



## WINE INDUSTRY AWARD 2010

**SOUTH AUSTRALIAN WINE INDUSTRY**  
ASSOCIATION INCORPORATED

# WAGE RATES AND ALLOWANCES

**Issued:** 04/07/2019 (Replaces wage rates issued: 26/06/2018)

**Date of Operation:** First full pay period commencing on or after 1 July 2019

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

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### 1. ADULT RATES OF PAY (INCLUDING CASUALS) Clause 16 Minimum Wages

**Full-time and Part-time employees Bottling, Cellar, Laboratory, Vineyard (outside of vintage only), Warehouse and Supply and Coopers**

Grade	Rate per week (38 hours)	Mon - Fri Full-Time Part-Time Hourly Rate for working ordinary hours (6am- 6pm)	Sunday Full-Time Part-Time Hourly Rate Overtime	Public Holiday Full-Time Part-Time Hourly Rate Overtime/Ordinary hours
Penalty / loading	Nil	Nil	200%	250%
Grade 1	\$751.50	\$19.78	\$39.56	\$49.45
Grade 2	\$784.00	\$20.63	\$41.26	\$51.58
Grade 3	\$816.60	\$21.49	\$42.98	\$53.73
Grade 4	\$862.50	\$22.70	\$45.40	\$56.75
Grade 5	\$916.60	\$24.12	\$48.24	\$60.30

**Casual employees Bottling, Cellar, Laboratory, Vineyard (outside of vintage only), Warehouse and Supply and Coopers**

Grade	Mon - Fri Casual Hourly Rate for working during ordinary hours 6am - 6pm	Sunday Casual Hourly Rate Overtime	Public Holiday 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	\$24.73	\$44.51	\$54.40
Grade 2	\$25.79	\$46.42	\$56.73
Grade 3	\$26.86	\$48.35	\$59.10
Grade 4	\$28.38	\$51.08	\$62.43
Grade 5	\$30.15	\$54.27	\$66.33

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

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Issued: 4 July 2019

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

**Monday to Saturday:** Overtime payments for casual employees are calculated on the permanent base rate.

**EXAMPLE:** Casual rate for a Grade 2 employee working overtime Monday to Saturday is:  
Base add 50% = \$20.63 x 1.5 = \$30.95 (1<sup>st</sup> 2 hours per day at 150%)  
Base add 100% = \$20.63 x 2 = \$41.26 (remainder at 200%)

**Sundays & Public Holidays:** The casual loading of 25% must also be paid for overtime on Sundays & Public Holidays.

**EXAMPLE:** Casual rate for a Grade 2 employee working overtime on Sundays or Public Holidays is:  
200% of base + 25% of base = Equivalent to \$20.63 x 2.25 = \$46.42 (Sunday)  
250% of base + 25% of base = Equivalent to \$20.63 x 2.75 = \$56.73 (Public Holiday)

**B. Casual Shift Rates** – Clause 28.3 (e)

**Shift work:** The casual loading of 25% must also be paid on Afternoon and Night Shifts.

**EXAMPLE:** Casual rate for a Grade 2 employee working afternoon or night shift (Monday to Friday) is:  
Base add (15% Shift Allowance + 25% Casual Loading) = \$20.63 x 1.4 = \$28.88 (afternoon or night)  
Base add (30% Shift Allowance + 25% Casual Loading) = \$20.63 x 1.55 = \$31.98 (permanent night)

**2. VINEYARD 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	\$751.50	\$19.78	\$24.73	\$39.56	\$49.45
Grade 2	\$784.00	\$20.63	\$25.79	\$41.26	\$51.58
Grade 3	\$816.60	\$21.49	\$26.86	\$42.98	\$53.73
Grade 4	\$862.50	\$22.70	\$28.38	\$45.40	\$56.75
Grade 5	\$916.60	\$24.12	\$30.15	\$48.24	\$60.30



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**Casual employees (doing vineyard work during vintage)**

Grade	Mon - Fri Casual Hourly Rate 5am - 6pm	Saturday Casual Hourly Rate 5am - 6pm	Sunday Casual Hourly Rate Overtime	Public Holiday 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	\$24.73	\$29.67	\$44.51	\$54.40
Grade 2	\$25.79	\$30.95	\$46.42	\$56.73
Grade 3	\$26.86	\$32.24	\$48.35	\$59.10
Grade 4	\$28.38	\$34.05	\$51.08	\$62.43
Grade 5	\$30.15	\$36.18	\$54.27	\$66.33

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

**3. CELLAR DOOR SALES (INCLUDING CASUALS)** Clauses, 13.2, 28.2(c) and 28.2 (g) (i) (ii)

**Full-time and Part-time employees**

Grade	Rate per week (38 hours)	Mon - Fri Full-Time Part-Time Hourly Rate 6am - 6pm	Saturday Full-Time Part-Time Hourly Rate 8am - 6pm	Sunday Full-Time Part-Time Hourly Rate 8am - 6pm	Public Holiday Full-Time Part-Time Hourly Rate
Penalty / loading	Nil	Nil	125%	200%	250%
Grade 1	\$751.50	\$19.78	\$24.73	\$39.56	\$49.45
Grade 2	\$784.00	\$20.63	\$25.79	\$41.26	\$51.58
Grade 3	\$816.60	\$21.49	\$26.86	\$42.98	\$53.73
Grade 4	\$862.50	\$22.70	\$28.38	\$45.40	\$56.75



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**Casual employees**

Grade	Mon - Fri Casual Hourly Rate 6am - 6pm	Saturday Casual Hourly Rate 8am - 6pm	Sunday Casual Hourly Rate 8am - 6pm	Public Holiday Casual Hourly Rate 8am - 6pm
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	\$24.73	\$29.67	\$44.51	\$54.40
Grade 2	\$25.79	\$30.95	\$46.42	\$56.73
Grade 3	\$26.86	\$32.24	\$48.35	\$59.10
Grade 4	\$28.38	\$34.05	\$51.08	\$62.43

For calculating overtime rates for casual cellar door workers see Note A above.

**4. JUNIOR HOURLY RATES OF PAY (INCLUDING CASUALS)**

Clause 21 – Unapprenticed junior minimum wages

Classification	Under 17 years of age 80%		At 17 years of age 90%	
	Junior Basic Hourly Rate \$	Junior Casual Hourly Rate \$	Junior Basic Hourly Rate \$	Junior Casual Hourly Rate \$
Grade One	\$15.82	\$19.78	\$17.80	\$22.25
Grade Two	\$16.50	\$20.63	\$18.57	\$23.21
Grade Three	\$17.19	\$21.49	\$19.34	\$24.18
Grade Four	\$18.16	\$22.70	\$20.43	\$25.54
Grade Five	\$19.30	\$24.12	\$21.71	\$27.14

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

**NOTE:** Grade five is not applicable to Cellar Door Sales employees.

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.

**5. APPRENTICES (COOPERS STREAM ONLY) Clause 17 – Apprentice minimum wages**



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Apprentices must receive the following percentages of the rate of an Adult Cooper / Grade Four employee

Stage of apprenticeship	% for apprentices who have not completed year 12 per week	% for apprentices who have completed year 12 per week
First Year	50	55
Second Year	60	65
Third Year	75	75
Fourth Year	88	88

### **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.

### **6. SKILLS ALLOWANCE - LEADING HANDS (NOT FOR COOPERS)** 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.

Number of employees	Per week
In charge of 1 - 4 employees	\$20.97
5 - 10 employees	\$33.75
More than 10 employees	\$51.68

### **7. SKILLS ALLOWANCE - LEADING HAND (COOPERS STREAM ONLY)** Clause 24.5 (a) (i)

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

Number of employees	Per week
In charge of 3 - 10 employees	\$31.12
11 to 20 employees	\$47.07
More than 20 employees	\$60.47

### **8. DISABILITY ALLOWANCES** Clause 24.6



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<b>Boilers &amp; Flues</b>	An employee engaged in washing out and chipping boilers or in cleaning flues <b>must be paid 50% extra</b> while they are engaged in such work.	
<b>Wet Work</b>	An employee who on any day works in a wet place, unless provided with adequate protective clothing, <b>must be paid per day extra</b>	\$5.13
<b>Wine Vats:</b>	Employees engaged in burning and/or waxing closed wine vats must be paid, <b>per hour extra</b>	\$0.95
<b>Confined Space:</b>	Working in a confined space as a cooper, <b>per hour extra</b>	\$0.32
<b>Dirty Work:</b>	An employee performing work as a cooper which is of an unusually dirty or offensive nature, <b>per hour extra</b>	\$0.18
<b>Cask Firing:</b>	Employees engaged in the cask firing process as a cooper must be paid, <b>per day or part thereof with a maximum per week of</b>	\$5.40 \$27.06

### 8. 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** \$14.70

**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.

#### **Clause 24.5 (b) Mobile Crane Operations**

Operation of a mobile crane - **per hour extra** \$0.27

#### **Clause 24.5 (c) First Aid Certificate**

Employee qualified and appointed by the employer **per day** \$3.43  
**Maximum per week** \$17.16