



# SADA IR UPDATE



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1 July 2023

## Industrial relations changes are to occur on the first pay period commencing on or after 1 July 2023.

Superannuation Guarantee Contributions will increase to 11%.

**Minimum Wage Adjustment.** The Fair Work Commission Panel has decided to increase all modern award minimum wage rates by **5.75%**, effective from the first full pay period on or after 1 July 2023.

The rates applicable appear in the updated Pastoral Award 2022 which can be accessed with all conditions and entitlements at [Pastoral Award 2020 \[MA000035\]](#) | [Fair Work Commission \(fwc.gov.au\)](#)

The classification structure appears in Part 6 Clause The new rates applicable to broadacre, livestock, and grain growers appears at Part 6 Clause 31 and the wages in Clause 32. the new rates are as follows:

DAIRIES							
Full and Part Time					Casual		
	Per week	Per hour			Per hour		
		100%	150%	200%	125%	175%	225%
FLH Lv1	\$ 859.30	\$ 22.61	\$ 33.91	\$ 45.22	\$ 28.27	\$ 39.57	\$ 50.88
FLH Lv3	\$ 895.00	\$ 23.55	\$ 35.32	\$ 47.10	\$ 29.44	\$ 41.22	\$ 52.99
FLH Lv5	\$ 930.70	\$ 24.49	\$ 36.73	\$ 48.97	\$ 30.62	\$ 42.86	\$ 55.11
FLH Lv7	\$ 995.00	\$ 26.18	\$ 39.27	\$ 52.36	\$ 32.73	\$ 45.82	\$ 58.91
FLH Lv8	\$ 1,069.10	\$ 28.13	\$ 42.19	\$ 56.26	\$ 35.17	\$ 49.23	\$ 63.31

FEEDLOTS							
LOTS					Casual		
Full and Part Time							
	Per week	Per Hour			Per hour		
		100%	150%	200%	125%	175%	225%
FLH Lv1	\$ 859.30	\$ 22.61	\$ 33.91	\$ 45.22	\$ 28.27	\$ 39.57	\$ 50.88
FLH Lv2	\$ 882.80	\$ 23.23	\$ 34.85	\$ 46.46	\$ 29.04	\$ 40.66	\$ 52.27
FLH Lv4	\$ 914.90	\$ 24.08	\$ 36.11	\$ 48.15	\$ 30.10	\$ 42.13	\$ 54.17
FLH Lv6	\$ 945.00	\$ 24.87	\$ 37.30	\$ 49.74	\$ 31.09	\$ 43.52	\$ 55.95
FLH Lv7	\$ 995.00	\$ 26.18	\$ 39.28	\$ 52.37	\$ 32.73	\$ 45.82	\$ 58.91

### Junior Rates

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

**With keep rate** - If keep is provided, then the employer may deduct an amount of \$150.16 per week from the employee's total weekly wages.

NOTE: See Clause B.2 for a summary of hourly rates of pay including overtime and penalty rates.

**Overtime payments** appear in [Clause 35](#).

**Overtime Meal Allowance (Clause 18.2 (d))**. An employee required to work overtime for more than 1.5 hours after working ordinary hours will be supplied with a suitable meal free of cost by the employer or paid \$15.73 for the first and any subsequent meals.

Please refer to Clause 18 for expense related allowances such as tool and equipment, travelling, wet weather clothing and footwear, accommodation etc.

**Wage-related allowances**. All-purpose allowances (Clause 18).

All-purpose allowances are to be included in the rate of pay of an employee who is entitled to the allowance, when calculating any penalties or loadings or payment while they are on annual leave. The Leading Hand and First Aid Allowances are the only all-purpose allowances in this award:

**Leading Hand Allowance (Clause 18.2 (b))**. A leading hand in charge of 2 or more people must be paid as follows:

In charge of	per week
2–6 employees	\$ 26.71
7–10 employees	\$ 31.13
11–20 employees	\$ 44.37
More than 20 employees	\$ 55.75

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

**First Aid Allowance (Clause 18.2 (c))**. 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 \$3.25 per day.

**Use Of Vehicle Allowance (Clause 18.3 (c))**. An employee will be paid an allowance of \$0.95 per kilometre when instructed by the employer to use their own vehicle during working hours to relocate materials, equipment, or personnel either within the normal work location or on public thoroughfares.

**Next Variations**. There will be further changes to such issues as Paid Domestic Violence Leave to come into effect in August 2023. Those changes will be made available in the next Update.

If you have any queries, please don't hesitate to contact the SADA Office on 8293 2399 or email [sada@sada.asn.au](mailto:sada@sada.asn.au)

**SADA members are entitled** to contact MERS for a free half hour consultation, per member per year.



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