082.05	54.10

(b) These amounts are arrived at by using the formula in clause A.3.1.

(c) The rates for junior Shed hands are arrived at using the formula in clause A.3.2.

(b) **Shed hands (adult) formula**

\$

With less than 65 work days experience in the industry

Minimum rate—which is 84.56% of Shearer's minimum rate	610.29
Plus 25% casual loading—new minimum wage rate x 25%	152.57
Plus shearing industry allowance	209.85
Plus rations	56.29
Total	1029.00
Per run—divide by 20	51.45

With more than 65 work days experience in the industry

Minimum rate which is 90.44% of Shearer's minimum rate	652.73
Plus 25% casual loading—new minimum wage rate x 25%	163.18
Plus shearing industry allowance	209.85

A.3 Shed hands formula

A.3.1 Shed hands (adult) formula

These amounts are arrived at by using the following formula:

	\$
<i>With less than 65 work days' experience in the industry</i>	
Minimum rate—which is 84.56% of Shearer's minimum rate	610.29
Plus 25% casual loading—new minimum wage rate x 25%	152.57
Plus shearing industry allowance ¹	209.85
Plus rations ¹	56.29
Total	1029.00
Per run—divide by 20	51.45
<i>With more than 65 work days' experience in the industry</i>	
Minimum rate which is 90.44% of Shearer's minimum rate	652.73

Plus rations	56.29	Plus 25% casual loading—new minimum wage rate x 25%	163.18
<i>Total</i>	1082.05	Plus shearing industry allowance ¹	209.85
Per run—divide by 20	54.10	Plus rations ¹	56.29
		<i>Total</i>	1082.05
		Per run—divide by 20	54.10
¹ The industry allowance and rations components are expense related allowances adjusted in accordance with clause C.2.			

<p>(c) Shed hands (junior) formula</p> <p style="text-align: right;">\$ per run</p> <p>Under 18 years</p> <p><i>With less than 65 work days experience as a shed hand</i></p> <p>70% of equivalent adult rate 36.02</p> <p><i>With 65 work days or more experience as a shed hand</i></p> <p>70% of equivalent adult rate 37.87</p> <p>18–20 years</p> <p><i>With less than 65 work days experience as a shed hand</i></p> <p>90% of equivalent adult rate 46.31</p> <p><i>With 65 work days or more experience as a shed hand</i></p> <p>90% of equivalent adult rate 48.69</p> <p>(d) If found employee—the rates prescribed above less the amount of \$29.20, which is arrived at by adding the Shearing cook’s daily rate to one fifth of the Shearers’ ration component</p>	<p>A.3.2 Shed hands (junior) formula</p> <table border="1"> <thead> <tr> <th></th> <th style="text-align: right;">\$ per run</th> </tr> </thead> <tbody> <tr> <td>Under 18 years</td> <td></td> </tr> <tr> <td><i>With less than 65 work days’ experience as a Shed hand</i></td> <td></td> </tr> <tr> <td>70% of equivalent adult rate</td> <td style="text-align: right;">36.02</td> </tr> <tr> <td><i>With 65 work days’ or more experience as a Shed hand</i></td> <td></td> </tr> <tr> <td>70% of equivalent adult rate</td> <td style="text-align: right;">37.87</td> </tr> <tr> <td>18–20 years</td> <td></td> </tr> <tr> <td><i>With less than 65 work days’ experience as a Shed hand</i></td> <td></td> </tr> <tr> <td>90% of equivalent adult rate</td> <td style="text-align: right;">46.31</td> </tr> <tr> <td><i>With 65 work days’ or more experience as a Shed hand</i></td> <td></td> </tr> <tr> <td>90% of equivalent adult rate</td> <td style="text-align: right;">48.69</td> </tr> </tbody> </table> <p>(d) If found employee—the rates prescribed above less the amount of \$29.20, which is arrived at by adding the Shearing cook’s daily rate to one fifth of the Shearers’ ration component.</p>		\$ per run	Under 18 years		<i>With less than 65 work days’ experience as a Shed hand</i>		70% of equivalent adult rate	36.02	<i>With 65 work days’ or more experience as a Shed hand</i>		70% of equivalent adult rate	37.87	18–20 years		<i>With less than 65 work days’ experience as a Shed hand</i>		90% of equivalent adult rate	46.31	<i>With 65 work days’ or more experience as a Shed hand</i>		90% of equivalent adult rate	48.69
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90% of equivalent adult rate	48.69																						

45.4 Rates for Woolpressers—if not found employee:

(a) Piecework

	\$
By hand—per bale	17.23
By hand—per kilo	0.1131
By power—per bale	11.49
By power—per kilo	0.0754

These rates are arrived at by using the formula in clause 45.4(b)

40.5 Rates for Woolpressers—if not found employee:

(a) Piecework

	\$
By hand—per bale	17.23
By hand—per kilo	0.1131
By power—per bale	11.49
By power—per kilo	0.0754

These rates are arrived at by using the formula in clause A.4.

(b) Woolpresser’s formula

	Piecework	Timework
	\$	\$
<i>Minimum rate</i>	648.44	702.41
Plus 20% piecework allowance— min rate x 20%	129.69	-
Plus 25% casual loading—min rate x 25%	162.11	175.60
<i>Subtotal</i>	940.24	
Plus shearing industry allowance	209.85	209.85
Plus rations	56.29	56.29
<i>Total per week</i>	1206.38	1144.15
Per run—total divided by 20		57.21
By hand—per bale = total divided by 70	17.23	-
By hand—per kilo = by hand per bale rate divided by 152.4	0.1131	-
By power—per bale = by hand per bale rate x 2/3	11.49	-
By power—per kilo = by power per bale rate divided by 152.4	0.0754	-

A.4 Woolpresser’s formula

These minimum rates for Woolpressers—if not found are arrived at using the following formula:

	Piecework	Time work
	\$	\$
<i>Minimum rate</i>	648.44	702.41
Plus 20% piecework allowance—min rate x 20%	129.69	-
Plus 25% casual loading—min rate x 25%	162.11	175.60
<i>Subtotal</i>	940.24	
Plus shearing industry allowance ¹	209.85 per week	209.85 per week
Plus rations ¹	56.29 per week	56.29 per week
<i>Total per week</i>	1206.38	1144.15
Per run—total divided by 20		57.21
By hand—per bale = total divided by 70	17.23	-
By hand—per kilo = by hand per bale rate divided by 152.4	0.1131	-
By power—per bale = by hand per bale rate x 2/3	11.49	-
By power—per kilo = by power per bale rate divided by 152.4	0.0754	-

¹ The industry allowance and rations components are expense related allowances adjusted in accordance with clause C.2.

<p>(c) For weighing and branding bales—\$0.38 per bale extra.</p> <p>(d) If the total sum which the Woolpresser would receive under the rates amounts to less than \$57.21 per run multiplied by the number of runs that a time work employee would have been paid for, the employer will pay the deficiency to the employee.</p> <p>(e) If found employee—the rates prescribed above less the amount of \$29.20, which is arrived at by adding the Shearing cook’s daily rate to one fifth of the Shearers’ ration component.</p> <p>(f) Woolpressers engaged at piecework rates will, for all wool pressed by them, be paid wholly per bale or wholly per kilogram and will for greasy wool per kilogram be paid for an average of 140 kg per bale if the bales pressed average less than that weight.</p> <p>(g) The minimum rate to be paid for woolpressing for employees engaged at time work rates will be \$57.21 per run if not found employee. If found employee, rates will be the rate prescribed less \$29.20 per day, which is arrived at by adding the Shearing cook’s daily rate to one fifth of the Shearers’ ration component.</p> <p>(h) Provided that where a Woolpresser engaged at time work would have earned more at a particular shearing than the minimum calculation (by multiplying the per run rate by the number of runs the Woolpresser would have been paid for) if the Woolpresser had been engaged at piecework rates, then the Woolpresser will be paid at the piecework rate pursuant to clause 45.3(d).</p>	<p>(b) For weighing and branding bales—\$0.38 per bale extra.</p> <p>(c) If the total sum which the Woolpresser would receive under the rates in clause 40.5(a) amounts to less than \$57.21 per run multiplied by the number of runs that a time work employee would have been paid for, the employer will pay the deficiency to the employee.</p> <p>(d) If found employee—the rates prescribed above less the amount of \$29.20, which is arrived at by adding the Shearing cook’s daily rate to one fifth of the Shearers’ ration component.</p> <p>(e) Woolpressers engaged at piecework rates will, for all wool pressed by them, be paid wholly per bale or wholly per kilogram and will for greasy wool per kilogram be paid for an average of 140 kg per bale if the bales pressed average less than that weight.</p> <p>(f) The minimum rate to be paid for woolpressing for employees engaged at time work rates will be \$57.21 per run if not found employee. If found employee, rates will be the rate prescribed less \$29.20 per day, which is arrived at by adding the Shearing cook’s daily rate to one fifth of the Shearers’ ration component.</p> <p>(g) Provided that where a Woolpresser engaged at time work would have earned more at a particular shearing than the minimum calculation (by multiplying the per run rate by the number of runs the Woolpresser would have been paid for) if the Woolpresser had been engaged at piecework rates, then the Woolpresser will be paid at the piecework rate pursuant to clause 40.4(c).</p>
<p>45.5 Rates for Shearing cooks</p> <p>(a) The minimum rates to be paid to employees for acting as Shearing cook in connection with shearing or crutching operations will be \$17.94 per day per found employee for every person excepting themselves for whom the employee cooks. But if the total amount which the Shearing cook would receive under this clause for the term of the employment amounts to less than \$233.20 per day per found employee, for the work after paying the necessary offsidars, the employer will pay the deficiency to the employee. A Shearing cook engaged for a half day will be paid 50% of the rate per day per found employee for every person for whom the employee cooks.</p>	<p>40.6 Rates for Shearing cooks</p> <p>(a) The minimum rates to be paid to employees for acting as Shearing cook in connection with shearing or crutching operations will be \$17.94 per day per found employee for every person excepting themselves for whom the employee cooks.</p> <p>(b) If the total amount which the Shearing cook would receive under this clause for the term of the employment amounts to less than \$233.20 per day per found employee for the work, after paying the necessary offsidars, the employer will pay the deficiency to the employee.</p> <p>(c) A Shearing cook engaged for a half day will be paid 50% of the rate</p>

	<p>per day per found employee for every person for whom the employee cooks.</p> <p>(d) The minimum rates for Shearing cooks are arrived at by the formula provided in clause A.5.</p>																																
<p>(b) These rates are arrived at by:</p> <table border="0" style="width: 100%;"> <thead> <tr> <th style="text-align: left;">Shearing cook's formula</th> <th style="text-align: right;">\$</th> </tr> </thead> <tbody> <tr> <td><i>Minimum rate</i></td> <td style="text-align: right;">703.45</td> </tr> <tr> <td>Plus 25% casual loading—min rate x 25%</td> <td style="text-align: right;">175.86</td> </tr> <tr> <td>Plus 20% long hours allowance—min rate x 20%</td> <td style="text-align: right;">140.69</td> </tr> <tr> <td>Plus 69.58% of shearing industry allowance</td> <td style="text-align: right;">146.01</td> </tr> <tr> <td><i>Total</i></td> <td style="text-align: right;">1166.01</td> </tr> <tr> <td>Daily rate—total divided by 5</td> <td style="text-align: right;">233.20</td> </tr> <tr> <td>Per employee per day rate = daily rate divided by 13</td> <td style="text-align: right;">17.94</td> </tr> </tbody> </table>	Shearing cook's formula	\$	<i>Minimum rate</i>	703.45	Plus 25% casual loading—min rate x 25%	175.86	Plus 20% long hours allowance—min rate x 20%	140.69	Plus 69.58% of shearing industry allowance	146.01	<i>Total</i>	1166.01	Daily rate—total divided by 5	233.20	Per employee per day rate = daily rate divided by 13	17.94	<p>A.5 Shearing cook's formula The minimum rates for Shearing cooks are arrived at by the following formula:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Shearing cook's formula</th> <th style="text-align: right;">\$</th> </tr> </thead> <tbody> <tr> <td><i>Minimum rate</i></td> <td style="text-align: right;">703.45</td> </tr> <tr> <td>Plus 25% casual loading—min rate x 25%</td> <td style="text-align: right;">175.86</td> </tr> <tr> <td>Plus 20% long hours allowance—min rate x 20%</td> <td style="text-align: right;">140.69</td> </tr> <tr> <td>Plus 69.58% of shearing industry allowance¹</td> <td style="text-align: right;">146.01 per week</td> </tr> <tr> <td><i>Total</i></td> <td style="text-align: right;">1166.01</td> </tr> <tr> <td>Daily rate—total divided by 5</td> <td style="text-align: right;">233.20</td> </tr> <tr> <td>Per employee per day rate = daily rate divided by 13</td> <td style="text-align: right;">17.94</td> </tr> </tbody> </table> <p>¹ The industry allowance component is an expense related allowance adjusted in accordance with clause C.2.</p>	Shearing cook's formula	\$	<i>Minimum rate</i>	703.45	Plus 25% casual loading—min rate x 25%	175.86	Plus 20% long hours allowance—min rate x 20%	140.69	Plus 69.58% of shearing industry allowance ¹	146.01 per week	<i>Total</i>	1166.01	Daily rate—total divided by 5	233.20	Per employee per day rate = daily rate divided by 13	17.94
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<p>45.6 Woolclassers piecework rates</p> <p>(a) For carrying out the duties described in clause 44.6 of this award, a Woolclasser will be paid at the rate of \$324.61 per 1,000 sheep and/or lambs.</p> <p>(b) All rams and/or ram stags' wool classed will be paid for at double the above rate.</p> <p>45.7 Woolclassers guaranteed weekly minimum rates</p> <p>If the piecework earnings from woolclassing over the whole of the employment fall short of the relevant weekly amount for the same period, the employer will pay the Woolclasser not less than the minimum weekly rate set out below.</p>	<p>40.7 Woolclassers piecework rates</p> <p>(a) For carrying out the duties described in clause 39.7 of this award, a Woolclasser will be paid at the rate of \$324.61 per 1,000 sheep and/or lambs.</p> <p>(b) All rams and/or ram stags' wool classed will be paid for at double the rate in clause 40.7(a).</p> <p>40.8 Woolclassers guaranteed weekly minimum rates</p> <p>If the piecework earnings from woolclassing over the whole of the employment are less than the relevant weekly amount for the same period, the employer will pay the Woolclasser not less than the minimum weekly rate set out below.</p>																																

45.8 Woolclassers and Shearing shed experts

(a) **Weekly rates**

Classification	Rate per week
	\$
Shearing shed expert level 1	1083.20
Shearing shed expert level 2	1203.55
Woolclasser level 1	1203.55
Woolclasser level 2	1298.45
Woolclasser level 3	1360.15

40.9 Woolclassers and Shearing shed experts

(a) The following minimum weekly rates will apply to Woolclassers and Shearing shed experts classified under clause 39—Classifications:

Classification	Minimum weekly rate
	\$
Shearing shed expert level 1	1083.20
Shearing shed expert level 2	1203.55
Woolclasser level 1 ¹	1203.55
Woolclasser level 2 ¹	1298.45
Woolclasser level 3 ¹	1360.15

¹Woolclasser minimum weekly rates are arrived at according to the formulae provided in clause A.6

(i) The Woolclasser level 1 minimum weekly rate is arrived at according to the following formula:

	\$
Base	755.59
Plus casual loading of 25% (of base)	188.90
<i>Subtotal</i>	944.49
Plus conditions allowance	107.15
Plus enterprise flexibility (including hours) and wet weather allowance	151.89
<i>Total</i>	1203.53
Rounded to the nearest five cents	1203.55

A.6 Woolclassers formula

A.6.1 Woolclasser level 1 formula

The Woolclasser level 1 minimum weekly rate is arrived at according the following formula:

	\$
Base	755.59
Plus casual loading of 25% (of base)	188.90
<i>Subtotal</i>	944.49
Plus conditions allowance ¹	107.15
Plus enterprise flexibility (including hours) and wet weather allowance ¹	151.89
<i>Total</i>	1203.53
Rounded to the nearest five cents	1203.55

¹ The conditions, enterprise flexibility and wet weather components are wage related allowances calculated in accordance with clause C.1.

<p>(ii) The Woolclasser level 2 minimum weekly rate is arrived at according to the following formula:</p> <table border="1"> <thead> <tr> <th></th> <th style="text-align: right;">\$</th> </tr> </thead> <tbody> <tr> <td>Base</td> <td style="text-align: right;">755.59</td> </tr> <tr> <td>Woolrolling and other shed hands work</td> <td style="text-align: right;">75.93</td> </tr> <tr> <td><i>Subtotal 1</i></td> <td style="text-align: right;">831.52</td> </tr> <tr> <td>Plus casual loading of 25% (of subtotal 1)</td> <td style="text-align: right;">207.88</td> </tr> <tr> <td><i>Subtotal 2</i></td> <td style="text-align: right;">1039.40</td> </tr> <tr> <td>Plus conditions allowance</td> <td style="text-align: right;">107.15</td> </tr> <tr> <td>Plus enterprise flexibility (including hours) and wet weather allowance</td> <td style="text-align: right;">151.89</td> </tr> <tr> <td><i>Total</i></td> <td style="text-align: right;">1298.44</td> </tr> <tr> <td>Rounded to the nearest five cents</td> <td style="text-align: right;">1298.45</td> </tr> </tbody> </table>		\$	Base	755.59	Woolrolling and other shed hands work	75.93	<i>Subtotal 1</i>	831.52	Plus casual loading of 25% (of subtotal 1)	207.88	<i>Subtotal 2</i>	1039.40	Plus conditions allowance	107.15	Plus enterprise flexibility (including hours) and wet weather allowance	151.89	<i>Total</i>	1298.44	Rounded to the nearest five cents	1298.45	<p>A.6.2 Woolclasser level 2 formula</p> <p>The Woolclasser level 2 minimum weekly rate is arrived at according to the following formula:</p> <table border="1"> <thead> <tr> <th></th> <th style="text-align: right;">\$</th> </tr> </thead> <tbody> <tr> <td>Base</td> <td style="text-align: right;">755.59</td> </tr> <tr> <td>Woolrolling and other Shed hands work</td> <td style="text-align: right;">75.93</td> </tr> <tr> <td><i>Subtotal 1</i></td> <td style="text-align: right;">831.52</td> </tr> <tr> <td>Plus casual loading of 25% (of subtotal 1)</td> <td style="text-align: right;">207.88</td> </tr> <tr> <td><i>Subtotal 2</i></td> <td style="text-align: right;">1039.40</td> </tr> <tr> <td>Plus conditions allowance¹</td> <td style="text-align: right;">107.15</td> </tr> <tr> <td>Plus enterprise flexibility (including hours) and wet weather allowance¹</td> <td style="text-align: right;">151.89</td> </tr> <tr> <td><i>Total</i></td> <td style="text-align: right;">1298.44</td> </tr> <tr> <td>Rounded to the nearest five cents</td> <td style="text-align: right;">1298.45</td> </tr> </tbody> </table> <p>¹ The conditions, enterprise flexibility and wet weather components are wage related allowances calculated in accordance with clause C.1.</p>		\$	Base	755.59	Woolrolling and other Shed hands work	75.93	<i>Subtotal 1</i>	831.52	Plus casual loading of 25% (of subtotal 1)	207.88	<i>Subtotal 2</i>	1039.40	Plus conditions allowance ¹	107.15	Plus enterprise flexibility (including hours) and wet weather allowance ¹	151.89	<i>Total</i>	1298.44	Rounded to the nearest five cents	1298.45				
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<p>(iii) The Woolclasser level 3 minimum weekly rate is arrived at according to the following formula:</p> <table border="1"> <thead> <tr> <th></th> <th style="text-align: right;">\$</th> </tr> </thead> <tbody> <tr> <td>Base</td> <td style="text-align: right;">755.59</td> </tr> <tr> <td>Woolrolling and other shed hands work</td> <td style="text-align: right;">75.93</td> </tr> <tr> <td>Bookkeeping, overseeing, experting</td> <td style="text-align: right;">49.37</td> </tr> <tr> <td><i>Subtotal 1</i></td> <td style="text-align: right;">880.89</td> </tr> <tr> <td>Plus casual loading of 25% (of subtotal 1)</td> <td style="text-align: right;">220.22</td> </tr> <tr> <td><i>Subtotal 2</i></td> <td style="text-align: right;">1101.11</td> </tr> <tr> <td>Plus conditions allowance</td> <td style="text-align: right;">107.15</td> </tr> <tr> <td>Plus enterprise flexibility (including hours) and wet weather allowance</td> <td style="text-align: right;">151.89</td> </tr> <tr> <td><i>Total</i></td> <td style="text-align: right;">1360.15</td> </tr> <tr> <td>Rounded to the nearest five cents</td> <td style="text-align: right;">1360.15</td> </tr> </tbody> </table>		\$	Base	755.59	Woolrolling and other shed hands work	75.93	Bookkeeping, overseeing, experting	49.37	<i>Subtotal 1</i>	880.89	Plus casual loading of 25% (of subtotal 1)	220.22	<i>Subtotal 2</i>	1101.11	Plus conditions allowance	107.15	Plus enterprise flexibility (including hours) and wet weather allowance	151.89	<i>Total</i>	1360.15	Rounded to the nearest five cents	1360.15	<p>A.6.3 Woolclasser level 3 formula</p> <p>The Woolclasser level 3 minimum weekly rate is arrived at according to the following formula:</p> <table border="1"> <thead> <tr> <th></th> <th style="text-align: right;">\$</th> </tr> </thead> <tbody> <tr> <td>Base</td> <td style="text-align: right;">755.59</td> </tr> <tr> <td>Woolrolling and other Shed hands work</td> <td style="text-align: right;">75.93</td> </tr> <tr> <td>Bookkeeping, overseeing, experting¹</td> <td style="text-align: right;">49.37</td> </tr> <tr> <td><i>Subtotal 1</i></td> <td style="text-align: right;">880.89</td> </tr> <tr> <td>Plus casual loading of 25% (of subtotal 1)</td> <td style="text-align: right;">220.22</td> </tr> <tr> <td><i>Subtotal 2</i></td> <td style="text-align: right;">1101.11</td> </tr> <tr> <td>Plus conditions allowance¹</td> <td style="text-align: right;">107.15</td> </tr> <tr> <td>Plus enterprise flexibility (including hours) and wet weather allowance¹</td> <td style="text-align: right;">151.89</td> </tr> <tr> <td><i>Total</i></td> <td style="text-align: right;">1360.15</td> </tr> <tr> <td>Rounded to the nearest five cents</td> <td style="text-align: right;">1360.15</td> </tr> </tbody> </table> <p>¹ The booking keeping, conditions, enterprise flexibility and wet weather components are wage related allowances calculated in accordance with clause C.1.</p>		\$	Base	755.59	Woolrolling and other Shed hands work	75.93	Bookkeeping, overseeing, experting ¹	49.37	<i>Subtotal 1</i>	880.89	Plus casual loading of 25% (of subtotal 1)	220.22	<i>Subtotal 2</i>	1101.11	Plus conditions allowance ¹	107.15	Plus enterprise flexibility (including hours) and wet weather allowance ¹	151.89	<i>Total</i>	1360.15	Rounded to the nearest five cents	1360.15
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(b) Piecework rate

The piecework rate formula is: \$1,298.45 (Woolclasser level 2) ÷ 4 = \$324.61.

(c) Shearing shed experts

(i) E1—Expert level 1 (experting only) will be paid at 90% of the Woolclasser level 1 rate. The E1 rate is \$1083.20 per week.

(ii) E2—Expert level 2 (experting plus any additional duties except woolclassing) will be paid at Woolclasser level 1 rate. The E2 rate is \$1203.55 per week.

(d) For the purpose of this clause:

(i) employment will be deemed to begin at the time at which the employee is instructed to arrive at the station, but if the employee does not arrive until later, then at the time of arrival;

(ii) the number of stands to be taken is the maximum number of stands actually occupied by Shearers during the shearing;

(iii) in calculating the guaranteed amount in respect of employment for part of a week, the employee will be entitled to one fifth of the prescribed weekly rate for each day or part of a day;

(iv) employment of experts and Woolclassers will be by the day unless a longer period of engagement is agreed. Unless the Woolclasser or expert has been notified the previous day that their attendance is not required for that day, then providing they present themselves as ready, able and willing to work prior to commencement of work then they will be paid for that day at one fifth of the appropriate minimum weekly rate specified in this clause; and

(v) all employees are entitled to work as expeditionary employees.

40.9(b) Piecework rate

The piecework rate formula is: \$1,298.45 (Woolclasser level 2) ÷ 4 = **\$324.61**.

(c) Shearing shed experts

(i) E1—Expert level 1 (experting only) will be paid at **90%** of the Woolclasser level 1 rate. The E1 rate is **\$1,083.20** per week.

(ii) E2—Expert level 2 (experting plus any additional duties except woolclassing) will be paid at Woolclasser level 1 rate. The E2 rate is **\$1,203.55** per week.

(d) For the purpose of this clause:

(i) employment will be deemed to begin at the time at which the employee is instructed to arrive at the station, but if the employee does not arrive until later, then at the time of arrival;

(ii) the number of stands to be taken is the maximum number of stands actually occupied by Shearers during the shearing;

(iii) in calculating the guaranteed amount in respect of employment for part of a week, the employee will be entitled to **20%** of the prescribed weekly rate for each day or part of a day;

(iv) employment of experts and Woolclassers will be by the day unless a longer period of engagement is agreed. Unless the Woolclasser or expert has been notified the previous day that their attendance is not required for that day, then providing they present themselves as ready, able and willing to work prior to commencement of work then they will be paid for that day at **20%** of the appropriate minimum weekly rate specified in this clause; and

(v) all employees are entitled to work as expeditionary employees.

<p>(e) At the commencement of shearing the employer or a representative will appoint a certain day upon which the employer will, in each and every week, if so required, pay to the employee any sum not exceeding 75% of the amount due over and above one week's earnings.</p> <p>(f) Employees who do not receive piecework rates may be entitled to the following allowances:</p> <table border="1" data-bbox="280 391 817 662"> <thead> <tr> <th>Allowance</th> <th>% of standard rate per week</th> </tr> </thead> <tbody> <tr> <td>Conditions</td> <td>602.3</td> </tr> <tr> <td>Enterprise flexibility</td> <td>853.8</td> </tr> <tr> <td>Woolrolling</td> <td>426.8</td> </tr> <tr> <td>Bookkeeping</td> <td>277.5</td> </tr> </tbody> </table>	Allowance	% of standard rate per week	Conditions	602.3	Enterprise flexibility	853.8	Woolrolling	426.8	Bookkeeping	277.5	<p>(e) At the commencement of shearing the employer or a representative will appoint a certain day upon which the employer will, in each and every week, if so required, pay to the employee any sum not exceeding 75% of the amount due over and above one week's earnings.</p> <p>(f) Woolclassers allowances formula</p> <p>Allowances payable to Woolclassers under clause 40.9 are calculated in accordance with the following formula:</p> <table border="1" data-bbox="1288 438 2027 694"> <thead> <tr> <th>Allowance</th> <th>\$ per week</th> </tr> </thead> <tbody> <tr> <td>Conditions</td> <td>107.14</td> </tr> <tr> <td>Enterprise flexibility</td> <td>151.89</td> </tr> <tr> <td>Woolrolling</td> <td>75.93</td> </tr> <tr> <td>Bookkeeping</td> <td>49.37</td> </tr> </tbody> </table>	Allowance	\$ per week	Conditions	107.14	Enterprise flexibility	151.89	Woolrolling	75.93	Bookkeeping	49.37
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<p>46. Special allowances (other than Woolclassers and Shearing shed experts)</p> <p>46.1 Allowance where sleeping quarters are not provided</p> <p>Where the employee does not reside during a shearing (or crutching) at the employee's home or usual place of residence and the employee is forced to obtain and pay for sleeping quarters away from the employer's premises because the employer is unable to provide sleeping quarters at the premises for the employee, the employer will:</p> <p>(a) arrange for sleeping quarters for the employee to be supplied elsewhere at the employer's expense; or</p> <p>(b) pay to the employee an allowance of 259.4% of the standard rate per night for each night during the employee's employment that the employee is so forced to obtain and pay for sleeping quarters; and</p> <p>(c) where the distance is one kilometre or more walking distance between the employee's sleeping quarters and the shed, provide or pay for the transport of the employee between the sleeping quarters and the shed.</p>	<p>41. Special allowances (other than Woolclassers and Shearing shed experts)</p> <p>41.1 Allowance where sleeping quarters are not provided</p> <p>If the employee does not reside at their usual place of residence and is forced to obtain and pay for sleeping quarters away from the employer's premises because the employer is unable to provide sleeping quarters at the premises for the employee during a shearing or crutching, the employer will:</p> <p>(a) arrange for sleeping quarters for the employee to be supplied elsewhere at the employer's expense; or</p> <p>(b) pay to the employee an allowance of \$46.15 per night during the employee's employment that the employee is forced to obtain and pay for sleeping quarters; and</p> <p>(c) provide or pay for the transport of the employee between the sleeping quarters and the shed where the distance is one kilometre or more walking distance between the employee's sleeping quarters and the shed.</p>																				

<p>46.2 Where the total travel time to and from the sleeping quarters and the shed exceeds one hour per day, an allowance of 85.6% of the standard rate per hour will be payable to the employee for all time in excess of such hour.</p>	<p>41.2 An allowance of \$15.23 per hour will be payable to the employee for all time in excess of such hour where the total travel time to and from the sleeping quarters and the shed exceeds one hour per day.</p>
<p>46.3 Where an employee resides during a shearing (or crutching) at their home or usual place of residence and travels daily to the shed, the following provisions will apply:</p> <p>(a) Travelling allowance—Shearers (or Crutchers) only</p> <p>Where the distance between the shed and the employee’s place of residence exceeds 65 kilometres by the most direct practicable route the employer will pay to the employee a travelling allowance of 77% of the standard rate per day for each day upon which the employee so travels.</p> <p>(b) Vehicle allowance—all employees</p> <p>Where an employee, by prior arrangement and agreement with an employer, uses the employee’s own motor vehicle to travel to and from the shed the employee will be paid a vehicle allowance of \$0.78 per kilometre for travel by the most direct practicable route between the shed and the employee’s normal place of residence.</p>	<p>41.3 If an employee resides at their home or usual place of residence and travels daily to the shed during a shearing or crutching, the following provisions will apply:</p> <p>(a) Travelling allowance—Shearers or Crutchers only</p> <p>A travelling allowance of \$13.70 per day will be paid to an employee where the distance between the shed and the employee’s place of residence exceeds 65 kilometres by the most direct practicable route upon which the employee so travels.</p> <p>(b) Vehicle allowance—all employees</p> <p>If an employee, by prior arrangement and agreement with an employer, uses their own motor vehicle to travel to and from the shed, the employee will be paid \$0.78 per kilometre for travel by the most direct practicable route between the shed and the employee’s normal place of residence.</p>
<p>46.4 Clause 46.3(a) and 46.3(b) of this award will not apply in any case where the employer offers the employee suitable accommodation at the shed and the employee chooses not to use it.</p>	<p>41.4 Clause 41.3(a) and 41.3(b) of this award will not apply in any case where the employer offers the employee suitable accommodation at the shed and the employee chooses not to use it.</p>
<p>46.5 Breakdown of machinery—allowance for delays and termination of agreements</p> <p>(a) Where a Shearer or Crutcher or a piecework Woolpresser is stopped from working through a breakage or failure of machinery, except from any cause over which the employer has no control, and the total period of all such stoppages which occur in any one week exceeds two hours working time, the employer will pay to the employee an allowance at the rate of \$168.02 per day in the case of not found employees and at the rate of \$138.82 per day in the case of found employees, for every day or part of a day beyond two hours of working time in any one week as long as there are sheep fit to shear.</p>	<p>41.5 Breakdown of machinery—allowance for delays and termination of agreements</p> <p>(a) If a Shearer or Crutcher or a piecework Woolpresser:</p> <p>(i) is stopped from working through a breakage or failure of machinery, except from any cause over which the employer has no control, and</p> <p>(ii) the total period of all such stoppages which occur in any one week exceeds two hours working time,</p> <p>the employer will pay to the employee an allowance at the rate of:</p>

<p>(b) The not found breakdown rate is calculated as the old breakdown rate multiplied by the new Shearers rate per 100 divided by the old Shearers rate per 100 (less found deduction if found employee).</p>	<ul style="list-style-type: none"> • \$168.02 per day in the case of not found employees and • \$138.82 per day in the case of found employees, <p>for every day or part of a day beyond two hours' of working time in any one week as long as there are sheep fit to shear.</p> <p>(b) The not found breakdown rate is calculated as the old breakdown rate multiplied by the new Shearers rate per 100 divided by the old Shearers rate per 100 (less found deduction if found employee).</p>
<p>47. Special allowances for Woolclassers</p> <p>47.1 Fares and travelling allowances for expeditionary employees</p> <p>(a) An employee will be reimbursed all fares, or be compensated for motor vehicle expenses at a rate of \$0.78 per kilometre, to travel the most direct route to and from the shed at the commencement and conclusion of a period of engagement at a shed from the closest of:</p> <ul style="list-style-type: none"> (i) the employee's place of residence; (ii) the employee's previous place of work; or (iii) the place of engagement. <p>(b) In cases where the employee is discharged for incompetence or misconduct or breaches of the agreement signed before commencement of the shed, no return fares nor return expense allowance will be paid.</p> <p>(c) When an employer offers an employee accommodation in accordance with this award, such employee not availing themselves of such accommodation will not be entitled to this allowance.</p> <p>(d) The vehicle allowance, as specified above in clause 47.1(a), applies only where an employee actually uses their vehicle to travel to and from the shed.</p> <p>(e) The fares, as specified above in clause 47.1(a), are paid only where they are actually incurred and this does not include airfares unless agreed at the time of engagement.</p>	<p>42. Special allowances for Woolclassers</p> <p>42.1 Fares and travelling allowances for expeditionary employees</p> <p>(a) An employee will be reimbursed all fares, or be compensated for motor vehicle expenses at a rate of \$0.78 per kilometre, to travel the most direct route to and from the shed at the commencement and conclusion of a period of engagement at a shed from the closest of:</p> <ul style="list-style-type: none"> (i) the employee's place of residence; (ii) the employee's previous place of work; or (iii) the place of engagement. <p>(b) In cases where the employee is discharged for incompetence or misconduct or breaches of the agreement signed before commencement of the shed, no return fares nor return expense allowance will be paid.</p> <p>(c) When an employer offers an employee accommodation in accordance with this award, and the employee does not use the accommodation, the allowances in clause 42.1 will not be payable.</p> <p>(d) The vehicle allowance, as specified above in clause 42.1(a), applies only where an employee actually uses their vehicle to travel to and from the shed.</p> <p>(e) The fares, as specified above in clause 42.1(a), are paid only where they are actually incurred and this does not include airfares unless agreed at the time of engagement.</p>

<p>(f) An allowance at the rate of \$69.68 per day will be paid by the employer to the employee for all expenses incurred (other than fares) while the employee is actually proceeding to and from the place of employment.</p> <p>(g) Such allowance will be calculated at the rate of \$2.90 per hour from the time of departure of the employee from the place of engagement or from the permanent residence until the employee arrives at the place of employment.</p> <p>(h) When an employee is about to return from the place of employment such allowance will be calculated on the same basis from the time of departure until arrival at the place of engagement or permanent residence</p>	<p>(f) An allowance at the rate of \$69.68 per day will be paid by the employer to the employee for all expenses incurred (other than fares) while the employee is actually proceeding to and from the place of employment.</p> <p>(g) The allowance will be calculated at the rate of \$2.90 per hour from the time of departure of the employee from the place of engagement or from the permanent residence until the employee arrives at the place of employment.</p> <p>(h) When an employee is about to return from the place of employment the allowance will be calculated on the same basis from the time of departure until arrival at the place of engagement or permanent residence.</p>
<p>47.2 Allowance for delay between commencement of sheds on the same holding</p> <p>Where two sheds are situated on the same holding and are the property of the same owner, and where the work at the second shed starts immediately after the work at the first is completed and the same Woolclasser (but not a Shearing shed expert) is employed for the two sheds, the Woolclasser will be paid an allowance for any delay between the cut out of the one shed and the starting of the other, calculated at the delay rate set out in 47.3 of this award. Should, however, properties intervene, such sheds must not be considered as sheds on the same holding, and no allowance will be payable.</p>	<p>42.2 Allowance for delay between commencement of sheds on the same holding</p> <p>The following allowance applies where two sheds are situated on the same holding and are the property of the same owner and where the work at the second shed starts immediately after the work at the first is completed and the same Woolclasser (but not a Shearing shed expert) is employed for the two sheds:</p> <p>(a) A Woolclasser will be paid an allowance for any delay between the cut out of the one shed and the starting of the other, calculated at the delay rate set out in clause 42.3.</p> <p>(b) Should, however, properties intervene, such sheds must not be considered as sheds on the same holding, and no allowance will be payable.</p>
<p>47.3 Allowance for delays for Woolclassers paid at piecework rate</p> <p>(a) In the event of the employer failing to start shearing on the day fixed by the contract the employer will, provided the Woolclasser is ready to start on the day fixed, pay the employee for the time kept idle, a daily amount of 1/10th of the appropriate guaranteed weekly minimum rate for the classification of the employee, unless the failure to start is caused by wet weather or other unforeseen causes such as fire, flood, earthquake or any other act of God.</p>	<p>42.3 Allowance for delays for Woolclassers paid at piecework rate</p> <p>(a) In the event of the employer failing to start shearing on the day fixed by the contract the employer will pay the employee for the time kept idle, a daily amount of 10% of the appropriate guaranteed weekly minimum rate for the classification of the employee; provided:</p> <p>(i) the Woolclasser is ready to start on the day fixed; and</p> <p>(ii) the failure to start is not caused by wet weather or other</p>

<p>(b) The number of stands to be taken into account when calculating the allowance will be the maximum number of stands actually occupied by Shearers during the shearing.</p> <p>(c) The allowance set out in this clause will be in full satisfaction of all claims by the employee arising out of such failure to start on the part of the employer.</p> <p>(d) The abovementioned rates will only apply where an employee is paid the piecework rate.</p>	<p>unforeseen natural causes such as fire, flood, or earthquake.</p> <p>(b) The number of stands to be taken into account when calculating the allowance will be the maximum number of stands actually occupied by Shearers during the shearing.</p> <p>(c) The allowance set out in this clause will be in full satisfaction of all claims by the employee arising out of the failure to start on the part of the employer.</p> <p>(d) The rates in clause 42.3 will only apply where an employee is paid the piecework rate.</p>
<p>48. Hours of work for Shearers and Crutchers</p> <p>48.1 The ordinary hours of work for Shearers and Crutchers will be 38 per week, Monday to Friday. The hours will not exceed eight per day and will be worked in two hour groupings called runs. The run times are Monday to Friday as follows:</p> <p>7.30 am–9.30 am</p> <p>10.00 am–12.00 pm</p> <p>1.00 pm–3.00 pm</p> <p>3.30 pm–5.30 pm</p> <p>48.2 This clause will be read subject to the provisions of clause 48.3 and the following:</p> <p>(a) where agreement between the employer and the majority of employees exists there may be an alteration of the starting time by a maximum of two hours to allow for work to be completed in extenuating circumstances;</p> <p>(b) work will not commence prior to 5.30 am or later than 7.30 am except where sheep have not been presented for shearing or crutching due to inclement weather;</p> <p>(c) runs will be of two hours duration and be worked continuously except for tea and lunch breaks;</p> <p>(d) circumstances for which alteration to the starting time in</p>	<p>43. Hours of work for Shearers and Crutchers</p> <p>43.1 Ordinary hours</p> <p>(a) The ordinary hours of work for Shearers and Crutchers will be 38 per week, Monday to Friday.</p> <p>(b) The hours will not exceed eight per day and will be worked in two hour groupings called runs. The run times are Monday to Friday as follows:</p> <ul style="list-style-type: none"> • 7.30 am–9.30 am • 10.00 am–12.00 pm • 1.00 pm–3.00 pm • 3.30 pm–5.30 pm <p>43.2 Alteration of starting times</p> <p>Clause 43.1 will be read subject to the provisions of clause 43.3 and the following:</p> <p>(a) if agreement between the employer and the majority of employees exists there may be an alteration of the starting time by a maximum of two hours' to allow for work to be completed in extenuating circumstances;</p> <p>(b) work will not commence prior to 5.30 am or later than 7.30 am</p>

<p>accordance with clause 48.2 may be made are limited to:</p> <ul style="list-style-type: none"> • to assist travel arrangements (e.g. day of cut out and travel home); • to ensure daylight requirements where shed lighting is not available; • for stock welfare; and • when rising flood water creates exceptional circumstances; and <p>(e) the entitlements in this clause are non-cumulative.</p>	<p>except where sheep have not been presented for shearing or crutching due to inclement weather;</p> <p>(c) runs will be of two hours duration and be worked continuously except for tea and lunch breaks;</p> <p>(d) circumstances for which alteration to the starting time in accordance with clause 43.2 may be made are limited to:</p> <ul style="list-style-type: none"> • to assist travel arrangements (e.g. day of cut out and travel home); • to ensure daylight requirements where shed lighting is not available; • for stock welfare; and • when rising flood water creates exceptional circumstances; and <p>(e) the entitlements in this clause are non-cumulative.</p>
<p>48.3 Restrictions on working eight hours</p> <p>The restriction on working eight hours will not apply:</p> <p>(a) where the tail end of a mob of ewes with lambs or unweaned lambs are in the pens at 5.30 pm on Friday awaiting shearing (or crutching), the shearing (or crutching) may, at the option of the employer, be continued for not more than half an hour, but so far only as may be necessary for the purpose of shearing (or crutching) the said ewes and/or lambs;</p> <p>(b) if not more than three sheep per Shearer/Crutcher are left in the pens at 5.30 pm on Friday they may, at the option of the employer, be shorn (or crutched) then for the purpose of cutting out a particular flock; or</p> <p>(c) if on the day of the cut out, there remains in the pens after the last run of the day, such number of sheep as could be ordinarily shorn (or crutched) in 60 minutes, the shearing (or crutching), at the option of the employer, may be continued until such sheep are shorn (or crutched). If the option of the employer is taken and work time exceeds 30 minutes, all time workers will receive an additional two hours (one run) payment.</p>	<p>43.3 Restrictions on working eight hours</p> <p>The restriction on working eight hours will not apply:</p> <p>(a) where the tail end of a mob of ewes with lambs or unweaned lambs are in the pens at 5.30 pm on Friday awaiting shearing (or crutching), the shearing (or crutching) may, at the option of the employer, be continued for not more than half an hour, but so far only as may be necessary for the purpose of shearing (or crutching) the said ewes and/or lambs;</p> <p>(b) if not more than three sheep per Shearer/Crutcher are left in the pens at 5.30 pm on Friday they may, at the option of the employer, be shorn (or crutched) then for the purpose of cutting out a particular flock; or</p> <p>(c) if on the day of the cut out, there remains in the pens after the last run of the day, the number of sheep as could be ordinarily shorn (or crutched) in 60 minutes, the shearing (or crutching), at the option of the employer, may be continued until the sheep are shorn (or crutched). If the option of the employer is taken and work time exceeds 30 minutes, all time workers will receive an additional two hours' (one run) payment.</p>

48.4 Special conditions regarding the hours of work of Shearers and Crutchers

- (a) Where a Shearer or Crutcher has not completed 38 hours work during the preceding week, or eight hours per day if the shearing commenced later in the week, by reason of the fact that sheep presented for shearing or crutching are voted wet or sheep are not presented for shearing or crutching because of rain or sweating, a Shearer or Crutcher may be required by the employer to work on the Saturday and/or Sunday immediately succeeding the week in which work could not be performed for these reasons only, provided that:
- (i) any work performed on a Saturday or a Sunday pursuant to this subclause must be performed in accordance with the run schedules prescribed for work during the week;
 - (ii) any work performed on a weekend pursuant to this subclause must be performed from the commencement of the first available run after the condition of the sheep permit their shearing or crutching except that by agreement between the employer and the employee another or other mutually convenient run or runs available on that weekend may be substituted;
 - (iii) such work on Saturday and/or Sunday will only replace the time lost during the preceding week; and
 - (iv) reasonable notice of the need to work on the weekend will be given.
- (b) A signal will be given three minutes (one minute in the case of crutching) before the end of each run and no Shearer (or Crutcher) will catch another sheep during that run after such signal has been given.
- (c) The employee will finish the shearing (or crutching) of any sheep they are shearing (or crutching) at the end of each run.
- (d) The employer and the employee will record and retain at the appropriate place of employment a written record in the tally book when make-up time is worked, if sheep are determined wet during

43.4 Special conditions regarding the hours of work of Shearers and Crutchers

- (a) Where a Shearer or Crutcher has not completed 38 hours work during the preceding week, or eight hours per day if the shearing commenced later in the week, by reason of the fact that sheep presented for shearing or crutching are voted wet or sheep are not presented for shearing or crutching because of rain or sweating, a Shearer or Crutcher may be required by the employer to work on the Saturday and/or Sunday immediately succeeding the week in which work could not be performed for these reasons only, provided that:
- (i) any work performed on a Saturday or a Sunday pursuant to clause 43.4 must be performed in accordance with the run schedules in clause 43.1(b);
 - (ii) any work performed on a weekend pursuant to clause 43.4 must be performed from the commencement of the first available run after the condition of the sheep permit their shearing or crutching except that by agreement between the employer and the employee another or other mutually convenient run or runs available on that weekend may be substituted;
 - (iii) the work on Saturday and/or Sunday will only replace the time lost during the preceding week; and
 - (iv) reasonable notice of the need to work on the weekend will be given.
- (b) A signal will be given three minutes (one minute in the case of crutching) before the end of each run and no Shearer (or Crutcher) will catch another sheep during that run after the signal has been given.
- (c) The employee will finish the shearing (or crutching) of any sheep they are shearing (or crutching) at the end of each run.
- (d) The employer and employee will record and retain at the appropriate place of employment a written record in the tally book when make-up time is worked, if sheep are determined wet during the normal course of shearing in the preceding Monday to Friday.

<p>the normal course of shearing in the preceding Monday to Friday.</p> <p>(e) The tally book will show those employees who worked make-up time, the date of the work and the number of runs worked during the weekend. The employer will retain this written record for a period of not less than six years.</p>	<p>(e) The tally book will show those employees who worked make-up time, the date of the work and the number of runs worked during the weekend. The employer will retain this written record for a period of not less than six years.</p>
<p>49. Special conditions relating to shed employees</p> <p>49.1 Mess and cook</p> <p>Where a mess is established for found employees, not found employees may, with the approval of the employer join the mess and provide their own food and related items (joint mess). The employer will, however, have the right to supply a sufficient quantity of food to start the mess, such food to be paid for by the persons comprising the mess.</p> <p>49.2 Where there is a joint mess</p> <p>(a) The employer must engage a competent cook for the mess on terms not less advantageous to the cook than those prescribed by this award;</p> <p>(b) The employer will be entitled to charge to each not found employee the amount of their share of the wages actually payable to the cook, provided that the employee must not be charged an amount in excess of the rate per day per member of the mess prescribed in this award.</p> <p>(c) Where an employer elects to supply food and like items the employer will be permitted to deduct the price of such items from the wages of those supplied with such items.</p> <p>(d) If the employer discharges a not found member of the mess who does not have sufficient credit to satisfy what that employee owes to the mess account, the employer will make up the deficiency, except so far as the employee's share of the mess account has been increased by goods purchased elsewhere than from the employer.</p>	<p>44. Special conditions relating to shed employees</p> <p>44.1 Mess and cook</p> <p>(a) If a mess is established for found employees, not found employees may, with the approval of the employer join the mess and provide their own food and related items (joint mess).</p> <p>(b) The employer will, however, have the right to supply a sufficient quantity of food to start the mess, the food to be paid for by the persons comprising the mess.</p> <p>44.2 Where there is a joint mess</p> <p>(a) The employer must engage a competent cook for the mess on terms not less advantageous to the cook than those prescribed by this award.</p> <p>(b) The employer may charge each not found employee the amount of their share of the wages actually payable to the cook. The amount payable must not exceed the rate per day per member of the mess prescribed in this award.</p> <p>(c) If an employer elects to supply food and like items, the employer may deduct the price of the items from the wages of those supplied with the items.</p> <p>(d) If the employer discharges a not found member of the mess who does not have sufficient credit to satisfy what that employee owes to the mess account, the employer will make up the deficiency, except so far as the employee's share of the mess account has been increased by goods purchased elsewhere than from the employer.</p>

<p>49.3 Condition of sheep</p> <p>The employee may refuse to shear sheep without any responsibility for delay in the following circumstances:</p> <p>(a) Wet sheep</p> <ul style="list-style-type: none"> (i) if the overseer and the shed representative agree that the sheep are too wet to shear or crutch; or (ii) if in the employee's honest opinion, the sheep are so wet as to be likely to injure the employee, and the employee informs the overseer to that effect; or (iii) if in the honest opinion of a majority of Shearers (or Crutchers) excluding any learner by vote on a secret ballot it is determined that the sheep are too wet to shear or crutch. <p>The supervisor may request that the vote be delayed until after the Shearers (or Crutchers) have shorn (or crutched) two sheep each and that the ballot papers have been counted in the presence of the supervisor. The supervisor may request that further votes be taken in relation to sheep which have been voted wet in the same day</p>	<p>44.3 Condition of sheep</p> <p>The employee may refuse to shear sheep without any responsibility for delay in the following circumstances:</p> <p>(a) Wet sheep</p> <ul style="list-style-type: none"> (i) if the overseer and the shed representative agree that the sheep are too wet to shear or crutch; or (ii) if in the employee's honest opinion, the sheep are so wet as to be likely to injure the employee, and the employee informs the overseer to that effect; or (iii) if in the honest opinion of a majority of Shearers (or Crutchers) excluding any learner by vote on a secret ballot it is determined that the sheep are too wet to shear or crutch. <p>The supervisor may request that the vote be delayed until after the Shearers (or Crutchers) have shorn (or crutched) two sheep each and that the ballot papers have been counted in the presence of the supervisor. The supervisor may request that further votes be taken in relation to sheep which have been voted wet in the same day.</p>
<p>(b) Infected sheep</p> <p>The employee may refuse to shear (or crutch) sheep where the sheep are:</p> <ul style="list-style-type: none"> (i) cancerous; (ii) suffering from scabby mouth; (iii) suffering from any wound or sore other than maggots; (iv) suffering from a disease communicable to the employee; or (v) affected by prickly pear, unless the employer provides the employee with such basil or other gloves and coverings as are necessary. <p>The employee will put any affected sheep appearing on the board down the chute.</p>	<p>(b) Infected sheep</p> <p>The employee may refuse to shear (or crutch) sheep where the sheep are:</p> <ul style="list-style-type: none"> (i) cancerous; (ii) suffering from scabby mouth; (iii) suffering from any wound or sore other than maggots; (iv) suffering from a disease communicable to the employee; or (v) affected by prickly pear, unless the employer provides the employee with such basil or other gloves and coverings as are necessary. <p>The employee will put any affected sheep appearing on the board down the chute.</p>

<p>49.4 Conditions of sheep—employer requirements</p> <p>(a) The employer will so far as is practicable and reasonable in the particular circumstances prevent from entering the shed:</p> <ul style="list-style-type: none"> (i) any cancerous sheep; (ii) any sheep that has an offensive wound or sore, other than from maggots (unless properly treated with antiseptic); (iii) any sheep suffering from scabby mouth; (iv) any sheep suffering from any disease communicable to the employee. <p>(b) The employer need not pen sheep for shearing (or crutching) which in the honest opinion of the employee should not be shorn or crutched because they are too wet to be shorn (or crutched), without responsibility for any delay.</p> <p>(c) The employer may also withdraw sheep which have been penned for shearing (or crutching) when, in the employer’s honest opinion, the wool is too wet for pressing, without responsibility for any delay.</p>	<p>44.4 Conditions of sheep—employer requirements</p> <p>(a) The employer will so far as is practicable and reasonable in the particular circumstances prevent from entering the shed:</p> <ul style="list-style-type: none"> (i) any cancerous sheep; (ii) any sheep that has an offensive wound or sore, other than from maggots (unless properly treated with antiseptic); (iii) any sheep suffering from scabby mouth; (iv) any sheep suffering from any disease communicable to the employee. <p>(b) The employer need not pen sheep for shearing (or crutching) which in the honest opinion of the employee should not be shorn or crutched because they are too wet to be shorn (or crutched), without responsibility for any delay.</p> <p>(c) The employer may also withdraw sheep which have been penned for shearing (or crutching) when, in the employer’s honest opinion, the wool is too wet for pressing, without responsibility for any delay.</p>
<p>49.5 Transport to be provided in certain circumstances</p> <p>Where the employees sleep at the employer’s premises and the shearing shed is one kilometre or more walking distance from the employees’ sleeping quarters, the employer must provide transport for the employees between the shed and the sleeping quarters before the start of the day’s work and at the end of the day’s work. Provided that in all cases where the shearing shed is half a kilometre or more walking distance from the employees’ huts the employer must provide transport from the shed to the huts and from the huts to the shed for the midday meal.</p>	<p>44.5 Transport to be provided in certain circumstances</p> <p>(a) If the employees sleep at the employer’s premises and the shearing shed is one kilometre or more walking distance from the employee’s sleeping quarters, the employer must provide transport for the employees between the shed and sleep quarters before the start of the day’s work and at the end of the day’s work.</p> <p>(b) In all cases where the shearing shed is half a kilometre or more walking distance from the employees’ huts, the employer must provide transport from the shed to the huts and from the huts to the shed for the midday meal.</p>

<p>49.6 Combs, cutters and handpiece</p> <p>(a) It will be the responsibility of the employee to provide themselves with combs and cutters and a suitable handpiece.</p> <p>(b) If a Shearer chooses to use a handpiece supplied by the employer or a contractor, the employer or contractor may make a charge to the Shearer for the use of the handpiece equivalent to the amount the Shearer is reimbursed for the handpiece through the shearing formula.</p> <p>(c) Where combs or cutters are damaged or broken during shearing operations due to contact with tags or foreign matter, the employer will replace or provide compensation for such combs and cutters on a fair wear and tear basis.</p>	<p>44.6 Combs, cutters and handpiece</p> <p>(a) It will be the responsibility of the employee to provide themselves with combs and cutters and a suitable handpiece.</p> <p>(b) If a Shearer chooses to use a handpiece supplied by the employer or a contractor, the employer or contractor may make a charge to the Shearer for the use of the handpiece equivalent to the amount the Shearer is reimbursed for the handpiece through the shearing formula (see clause A.1).</p> <p>(c) Where combs or cutters are damaged or broken during shearing operations due to contact with tags or foreign matter, the employer will replace or provide compensation for such combs and cutters on a fair wear and tear basis.</p>
<p>49.7 Allotment of stands</p> <p>The employer may nominate the stand or stands to be occupied by learners. Subject to the foregoing, lots will be drawn for the stands in the presence of the overseer before work is commenced at a shearing or crutching, and the employees will abide by the result of the drawing.</p> <p>49.8 Provision of sheep</p> <p>(a) The total number of sheep to be shorn (or crutched) at the shearing (or crutching) will not be more than the maximum number agreed upon nor less than the minimum number agreed upon nor will the number of Shearers employed exceed the number agreed upon.</p> <p>(b) Subject to this award, the employer will be ready to commence shearing (or crutching) on the date appointed and will keep the Shearers (or Crutchers) fully supplied with sheep until the completion of the shearing (or crutching). But the employer will not be bound to furnish the agreed minimum number of sheep or to be so ready or to so keep the employee fully supplied if prevented by any cause unavoidable by them; provided, however, that the employer will inform the employee, as soon as is reasonably possible, whether, and to what extent, the employee will be or is likely to be so prevented.</p> <p>Provided also that when the employer is a contractor shearing or</p>	<p>44.7 Allotment of stands</p> <p>(a) The employer may nominate the stand or stands to be occupied by learners.</p> <p>(b) Lots will be drawn for the stands in the presence of the overseer before work is commenced at a shearing or crutching, and the employees will abide by the result of the drawing.</p> <p>44.8 Provision of sheep</p> <p>(a) The total number of sheep to be shorn (or crutched) at the shearing (or crutching) will not be more than the maximum number agreed upon nor less than the minimum number agreed upon nor will the number of Shearers employed exceed the number agreed upon.</p> <p>(b) The employer will be ready to commence shearing (or crutching) on the date appointed and will keep the Shearers (or Crutchers) fully supplied with sheep until the completion of the shearing (or crutching).</p> <p>(c) The employer, however, will not be bound to furnish the agreed minimum number of sheep or to be ready or to keep the employee fully supplied if prevented by any cause unavoidable by them. The employer will inform the employee, as soon as is reasonably possible, whether, and to what extent, the employee will be or is</p>

<p>crutching sheep under contract with an owner or the owner's agent, the failure of the owner or agent to keep the contractor supplied with sheep for shearing (or crutching) will not be deemed to be a cause unavoidable by the contractor unless the owner or agent is prevented from supplying sheep because of any unavoidable cause.</p>	<p>likely to be so prevented.</p> <p>(d) When the employer is a contractor shearing or crutching sheep under contract with an owner or the owner's agent, the failure of the owner or agent to keep the contractor supplied with sheep for shearing (or crutching) will not be deemed to be a cause unavoidable by the contractor unless the owner or agent is prevented from supplying sheep because of any unavoidable cause.</p>
<p>49.9 Yarding sheep for shearing</p> <p>(a) At shearing operations the employer will, unless prevented by any cause unavoidable by the employer, yard the sheep for shearing at least four hours before the time of their being shorn so as to overcome any fullness or sweat in such sheep and the employee will shear such sheep without delay.</p> <p>(b) This clause will not apply in the case of:</p> <p>(i) ewes within two months of lambing;</p> <p>(ii) ewes with lambs up to three months old; or</p> <p>(iii) sheep which have previously been yarded for shearing but have been turned out because they are too wet to shear.</p>	<p>44.9 Yarding sheep for shearing</p> <p>(a) At shearing operations the employer will, unless prevented by any cause unavoidable by the employer, yard the sheep for shearing at least four hours before the time of their being shorn so as to overcome any fullness or sweat in the sheep and the employee will shear the sheep without delay.</p> <p>(b) This clause will not apply in the case of:</p> <p>(i) ewes within two months of lambing;</p> <p>(ii) ewes with lambs up to three months old; or</p> <p>(iii) sheep which have previously been yarded for shearing but have been turned out because they are too wet to shear.</p>
<p>49.10 Posting of tallies</p> <p>The employer will daily make available to each employee the employee's tally or bale weight for each run worked in a day.</p>	<p>44.10 Posting of tallies</p> <p>Each day, the employer will make available to each employee the employee's tally or bale weight for each run worked in a day</p>
<p>50. Hours of work and overtime rates for Shed hands and Woolpresser-shed hands</p> <p>50.1 The working hours of a Shed hand or of a Woolpresser-shed hand will be the same as the working hours of the Shearers or Crutchers. However, additional time each day may be necessary to finish the picking up, the rolling of fleeces, the picking of the pieces on the tables and to sweep the floor of the shed. Such additional time after the cessation of shearing or crutching on Friday and on the day of the cut out may be necessary to do the work just described and to wash down the floor of the shed and the wool tables, and to put away any wool that is underneath and, in the case of Woolpresser-shed hand, such additional time as may be necessary on</p>	<p>45. Hours of work and overtime rates for Shed hands and Woolpresser—shed hands</p> <p>45.1 The working hours of a Shed hand or of a Woolpresser-shed hand will be the same as the working hours of the Shearers or Crutchers. However, additional time each day may be necessary to:</p> <ul style="list-style-type: none"> • finish the picking up, • the rolling of fleeces, • the picking of the pieces on the tables; and

<p>the day of the cut out to finish the pressing.</p> <p>50.2 If on any day, except the day of the cut out, the additional time exceeds a total of 30 minutes, the whole of the additional time on that day will be treated as overtime.</p> <p>50.3 Overtime will be paid for at the rate of time and a half.</p> <p>50.4 Penners-up will work without overtime payment for such time additional to the working hours of the Shearers or Crutchers as may be necessary to keep the Shearers or Crutchers supplied with sheep.</p>	<ul style="list-style-type: none"> • sweep the floor of the shed. <p>45.2 Such additional time after the cessation of shearing or crutching on Friday and on the day of the cut out may be necessary:</p> <ul style="list-style-type: none"> • to do the work described in clause 45.1; • to wash down the floor of the shed and the wool tables; and • to put away any wool that is underneath; and • in the case of Woolpresser-shed hand, such additional time as may be necessary on the day of the cut out to finish the pressing. <p>45.3 If on any day, except the day of the cut out, the additional time exceeds a total of 30 minutes, the whole of the additional time on that day will be treated as overtime.</p> <p>45.4 Overtime will be paid for at the rate of 150% of the ordinary hourly rate.</p> <p>45.5 Penners-up will work without overtime payment for the time additional to the working hours of the Shearers or Crutchers as may be necessary to keep the Shearers or Crutchers supplied with sheep.</p>
<p>51. Payment for public holidays</p> <p>51.1 Where work is performed on a public holiday the following rates will be paid:</p> <ul style="list-style-type: none"> (a) for Shearers, Crutchers, Woolpressers and Woolclassers—double the piecework rate; (b) for Shed hands—double time; and (c) for Shearing shed experts—an amount calculated at the rate per hour of 1/38th of the appropriate minimum weekly rate in addition to any amount otherwise payable to the employee. 	<p>46. Payment for public holidays</p> <p>46.1 Where work is performed on a public holiday the following rates will be paid:</p> <ul style="list-style-type: none"> (a) for Shearers, Crutchers, Woolpressers and Woolclassers—200% of the piecework rate; (b) for Shed hands—200% of the ordinary hourly rate; and (c) for Shearing shed experts—an amount calculated at the rate per hour of 20% of the appropriate minimum weekly rate in addition to any amount otherwise payable to the employee.
<p>Schedule A —Transitional Provisions</p> <p><i>Transitional provision - clause removed - obsolete</i></p>	<p><i>Transitional provision - clause removed - obsolete</i></p>

<p>Schedule B—Supported Wage System <i>Provision not reproduced - no change</i></p>	<p>Schedule D—Supported Wage System <i>Provision not reproduced - no change</i></p>
<p>Schedule C—National Training Wage Appendix C1: Allocation of Traineeships to Wage Levels <i>Provision not reproduced</i></p>	<p>Schedule E—National Training Wage <i>Current clause C.3.3 has been amended to remove the reference to training programs from 25 June 1997.</i> Link to comparison document</p>
<p>Schedule D—2015 Part-day Public Holidays <i>Provision not reproduced - no change</i></p>	<p>Schedule F—2015 Part-day Public Holidays <i>Provision not reproduced - no change</i></p>
<p><i>Clause inserted - proposed new provision</i></p>	<p>Schedule B—Summary of Rates of Pay <i>Provision not reproduced</i></p>
<p><i>Clause inserted - proposed new provision</i></p>	<p>Schedule C—Summary of Monetary Allowances <i>Provision not reproduced</i></p>