

Date: _____



Grape Picking Piecework Rate Agreement

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Important things to remember about your piecework agreement

- An agreement made under the Horticulture Award 2010 (the Award) operates from the date it is signed by the employee until terminated or replaced by another agreement in writing.
- The employee is engaged as a casual pieceworker under the Award. As a result, Award provisions dealing with ordinary hours, overtime and meal allowance do not apply to work performed under this agreement.
- The piecework rate must allow an 'average competent employee' to earn at least 15% more per hour than the relevant minimum hourly rate in the Award (clause 15).
- Casual piecework rates include a 25% casual loading in lieu of various entitlements under the National Employment Standards.
- The piecework agreement must be in writing (signed by both parties). If there is no agreement in writing, the employee is entitled to be paid hourly rates under the Award as well as overtime and meal allowances as applicable.
- The rate for an average competent employee varies depending upon things like crop type, weather, ripening process, type of bin, picking approach, plant size, plantation style and other variable conditions. The rates recommended in the attached draft agreement are based on many years of industry practice & experience.
- Dried Fruits Australia has provided this draft agreement as a service to dried grape grower members. While all care has been taken in preparing this information no liability is accepted for its accuracy or regulatory compliance.