**PORKSA MEMBERS’ INDUSTRIAL RELATIONS UPDATE DECEMBER 2024**

This Update focuses on the Proclaimed Public Holidays and rates of pay, Workplace Christmas Party Policy, and the wage theft laws to come into effect on 1st January 2025.

**WAGE THEFT LAWS**

On 1st January 2025 new “wage theft” laws will come into effect. An increase to penalty unit amounts applies from 7 November 2024.This means the maximum penalty amounts for contraventions of the Fair Work Act have increased.

It is important to make sure wages and allowances and other award obligations are met.

The Fair Work Ombudsman is in the process of updating its information and we should be able to provide Members with more information in the next Newsletter.

**CHRISTMAS PARTY POLICY**

A sample Policy is attached to this Update.

**PUBLIC HOLIDAYS**

The proclaimed Public Holidays are as follows:

**2024**

1. **Tuesday 24 December**: Christmas Eve: 7pm to midnight
2. **Wednesday 25 December** 2024: Christmas Day
3. **Thursday 26 December** 2024: Proclamation Day holiday
4. **Tuesday 31 December** 2024**:**New Year's Eve: 7pm to midnight

**2025**

1. **Wednesday 1 January:**New Year's Day
2. **Monday 27 January:**Australia Day public holiday
3. **Monday 10 March**: Adelaide Cup Day
4. **Friday 18 April:**Good Friday
5. **Saturday 19 April:**Easter Saturday
6. **Sunday 20 April:**Easter Sunday
7. **Monday 21 April:**Easter Monday
8. **Friday 25 April:**ANZAC Day
9. **Monday 9 June:** King’s Birthday
10. **Monday 6 October:**Labour Day
11. **Wednesday 24 December:** Christmas Eve**:** 7pm to midnight
12. **Thursday 25 December:**Christmas Day
13. **Friday 26 December:**Proclamation Day holiday and Boxing Day
14. **Wednesday 31 December: New Year's Eve:** 7pm to midnight

**PUBLIC HOLIDAYS PENALTY RATES**

**Award clause 45** **Public holidays**

A piggery attendant required to work on a public holiday will be paid **250%** of the ordinary hourly rate.

The rates for NON SHIFTWORKERS are:

|  |  |  |
| --- | --- | --- |
| **Full-time and part-time adult employees—overtime rates** |  | **Casual Employees—overtime rates** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Ordinary hours** | **Public holiday** |  | **Public holiday** |
|  | **% of ordinary hourly rate**  |  |
|  | **100%** | **2**50**%** |  | **275%** |
| PA1 | $23.46 | $58.65 |  | 64.52 |
| PA2 | $24.09 | 60.23 |  | 66.25 |
| PA3 | $24.98 | 62.45 |  | 68.70 |
| PA4 | $25.80 | 64.50 |  | 70.95 |
| PA5 | $26.46 | 66.15 |  | 72.77 |
| PA6 | $27.17 | 67.93 |  | 74.72 |
| PA7 | $28.02 | 70.05 |  | 77.06 |

NOTE: Classification Levels refer to Clause 36 of the Award at [Pastoral Award 2020 - Fair Work Commission](https://www.fwc.gov.au/documents/modern_awards/pdf/ma000035.pdf)

**MEMBERS ADVISORY SERVICE**

PorkSA members are entitled to contact MERS for a free half hour consultation, per member per year. Our telephone number is 08 83312422) and email info@mers.com.au

**Chas Cini**

**Principal**

***We wish you and your family a Happy Christmas and a Healthy and Safe New Year.  Our offices will be closed from 23rd December 2024, and we will be returning on 13th January 2025.***

***Should you wish to contact us during our break please do not hesitate to send an email to this address and I will get back to you as soon as I can.***

**Farms Workplace Christmas Party Policy**

**All workplaces which have a Christmas Party** whether at the Farm or off site, should have a Policy and provide it to their employees at the time the invitation is issued, or as soon as practical after it is issued. The following outlines some of the essential points for adaption by each workplace.

**Employer’s Statement:** We are pleased to be able to arrange our festivities for Christmas celebration with our employees.

This means it is a work function, and employees are expected to conduct themselves in the same manner as they do whilst working in a safe and harmonious manner. This includes respecting colleagues, avoiding excessive alcohol consumption, and ensuring personal safety and behaviours.

**Purpose:** We want all employees to always enjoy themselves and their colleagues in a safe, fun, harmonious, and respectful manner.

**Scope:** This policy applies to all employees attending the Christmas party.

**This Policy’s Key Points:**

1. **Employees’ Conduct and Behaviour:**
	1. Alcohol consumption is to be moderate and to stop when you have had enough. Excessive drinking is prohibited.
	2. Inappropriate behaviour, including harassment, bullying, or discrimination, will not be tolerated.
	3. .Employees must conduct themselves to the level expected in the employer’s policies and expectations.
2. **Food and Drink:**
	1. Sufficient food will be provided to balance alcohol consumption.
	2. Responsible service of alcohol will be enforced.
3. **Getting to and from work:**
	1. As an employee you are expected by your employer to arrange safe transport to and from the party.
	2. The company may provide transportation options but only with prior approval.
	3. The Employee will be solely responsible should they drive and breach legislation.
	4. Please note that this Policy provides all employees with an opportunity to arrange their own private mode of travel prior to the day of the party, and prior to driving any vehicles after the party.
4. **Supervision:**
	1. Management will be present to supervise the event and address any issues that arise.
	2. Contact persons will be available to assist with any concerns.
5. **Complaints:**
	1. Any complaints or incidents will be taken seriously and investigated promptly.
	2. Employees are encouraged to report any inappropriate behaviour to a manager or designated contact person as soon as is practicable.
6. **Liability:**
	1. Employees are responsible for their actions during the party.
	2. The company is not liable for incidents that occur outside the workplace or venue or after the party has ended.
7. **Clarification:**

If you require clarification on any of this information please contact ………………………..

1. **Conclusion:** Let's celebrate the festive season together in a way that is safe, respectful, and enjoyable for everyone. Enjoy the party and have a safe and Happy Christmas!