



WINE INDUSTRY AWARD 2010



WAGE RATES AND ALLOWANCES

SOUTH AUSTRALIAN WINE INDUSTRY
ASSOCIATION INCORPORATED

Issued: 11 July 2018

Date of Operation: First full pay period commencing on or after **1 July 2018**

Applies to: **National System Employers** covered by the federal *Fair Work Act 2009*.

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1. ADULT RATES FOR VINEYARD WORK OUTSIDE OF VINTAGE ONLY (Including Casuals)

Clause 16 Minimum Wages

Full-time and Part-time employees

Grade	Rate per week (38 hours)	Mon - Fri	Sunday	Public Holiday
		Full-Time Part-Time Hourly Rate for working ordinary hours (6am- 6pm)	Full-Time Part-Time Hourly Rate Overtime	Full-Time Part-Time Hourly Rate Overtime/Ordinary hours
Penalty / loading	Nil	Nil	200%	250%
Grade 1	\$729.60	\$19.20	\$38.40	\$48.00
Grade 2	\$761.20	\$20.03	\$40.06	\$50.08
Grade 3	\$792.80	\$20.86	\$41.72	\$52.15
Grade 4	\$837.40	\$22.04	\$44.08	\$55.10
Grade 5	\$889.90	\$23.42	\$46.84	\$58.55

Casual employees

Grade	Mon - Fri	Sunday	Public Holiday
	Casual Hourly Rate for working during ordinary hours 6am - 6pm	Casual Hourly Rate Overtime	Casual Hourly Rate Overtime/Ordinary hours
Penalty / loading	Includes 25% casual loading	200% of base + 25% casual loading	250% of base + 25% casual loading
Grade 1	\$24.00	\$43.20	\$52.80
Grade 2	\$25.04	\$45.07	\$55.08
Grade 3	\$26.08	\$46.94	\$57.37
Grade 4	\$27.55	\$49.59	\$60.61
Grade 5	\$29.28	\$52.70	\$64.41

Produced by SAWIA for members of the Grape Growers Council of SA

South Australian Wine Industry Association Incorporated

ABN 43 807 200 928

1st Floor Industry Offices, National Wine Centre, Botanic Road, Adelaide SA 5000

Tel: 61 8 8222 9277 Fax: 61 8 8222 9276 Email: admin@winesa.asn.au Web: www.winesa.asn.au



NOTE the following applies to the tables in 1, 2

Overtime rates apply to work performed by an employee (be they full time, part time or casual) outside of the allocated ordinary hours be that each day, week or outside of the span of ordinary hours. Refer to Clause 28(a) – (g) of the Award. Please contact SAWIA if you need any assistance.

A. Casual Overtime Rates – (Clause 13.4 (b) and Clause 30)

Monday to Saturday: Overtime payments for casual employees are calculated on the Basic Hourly Rate.

E.g. Grade 2 – Base \$20.03 x 150% = \$30.05 (Note: 1st 2 hours at 150% and the remainder at 200%).

Sundays & Public Holidays: The casual loading of 25% must also be paid for overtime on Sundays & Public Holidays. E.g. Sunday overtime for Grade 2 – (Base \$20.03 x 200%) + (25% Casual Loading \$5.01) = \$45.07 (Note: Public Holiday at 250%).

B. Casual Shift Rates – (Refer to clause 28.3 (e) in the Award)

Calculated as follows: (Basic Hourly Rate x Shift Allowance) + Casual loading

EXAMPLE: Casual Shift Rate for a Grade 2 employee working afternoon or night shift (Monday to Friday) is calculated as:
Basic Hourly Rate + 15% shift allowance = \$23.03 + Casual Loading of \$5.01 = \$28.04

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WAGE RATES AND ALLOWANCES

2. ADULT RATES FOR VINEYARD WORK DURING VINTAGE (INCLUDING CASUALS)

Clauses, 13.2 and 28.2(d), 28.2 (g) (i) (ii)

Full-time and Part-time employees

Grade	Rate per week (38 hours)	Mon - Fri	Saturday	Sunday	Public Holiday
		Full-Time Part-Time Hourly Rate 5am - 6pm	Full-Time Part-Time Hourly Rate 5am - 6pm	Full-Time Part-Time Hourly Rate Overtime	Full-Time Part-Time Overtime/Ordinary hours
Penalty / loading	Nil	Nil	125%	200%	250%
Grade 1	\$729.60	\$19.20	\$24.00	\$38.40	\$48.00
Grade 2	\$761.20	\$20.03	\$25.04	\$40.06	\$50.08
Grade 3	\$792.80	\$20.86	\$26.08	\$41.72	\$52.15
Grade 4	\$837.40	\$22.04	\$27.55	\$44.08	\$55.10
Grade 5	\$889.90	\$23.42	\$29.28	\$46.84	\$58.55

Casual employees

Grade		Mon - Fri	Saturday	Sunday	Public Holiday
		Casual Hourly Rate 5am - 6pm	Casual Hourly Rate 5am - 6pm	Casual Hourly Rate Overtime	Casual Hourly Rate Overtime/Ordinary hours
Penalty / loading		Includes 25% casual loading	125% of base + 25% casual loading	200% of base + 25% casual loading	250% of base + 25% casual loading
Grade 1		\$24.00	\$28.80	\$43.20	\$52.80
Grade 2		\$25.04	\$30.05	\$45.07	\$55.08
Grade 3		\$26.08	\$31.29	\$46.94	\$57.37
Grade 4		\$27.55	\$33.06	\$49.59	\$60.61
Grade 5		\$29.28	\$35.13	\$52.70	\$64.41

For calculating overtime rates for casual vineyard workers see Note A above. For calculating shift rates for casual vineyard workers see Note B above.



WAGE RATES AND ALLOWANCES

3. JUNIOR HOURLY RATES OF PAY (INCLUDING CASUALS)

Clause 21 – Unapprenticed junior minimum wages

Table with 5 columns: Classification, Under 17 years of age 80%, At 17 years of age 90%, Junior Basic Hourly Rate \$, Junior Casual Hourly Rate \$.

NOTE: Employees at 18 years of age and over are paid the Adult rates as per Table 1 above.

These junior casual hourly rates are for ordinary hours only. Weekly rates would be calculated by multiplying the hourly rate (basic or casual) by the hours worked for the week, ordinary full time hours being 38 for the week.

For calculating overtime rates for junior casuals see Note A above. For calculating shift rates for junior casuals see Note B above.

ADULT APPRENTICES Clause 17.3 and 17.4

An adult apprentice who began their apprenticeship on or after 1 January 2014 and is in the first year of the apprenticeship must be paid either 80% of the Grade 4 rate or the rate as prescribed for the relevant year of the apprenticeship, whichever is greater.

An adult apprentice who began their apprenticeship on or after 1 January 2014 and is in their second or subsequent years of their apprenticeship, must be paid the lowest adult rate or the rate as prescribed for the relevant year of the apprenticeship, whichever is greater.

4. SKILLS ALLOWANCE - LEADING HANDS Clause 24.5 (a) (ii)

NOTE: Rates prescribed in this part shall not apply to the classification of Grade Five.

Employees exercising supervision over the work of any employee or employees shall be paid the following rates in addition to their classification wage, as set out above. The supervisory rates shall apply for all purposes of the Award.

Table with 2 columns: Number of employees, Per week. Rows include 'In charge of 1 - 4 employees', '5 - 10 employees', and 'More than 10 employees'.



5. DISABILITY ALLOWANCES Clause 24.6

Wet Work	An employee who on any day works in a wet place, unless provided with adequate protective clothing, must be paid per day extra	\$4.98
Confined Space:	Working in a confined space as a cooper, per hour extra	\$0.31

6. OTHER ALLOWANCES

Clause 24.2 Vehicle Allowance

Employee required to use own motor vehicle, **per kilometre** \$0.78

Clause 24.3 Meal Allowance

Where an employee is required to work more than 2 hours overtime following their ordinary day or shift, **they must be paid** \$14.25

NOTE: This is not required to be paid if an employee can reasonably return home for a meal or has been notified the day before that they will be required to work overtime or where the employee is provided with an adequate meal by the employer (amended 1 Aug 2016).

Clause 24.5 (b) Mobile Crane Operations

Operation of a mobile crane - **per hour extra** \$0.26

Clause 24.5 (c) First Aid Certificate

Employee qualified and appointed by the employer **per day** \$3.33
Maximum per week \$16.66