

## *Horticulture Award 2020*

### WAGES INFORMATION SHEET - Effective from 1 July 2023

This information sheet reflects the provisions of the [Horticulture Award 2020](#) (the Award).

All **weekly calculations** on this sheet are based on **38 ordinary hours per week** as outlined in the **Award**. The calculations are **rounded to the nearest cent**, following the guidelines by the Fair Work Commission.

<b>Schedule 1</b>	Adult minimum wage rates – 20 years & over
<b>Schedule 2</b>	Horticulture – 19 years
<b>Schedule 3</b>	Horticulture – 18 years
<b>Schedule 4</b>	Horticulture – 17 years
<b>Schedule 5</b>	Horticulture – 16 years
<b>Schedule 6</b>	Horticulture – Under 16 years
<b>Schedule 7</b>	Allowances
<b>Schedule 8</b>	Penalty rates and overtime
<b>Schedule 9</b>	Classifications

## SCHEDULE 1 – ADULT MINIMUM WAGE RATES 20 YEARS & OVER

Full-time and Part-time Employees							
Employee Classification	Weekly Rate	Hourly rate	Monday to Saturday	Sunday (outside harvest season)	Sunday – During harvest season		Public Holidays
	38 hours	100%	150%	200%	5 hours within first 8 hours of overtime	Overtime > 8 hours in week or 5 hours Sunday	200%
					150%	200%	
Level 1	\$859.30	\$22.61	\$33.92	\$45.22	\$33.92	\$45.22	\$45.22
Level 2	\$882.80	\$23.23	\$34.85	\$46.46	\$34.85	\$46.46	\$46.46
Level 3	\$906.90	\$23.87	\$35.81	\$47.74	\$35.81	\$47.74	\$47.74
Level 4	\$939.70	\$24.73	\$37.10	\$49.46	\$37.10	\$49.46	\$49.46
Level 5	\$995.00	\$26.18	\$39.27	\$52.36	\$39.27	\$52.36	\$52.36

Casual Employees					
Employee Classification	Hourly rate	Casual hourly rate	> 12 hours per engagement or 12 hours in a single day	> 304 ordinary hours in an 8-week period	Public Holidays
	100%	125%	175%	175%	225%
Level 1	\$22.61	\$28.26	\$39.57	\$39.57	\$50.87
Level 2	\$23.23	\$29.04	\$40.65	\$40.65	\$52.27
Level 3	\$23.87	\$29.84	\$41.77	\$41.77	\$53.71
Level 4	\$24.73	\$30.91	\$43.28	\$43.28	\$55.64
Level 5	\$26.18	\$32.73	\$45.82	\$45.82	\$58.91

> means more than

## SCHEDULE 2 – 19 YEARS 90% OF ADULT WAGE RATE

Full-time and Part-time Employees							
Employee Classification	Weekly Rate	Hourly rate	Monday to Saturday	Sunday (outside harvest season)	Sunday – During harvest season		Public Holidays
	38 hours	100%	150%	200%	5 hours within first 8 hours of overtime	Overtime > 8 hours in the week or 5 hours Sunday	200%
					150%	200%	
Level 1	\$773.40	\$20.35	\$30.53	\$40.70	\$30.53	\$40.70	\$40.70
Level 2	\$794.50	\$20.91	\$31.37	\$41.82	\$31.37	\$41.82	\$41.82
Level 3	\$816.20	\$21.48	\$32.22	\$42.96	\$32.22	\$42.96	\$42.96
Level 4	\$845.70	\$22.26	\$33.39	\$44.52	\$33.39	\$44.52	\$44.52
Level 5	\$895.50	\$23.57	\$35.36	\$47.14	\$35.36	\$47.14	\$47.14

Casual Employees					
Employee Classification	Hourly rate	Casual hourly rate	> 12 hours per engagement or 12 hours in a single day	> 304 ordinary hours in an 8-week period	Public Holidays
	100%	125%	175%	175%	225%
Level 1	\$20.35	\$25.44	\$35.61	\$35.61	\$45.79
Level 2	\$20.91	\$26.14	\$36.59	\$36.59	\$47.05
Level 3	\$21.48	\$26.85	\$37.59	\$37.59	\$48.33
Level 4	\$22.26	\$27.83	\$38.96	\$38.96	\$50.09
Level 5	\$23.57	\$29.46	\$41.25	\$41.25	\$53.03

> means more than

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## SCHEDULE 3 – 18 YEARS 80% OF ADULT WAGE RATE

Full-time and Part-time Employees							
Employee Classification	Weekly Rate	Hourly rate	Monday to Saturday	Sunday (outside harvest season)	Sunday – During harvest season		Public Holidays
	<b>38 hours</b>	<b>100%</b>	<b>150%</b>	<b>200%</b>	5 hours within first 8 hours of overtime	Overtime > 8 hours in week or 5 hours Sunday	<b>200%</b>
					<b>150%</b>	<b>200%</b>	
Level 1	\$687.40	\$18.09	\$27.14	\$36.18	\$27.14	\$36.18	\$36.18
Level 2	\$706.20	\$18.58	\$27.87	\$37.16	\$27.87	\$37.16	\$37.16
Level 3	\$725.50	\$19.09	\$28.64	\$38.18	\$28.64	\$38.18	\$38.18
Level 4	\$751.80	\$19.78	\$29.67	\$39.56	\$29.67	\$39.56	\$39.56
Level 5	\$796.00	\$20.95	\$31.43	\$41.90	\$31.43	\$41.90	\$41.90

Casual Employees					
Employee Classification	Hourly rate	Casual hourly rate	> 12 hours per engagement or 12 hours in a single day	> 304 ordinary hours in an 8-week period	Public Holidays
	<b>100%</b>	<b>125%</b>	<b>175%</b>	<b>175%</b>	<b>225%</b>
Level 1	\$18.09	\$22.61	\$31.66	\$31.66	\$40.70
Level 2	\$18.58	\$23.23	\$32.52	\$32.52	\$41.81
Level 3	\$19.09	\$23.86	\$33.41	\$33.41	\$42.95
Level 4	\$19.78	\$24.73	\$34.62	\$34.62	\$44.51
Level 5	\$20.95	\$26.19	\$36.66	\$36.66	\$47.14

> means more than

## SCHEDULE 4 – 17 YEARS 70% OF ADULT WAGE RATE

Full-time and Part-time Employees							
Employee Classification	Weekly Rate	Hourly rate	Monday to Saturday	Sunday (outside harvest season)	Sunday – During harvest season		Public Holidays
	<b>38 hours</b>	<b>100%</b>	<b>150%</b>	<b>200%</b>	5 hours within first 8 hours of overtime	Overtime > 8 hours in week or 5 hours Sunday	<b>200%</b>
					<b>150%</b>	<b>200%</b>	
Level 1	\$601.50	\$15.83	\$23.75	\$31.66	\$23.75	\$31.66	\$31.66
Level 2	\$618.00	\$16.26	\$24.39	\$32.52	\$24.39	\$32.52	\$32.52
Level 3	\$634.80	\$16.71	\$25.07	\$33.42	\$25.07	\$33.42	\$33.42
Level 4	\$657.80	\$17.31	\$25.97	\$34.62	\$25.97	\$34.62	\$34.62
Level 5	\$696.50	\$18.33	\$27.50	\$36.66	\$27.50	\$36.66	\$36.66

Casual Employees					
Employee Classification	Hourly rate	Casual hourly rate	> 12 hours per engagement or 12 hours in a single day	> 304 ordinary hours in an 8-week period	Public Holidays
	<b>100%</b>	<b>125%</b>	<b>175%</b>	<b>175%</b>	<b>225%</b>
Level 1	\$15.83	\$19.79	\$27.70	\$27.70	\$35.62
Level 2	\$16.26	\$20.33	\$28.46	\$28.46	\$36.59
Level 3	\$16.71	\$20.89	\$29.24	\$29.24	\$37.60
Level 4	\$17.31	\$21.64	\$30.29	\$30.29	\$38.95
Level 5	\$18.33	\$22.91	\$32.08	\$32.08	\$41.24

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## SCHEDULE 5 – 16 YEARS 60% OF ADULT WAGE RATE

Full-time and Part-time Employees							
Employee Classification	Weekly Rate	Hourly rate	Monday to Saturday	Sunday (outside harvest season)	Sunday – During harvest season		Public Holidays
	38 hours	100%	150%	200%	5 hours within first 8 hours of overtime	Overtime > 8 hours in week or 5 hours Sunday	200%
					150%	200%	
Level 1	\$515.60	\$13.57	\$20.36	\$27.14	\$20.36	\$27.14	\$27.14
Level 2	\$529.70	\$13.94	\$20.91	\$27.88	\$20.91	\$27.88	\$27.88
Level 3	\$544.10	\$14.32	\$21.48	\$28.64	\$21.48	\$28.64	\$28.64
Level 4	\$563.80	\$14.84	\$22.26	\$29.68	\$22.26	\$29.68	\$29.68
Level 5	\$597.00	\$15.71	\$23.57	\$31.42	\$23.57	\$31.42	\$31.42

Casual Employees					
Employee Classification	Hourly rate	Casual hourly rate	> 12 hours per engagement or 12 hours in a single day	> 304 ordinary hours in an 8-week period	Public Holidays
	100%	125%	175%	175%	225%
Level 1	\$13.57	\$16.96	\$23.75	\$23.75	\$30.53
Level 2	\$13.94	\$17.43	\$24.40	\$24.40	\$31.37
Level 3	\$14.32	\$17.90	\$25.06	\$25.06	\$32.22
Level 4	\$14.84	\$18.55	\$25.97	\$25.97	\$33.39
Level 5	\$15.71	\$19.64	\$27.49	\$27.49	\$35.35

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## SCHEDULE 6 – UNDER 16 YEARS 50% OF ADULT WAGE RATE

Full-time and Part-time Employees							
Employee Classification	Weekly Rate	Hourly rate	Monday to Saturday	Sunday (outside harvest season)	Sunday – During harvest season		Public Holidays
	<b>38 hours</b>	<b>100%</b>	<b>150%</b>	<b>200%</b>	5 hours within first 8 hours of overtime	Overtime > 8 hours in week or 5 hours Sunday	<b>200%</b>
					<b>150%</b>	<b>200%</b>	
Level 1	\$429.70	\$11.31	\$16.97	\$22.62	\$16.97	\$22.62	\$22.62
Level 2	\$441.40	\$11.62	\$17.43	\$23.24	\$17.43	\$23.24	\$23.24
Level 3	\$453.50	\$11.93	\$17.90	\$23.86	\$17.90	\$23.86	\$23.86
Level 4	\$469.90	\$12.37	\$18.56	\$24.74	\$18.56	\$24.74	\$24.74
Level 5	\$497.50	\$13.09	\$19.64	\$26.18	\$19.64	\$26.18	\$26.18

Casual Employees					
Employee Classification	Hourly rate	Casual hourly rate	> 12 hours per engagement or 12 hours in a single day	> 304 ordinary hours in an 8-week period	Public Holidays
	<b>100%</b>	<b>125%</b>	<b>175%</b>	<b>175%</b>	<b>225%</b>
Level 1	\$11.31	\$14.14	\$19.79	\$19.79	\$25.45
Level 2	\$11.62	\$14.53	\$20.34	\$20.34	\$26.15
Level 3	\$11.93	\$14.91	\$20.88	\$20.88	\$26.84
Level 4	\$12.37	\$15.46	\$21.65	\$21.65	\$27.83
Level 5	\$13.09	\$16.36	\$22.91	\$22.91	\$29.45

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## SCHEDULE 7 – ALLOWANCES

<b>ALL-PURPOSE ALLOWANCES</b>				
<b>To be added to minimum rate BEFORE casual loading, penalties and overtime are calculated</b>				
Allowance	Clause		\$	Payable
<a href="#"><u>Leading Hand Allowance</u></a>	18.2(b)	# of employees in charge of 2 to 6 employees	\$26.71	Per week
		7 to 10 employees	\$31.13	Per week
		11 to 20 employees	\$44.37	Per week
		More than 20 employees	\$55.75	Per week
<a href="#"><u>Wet Work Allowance</u></a> <b>wet place</b> will mean a place where the clothing of the employee becomes saturated or a place where the employee has to stand in water or slush so that the employee's feet become wet.	18.2(c)	For any hour that the employee is required to work in a wet place, unless provided with adequate protection	\$2.32	Per hour
<a href="#"><u>First Aid Allowance</u></a>	18.2(d)	A person who holds a first aid certificate is appointed by employer to perform first aid duty's	\$11.85	Per week

<b>EXPENSE RELATE ALLOWANCES</b>		
<b>Adjusted by reference to the Consumer Price Index (CPI)</b>		
Allowance	Clause	Details
<a href="#"><u>Travelling allowance</u></a>	18.3(a)	Where an employee is required to travel from one place to another, the time occupied in travelling will be counted as time worked and paid as such. Where employee is required to spend the night away from home, the employer will reimburse the employee for the demonstrable cost of suitable accommodation, unless employer provides or pays for the accommodation.
<a href="#"><u>Tool and equipment allowance</u></a>	18.3(b)	The employer will reimburse the employee for the cost of supplying tools and equipment if the employer requires the employee to supply their own tools and equipment. Not applicable where tools and equipment are paid for by the employer



<a href="#">Meal Allowance</a>	18.3(c)	<p>An employee will be entitled to a payment of <b>\$14.66</b> or will be provided a suitable meal without cost if the employee:</p> <ul style="list-style-type: none"> <li>is required to work overtime for more than 2 hours after the employee's ordinary finishing time; and</li> <li>was not notified before leaving work on the previous day that the employee will be required to work overtime.</li> </ul> <p>If the work extends into a second or subsequent meal break, this meal allowance will again apply.</p>
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## SCHEDULE 8 – OVERTIME & PENALTY RATES

<u>OVERTIME RATES</u>		
	Day overtime is worked	% of ordinary hourly rate
<a href="#">Full-time and part-time employees</a>	Monday to Saturday	150%
	Sunday (except during harvest period) – minimum 3 hours	200%
	Harvest period <ul style="list-style-type: none"> <li>first 8 hours of overtime in a week may include 5 hours' work on a Sunday</li> <li>all Sunday work in excess of the 8<sup>th</sup> overtime hour worked in the week or in excess of 5 hours on a Sunday</li> </ul>	150%
<a href="#">Casual employees</a>	Each hour worked in excess of 12 hours per engagement, 12 hours in a single day or 304 ordinary hours over an 8 week period	175%

PENALTY RATES	
<a href="#">Casual employee</a>	Each ordinary hour worked by a casual employee on any day of the week (excluding public holidays) between 8.31 pm and 4.59 am (or 7.31 pm and 3.59 am in accordance with clause <a href="#">13.2(c)</a> ) will attract a loading of <b>15%</b> of the employee's ordinary hourly rate for his or her classification (in addition to the casual loading of <b>25%</b> ).
<a href="#">Shift workers</a>	<p>Shift workers whilst on afternoon and night shifts will be paid <b>115%</b> of the ordinary hourly rate.</p> <p>a) <b>afternoon shift</b> means any shift finishing after 6.00 pm and at or before midnight; and</p> <p>b) <b>night shift</b> means any shift finishing after midnight and at or before 8.00 am</p>

## SCHEDULE 9 - CLASSIFICATIONS

**For details of the different classifications level, click on the hyperlinks or [click here](#) for the full details in the Award.**

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