



SADA IR UPDATE



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BROADACRE AND DAIRIES

As we approach the end of an unusual and difficult year there are changes to the Pastoral Award 2020. Copies of the previous Pastoral award 2020 will not apply from now on, but entitlements such as underpayment of wages that may have occurred prior to now will apply.

Public Holidays 2021 and 2022 (Attachment A)

A list of Public Holidays for the forthcoming year are attached.

Pastoral Award 2020 - changes re allowances and calculation of overtime. (Attachment B)

Recently the annual wage review 2019/2020 resulted in adjustments to some expense related allowances in the Pastoral Award. This means that some expense related allowances have changed with effect from 1st pay period starting on or after 30th November 2020. Further details appear later in this update.

The decision was unfortunately not available until more recently.

Attached are two attachments dealing with the changes to allowances effective from the first pay period commencing on or after 1st November 2020 and the method for calculating overtime and in particular for casual employees.

Calculation of Overtime (Attachment C)

The Award as confirmed the formula for calculating overtime. The calculation for casual employees involves using the fulltime rate, plus the overtime %, plus the 25% casual loading based on the fulltime rate. The Award provision appears in Attachment C.

Christmas & Social Events

As Christmas celebrations are around the corner, employers need to make sure employees aware that they are to remain safe both during and after the Christmas party.

Alternative transport arrangements should be made before the day of the work Christmas Party to discourage drink driving.

The employer and employee have a mutual obligation to ensure employees who drive after the party are fit to do so. This may result in the employer arranging alternative mode of transport for the employee who is not fit to drive in accordance with the road laws.

Employers' have a duty of care to take reasonable action to ensure that they inform all staff that inappropriate behaviour and breaches of the employers' instructions may result in disciplinary action including termination of employment.

A memo to employees as soon as possible can be issued to ensure that all employees so that they are aware of their obligations.

If unsure we have drafted a ready reckoner and is attached to this update.

If you have any queries, please do not hesitate to contact us.

https://www.fwc.gov.au/documents/documents/modern_awards/award/ma000035/default.htm

We wish you and your families and employees a Happy Christmas and a safe and healthy New Year.

Attachment A - Public Holidays 2021-2022

	2021	2022
New Year's Day <i>1 January</i>	Friday 1 January	Monday 3 January
Australia Day <i>26 January</i>	Tuesday 26 January	Wednesday 26 January
Adelaide Cup Day <i>(second Monday in March)</i>	Monday 8 March (subject to proclamation)	Monday 14 March (subject to proclamation)
School Holidays - Term 1	10-26 April	15 April-1 May
Good Friday <i>(varies with lunar cycle)</i>	Friday 2 April	Friday 15 April
Easter Saturday <i>(varies with lunar cycle)</i>	Saturday 3 April	Saturday 16 April
Easter Monday <i>(varies with lunar cycle)</i>	Monday 5 April	Monday 18 April
Anzac Day <i>25 April</i>	Monday 26 April	Monday 25 April
Queen's Birthday/ Volunteer's Day <i>second Monday in June</i>	Monday 14 June	Monday 13 June
School Holidays - Term 2	3-18 July	9-24 July
School Holidays - Term 3	25 September-10 October	1 October -16 October
Labour Day <i>first Monday in October</i>	Monday 4 October	Monday 3 October
School Holidays - Term 4	11 December-30 January	17 December-29 January
Christmas Eve <i>24 December</i> <i>Part-day public holiday</i>	Friday 24 December 7pm-midnight	Saturday 24 Dec 7pm-midnight
Christmas Day <i>25 December</i>	Monday 27 December	Monday 26 Dec
Boxing Day/ Proclamation Day <i>26 December</i>	Tuesday 28 December	Tuesday 27 Dec
New Year's Eve <i>31 December</i> <i>Part-day public holiday</i>	Friday 31 December 7pm-midnight	Saturday 31 Dec 7pm-midnight

Attachment B Allowances – Clauses 18 and 33

The following details have been provided by the Fair Work Ombudsman' Office and are general in nature.

You should contact us if you require assistance or clarification.

All purpose allowances

If any all purpose allowances apply (marked *), they should be added to the minimum rate before casual loading, penalties and overtime are calculated.

Allowances	Rate
Dog allowance - station hands	an agreed allowance for each dog
Dog registration reimbursement - station hands	reimbursement for the cost of any licence or registration fee paid during the period of use
Expenses reimbursement	reimbursement for the cost of authorised expenses
* First aid allowance	\$0.38 per hour
* Leading hand allowance - in charge of 2-6 employees	\$0.62 per hour
* Leading hand allowance - in charge of 7-10 employees	\$0.72 per hour
* Leading hand allowance - in charge of 11-20 employees	\$1.03 per hour
* Leading hand allowance - in charge of more than 20 employees	\$1.29 per hour
Meal allowance	\$14.05 for the first meal and \$14.05 for any extra meal
Protective clothing reimbursement	reimbursement for the cost of clothing
Use of vehicle allowance	An employee will be paid an allowance of \$0.78 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.

Attachment C

35. Overtime and penalty rates

This summary has been abbreviated. For fuller details please refer to Clause 35 of the Award.

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

For overtime worked	Overtime rate Full-time and part-time employees % ordinary hourly rate	Overtime rate Casual employees % of ordinary hourly rate
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 [11.5\(a\)\(ii\)](#) to the overtime rates for full-time and part-time employees prescribed by clause [35.2](#).

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