

Horticulture Award 2020

WAGES SHEET

Effective from 1 July 2024

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.

Schedule 1	Types of Employment
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SCHEDULE 1 – TYPES OF EMPLOYMENT

Full time

- A Full-time employee is engaged to work an average of 38 ordinary hours per week.
- Full time employees receive all other permanent employment benefits including annual leave, personal/carer's leave, public holidays, redundancy pay etc.
- Notice of termination is outlined in the National Employment Standards (NES) as per table below.

Period of Continuous Service	Period of Notice
Not more than 1 year	1 week
1 to 3 years	2 weeks
3 to 5 years	3 weeks
More than 5 years	4 weeks
If employee is over 45 years of age and service at least 2 years, the period increases by 1 week.	

Part time

- A part time employee is engaged to work an average of less than 38 ordinary hours per week and receives, on a pro-rata basis, equivalent pay and conditions to those of full-time employees who do the same kind of work.
- An employer must inform a part-time employee of their ordinary hours of work and starting and finishing times.
- A part time employee must be rostered for any shift for a minimum of 2 consecutive hours.

Casual

- Casual employees' ordinary hours of work are the lesser of an average of 38 hours per week or the hours the employer requires the employee to work.
- A casual employee must be engaged and paid for at least 2 consecutive hours' work on each occasion they are required to attend work. They therefore must be paid for at least 2 hours per engagement.
- A casual employee receives an additional loading on the hourly rate to compensate for annual leave, personal leave, redundancy, notice of termination and permanent benefits. This is called Casual Loading.
- Casual employees may be eligible for conversion to permanent employment under the conditions of the National Employment Standards.

SCHEDULE 2 – ADULT MINIMUM WAGE RATES 20 YEARS & OVER

Full-time and Part-time Employees							
Employee Classification	Ordinary Hours		Overtime Rates				Public Holidays
	Weekly Rate	Hourly rate	Monday to Saturday	Sunday - Outside Harvest Season	Sunday – During harvest season		
	38 hours	100%	150%	200%	5 hours within first 8 hours of overtime	Overtime > 8 hours in week or 5 hours Sunday	200%
Level 1	\$891.50	\$23.46	\$35.19	\$46.92	\$35.19	\$46.92	\$46.92
Level 2	\$915.90	\$24.10	\$36.15	\$48.20	\$36.15	\$48.20	\$48.20
Level 3	\$940.90	\$24.76	\$37.14	\$49.52	\$37.14	\$49.52	\$49.52
Level 4	\$974.90	\$25.66	\$38.49	\$51.32	\$38.49	\$51.32	\$51.32
Level 5	\$1,032.30	\$27.17	\$40.76	\$54.34	\$40.76	\$54.34	\$54.34

Casual Employees					
Employee Classification	Ordinary Hours		Overtime Rates		Public Holidays
	Hourly rate	Casual hourly rate	> 12 hours per engagement or 12 hours in a single day	> 304 ordinary hours in an 8-week period	
	100%	125%	175%	175%	225%
Level 1	\$23.46	\$29.33	\$41.06	\$41.06	\$52.79
Level 2	\$24.10	\$30.13	\$42.18	\$42.18	\$54.23
Level 3	\$24.76	\$30.95	\$43.33	\$43.33	\$55.71
Level 4	\$25.66	\$32.08	\$44.91	\$44.91	\$57.74
Level 5	\$27.17	\$33.96	\$47.55	\$47.55	\$61.13

> means more than

**SCHEDULE 3 – 19 YEARS
90% OF ADULT WAGE RATE**

Full-time and Part-time Employees							
Employee Classification	Ordinary Hours		Overtime Rates				Public Holidays
	Weekly Rate	Hourly rate	Monday to Saturday	Sunday - Outside Harvest Season	Sunday – During harvest season		
	38 hours	100%			150%	200%	
					150%	200%	
Level 1	\$802.40	\$21.12	\$31.68	\$42.24	\$31.68	\$42.24	\$42.24
Level 2	\$824.30	\$21.69	\$32.54	\$43.38	\$32.54	\$43.38	\$43.38
Level 3	\$846.80	\$22.28	\$33.42	\$44.56	\$33.42	\$44.56	\$44.56
Level 4	\$877.40	\$23.09	\$34.64	\$46.18	\$34.64	\$46.18	\$46.18
Level 5	\$929.10	\$24.45	\$36.68	\$48.90	\$36.68	\$48.90	\$48.90

Casual Employees					
Employee Classification	Ordinary Hours		Overtime Rates		Public Holidays
	Hourly rate	Casual hourly rate	> 12 hours per engagement or 12 hours in a single day	> 304 ordinary hours in an 8-week period	
	100%	125%	175%	175%	
Level 1	\$21.12	\$26.40	\$36.96	\$36.96	\$47.52
Level 2	\$21.69	\$27.11	\$37.96	\$37.96	\$48.80
Level 3	\$22.28	\$27.85	\$38.99	\$38.99	\$50.13
Level 4	\$23.09	\$28.86	\$40.41	\$40.41	\$51.95
Level 5	\$24.45	\$30.56	\$42.79	\$42.79	\$55.01

> means more than

**SCHEDULE 4 – 18 YEARS
80% OF ADULT WAGE RATE**

Full-time and Part-time Employees							
Employee Classification	Ordinary Hours		Overtime Rates				Public Holidays
	Weekly Rate	Hourly rate	Monday to Saturday	Sunday - Outside Harvest Season	Sunday – During harvest season		
	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	\$713.20	\$18.77	\$28.16	\$37.54	\$28.16	\$37.54	\$37.54
Level 2	\$732.70	\$19.28	\$28.92	\$38.56	\$28.92	\$38.56	\$38.56
Level 3	\$752.70	\$19.81	\$29.72	\$39.62	\$29.72	\$39.62	\$39.62
Level 4	\$779.90	\$20.52	\$30.78	\$41.04	\$30.78	\$41.04	\$41.04
Level 5	\$825.80	\$21.73	\$32.60	\$43.46	\$32.60	\$43.46	\$43.46

Casual Employees					
Employee Classification	Ordinary Hours		Overtime Rates		Public Holidays
	Hourly rate	Casual hourly rate	> 12 hours per engagement or 12 hours in a single day	> 304 ordinary hours in an 8-week period	
	100%	125%	175%	175%	225%
Level 1	\$18.77	\$23.46	\$32.85	\$32.85	\$42.23
Level 2	\$19.28	\$24.10	\$33.74	\$33.74	\$43.38
Level 3	\$19.81	\$24.76	\$34.67	\$34.67	\$44.57
Level 4	\$20.52	\$25.65	\$35.91	\$35.91	\$46.17
Level 5	\$21.73	\$27.16	\$38.03	\$38.03	\$48.89

> means more than

SCHEDULE 5 – 17 YEARS 70% OF ADULT WAGE RATE

Full-time and Part-time Employees							
Employee Classification	Ordinary Hours		Overtime Rates				Public Holidays
	Weekly Rate	Hourly rate	Monday to Saturday	Sunday - Outside Harvest Season	Sunday – During harvest season		
	38 hours	100%	150%	200%	5 hours within first 8 hours of overtime	Overtime > 8 hours in week or 5 hours Sunday	200%
Level 1	\$624.10	\$16.42	\$24.63	\$32.84	\$24.63	\$32.84	\$32.84
Level 2	\$641.10	\$16.87	\$25.31	\$33.74	\$25.31	\$33.74	\$33.74
Level 3	\$658.60	\$17.33	\$26.00	\$34.66	\$26.00	\$34.66	\$34.66
Level 4	\$682.40	\$17.96	\$26.94	\$35.92	\$26.94	\$35.92	\$35.92
Level 5	\$722.60	\$19.02	\$28.53	\$38.04	\$28.53	\$38.04	\$38.04

Casual Employees					
Employee Classification	Ordinary Hours		Overtime Rates		Public Holidays
	Hourly rate	Casual hourly rate	> 12 hours per engagement or 12 hours in a single day	> 304 ordinary hours in an 8-week period	
	100%	125%	175%	175%	225%
Level 1	\$16.42	\$20.53	\$28.74	\$28.74	\$36.95
Level 2	\$16.87	\$21.09	\$29.52	\$29.52	\$37.96
Level 3	\$17.33	\$21.66	\$30.33	\$30.33	\$38.99
Level 4	\$17.96	\$22.45	\$31.43	\$31.43	\$40.41
Level 5	\$19.02	\$23.78	\$33.29	\$33.29	\$42.80

> means more than

**SCHEDULE 6 – 16 YEARS
60% OF ADULT WAGE RATE**

Full-time and Part-time Employees							
Employee Classification	Ordinary Hours		Overtime Rates				Public Holidays
	Weekly Rate	Hourly rate	Monday to Saturday	Sunday - Outside Harvest Season	Sunday – During harvest season		
	38 hours	100%	150%	200%	5 hours within first 8 hours of overtime	Overtime > 8 hours in week or 5 hours Sunday	200%
Level 1	\$534.90	\$14.08	\$21.12	\$28.16	\$21.12	\$28.16	\$28.16
Level 2	\$549.50	\$14.46	\$21.69	\$28.92	\$21.69	\$28.92	\$28.92
Level 3	\$564.50	\$14.86	\$22.29	\$29.72	\$22.29	\$29.72	\$29.72
Level 4	\$584.90	\$15.39	\$23.09	\$30.78	\$23.09	\$30.78	\$30.78
Level 5	\$619.40	\$16.30	\$24.45	\$32.60	\$24.45	\$32.60	\$32.60

Casual Employees					
Employee Classification	Ordinary Hours		Overtime Rates		Public Holidays
	Hourly rate	Casual hourly rate	> 12 hours per engagement or 12 hours in a single day	> 304 ordinary hours in an 8-week period	
	100%	125%	175%	175%	225%
Level 1	\$14.08	\$17.60	\$24.64	\$24.64	\$31.68
Level 2	\$14.46	\$18.08	\$25.31	\$25.31	\$32.54
Level 3	\$14.86	\$18.58	\$26.01	\$26.01	\$33.44
Level 4	\$15.39	\$19.24	\$26.93	\$26.93	\$34.63
Level 5	\$16.30	\$20.38	\$28.53	\$28.53	\$36.68

> means more than

SCHEDULE 7 – UNDER 16 YEARS 50% OF ADULT WAGE RATE

Full-time and Part-time Employees							
Employee Classification	Ordinary Hours		Overtime Rates				Public Holidays
	Weekly Rate	Hourly rate	Monday to Saturday	Sunday - Outside Harvest Season	Sunday – During harvest season		
	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	\$445.80	\$11.73	\$17.60	\$23.46	\$17.60	\$23.46	\$23.46
Level 2	\$458.00	\$12.05	\$18.08	\$24.10	\$18.08	\$24.10	\$24.10
Level 3	\$470.50	\$12.38	\$18.57	\$24.76	\$18.57	\$24.76	\$24.76
Level 4	\$487.50	\$12.83	\$19.25	\$25.66	\$19.25	\$25.66	\$25.66
Level 5	\$516.20	\$13.58	\$20.37	\$27.16	\$20.37	\$27.16	\$27.16

Casual Employees					
Employee Classification	Ordinary Hours		Overtime Rates		Public Holidays
	Hourly rate	Casual hourly rate	> 12 hours per engagement or 12 hours in a single day	> 304 ordinary hours in an 8-week period	
	100%	125%	175%	175%	225%
Level 1	\$11.73	\$14.66	\$20.53	\$20.53	\$26.39
Level 2	\$12.05	\$15.06	\$21.09	\$21.09	\$27.11
Level 3	\$12.38	\$15.48	\$21.67	\$21.67	\$27.86
Level 4	\$12.83	\$16.04	\$22.45	\$22.45	\$28.87
Level 5	\$13.58	\$16.98	\$23.77	\$23.77	\$30.56

> means more than

SCHEDULE 8 – ALLOWANCES

ALL-PURPOSE ALLOWANCES				
To be added to minimum rate BEFORE casual loading, penalties and overtime are calculated				
Allowance	Clause	# of employees in charge of	\$	Payable
<u>Leading Hand Allowance</u>	18.2(b)	2 to 6 employees	\$27.72	Per week
		7 to 10 employees	\$32.29	Per week
		11 to 20 employees	\$46.03	Per week
		More than 20 employees	\$57.84	Per week
<u>Wet Work Allowance</u> wet place 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)(i)	For any hour that the employee is required to work in a wet place, unless provided with adequate protection	\$2.41	Per hour
<u>First Aid Allowance</u>	18.2(d)	A person who holds a first aid certificate is appointed by employer to perform first aid duty's	\$12.29	Per week

EXPENSE RELATE ALLOWANCES		
Adjusted by reference to the Consumer Price Index (CPI)		
Allowance	Clause	Details
<u>Travelling allowance</u>	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.
<u>Tool and equipment allowance</u>	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
<u>Meal Allowance</u>	18.3(c)(i)	An employee will be entitled to a payment of \$15.62 or will be provided a suitable meal without cost if the employee: <ul style="list-style-type: none"> is required to work overtime for more than 2 hours after the employee's ordinary finishing time; and was not notified before leaving work on the previous day that the employee will be required to work overtime. If the work extends into a second or subsequent meal break, this meal allowance will again apply.

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SCHEDULE 9 – OVERTIME & PENALTY RATES

<u>OVERTIME RATES</u>		
	Day overtime is worked	% of ordinary hourly rate
<u>Full-time and part-time employees</u>	Monday to Saturday	150%
	Sunday (except during harvest period) – minimum 3 hours	200%
	Harvest period <ul style="list-style-type: none"> first 8 hours of overtime in a week may include 5 hours' work on a Sunday all Sunday work in excess of the 8th overtime hour worked in the week or in excess of 5 hours on a Sunday all work on a Sunday will be for a minimum of 3 hours 	150%
<u>Casual employees</u>	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%

<u>PENALTY RATES</u>	
<u>Casual employee</u>	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 <u>13.2(c)</u>) will attract a loading of 15% of the employee's ordinary hourly rate for his or her classification (in addition to the casual loading of 25%).
<u>Shift workers</u>	Shift workers whilst on afternoon and night shifts will be paid 115% of the ordinary hourly rate. <ol style="list-style-type: none"> a) afternoon shift means any shift finishing after 6.00 pm and at or before midnight; and b) night shift means any shift finishing after midnight and at or before 8.00 am

SCHEDULE 10 - CLASSIFICATIONS

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