



Your strong and independent  
voice for livestock producers

**Livestock SA Inc. ABN: 12 332 656 991**

Adelaide Showground - Heavy Horse Memorial Building, Leader Street, Wayville SA 5034  
PO Box 211 Goodwood SA 5034

**P:** 08 8297 2299 | **E:** [admin@livestocksa.org.au](mailto:admin@livestocksa.org.au) | **W:** [livestocksa.org.au](http://livestocksa.org.au)

## Members' Industrial Relations Advice June 2024

### WHAT WILL BE HAPPENING ON 1<sup>ST</sup> JULY 2024?

#### 1. MINIMUM WAGE ADJUSTMENT 2024/25

The new wage rates and allowances which come into effect appear in **ATTACHMENT A** of this Update.

#### 2. SUPERANNUATION GUARANTEE

On the first full pay period commencing on or after 1<sup>st</sup> July 2024, the employers' contribution for employees will be 11.5%

#### 3. OTHER ATTACHMENTS TO THIS UPDATE.

- (a) **ATTACHMENT B - Ordinary hours of work and rostering**
- (b) **ATTACHMENT C - OVERTIME AND PENALTY RATES**
- (c) **ATTACHMENT D ALLOWANCES**

LSA 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)



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## Members' Industrial Relations Advice June 2024

### ATTACHMENT A

#### 2024 Minimum Wage Adjustment

The following wage rates and allowances come into effect from the first pay period commencing on 1<sup>st</sup> July 2024. 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 appears in Clause 31 in the Award Pastoral Award 2020 [MA000035].

Broadacre Clauses 31 and 32							
	Per week	Full and Part Time			Casual		
		Per Hour			Per hour		
		100%	150%	200%	125%	175%	225%
<b>FLH Lv1</b>	\$ 91.50	\$ 23.46	\$ 35.19	\$ 46.92	\$ 29.33	\$41.06	\$52.79
<b>FLH Lv3</b>	\$ 928.60	\$ 24.44	\$ 36.66	\$ 48.88	\$ 30.55	\$42.76	\$54.98
<b>FLH Lv5</b>	\$ 965.60	\$ 25.41	\$ 38.12	\$ 50.82	\$ 31.76	\$44.47	\$57.17

Feedlots Clauses 31 and 32							
	Per week	Full and Part Time			Casual		
		Per Hour			Per hour		
		100%	150%	200%	125%	175%	225%
<b>FLH Lv1</b>	\$ 891.50	\$ 23.46	\$ 35.19	\$ 46.92	\$ 29.33	\$ 41.06	\$ 52.79
<b>FLH Lv2</b>	\$ 915.90	\$ 24.10	\$ 36.15	\$ 48.21	\$ 30.13	\$ 42.18	\$ 54.23
<b>FLH Lv4</b>	\$ 949.20	\$ 24.98	\$ 37.47	\$ 49.96	\$ 31.22	\$ 43.71	\$ 56.20
<b>FLH Lv6</b>	\$ 980.40	\$ 25.80	\$ 38.70	\$ 51.60	\$ 32.25	\$ 45.15	\$ 58.05
<b>FLH Lv7</b>	\$ 1,032.30	\$ 27.17	\$ 40.75	\$ 54.33	\$ 33.96	\$ 47.54	\$ 61.12

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



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## Members' Industrial Relations Advice June 2024

### ATTACHMENT B

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

**34.1** The average ordinary working hours for a farm and livestock hand 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.

#### **Clause 34. Ordinary hours of work and rostering**

**34.1** The average ordinary working hours for a farm and livestock hand 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.

#### **34.3 Station cooks**

- (a)** A cook who is required to work for more than 5.5 days in any one week will be paid, in addition to the weekly wage of this award, the following overtime rates:
- (i)** for work on 6 full days—an amount of 3/22nds of the appropriate weekly rate.
  - (ii)** for work on 6 full days and one-half day—an amount equal to 3/11ths of the appropriate weekly rate; or
  - (iii)** for work on 7 full days—an amount equal to 9/22nds of the appropriate weekly rate.
- (iv)** No overtime will be worked, nor will an employee perform work on the employee's day and/or half day off without the permission of or under the instructions of the employer or their authorised representative.



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## Members' Industrial Relations Advice June 2024

### 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:

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 11.3(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.



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### ATTACHMENT D ALLOWANCES

For full range of allowances go to Pastoral Award 2020 [MA000035].

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.

#### 18.2 Wage-related allowances

The all-purpose allowances must be included/added to the wage rates for all entitlements – overtime, and all types of leave. These allowances are paid for **all purposes and** are 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 following allowances are paid for all purposes under this award:

##### (a) Leading hands

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

In charge of	\$ per week
2–6 employees	27.72
7–10 employees	32.29
11–20 employees	46.03
More than 20 employees	57.84

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

##### (b) 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 **\$3.37** per day.

#### 18.3 Expense-related allowances

##### (a) Tool and equipment allowance

- (i) If the employer requires employees to supply their own tools and equipment, employees must be reimbursed for the cost of supplying those tools and equipment.
- (ii) The provisions of clause 18.3 do not apply where the tools and equipment are paid for by the employer.

##### (b) Travelling allowance

- (i) Where an employee is required to travel from one place to another for the purpose of work, the time occupied in travelling will be counted as time worked and paid for as such.

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239 Magill Road, Maylands SA 5069

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- (ii) Time spent by an employee travelling from the employee's home to the principal place of employment and return will not be regarded as time worked.
- (iii) An employee who is compelled by their duties to spend the night away from home or the property at which the employee is employed (whichever is the employee's normal place of sleeping during employment), will be reimbursed by the employer for the demonstrable cost of suitable accommodation.
- (iv) The provisions of clause 18.3(b) will not apply where the employer provides the employee with suitable accommodation free of charge.

### (c) Use of vehicle allowance

An employee will be paid an allowance of **\$0.98** 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.

### (d) Overtime meal allowance

- (i) 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 **\$16.76** for the first and any subsequent meals.
- (ii) An employee required to work overtime for more than 2 hours after the employee's ordinary finishing time without having been notified before leaving work on the previous day that they will be required to work overtime:
  - will be allowed a meal break not later than 2 hours after commencing overtime.
  - will be allowed a meal break every 5 hours after the first meal break, for as long as the overtime continues; and
  - will be provided with a suitable meal free of cost by the employer for each meal break or paid a meal allowance of **\$ 16.76** for each meal not supplied.

### (e) Reimbursement of expenses

An employer who authorises an employee to incur expenses in the course of their employment, will reimburse the employee the expense upon provision of a tax invoice and receipt.

### (f) Wet weather clothing and footwear

- (i) An employee who is required to work in a wet place must be provided with protective clothing and footwear by the employer.
- (ii) If an employee who is required to work in a wet place is not provided with protective clothing and footwear, the employer will reimburse the employee for the reasonable cost of providing their own protective clothing and footwear.
- (iii) If protective clothing and footwear is provided and paid for by the employer, it will remain the property of the employer.
- (iv) 'Wet place' is defined in clause 2 — Definitions.

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### **(g) Protective clothing**

If the employer requires an employee to supply his or her own protective clothing, the employer must reimburse the employee for the cost of supplying the protective clothing.

- (i)** The provisions of clause 18.3(g)(i) do not apply where the protective clothing is paid for by the employer.
- (ii)** Any protective clothing that is paid for by the employer remains the property of the employer.

### **(h) Charges for accommodation, meat, goods, and services**

**(i)** If the employer provides an employee with living premises for the use of a “without keep” employee and the employee’s household, the employer may charge an amount agreed between them in writing for the use of the premises and/or power supplied to the premises.

**(ii)** The employer may charge to an employee:

- the cost of goods or services supplied to the employee at the employee’s request and paid for by the employer; and
- the cost of goods purchased by the employer for the employee at the employee’s request.

**(iii)** If the employer supplies an employee with meat, the employer may charge the employee an amount mutually agreed upon.

**(iv)** If the employer sells groceries or stores to the employee, the prices charged must not exceed the cost price with carriage added.

### **(i) Charges for accommodation, meat, goods, and services**

**(i)** If the employer provides an employee with living premises for the use of a “without keep” employee and the employee’s household, the employer may charge an amount agreed between them in writing for the use of the premises and/or power supplied to the premises.

**(ii)** The employer may charge to an employee:

- the cost of goods or services supplied to the employee at the employee’s request and paid for by the employer; and
- the cost of goods purchased by the employer for the employee at the employee’s request.

**(iii)** If the employer supplies an employee with meat, the employer may charge the employee an amount mutually agreed upon.

**(iv)** If the employer sells groceries or stores to the employee, the prices charged must not exceed the cost price with carriage added.



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## Members' Industrial Relations Advice June 2024

### 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.





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**(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.

## **34. Ordinary hours of work and rostering**

**34.1** The average ordinary working hours for a farm and livestock hand 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.

### **34.3 Station cooks**

**(a)** A cook who is required to work for more than 5.5 days in any one week will be paid, in addition to the weekly wage of this award, the following overtime rates:

**(i)** for work on 6 full days—an amount of 3/22nds of the appropriate weekly rate;

**(ii)** for work on 6 full days and one half day—an amount equal to 3/11ths of the appropriate weekly rate; or

**(iii)** for work on 7 full days—an amount equal to 9/22nds of the appropriate weekly rate.

**(b)** No overtime will be worked nor will an employee perform work on the employee's day and/or half day off without the permission of or under the instructions of the employer or their authorised representative.

## **35. Overtime and penalty rates**

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

[35.2 varied by [PR723940](#) ppc 20Nov20]

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

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For overtime worked	Overtime rate Full-time and part- time employees	Overtime rate Casual employees
	% ordinary hourly rate	% 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 11.3(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**

- (a) 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.

### **18. Allowances**

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.

**18.1** Employers must pay to an employee the allowances the employee is entitled to under clause 18 .

NOTE: See Schedule C —Summary of Monetary Allowances for a summary of monetary allowances and method of adjustment.



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## Members' Industrial Relations Advice June 2024

### 18.2 Wage-related allowances

#### (a) All-purpose allowances

Allowances paid for **all purposes** are 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 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) ).

#### (b) Leading hands

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

In charge of	\$ per week
2–6 employees	27.72
7–10 employees	32.29
11–20 employees	46.03
More than 20 employees	57.84

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

#### (c) 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 **\$3.37** per day .

### 18.3 Expense-related allowances

#### (a) Tool and equipment allowance

- (i) If the employer requires employees to supply their own tools and equipment, employees must be reimbursed for the cost of supplying those tools and equipment.
- (ii) The provisions of clause 18.3 do not apply where the tools and equipment are paid for by the employer.



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### (b) Travelling allowance

- (i) Where an employee is required to travel from one place to another for the purpose of work, the time occupied in travelling will be counted as time worked and paid for as such.
- (ii) Time spent by an employee travelling from the employee's home to the principal place of employment and return will not be regarded as time worked.
- (iii) An employee who is compelled by their duties to spend the night away from home or the property at which the employee is employed (whichever is the employee's normal place of sleeping during employment), will be reimbursed by the employer for the demonstrable cost of suitable accommodation.
- (iv) The provisions of clause 18.3(b) will not apply where the employer provides the employee with suitable accommodation free of charge.

### (c) Use of vehicle allowance

An employee will be paid an allowance of **\$0.98** 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.

### (d) Overtime meal allowance

(i) 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 **\$16.76** for the first and any subsequent meals.

(ii) An employee required to work overtime for more than 2 hours after the employee's ordinary finishing time without having been notified before leaving work on the previous day that they will be required to work overtime:

- will be allowed a meal break not later than 2 hours after commencing overtime;
- will be allowed a meal break every 5 hours after the first meal break, for as long as the overtime continues; and
- will be provided with a suitable meal free of cost by the employer for each meal break or paid a meal allowance of **\$ 16.76** for each meal not supplied.

### (e) Reimbursement of expenses

An employer who authorises an employee to incur expenses in the course of their employment, will reimburse the employee the expense upon provision of a tax invoice and receipt.



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### **(f) Wet weather clothing and footwear**

- (i)** An employee who is required to work in a wet place must be provided with protective clothing and footwear by the employer.
- (ii)** If an employee who is required to work in a wet place is not provided with protective clothing and footwear, the employer will reimburse the employee for the reasonable cost of providing their own protective clothing and footwear.
- (iii)** If protective clothing and footwear is provided and paid for by the employer, it will remain the property of the employer.
- (iv)** 'Wet place' is defined in clause 2 — Definitions .

### **(g) Protective clothing**

- (i)** If the employer requires an employee to supply his or her own protective clothing, the employer must reimburse the employee for the cost of supplying the protective clothing.
- (ii)** The provisions of clause 18.3(g)(i) do not apply where the protective clothing is paid for by the employer.
- (iii)** Any protective clothing that is paid for by the employer remains the property of the employer.

### **(h) Charges for accommodation, meat, goods, and services**

- (i)** If the employer provides an employee with living premises for the use of a "without keep" employee and the employee's household, the employer may charge an amount agreed between them in writing for the use of the premises and/or power supplied to the premises.
- (ii)** The employer may charge to an employee:
  - the cost of goods or services supplied to the employee at the employee's request and paid for by the employer; and
  - the cost of goods purchased by the employer for the employee at the employee's request.
- (iii)** If the employer supplies an employee with meat, the employer may charge the employee an amount mutually agreed upon.
- (iv)** If the employer sells groceries or stores to the employee, the prices charged must not exceed the cost price with carriage added.



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## Members' Industrial Relations Advice June 2024

### 3. Special allowances

NOTE 1: 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.

NOTE 2: See Schedule C —Summary of Monetary Allowances for a summary of monetary allowances and method of adjustment.

**33.1** Where a station hand is required by the employer to find their own horse and/or saddle, the employee will be paid weekly allowances of :

(a) **\$9.03** for the horse; and

(b) **\$7.22** for the saddle.

**33.2** The allowance specified in clause 33.1(b) is not payable where the employer has reimbursed the employee for the cost of the saddle.

**33.3** When a station hand is required by the employer to provide their own dog which is used as a cattle or sheep dog for station purposes, the employer will pay to the employee:

(a) an allowance mutually agreed upon for each dog; and

(b) the amount of any licence or registration fee which must be paid by the employee for a period during which the dog is used.

**33.4** Employees will be paid **\$4.10** per day in addition to their ordinary rate for each day upon which they are engaged:

(a) in or in connection with jetting or spraying of sheep, if they mix the poison or handle the nozzle;  
or

(b) in swabbing sheep for more than 3 days in any one week.

### 34. Ordinary hours of work and rostering

**34.1** The average ordinary working hours for a farm and livestock hand 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.



Your strong and independent  
voice for livestock producers

**Livestock SA Inc. ABN: 12 332 656 991**

Adelaide Showground - Heavy Horse Memorial Building, Leader Street, Wayville SA 5034  
PO Box 211 Goodwood SA 5034

**P:** 08 8297 2299 | **E:** [admin@livestocksa.org.au](mailto:admin@livestocksa.org.au) | **W:** [livestocksa.org.au](http://livestocksa.org.au)

## Members' Industrial Relations Advice June 2024

### Special allowances

NOTE 1: 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.

NOTE 2: See Schedule C —Summary of Monetary Allowances for a summary of monetary allowances and method of adjustment.

**33.1** Where a station hand is required by the employer to find their own horse and/or saddle, the employee will be paid weekly allowances of :

(a) **\$9.03** for the horse; and

(b) **\$7.22** for the saddle.

**33.2** The allowance specified in clause 33.1(b) is not payable where the employer has reimbursed the employee for the cost of the saddle.

**33.3** When a station hand is required by the employer to provide their own dog which is used as a cattle or sheep dog for station purposes, the employer will pay to the employee:

(a) an allowance mutually agreed upon for each dog; and

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### Members' Industrial Relations Advice June 2024

Broadacre Clauses 31 and 32							
		Full and Part Time			Casual		
		Per Hour			Per hour		
	Per week	100%	150%	200%	125%	175%	225%
FLH Lv1	\$891.50	\$23.46	\$ 35.19	\$ 46.92	\$ 29.33	\$ 41.06	\$ 52.79
FLH Lv3	\$928.60	\$24.44	\$ 36.66	\$ 48.88	\$ 30.55	\$ 42.76	\$ 54.98
FLH Lv5	\$965.60	\$25.41	\$ 38.12	\$ 50.82	\$ 31.76	\$ 44.47	\$ 57.17

Feedlots Clauses 31 and 32							
		Full and Part Time			Casual		
	Per week	Per Hour			Per hour		
		100%	150%	200%	125%	175%	225%
FLH Lv1	\$891.50	\$23.46	\$ 35.19	\$ 46.92	\$ 29.33	\$ 41.06	\$ 52.79
FLH Lv2	\$915.90	\$24.10	\$ 36.15	\$ 48.21	\$ 30.13	\$ 42.18	\$ 54.23
FLH Lv4	\$949.20	\$24.98	\$ 37.47	\$ 49.96	\$ 31.22	\$ 43.71	\$ 56.20
FLH Lv6	\$980.40	\$ 25.80	\$ 38.70	\$ 51.60	\$ 32.25	\$ 45.15	\$ 58.05
FLH Lv7	\$1,032.30	\$27.17	\$ 40.75	\$ 54.33	\$ 33.96	\$ 47.54	\$ 61.12

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