



## **Mediation and Employment Relations Service**

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### **JULY 2019-20/2 IR NEWS -**

**By CHAS CINI**

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### **WAGE AND OVERTIME CALCULATIONS**

As a result of the recent minimum wage adjustment, wages and allowances were increased.

Below is a ready reckoner/table to assist with paying the correct rates and the correct method for calculating overtime.

Prior to establishing the correct wage rate, it is essential that the correct classification for each employee be established by referring to the classification structure. Please refer to

[https://www.fwc.gov.au/documents/documents/modern\\_awards/award/ma000035/default.htm](https://www.fwc.gov.au/documents/documents/modern_awards/award/ma000035/default.htm)

Dairy Operations have distinctly different classifications and the tables below shows the appropriate rates for full time and casual employees both in ordinary hours, overtime and public holidays:

The Classification Structures appear at Clause 27 for

1. Broadacre Farming
2. Livestock,
3. Grains,
4. Dairies
5. Feedlot Operations

If you have any queries, please do not hesitate to contact SADA on 8293 2399 or Chas on 8331 2422.



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### DAIRIES ONLY

Classification	Weekly award rate	Hourly rate	Hourly rate	Overtime Fulltime		Overtime Casuals	
	FullTime	FullTime	Casual	150%	200%	150%	200%
<b>FLH1</b>	\$ 740.80	\$ 19.49	\$ 24.36	\$ 29.24	\$ 38.98	\$ 34.11	\$ 45.07
<b>FHL 2 Not applicable</b>							
<b>FLH3</b>	\$ 773.10	\$ 20.34	\$ 25.43	\$ 30.51	\$ 40.68	\$ 35.60	\$ 47.04
<b>FLH 3 Not applicable</b>							
<b>FLH5</b>	\$ 805.50	\$ 21.20	\$ 26.50	\$ 31.80	\$ 42.40	\$ 37.10	\$ 49.03
<b>FLH 6 Not applicable</b>							
<b>FLH7</b>	\$ 862.50	\$ 22.70	\$ 28.38	\$ 34.05	\$ 45.40	\$ 39.73	\$ 52.49
<b>FLH8</b>	\$ 926.70	\$ 24.39	\$ 30.49	\$ 36.59	\$ 48.78	\$ 42.68	\$ 56.40

**Please note that for casual employees, the overtime rate of time and a half and double time is based on is based on the fulltime rate plus casual loading**

### **28.2 Junior wages**

Under 16 years of age	50
16 years of age	60
17 years of age	70
18 years of age	80
19 years of age	90
20 years of age	100