

## URGENT NEWSLETTER

### HORTICULTURE AWARD & CASUAL WAGES

The Fair Work Commission has decided that the new requirements in relation to overtime and other penalties for casual employees will take effect from the first full pay period commencing on or after **15 April 2019**. We have supported the NFF in its submissions to delay the introduction, but the Commission has stated that the sector has been aware of the proposed changes for a sufficient time. The Commission also rejected PET's submission that casual overtime should be calculated over a period of 6 months.

The changes will take effect from that date are as follows:

#### Hours of Work – casual employees

- The ordinary hours of work for casual employees other than shift-workers will not exceed 304 ordinary hours averaged over an eight-week period. Any hours in excess of 304 ordinary hours over an eight-week period will be deemed overtime.
- Ordinary hours of work for casual employees can be worked at any time (Monday to Sunday) with a casual loading of 25% of the relevant award rate.
- Ordinary hours worked between 5.00 am and 8.30 pm are paid with just the 25% loading.
- Ordinary hours worked between 8.31 pm and 4.59 am will attract an additional loading of 15% in addition to the casual loading of 25% (a total loading of 40%).

- The maximum number of ordinary hours which a casual employee may work per engagement, or on any day, is 12 ordinary hours. If an employee works more than 12 hours they are paid at overtime rates for those additional hours that day.

#### Payment for overtime — Casual Employees

- 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).

#### Public Holiday rates of pay—Casual Employees

- All hours worked by a casual employee on a public holiday (both ordinary hours and any overtime) will be paid at a rate of 225% of the employee's minimum hourly wage for his or her classification (inclusive of the casual loading).

**NOTE:** These changes only apply to casual employees on hourly rates of pay and does **NOT** apply to pieceworkers.

A new wages schedule is attached.

#### KEEP UP TO DATE

Primary Employers Tasmania has a Facebook page where we often post matters of interest to our members. You can follow us on Facebook at <https://www.facebook.com/primaryemployerstas>

I look forward to seeing you at the General Meeting on Thursday 11 April, 2019.

Felicity Richards,  
President

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