CANEGROWERS HERBERT RIVER DISTRICT

FAIR WORK AUSTRALIA

WAGES

Sugar Industry Award 2010
Applicable to Sugar Industry Field Sector classifications covered by Fair Work Australia

AS AT 1ST JULY 2023

Minimum Wage					
Classification		**$ Per Hour Permanent & Permanent Part time**	**$ per hour Casual**	**$ Per Hour Single Contract Hourly**	**$ Per Hour Casual Single Contract Hourly**
		Entitled to AL&PL PR for Sat/Sun & OT after 38h p/wk	Not entitled to AL or PL. PR for Sat/Sun & OT after 38h p/wk	Entitled to AL& PL OT & PR already included in rate	Not entitled to AL, PL, OT, PR as already included in rate
Cultivation/Cane Production Employee					
17 years & under		14.14	17.68	16.26	19.80
18 – 19 years		17.68	22.10	20.33	24.75
Inductee/Trainee		22.82	28.53	26.24	31.95
Level 1		24.45	30.56	28.12	34.23
Level 2		25.26	31.58	29.05	35.36
Cane Haulage Employee					
Inductee/Trainee		23.90	29.88	27.49	33.46
Level 1		24.45	30.56	28.12	34.23
Level 2		25.26	31.58	29.05	35.36
Cane Harvesting Employee					
Inductee/Trainee		24.45	30.56	28.12	34.23
Level 1		25.26	31.58	29.05	35.36
Level 2		26.18	32.73	30.11	36.65

OT = Overtime; AL = Annual Leave; PL = Personal Leave; PR = Penalty Rates; SCHR – Single Contract Hourly Rate;

Inductee/Trainee – Can not remain on this classification and pay rate for more than 6 weeks.

Piecework Employment Arrangements

Employees engaged on a piecework basis are to be paid a minimum piecework rate sufficient to equal the payment for actual hours worked at the appropriate Award Rate Classification, including any overtime if applicable and leave entitlements.
Employers should maintain time sheets of days and hours work and periodically calculate whether the employee hours are covered by the piecework rate they have been paid.

One method to calculate and check this is to use the applicable permanent rate + 60% loading *(15% (covers OT&PR) + 25% (covers AL&PL) + 20% (Piecework loading))* which gives an hourly rate that covers AL, PL, OT & PR and the required 20% piecework loading.

Please see hereunder an Extract from the Sugar Industry Award under Piecework at clause 17.3.

Note: Piecework agreements must be completed, signed and a copy taken by the Employer and each Employee to whom it relates. Employees should be paid for all tonnage over the seasonal period when it is earned.

17.3 Piecework

Field sector employees may be engaged in writing on a piecework basis as follows:

(a) An agreement for piecework may be entered into between the employer and the individual employee for the performance of any work to be done under this award, and the pieceworker will receive a minimum piecework rate sufficient to equal the payment for the actual hours worked based on both ordinary time and overtime as the case may be, in the relevant pay period plus a loading of **20%**.

(b) Each piecework agreement must be reviewed halfway through the crushing season and at the end of the crushing season to ensure that the employee has received the full entitlements owing.

(c) Each piecework agreement must be in writing and signed by both parties and each employee will be supplied with a copy of such agreement free of charge and a copy of the mutual agreement will be provided to the employee's representative, if any.

(d) The base rate of pay in relation to entitlements under the NES for an employee on a piecework rate is the minimum rate identified in clause 17 for the employee's classification level.

(e) The full rate of pay in relation to entitlements under the NES for an employee on a piecework rate is the minimum rate identified in clause 17 for the employee's classification level plus a loading of **20%**.

(f) Casual employees may be engaged on a piecework basis in accordance with clause 17.3. Casual piecework employees are entitled to both the casual loading specified in clause 10.4(a) and the piecework loading specified in clause 17.3(a). Each loading is to be calculated on the minimum hourly rate identified in clause 17 for the employee's classification level and not on a compounding basis.

(g) For the purposes of clause 17.3(f),the hourly rate of pay for casual piecework employees is the total of the following:

●the minimum hourly rate; and

●the casual loading of **25%** of the minimum hourly rate; and

●the piecework loading of **20%** of the minimum hourly rate,

for the employee's classification level.