



SADA IR UPDATE



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2024 Minimum Wage Adjustment

The following wage rates and allowances come into effect from the first pay period commencing 1 July 2024.

Please note that if employers are paying above these rates, they must make sure that the total wages and conditions still meet the Better Off Overall Test and must make the employees better off than the Award.

The Farm and Livestock classification structure appears in Clause 31 in the Award Pastoral Award 2020

	Per week	Full and Part Time			Casual		
		Per hour			Per hour		
		100%	150%	200%	125%	175%	225%
FLH Lv1	\$ 891.50	\$ 23.46	\$ 35.19	\$ 46.92	\$ 29.33	\$ 41.06	\$ 52.79
FLH Lv3	\$ 928.60	\$ 24.44	\$ 36.66	\$ 48.88	\$ 30.55	\$ 42.76	\$ 54.98
FLH Lv4	\$ 949.20	\$ 24.98	\$ 37.47	\$ 49.96	\$ 31.22	\$ 43.71	\$ 56.20
FLH Lv5	\$ 965.60	\$ 25.41	\$ 38.12	\$ 50.82	\$ 31.76	\$ 44.47	\$ 57.17
FLH Lv7	\$ 1,032.30	\$ 27.17	\$ 40.76	\$ 54.34	\$ 33.96	\$ 47.54	\$ 61.12
FLH Lv8	\$ 1,109.20	\$ 29.19	\$ 43.79	\$ 58.38	\$ 36.49	\$ 51.08	\$ 65.68

Age of employee	% of relevant adult rate
Under 16 years	50
16 years	60
17 years	70
18 years	80
19 years	90
20 years	100

Clause 34. ORDINARY HOURS OF WORK AND ROSTERING

34.1 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 4-week period.

34.2 The ordinary hours of work of farm and livestock hands (other than station cooks) will not exceed 152 hours in any consecutive period of 4 weeks.

Clause 35. OVERTIME AND PENALTY RATES

35.1 All time worked by an employee more than the ordinary hours in clause 34)— Ordinary hours of work and rostering will be regarded as overtime. (more than 152 hours over 4 consecutive weeks).

35.2 The rate of pay for overtime for a farm and livestock hand will be:

For overtime worked	Full and part-time employees % ordinary hourly rate	Casual employees % of ordinary hourly rate
Monday to Saturday	150	175
Sunday—feeding and watering stock	150	175
Sunday—other than feeding and watering stock	200	225

NOTE: The overtime rates for casual employees have been calculated by adding the casual loading prescribed by clause 11.3(a)(ii) to the overtime rates for full-time and part-time employees prescribed by clause 35.2.

35.3 No employee will be entitled to payment for overtime, or equivalent time off instead, unless the employee makes a claim to the employer or their authorised representative either within 2 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.

35.4 Overtime and public holiday rates are calculated on the ordinary hourly rate before any deduction is made for keep.

35.5 Public holidays - A farm and livestock hand required to work on a public holiday will be paid **200%** of the ordinary hourly rate.

35.6 Time off instead of payment for overtime - An employee and employer may agree in writing to the employee taking time off instead of being paid for all overtime that is worked by the employee under this agreement. Please refer to Clause 35.6 and Schedule E in the Award for fuller details.

ALLOWANCES

For full range of allowances go to www.fwc.gov.au/pastoralawards

NOTE: Regulations 3.33(3) and 3.46(1)(g) of *Fair Work Regulations 2009* set out the requirements for pay records and the content of payslips including the requirement to separately identify any allowance paid.

Clause 18.2 WAGE RELATED ALLOWANCES

The all-purpose allowances must be included/added to the wage rates for all entitlements – overtime, and all types of leave. These allowances are paid for all purposes and 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 allowance contained in clause 18.2(b)(i) will apply to part-time employees on a pro rata basis. The following allowances are paid for all purposes under this award:

Leading hands - A leading hand in charge of 2 or more people must be paid as follows:

In charge of	\$ per week
2–6 employees	27.72
7–10 employees	32.29
11–20 employees	46.03
More than 20 employees	57.84

First aid allowance

An employee appointed by their employer to perform first aid duty as required 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 **\$3.37** per day.

Clause 18.3 EXPENSE RELATED ALLOWANCES

Tool and equipment allowance

- If the employer requires employees to supply their own tools and equipment, employees must be reimbursed for the cost of supplying those tools and equipment.
- The provisions of clause 18.3 do not apply where the tools and equipment are paid for by the employer.

Overtime meal allowance

- An employee required to work overtime for more than 1.5 hours after working ordinary hours will be supplied with a suitable meal free of cost by the employer or paid **\$16.76** for the first and any subsequent meals.
- An employee required to work overtime for more than 2 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:
 - will be allowed a meal break not later than 2 hours after commencing overtime.
 - will be allowed a meal break every 5 hours after the first meal break, for as long as the overtime continues; and
 - will be provided with a suitable meal free of cost by the employer for each meal break or paid a meal allowance of **\$ 16.76** for each meal not supplied.

Reimbursement of expenses

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.

Wet weather clothing and footwear

- An employee who is required to work in a wet place must be provided with protective clothing and footwear by the employer.
- If an employee who is required to work in a wet place is not provided with protective clothing and footwear, the employer will reimburse the employee for the reasonable cost of providing their own protective clothing and footwear.
- If protective clothing and footwear is provided and paid for by the employer, it will remain the property of the employer.
- 'Wet place' is defined in clause 2 — Definitions.

Protective clothing

If the employer requires an employee to supply his or her own protective clothing, the employer must reimburse the employee for the cost of supplying the protective clothing.

- The provisions of clause 18.3(g)(i) do not apply where the protective clothing is paid for by the employer.
- Any protective clothing that is paid for by the employer remains the property of the employer.

Charges for accommodation, meat, goods, and services

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.

The employer may charge to an employee:

- 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.
- If the employer supplies an employee with meat, the employer may charge the employee an amount mutually agreed upon.
- If the employer sells groceries or stores to the employee, the prices charged must not exceed the cost price with carriage added.

If you have any queries, please don't hesitate to contact the SADA Office on 8293 2399 or email sada@sada.asn.au

SADA members are entitled to contact MERS for a free half hour consultation, per member per year.



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