



NOTE: The Queensland industrial relations system covers most unincorporated businesses in Queensland (e.g. sole traders and partnerships) as well as some incorporated businesses operating in Queensland (e.g. some charities and not-for-profit organisations). Businesses may need to seek legal advice to determine whether Queensland industrial relations laws apply to them.

This is a summary of the major provisions of the award.

In a workplace where this award has application the Employer is required by the *Industrial Relations Act 1999* to display an up-to-date copy of the full award in a conspicuous place where it is easily read by the employees in the workplace.

Award Summary Sheet

Update Number: 9

Change/s – New rates as from 1 September 2008

Fruit and Vegetable Growing Industry Award – State 2002 (Southern District)

Application

All employers and their employees engaged in the Fruit and Vegetable Growing Industry, including the preparation of land, cultivation, planting, care, picking, handling, treating, packing and despatching of all fresh fruits (including tomatoes) and vegetables, on or from fruit and vegetable farms, vineyards, orchards and plantations.
This award shall not apply to members of the employer’s family or to share-farmers while engaged as such. Refer to award for other exemptions, clause 1.7.

Effective from

September 1, 2008

These wage rates are to be read in conjunction with the Classification Structure as prescribed by the Award.

Adults	Weekly	Part-time	Casual
	\$552.00	13.8000	16.9740

Juniors	% of adult rate	Weekly	Part-time	Casual
Under 16 years	50%	\$276.00	6.9000	8.4870
16 years	60%	\$331.20	8.2800	10.1844
17 years	70%	\$386.40	9.6600	11.8818
18 years	75%	\$414.00	10.3500	12.7305

Trainees

Refer to the Order *Apprentices’ and Trainees’ Wages and Conditions (Excluding Certain Queensland Government Entities) 2003*, Queensland Government Industrial Gazette, 11 July 2003, Vol 173, No.11, pages 878 – 927.

Ordinary hours

Ordinary working hours of all employees (excluding casuals) shall not exceed 40 in any 7 days or 8 in any one day to be worked on any 5 days out of 7 with at least 2 days off in each week. See clause 6.1.

Piecework

Agreements for piecework may be entered into between employers and employees subject to the piecework rate being fixed and reviewed as necessary from time to time so as to enable the average competent employee to earn during ordinary working hours at least 20% above the hourly rate for the class of work performed. *Refer to award for further details.* See clause 4.5.

- Overtime** All time worked by employees (other than casuals) in excess of 8 hours per day *or* 40 hours in any 7 days shall be paid for at the rate of time and a half for the first three hours and double time thereafter.
All time worked by *casual employees* in excess of 40 hours in any 7 days shall be paid for at the rate of time and a half for the first 3 hours and double time thereafter. See clause 6.4.
- Part-time** Minimum of 16 hours and a maximum of 30 hours in any 7 days. Minimum of 3 hours per day. Spread of hours same as those for weekly employees. Receives pro rata entitlements to paid leave. See clause 4.3.
- Casual** Employee engaged and paid on an hourly basis. Ordinary working hours shall not exceed 40 in any one week. Loading of 23%. See clause 4.4.

Allowances

		As from 1/9/08
<u>Leading Hands</u> clause 5.2.2	Employees appointed as leading hand shall be paid an additional ...	\$14.70 per week
<u>Tree Pruning and/or Budding and/or Grafting</u> clause 5.2.3	An employee required to carry out the pruning and/or budding and/or grafting of fruit trees shall be paid an additional ...	\$3.37 per day or part of a day

Superannuation The Superannuation provisions for all employees covered by this Award shall be in accordance with the relevant Commonwealth legislation and based upon the employee’s ordinary time earnings. Employers and employees should telephone 13 10 20 to determine an employer’s possible obligation.

Approved funds under the award are Austsafe and Sunsuper.

See clause 5.4.

Notice by Employer (other than casual)

<i>Period of Continuous Service</i>	<i>Period of Notice</i>
Not more than 1 year	1 week
More than 1 year up to 3 years	2 weeks
More than 3 years up to 5 years	3 weeks
More than 5 years	4 weeks

Where the employee is over 45 years of age and has had more than two years service, an additional week’s notice is due when the employment is terminated by the employer.

Notice by Employee (other than casual)

2 days

Redundancy

Refer to clause 4.11. New provisions operative as from 1/12/03.

DISCLAIMER

This award summary sheet contains information from the provisions of the award made by the Queensland Industrial Relations Commission pursuant to its powers under the Industrial Relations Act 1999.

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