



**These rates are operative from the first full pay on or after 1<sup>st</sup> July, 2023**  
and replaces the wage schedule of 1<sup>st</sup> July, 2022

**This amended wage schedule incorporates the increases arising from the June 2023 National Wage Decision of The Fair Work Commission.**

**REMEMBER: 11% SUPERANNUATION FROM 1 JULY, 2023**

**It is important that employers study the classification structure in the award to ensure employees are correctly classified. If unsure, contact PET.**

## WAGE RATES - ADULTS

The appropriate classification level for an employee should only be determined following a careful appraisal of 'Skill Level Descriptions' as prescribed in Schedule B – Classification Structure and Definitions.

CLAUSE 15.1(a) DESCRIPTION	ADULT RATES			
	FULL-TIME WEEKLY RATE  \$	PART-TIME HOURLY RATE MON - FRI  Clause 10 - 1/38 of weekly rate. A part-time employee is entitled to pro-rata annual leave, personal leave and paid public holidays	CASUAL HOURLY RATE MON - SUN <b>ORDINARY TIME 5:00AM TO 8:30PM</b> Clause 11.3 - Includes 25% loading for payment in lieu of annual leave, personal leave, paid public holidays and other entitlements.	CASUAL HOURLY RATE MON - SUN <b>ORDINARY TIME 8:31PM – 4:59AM</b> Clause 11.3 - Includes 25% loading for payment in lieu of annual leave, personal leave, paid public holidays and other entitlements.
<b>Level 1</b>	859.30	22.61	28.26	31.65
<b>Level 2</b>	882.80	23.23	29.04	32.52
<b>Level 3</b>	906.90	23.87	29.84	33.42
<b>Level 4</b>	939.70	24.73	30.91	34.62
<b>Level 5</b>	995.00	26.18	32.73	36.66

## JUNIOR EMPLOYEES

CLAUSE 15.3	DESCRIPTION Junior Employees	JUNIOR EMPLOYEES RATES % of Weekly Adult Wage Rate
	The minimum wage payable to junior employees shall be the undermentioned percentages of the weekly adult wage rate for the classification under which they are employed:	
	Age under 16 years of age	50
	At 16 years of age	60
	At 17 years of age	70
	At 18 years of age	80
	At 19 years of age	90
	At 20 years of age	100

## CLAUSE DESCRIPTION

**18.2 (b) LEADING HANDS** (an employee in charge of and supervising the work of other employees)

Persons appointed as leading hands by the employer shall be paid an additional weekly allowance as follows:

(i) In charge of 2 to 6 employees	\$26.71	(iii) In charge of 11 to 20 employees	\$44.37
(ii) In charge of 7 to 10 employees	\$31.13	(iv) In charge of over 20 employees	\$55.75



CLAUSE	DESCRIPTION
<b>11</b>	<b>CASUAL EMPLOYEES</b>
11.1	A casual employee is one engaged and paid as such.
11.3 (a)	For each hour worked, a casual employee will be paid no less than 1/38 of the minimum weekly rate of pay for an employee in that classification in Clause 15, plus a casual loading of 25%.
11.3 (b)	The casual loading is paid instead of annual leave, personal/carer's leave, notice of termination, redundancy benefits and the other entitlements of full time or part time employment provided for in this award.
	<b>PIECEWORKERS</b>
15.2	The piecework rate fixed by agreement between the employer and the employee must be at a level such that a pieceworker working at the average productivity of a pieceworker competent at the piecework task will earn at least <b>15%</b> more per hour than the hourly rate for the pieceworker. The piecework rate agreed is to be paid for all work performed in accordance with the piecework agreement.
15.2 (f)	Despite any other provision of clause 15.2 a pieceworker must be paid for each day on which they work no less than the hourly rate for the pieceworker multiplied by the number of hours worked on that day.
15.2 (h)	The piecework agreement between the employer and the individual employee must be in writing and signed by the employer and the employee. Please read award for full details.
<b>18</b>	<b>ALLOWANCES</b>
	Please read award clause for conditions applying to the payment of allowances.
18.2 (c)	Wet Work \$2.32 per hour
18.2 (d)	First-Aid \$11.85 per week
18.3 (c)	Meal Allowance \$14.66 per meal

### Clause 15.6 - Training Wage

Members with apprentices, trainees or persons engaged under the New Apprenticeship System are advised to contact Primary Employers Tasmania on 0407 200 909 for advice regarding the appropriate rate that applies to their particular employee.

Trainees undertaking an Australian Qualification Framework Certificate Level IV shall receive the relevant weekly wage rate for AQF Certificate III at Wage Level C, as applicable with the addition of 3.8% of that wage rate.

An adult trainee who is undertaking a traineeship for an AQF Certificate IV qualification shall receive the weekly wage as applicable based on the allocation of AQF Certificate III qualifications.

### Clause 20 - Superannuation

Superannuation contributions by the employer on behalf of the employee must be made to a complying superannuation fund. For further details see clause 20 of the Award or contact PET on 0407 200 909.

### 21.4 - Overtime for Casuals

Each hour worked in excess of 12 hours per engagement, 12 hours in a single day or 304 ordinary hours over an eight week period will be paid at a rate of 175% of the employee's minimum hourly wage for his or her classification (inclusive of the casual loading).

### PAYG - Withholding Tax

Please ensure you are using the correct Pay As You Go (PAYG) Withholding Tax Tables. The flat rate of tax of 13% will remain in place for itinerant fruit and vegetable workers. Working holiday makers will pay a flat rate of 15% tax.

### Clause 22 - Annual Leave - Full Time Employees



For every year of service with the same employer, employees are entitled to annual leave of four (4) weeks, which accrues through the year. A 17.5% loading is payable to employees when taking annual leave and on all accrued annual leave at time of termination. Annual Leave accrues progressively during each year of service.

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**These rates of pay and award notes are provided as a guide only. Members should always consult the appropriate award and National Employment Standards for a full and detailed description of the clause.**

### **IMPORTANT DISCLAIMER**

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