



SOUTH AUSTRALIAN WINE INDUSTRY
ASSOCIATION INCORPORATED

WINE INDUSTRY AWARD 2020 WAGE RATES AND ALLOWANCES



Issued: 23/06/2023 (Replaces wage rates issued: 28/06/2022)

Date of Operation: First full pay period commencing on or after 1 July 2023

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1. ADULT RATES OF PAY

Full-time and Part-time employees – Day work

Grade	Rate Per week (38 hours)	Ordinary Mon – Fri** Hourly Rate	Ordinary Saturday** Hourly Rate	Overtime 1 st 2 hours Hourly Rate (Mon-Sat)	Overtime Thereafter Hourly Rate (Mon-Sat)	Ordinary/Overtime Sunday** Hourly Rate	Ordinary/Overtime Public Holiday Hourly Rate
Penalty / loading	Nil	Nil	125%	150%	200%	200%	250%
Grade 1	\$871.20	\$22.93	\$28.66	\$34.40	\$45.86	\$45.86	\$57.33
Grade 2	\$906.90	\$23.87	\$29.84	\$35.81	\$47.74	\$47.74	\$59.68
Grade 3	\$943.00	\$24.82	\$31.03	\$37.23	\$49.64	\$49.64	\$62.05
Grade 4	\$995.00	\$26.18	\$32.73	\$39.27	\$52.36	\$52.36	\$65.45
Grade 5*	\$1057.40	\$27.83	\$34.79	\$41.75	\$55.66	\$55.66	\$69.58

* Grade 5 is not applicable to cellar door sales roles

** Ordinary hours can usually only be worked between 6:00am to 6:00pm Monday to Friday, except they can also be worked:

- **Vineyard workers during vintage only** – between 5:00am to 6:00pm Monday to Saturday
- **Cellar door sales employees only** – between 8:00am to 6:00pm Saturday and Sunday

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



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Full-time and Part-time employees – Shift work

Grade	Afternoon/ Night Shift** Hourly Rate	Permanent Night Shift*** Hourly Rate	Ordinary Saturday Hourly Rate	Overtime 1 st 2 hours Hourly Rate (Mon-Sat)	Overtime Thereafter Hourly Rate (Mon-Sat)	Ordinary/Overtime Sunday Hourly Rate	Ordinary/Overtime Public Holiday Hourly Rate
Penalty / loading	115%	130%	150%	150%	200%	200%	250%
Grade 1	\$26.37	\$29.81	\$34.40	\$34.40	\$45.86	\$45.86	\$57.33
Grade 2	\$27.45	\$31.03	\$35.81	\$35.81	\$47.74	\$47.74	\$59.68
Grade 3	\$28.54	\$32.27	\$37.23	\$37.23	\$49.64	\$49.64	\$62.05
Grade 4	\$30.11	\$34.03	\$39.27	\$39.27	\$52.36	\$52.36	\$65.45
Grade 5*	\$32.00	\$36.18	\$41.75	\$41.75	\$55.66	\$55.66	\$69.58

* Grade 5 is not applicable to cellar door sales roles

** Afternoon shift means any shift finishing after 6.00 pm and at or before midnight and night shift means any shift finishing after midnight and at or before 8.00 am

*** An employee works a permanent night shift when any of the following occur:

- During a period of engagement on shift, works night shift only
- Remains on night shift for a longer period than 4 consecutive weeks
- Works on a night shift which does not rotate or alternate with another shift or with day work so as to give the employee at least one third of their working time off night shift in each shift cycle



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Casual employees – Day work

Grade	Base Hourly Rate (Not Paid)	Ordinary Mon – Fri** Hourly Rate	Ordinary Saturday** Hourly Rate	Overtime 1 st 2 hours Hourly Rate (Mon-Sat)	Overtime Thereafter Hourly Rate (Mon-Sat)	Ordinary/Overtime Sunday** Hourly Rate	Ordinary/Overtime Public Holiday Hourly Rate
Penalty / loading	Nil	+ 25% casual loading	125% of base + 25% casual loading	150% of base	200% of base	200% of base + 25% casual loading	250% of base + 25% casual loading
Grade 1	\$22.93	\$28.66	\$34.40	\$34.40	\$45.86	\$51.59	\$63.06
Grade 2	\$23.87	\$29.84	\$35.81	\$35.81	\$47.74	\$53.71	\$65.64
Grade 3	\$24.82	\$31.03	\$37.23	\$37.23	\$49.64	\$55.85	\$68.26
Grade 4	\$26.18	\$32.73	\$39.27	\$39.27	\$52.36	\$58.91	\$72.00
Grade 5*	\$27.83	\$34.79	\$41.75	\$41.75	\$55.66	\$62.62	\$76.53

* Grade 5 is not applicable to cellar door sales roles

** Ordinary hours can usually only be worked between 6:00am to 6:00pm Monday to Friday, except they can also be worked:
 - **Vineyard workers during vintage only** – between 5:00am to 6:00pm Monday to Saturday
 - **Cellar door sales employees only** – between 8:00am to 6:00pm Saturday and Sunday



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Casual employees – Shift work

Grade	Afternoon/ Night Shift** Hourly Rate	Permanent Night Shift*** Hourly Rate	Ordinary Saturday Hourly Rate	Overtime 1 st 2 hours Hourly Rate (Mon-Sat)	Overtime Thereafter Hourly Rate (Mon-Sat)	Ordinary/Overtime Sunday Hourly Rate	Ordinary/Overtime Public Holiday Hourly Rate
Penalty / loading	115% of base + 25% casual loading	130% of base + 25% casual loading	150% of base + 25% casual loading	150%	200%	200% of base + 25% casual loading	250% of base + 25% casual loading
Grade 1	\$32.10	\$35.54	\$40.13	\$34.40	\$45.86	\$51.59	\$63.06
Grade 2	\$33.42	\$37.00	\$41.77	\$35.81	\$47.74	\$53.71	\$65.64
Grade 3	\$34.75	\$38.47	\$43.44	\$37.23	\$49.64	\$55.85	\$68.26
Grade 4	\$36.65	\$40.58	\$45.82	\$39.27	\$52.36	\$58.91	\$72.00
Grade 5*	\$38.96	\$43.14	\$48.70	\$41.75	\$55.66	\$62.62	\$76.53

* Grade 5 is not applicable to cellar door sales roles

** Afternoon shift means any shift finishing after 6.00 pm and at or before midnight and night shift means any shift finishing after midnight and at or before 8.00 am

*** An employee works a permanent night shift when any of the following occur:

- During a period of engagement on shift, works night shift only
- Remains on night shift for a longer period than 4 consecutive weeks
- Works on a night shift which does not rotate or alternate with another shift or with day work so as to give the employee at least one third of their working time off night shift in each shift cycle



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2. JUNIOR HOURLY RATES OF PAY

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	\$18.34	\$22.93	\$20.64	\$25.80
Grade Two	\$19.10	\$23.87	\$21.48	\$26.85
Grade Three	\$19.86	\$24.82	\$22.34	\$27.93
Grade Four	\$20.94	\$26.18	\$23.56	\$29.45
Grade Five	\$22.26	\$27.83	\$25.05	\$31.31

NOTES:

- Employees at 18 years of age and over are paid as an adult
- Penalties, loadings and overtime apply to junior employees (calculated the same way as with adults)
- Grade five is not applicable to Cellar Door Sales employees.

4. ALLOWANCES

LEADING HAND – Not payable to Grade Five.

Other than coopers		Coopers	
Number of employees	Per week	Number of employees	Per week
In charge of 1 - 4 employees	\$24.19	In charge of 3 - 10 employees	\$35.89
5 - 10 employees	\$38.93	11 to 20 employees	\$54.30
More than 10 employees	\$59.61	More than 20 employees	\$69.74

Employees exercising supervision over employees shall be paid the following rates in addition to their classification wage.



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ALLOWANCES CONTINUED

Mobile Crane	Operation of a mobile crane - per hour extra	\$0.31
First Aid	Employee qualified and appointed by the employer per day Maximum per week	\$3.95 \$19.79
Boilers & Flues	An employee engaged in washing out and chipping boilers or in cleaning flues must be paid 50% extra while they are engaged in such work.	
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	\$5.92
Wine Vats	Employees engaged in burning and/or waxing closed wine vats must be paid, per hour extra	\$1.10
Confined Space	Working in a confined space as a cooper, per hour extra	\$0.37
Dirty Work	An employee performing work as a cooper which is of an unusually dirty or offensive nature, per hour extra	\$0.21
Cask Firing	Employees engaged in the cask firing process as a cooper must be paid, per day or part thereof with a maximum per week of	\$6.23 \$31.21
Vehicle Allowance	Employee required to use own motor vehicle, per kilometre	\$0.95
Meal Allowance	Where an employee is required to work more than 2 hours overtime following their ordinary day or shift, they must be paid	\$16.81

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.