

## **SADA Members' Industrial Relations Advice June 2025**

### **WHAT WILL BE HAPPENING ON 1<sup>ST</sup> JULY 2025?**

#### **1. AWARD CHANGES**

This week the Fair Work Commission ("FWC") announced the details of the changes to the Pastoral Award 2020 to come into effect on the first full pay period commencing on or after 1<sup>st</sup> July 2025.

The following clause changes in the Pastoral Award 2020 include:

- 15 — National training wage
- 18 — Allowances
- 32 — Minimum rates
- 33 — Special allowances
- 37 — Minimum rates
- 43 — Overtime
- 47 — Minimum rates
- 51 — Minimum rates
- 52 — Special allowances (other than Woolclassers and Shearing shed experts)
- Schedule A —Shearing Operations—Methods for calculating Minimum Rates
- Schedule B —Summary of Hourly Rates of Pay
- Schedule C —Summary of Monetary Allowances
- Schedule D —Supported Wage System

#### **2. MINIMUM WAGE ADJUSTMENT 2025/26**

The Minimum Wage Adjustment has increased Award Rates by 3.5% effective from first pay period commencing on or after 1<sup>st</sup> July 2025.

The new wage rates and allowances appear in **ATTACHMENT A** of this Update.

#### **3. SUPERANNUATION GUARANTEE CONTRIBUTION ("SGC")**

On the first full pay period commencing on or after 1<sup>st</sup> July 2025, the employers' contribution for employees will be increased from 11.5% to 12%.

This will be the final increase in SGC. However, The Financial Services Minister apparently asked Treasury 3 years ago to investigate "pathways" to raise to 15%. Time will tell.

#### **4. UNFAIR DISMISSAL CLAIMS AND THRESHOLD**

Small employers (less than 15 employees including casuals) are free from unfair dismissal claims for the first 12 months of employment. Larger employers are immune for first 12 months.

Employees, however, can lodge claims for adverse action. Such claims can include among other things termination of employment.



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The Fair Work Commission can only hear claims when the wage rate is less than \$175,000 pa but from 1<sup>st</sup> July 2025 this thresh hold will increase to \$183,100 pa.

The maximum compensation for a successful unfair dismissal claim will remain at 6 months, but the amount of compensation will increase from \$87,500 to \$91,550 from 1<sup>st</sup> July 2025.

### **5. ATTACHMENTS TO THIS UPDATE.**

- (a) ATTACHMENT A- Wage Rates**
- (b) ATTACHMENT B - Ordinary hours of work and rostering**
- (c) ATTACHMENT C - OVERTIME AND PENALTY RATES**
- (d) ATTACHMENT D CATEGORIES OF EMPLOYMENT**

SADA members are entitled to contact MERS for a free half hour consultation, per member per year. Our telephone number is 08 83312422) and email [chas@mers.com.au](mailto:chas@mers.com.au)

Recent Member Updates are included in the MERS website [www.mers.com.au](http://www.mers.com.au)

## ATTACHMENT A 2025 Minimum Wage Adjustment

The following wage rates and allowances come into effect from the first pay period commencing on 1<sup>st</sup> July 2025.

Please note that if employers are paying above these rates, they must make sure that the total wages and conditions still meet the Better Off Overall Test and must make the employees better off than the Award.

The Farm and Livestock classification structure which includes dairy workers and wage rates appears in Clauses 31 and 32 in the Award Pastoral Award 2020 [MA000035].

Dairies Clauses 31 and 32								
		Full and Part Time				Casual		
		Per Hour				Per hour		
	Per week	100%	150%	200%		125%	175%	225%
FLH Lv1	\$922.70	\$24.28	\$36.42	\$48.56		\$30.35	\$42.49	\$54.63
FLH Lv2	\$948.00	\$24.95	\$37.42	\$49.89		\$31.18	\$43.66	\$56.13
FLH Lv3	\$961.10	\$25.29	\$37.94	\$50.58		\$31.62	\$44.26	\$56.91
FLH Lv5	\$999.40	\$26.30	\$39.45	\$52.60		\$32.88	\$46.03	\$59.18
FLH Lv7	\$1,068.40	\$28.12	\$42.17	\$56.23		\$35.14	\$49.20	\$63.26
FLH Lv8	\$1,148.00	\$30.21	\$45.32	\$60.42		\$37.76	\$52.87	\$67.97

**Please note levels 4 and 6 do not apply to Dairies.**

Age of employee	% of relevant adult rate
Under 16 years	50
16 years	60
17 years	70
18 years	80
19 years	90
20 years	100

## ATTACHMENT B ALLOWANCES CLAUSE 18.2

**NOTE:** Regulations 3.33(3) and 3.46(1)(g) of *Fair Work Regulations 2009* set out the requirements for pay records and the content of payslips including the requirement to separately identify any allowance paid.

### 1.1 All-purpose allowances- What is an all-purpose allowance?

All-purpose allowances are **ADDED TO THE DAILY OR WEEKLY RATE** and included in the rate of pay of an employee who is entitled to these two allowances. The all-purpose rate is included when calculating any penalties, loadings, or payment while an eligible employee is on any leave. The following allowances are paid for all-purposes under this award:

- i. leading hand allowance (clause 18.2(b) ); and
- ii. first aid allowance (clause 18.2(c) ).

#### i. Leading hands

A leading hand in charge of 2 or more people must be paid as follows:

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In charge of	\$ per week
2–6 employees	\$28.69
7–10 employees	\$33.43
11–20 employees	\$47.65
More than 20 employees	\$59.88

The allowance contained in clause 18.2 will apply to part-time employees on a pro rata basis.

#### ii. First aid allowance

An employee appointed by their employer to perform first aid duty as required in addition to their usual duties, and holding a current recognised first aid qualification, such as one from St John Ambulance or similar body, must be paid an allowance of **\$3.49 per day**.

### 2. Other expense allowances (**NOT** all purpose)– refer to Clause 18 in the Award for fuller details.

#### Tool and equipment allowance

- (a) Travelling allowance
- (b) Use of vehicle allowance – 98 cents per kilometre
- (c) Overtime meal allowance - \$17.19 (unless meal provided)
- (d) Re-imbursment of expenses
- (e) Wet weather clothing and footwear
- (f) Charges for accommodation, meat, goods, and services

## **ATTACHMENT C**

### **34. ORDINARY HOURS OF WORK AND ROSTERING**

#### **1. SINCE 1 JANUARY 2018**

##### **Broadacre Farm (including dairies)**

Part-time and casual Farm and Livestock Hands ("FLH") (except casual pieceworkers) must work or be paid for a minimum of 3 hours on any shift.

The minimum payment is reduced to 2 hours when the employee is:

- (a) engaged to perform the work of dairy operators.
- (b) 18 years or younger
- (c) a full-time secondary student

**34.1** The average ordinary working hours for a FLH will be fixed by agreement between the employer and the employees but will not exceed an average of 38 hours per week over a 4-week period.

**34.2** The ordinary hours of work of farm and livestock hands (other than station cooks) will not exceed 152 hours in any consecutive period of 4 weeks.

## **ATTACHMENT C - OVERTIME AND PENALTY RATES**

**35.1** All time worked by an employee more than the ordinary hours in clause 34)— Ordinary hours of work and rostering will be regarded as overtime.

**(more than 152 hours over 4 consecutive weeks).**

**35.2** The rate of pay for overtime for a farm and livestock hand will be:

<b>For overtime worked</b>	<b>Overtime rate Full-time and part- time employees  % ordinary hourly rate</b>	<b>Overtime rate Casual employees  % of ordinary hourly rate</b>
Monday to Saturday	150	175
Sunday—feeding and watering stock	150	175
Sunday—other than feeding and watering stock	200	225

NOTE: The overtime rates for casual employees have been calculated by adding the casual loading prescribed by clause 11.3(a)(ii) to the overtime rates for full-time and part-time employees prescribed by clause 35.2.

**35.3** No employee will be entitled to payment for overtime, or equivalent time off instead, unless:

- (a)** the employee makes a claim to the employer or their authorised representative either within 2 weeks after the overtime is alleged to have been performed; or
  - (b)** by the next date of payment of the employee's wages,
- whichever is the later.

**35.4** Overtime and public holiday rates are calculated on the ordinary hourly rate before any deduction is made for keep.

### **35.5 Public holidays**

A farm and livestock hand required to work on a public holiday will be paid **200%** of the ordinary hourly rate.

### **35.6 Time off instead of payment for overtime.**

An employee and employer may agree in writing to the employee taking time off instead of being paid for all overtime that is worked by the employee under this agreement. Please refer to Clause 35.6 and Schedule E in the Award for fuller details.

## **ATTACHMENT D Categories of Employment**

### **9. Full-time employees**

**9.1** A full-time employee is an employee who is engaged to work an average of 38 hours per week over a 4 week period.

**9.2** A full-time employee must be provided with a written statement setting out their classification, applicable rate of pay and terms of engagement.

### **10. Part-time employees**

**10.1** A part-time employee is an employee who:

(a) is engaged to work less than an average of 38 hours per week over a 4 week period;

(b) has reasonably predictable hours of work; and

(c) receives on a pro rata basis, equivalent pay, and conditions to those of full-time employees who do the same kind of work.

**10.2** At the time of engagement the employer and the part-time employee will agree in writing on a regular pattern of work, specifying at least:

(a) the hours worked each day;

(b) which days of the week the employee will work; and

(c) the actual starting and finishing times each day.

**Clause 2 casual employee** has the meaning given by section 15A of the Act.

**11.1** An employer when engaging a casual must inform the employee that they are employed as a casual, stating:

(a) by whom the employee is employed;

(c) their rate of pay.

### **11.3 Casual loading**

(a) For each ordinary hour worked a casual employee, other than a casual pieceworker, must be paid:

(i) the ordinary hourly rate prescribed for the class of work performed; and

(ii) a loading of **25%** of the ordinary hourly rate.

(b) The casual loading is paid instead of annual leave, personal/carer's leave, notice of termination, redundancy benefits and the other attributes of full-time or part-time employment.

**(c)** When a casual employee works overtime, they must be paid the overtime rates in clauses 35.2 , 43.2 , and 49.1(b) .

**11.4** Casual employees must be paid at the termination of each engagement but may agree to be paid weekly or fortnightly.

**11.5 Minimum engagement**

**(a)** Subject to clause 11.5(b) , an employer must pay a casual employee, other than a casual pieceworker, for a minimum of 3 hours' work at the appropriate rate for each occasion on which the employee is required to attend for work, even if the employee is only required to work for a shorter time.