

LSA MEMBER UPDATE NOVEMBER 2021 EMPLOYMENT CONDITIONS OVERVIEW - BUILDING BLOCKS

<p>STARTING EMPLOYMENT</p> <p>Put in writing the classification level and state if full-time, part-time or casual. Include the Information Statement. https://www.fairwork.gov.au/search?keys=information+statement</p>	<p>TIMEBOOKS</p> <p>Employers must keep timebooks for at least 7 years after employment ceases, according to the <i>Fair Work Act</i>. Non-payment of wages claims may succeed based on the employee's claim if a timebook does not exist.</p>	<p>WAGES AND ALLOWANCES</p> <p>These are reviewed by the Fair Work Commission every June. Are the rates you are paying up to date?</p>
<p>PASTORAL AWARD 2020</p> <p>The Award sets the minimum conditions and wages. Broadacre, Feedlots and Dairies appear in Part 6 the <i>Pastoral Award 2020</i> which can be accessed at https://www.fwc.gov.au/documents/documents/modern_awards/award/ma000035/default.htm.</p>	<p>ANNUAL AND LONG SERVICE LEAVE - Full-time and Part-time Employees</p> <p>Prescribed by the National Employment Standards. On completion of 12 months paid employment, the employee is entitled to 4 weeks annual leave plus 17.5% leave loading. Leave loading can be absorbed with a higher rate of pay. The <i>Long Service Leave Act 1987</i> prescribes this leave.</p>	<p>CASUAL EMPLOYEES</p> <p>These employees receive 25% loading instead of paid leave – except for long service leave. For the Casual Employment Information Statement visit https://www.fairwork.gov.au/sites/default/files/migration/724/casual-employment-information-statement.pdf.</p>
<p>SUPERANNUATION</p> <p>Currently 10% but increasing over the next few years.</p>	<p>WORK HEALTH AND SAFETY</p> <p>For your duty of care obligations, policies and procedures, go to https://www.safework.sa.gov.au/industry/agriculture/farmers-guidebook-to-work-health-and-safety. Make your farm safe and check other information in safety practices on Farms.</p>	<p>PERSONAL CARERS LEAVE</p> <p>Paid Personal Carers leave, which includes sick leave, accrues at the rate of 2 weeks on completion of 12 months and continues to accumulate indefinitely during employment.</p>

For queries, please contact Chas Cini on 8331 2422.



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