



WINE INDUSTRY AWARD 2020

Schedule A1 Bottling Stream
Schedule A2 Cellar Stream
Schedule A3 Door Sales
Schedule A4 Laboratory Stream

Schedule A5 Vineyard Stream
Schedule A6 Warehouse Supply Stream
Schedule A7 Coopers Stream



These rates are operative from the first full pay period that starts on or after
1st July, 2023

and replace the Wine Industry Award 2020 wage schedule of 1st 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.

CLASSIFICATION Clause 15.1 Schedules B1, B2, B3 B4, B5, B6 and B7	ADULT RATES		
	Clause 15.1 Full Time Weekly Rate \$	Clause 10 Part-Time Hourly Rate Clause 10.1 - 1/38 of weekly rate. Employee entitled to pro-rata personal leave, annual leave & public holidays \$	Clause 11 Casual Hourly Rate Clause 11.2 - Includes 25% loading for payment in lieu of annual leave, personal leave and paid public holidays \$
Grade 1	871.20	22.93	28.66
Grade 2	906.90	23.87	29.84
Grade 3	943.00	24.82	31.03
Grade 4	995.00	26.18	32.73
Grade 5	1,057.40	27.83	34.79

JUNIOR EMPLOYEES

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:	Junior Employee Rates % of appropriate Adult Classification
Under 17 years of age	80
17 years of age	90
18 years of age	100

CLAUSE	DESCRIPTION
19.2 (a)(i)	A leading hand, other than Coopers, in charge of other employees, except an employee engaged in a Grade 5 classification must be paid: In charge of: 1 – 4 employees 5 – 10 employees Over 10 employees
	Per week \$24.19 \$38.93 \$59.61
19.2 (a)(ii)	A leading hand in charge of coopers stream employees, except an employee engaged in a Grade 5 classification must be paid: In charge of: 3 -10 employees 11 -20 employees Over 20 employees
	Per week \$35.89 \$54.30 \$69.74

19.2 (b)	Mobile Crane Operator	\$0.31 per hour
19.2 (c)	First Aid	\$19.79 per week / \$3.95 per day
19.2 (e)	Wet Work	\$5.92 per day
19.2 (f)	Burning or Waxing Wine Vats	\$1.10 per hour
19.2 (g)	Confined spaces	\$0.37 per hour
19.2 (h)	Dirty work	\$0.21 per hour
19.3 (b)	Vehicle allowance -	\$0.95 per km
19.3 (c)	Meal Allowance -	\$16.81 per meal

Clause 11 - Casual Employees

A casual employee shall be one who is employed by the hour. A casual employee shall be paid per hour at the rate of 1/38 of the weekly rate prescribed for the class of work performed, plus 25%.

Clause 11.2 On each occasion a casual employee is required to attend for work; casual employees are entitled to a minimum payment of four hours work at the appropriate rate (Note: if employed to perform harvesting or pruning work and a weather event not predicted at the commencement of work prevents 4 hours work the casual shall be paid for a minimum of two hours.)

Clause 15.9 - 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 17 - Piecework

The piecework rate fixed by agreement between the employer and the employee must enable an employee of average capacity to earn at least 20% more per hour than the minimum hourly wage for ordinary hours of work which is prescribed in this award for the type of employment and the classification level of the employee. The piecework rate agreed is to be paid for all work performed in accordance with the piecework agreement.

Clause 21 - Occupational Superannuation

Occupational Superannuation contributions by the employer on behalf of the employee must be made to a complying superannuation fund. For further details see clause 21 of the Award or contact PET on 0407 200 909.

Clause 14 - Breaks

14.1 A day worker must not be required to work for more than five hours without an unpaid meal break of not less than 30 minutes and not more than 60 minutes.

14.5 In addition to the meal break provisions in 14.1 an employee must be given a paid tea break of ten minutes on each day or shift.

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.

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

The information herein is believed to be accurate and reliable, but no warranty to that effect is given and Primary Employers Tasmania, its employees or any other person accept no liability for any claim which may rise from any person acting on information herein. If you have any questions or concerns with the above, or any employment matter, please do not hesitate to contact us: PO Box 3014, Launceston Tasmania 7250 | ABN 95 330 573 650 | P: 0407 200 909 | E: andrew@primaryemployers.com.au website: www.primaryemployers.com.au | Registered under the Fair Work Act 2009 (CTH) as an employer organisation.