



Member Update 1st July 2016

Wage Increase

On 1st July 2016 the several changes occurred to wages and conditions.

Summary of Changes which take effect from the first full pay period commencing on or after 1st July 2016 is as follows;

1. Wage Increase of 2.4% was approved by the Fair Work Commission.
2. Allowances were also adjusted.

The following remain **unchanged**;

3. The Superannuation Contribution remains at 9.5%
4. The casual loading remains at 25% for other employers.

Which Award applies to my workplace?

Subject to the exemptions in Clause 4 of the Award the Pastoral Award 2010 MA000035 applies to all employers and employees who are engaged in or in connection with:

- (a) the management, breeding, rearing or grazing of livestock or poultry;
- (b) the shearing and crutching of sheep and the classing and pressing of wool on farms;
- (c) dairying;
- (d) hatchery work;
- (e) the sowing, raising or harvesting of broadacre field crops and other crops grown as part of a broadacre mixed farming enterprise;
- (f) the treatment of land for any of these purposes; or
- (g) clearing, fencing, well sinking, dam sinking or trenching on such farms or properties except in connection with work in clauses [4.3\(a\)](#) to [\(e\)](#).

The information below is more detailed information of these changes. We have included the award's most relevant clauses for ease of reference (a copy of the whole Modern Pastoral Award 2010 is available at www.fwc.gov.au Modern Awards);

10. Types of employment

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10.1 At the time of engagement an employer will inform each employee of the terms of their engagement and in particular whether they are to be full-time, part-time or casual.

10.2 Full-time employment

(a) A full-time employee is an employee who is engaged to work 38 hours per week.

(b) A full-time employee must be provided with a written statement setting out their classification, applicable pay scale and terms of engagement.

10.3 Part-time employment

(a) A part-time employee is an employee who is engaged to perform less than the full-time hours of 38 per week at the workplace; has reasonably predictable hours of work; and receives, on a pro rata basis, equivalent pay and conditions to those of full-time employees who do the same kind of work.

(b) An employee who does not meet the definition of a part-time employee in clause 10.3(a) and who is not a full-time employee will be paid as a casual employee in accordance with clause 10.4.

(c) 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 the hours worked each day, which days of the week the employee will work and the actual starting and finishing times each day.

(d) Changes in hours may only be made by agreement in writing between the employer and employee. Any agreed variation to the regular pattern of work will be recorded in writing.

(e) An employer is required to roster a part-time employee for a minimum of three consecutive hours on any shift.

(f) All time worked in excess of the hours mutually arranged will be overtime and paid for at the appropriate overtime rate.

(g) A part-time employee employed under the provisions of this clause must be paid for ordinary hours worked at the rate of 1/38th of the weekly rate prescribed for the class of work performed.

10.4 Casual employment

(a) A casual employee is an employee engaged as such and paid by the hour. An employer when engaging a casual must inform the employee that they are employed as a casual, stating by whom the employee is employed, their hours of work, their classification level and their rate of pay.

(b) Shearers, Crutchers and Woolpressers will be engaged as casual pieceworkers and paid in accordance with the piecework rates prescribed by this award.

(c) A casual employee other than a casual pieceworker must be paid per hour at the rate of 1/38th of the weekly rate prescribed for the class of work performed, plus 25%.

(d) 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.

(e) Casual employees must be paid at the termination of each engagement, but may agree to be paid weekly or fortnightly.

(f) On each occasion a casual employee, other than a casual pieceworker, is required to attend for work, casual employees are entitled to a minimum payment of three hours' work at the appropriate rate.

10.5 Farm and livestock hand at shearing or crutching

Notwithstanding anything else contained in this award, Part 7—Shearing Operations of the award will not apply to any employee engaged to work on a weekly basis under Part 4—Broadacre Farming and Livestock Operations during any time the employee is employed in shearing or crutching operations of the principal employer. Provided that this clause will not apply to any Farm and livestock hand engaged by the week who works in the employer's shearing shed and who has been engaged by the employer during the period commencing one week before the actual shearing or crutching begins and who is discharged during the week after the shearing or crutching actually ends. In such case, the employee will be paid station hand rates when performing work covered by Part 4 of this award and shearing rates when performing work covered by Part 7 of this award.

Footnote: Re Casual employment

All casual employees from 1st July 2014 are to be paid a 25% loading in lieu of annual leave and personal carers leave.

Were you a member of the SA Farmers Federation Industrial Association ("SAFFIA")? If yes please be aware that calculation of Long Service for casual employees is different than for those who were not members. Before paying long service for ex SAFFIA members we strongly recommend you call our advisory service.

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17. Allowances

To view the current monetary amounts of work-related allowances refer to the [Allowances Sheet](#).

17.1 Adjustment of expense-related allowances

(a) At the time of any adjustment to the standard rate, each expense-related allowance will be increased by the relevant adjustment factor. The relevant adjustment factor for this purpose is the percentage movement in the applicable index figure most recently published by the Australian Bureau of Statistics since the allowance was last adjusted.

(b) The applicable index figure is the index figure published by the Australian Bureau of Statistics for the Eight Capitals Consumer Price Index (Cat No. 6401.0), as follows:

Allowance	Applicable Consumer Price Index figure
Allowance for combs/cutters	Tools and equipment for house and garden component of the household appliances, utensils and tools sub-group
Meal allowance	Take away and fast foods sub-group
Payment for handpiece	Tools and equipment for house and garden component of the household appliances, utensils and tools sub-group
Rations	Take away and fast foods sub-group
Shearing industry allowance	Eight capital cities weighted average
Special allowance (horse and saddle allowance)	Eight capital cities weighted average
Travelling allowance	Domestic holiday travel and accommodation sub-group
Vehicle allowance	Private motoring sub-group

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With keep rate	Eight capital cities weighted average
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17.2 Expense-related allowances

(a) Tool and equipment allowance

(i) Where the employer requires employees to supply their own tools and equipment, the employer must reimburse the employees for the cost of supplying such tools and equipment.

(ii) The provisions of this clause do not apply where the tools and equipment are paid for by the employer.

(b) Use of vehicle allowance

Where an employer instructs employees to use their own vehicle during working hours to relocate materials, equipment, or personnel either within the normal work location or on public thoroughfares, the employees will be paid an allowance of 78 cents per kilometre.

(c) Meal allowance

(i) If an employee is required to work overtime after working ordinary hours (except where the period of overtime is fewer than one and a half hours), the employee will be paid \$ 12.93 for the first and any subsequent meals. Alternatively, the employer may supply the employee with a meal.

(ii) An employee required to work overtime for more than two hours after the employee's ordinary ceasing time without having been notified before leaving work on the previous day that the employee will be required to work overtime, will be provided free of cost with a suitable meal, and if the work extends into a second meal break, another meal, provided that in the event of the meal not being supplied the employee is entitled to a payment of \$ 12.93 for each meal not supplied.

17.3 Reimbursement of expenses

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Where an employer authorises an employee to incur expenses in the course of the employee's employment, the expense will be reimbursed by the employer upon provision by the employee of a tax invoice and receipt.

17.4 All-purpose allowances

The following allowances apply for all purposes of this award:

(a) Leading hands

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

In charge of	% of the <u>standard rate</u>
2–6 employees	115% per week extra
7–10 employees	134% per week extra
11–20 employees	191% per week extra
More than 20 employees	240% per week extra

(b) First aid allowance

An employee designated by the employer to render first aid in addition to his or her usual duties and who is the current holder of a recognised first aid qualification, such as one from St John Ambulance or a similar body, must be paid a daily allowance of 14% of the standard rate to carry out such work.

(c) 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) Where an employee 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), the employer will reimburse the employee for the demonstrable cost of suitable accommodation.

(iv) The provisions of this clause will not apply where the employer provides the employee with suitable accommodation free of charge.

17.5 Protective clothing

(a) 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. If the employee is not provided with such clothing and footwear, the employer will reimburse the employee for the reasonable cost of providing such clothing and footwear.

(ii) Where the clothing and footwear is provided and paid for by the employer, it will remain the property of the employer.

(iii) 'wet place' is defined in clause 3.1 of this award.

(b) Protective clothing

(i) Where the employer requires an employee to supply his or her own protective clothing, the employer must reimburse the employee for the cost of supplying such protective clothing.

(ii) The provisions of this clause 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.

17.6 Charges for accommodation, meat, goods, and services

(a) Where the employer provides an employee with living premises for the use of a "without keep" employee and the employee's household, the

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employer may make a charge of an amount agreed between them in writing for the use of the premises and/or power supplied to such premises.

(b) 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.

(c) Where the employer supplies an employee with meat, the employer may charge the employee an amount mutually agreed upon.

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

34. Minimum wages

Piggery attendant means an employee who is employed by an employer who is exclusively, wholly or substantially engaged in the raising and breeding of pigs, and who performs duties described in the classifications in Part 5—Pig Breeding and Raising of this award

34.1 Adult wages

The following wages apply to Piggery attendants classified under clause 33—Classifications of this award (at end of this update):

Wage group	Weekly award rate	Hourly rate	Casual Hourly Rate
PA1	\$ 672.70	\$ 17.70	\$ 22.13
PA2	\$ 691.60	\$ 18.20	\$ 22.75
PA3	\$ 718.60	\$ 18.91	\$ 23.64
PA4	\$ 743.40	\$ 19.56	\$ 24.45
PA5	\$ 762.60	\$ 20.07	\$ 25.09
PA6	\$ 783.30	\$ 20.61	\$ 25.76
PA7	\$ 807.70	\$ 21.26	\$ 26.58

standard rate means the hourly rate payable to a Farm and livestock hand level 2 in clause 28.1

34.2 Junior wages

Age of employee	% of relevant adult rate
Under 16 years of age	50
16 years of age	60
17 years of age	70
18 years of age	80
19 years of age	90
20 years of age	100

Please note that the adult rate is at 20 years of age.

35. Ordinary hours of work and rostering

35.1 Ordinary hours for Piggery attendants will not exceed 152 in any four weeks' period. If an employee works less than 38 hours in one week of any four weeks' period then the employer will use its best endeavours to ensure that the employee is paid for 38 hours work during any such week. Unless otherwise agreed by an employer and an affected employee the spread of ordinary hours will not exceed eight per day between 6.00 am and 6.00 pm Monday to Friday. No employee will be required to work more than 12 ordinary hours per day.

35.2 Agreement may be reached between an employer and the majority of employees at a workplace about the method of implementing a 38 hour week at the workplace.

35.3 Shift work definitions

(a) Afternoon shift means any shift finishing after 6.00 pm and at or before midnight.

(b) Continuous work means work carried on with consecutive shifts of employees throughout the 24 hours of each day, of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employers.

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(c) Night shift means any shift finishing subsequent to midnight and at or before 8.00 am.

(d) Rostered shift means a shift of which the employee concerned has had at least 48 hours' notice.

35.4 By agreement between the employer and the majority of employees concerned, the span of hours over which shifts may be worked may be altered by up to one hour at either end of the span.

35.5 Continuous work hours

(a) This subclause will apply to shift workers on continuous work as defined in clause [35.3\(b\)](#). The ordinary hours of shift workers will average 38 per week inclusive of crib time and must not exceed 152 hours in 28 consecutive days. Provided that, where the employer and the majority of employees concerned agree, a roster system may operate on the basis that the weekly average of 38 ordinary hours is achieved over a period which exceeds 28 consecutive days but does not exceed a maximum of 26 weeks.

(b) Subject to the following conditions, such shift workers will work at such times as the employer may require.

(c) A shift will consist of not more than 10 hours inclusive of crib time. Provided that:

(i) in any arrangement of ordinary working hours where the ordinary working hours are to exceed eight on any shift will be by agreement between the employer and the majority of employees in the plant or work section or sections concerned;

(ii) by agreement between the employer, the majority of employees in the work section or sections concerned and where an employee or employees nominate, ordinary hours not exceeding 12 on any day may be worked.

(iii) except at the regular changeover of shifts an employee must not be required to work more than one shift in each 24 hours; and

(iv) 20 minutes will be allowed to shift workers each shift for crib, which will be counted as time worked.

35.6 Other than continuous work hours

(a) This subclause will apply to shift workers not upon continuous work as defined in clause [35.3\(b\)](#). The ordinary hours of shift workers will average 38 per week inclusive of crib time and must not exceed 152 hours in 28 consecutive days.

Provided that, where the employer and the majority of employees concerned agree, a roster system may operate on the basis that the weekly average of 38 ordinary hours is achieved over a period which exceeds 28 consecutive days but does not exceed a maximum of 26 weeks.

(b) The ordinary hours will be worked continuously except for meal breaks at the discretion of the employer. An employee must not be required to work for more than five hours without a break for a meal. Except at regular changeover of shifts an employee must not be required to work more than one shift in each 24 hours.

Provided that:

(i) the ordinary hours of work prescribed must not exceed 10 hours on any day;

(ii) in any arrangement of ordinary working hours where the ordinary working hours are to exceed eight on any shift, the arrangement of hours will be subject to agreement between the employer and the majority of employees in the plant or work section or sections concerned; and

(iii) by agreement between the employer, the majority of employees on the site, work section or sections concerned and where an employee or employees nominates, ordinary hours not exceeding 12 on any day may be worked.

35.7 Rosters

Shift rosters will specify the commencing and finishing times of ordinary working hours of the respective shifts.

35.8 Variation by agreement

(a) Subject to clause [35.3](#) the method of working shifts may in any case be varied by agreement between the employer and the majority of employees concerned.

(b) The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the majority of employees concerned to suit the circumstances of the establishment or in the absence of agreement by five days' notice of alteration given by the employer to the employees.

35.9 Afternoon or night shift allowances

(a) A shift worker while on afternoon or night shift must be paid for such shift 15% more than the ordinary rate.

(b) A shift worker who works on an afternoon or night shift which does not continue:

(i) for at least five successive afternoons or nights on a five day site or six successive afternoons or nights on a six day site; or

(ii) for at least the number of ordinary hours prescribed by one of the alternative arrangements in clauses [35.9\(c\)\(ii\)](#) or [\(iii\)](#) of this award;

must be paid for each such shift at the rate of time and a half for the first three hours and double time after that.

(c) An employee who:

(i) during a period of engagement on shift, works night shift only; or

(ii) remains on night shift for a longer period than four consecutive weeks;
or

(iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give them at least one third of their working time off night shift in each shift cycle;

must during such engagement period or cycle be paid 30% more than the ordinary rate for all time worked during ordinary working hours on such night shift.

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35.10 A shift worker required to work on Saturdays, Sundays or public holidays must not receive the shift penalty in clause 35.9 on those days. The provisions of clauses 37—Saturdays and Sundays and 38—Payment for public holidays will apply instead.

36. Overtime and penalty rates

36.1 All time worked by Piggery attendants before the ordinary commencing time or after the ordinary ceasing time or in excess of ordinary hours of work in any one day or in any one week will be regarded as overtime and will be paid for at the rate of time and a half for the first two hours and double time after that.

36.2 All overtime worked on Saturday will be paid for at the rate of time and a half for the first two hours and double time after that.

36.3 In computing overtime each day's work will stand alone.

36.4 An employee recalled to work overtime after leaving the employer's business premises (whether notified before or after leaving the premises) must be paid for a minimum of four hours work at the appropriate rate for each time the employee is so recalled; provided that the employee must not be required to work the full four hours if the job they were recalled to perform is completed within a shorter period.

36.5 If an employee is required to work overtime after working ordinary hours on Monday to Friday (except where the period of overtime is less than one hour and a half) the employee will be paid \$ 12.93 for the first and any subsequent meals. Alternatively, the employer may supply the employee with a meal.

36.6 Before starting such overtime an employee will be allowed a meal break of 30 minutes which will be paid for at ordinary rates.

36.7 An employee working such overtime will be allowed a crib time of 20 minutes without deduction of pay after each four hours of work.

36.8 Employees will work reasonable overtime to meet the needs of the enterprise.

36.9 No employer or employee will be party to payment for overtime where such overtime is not actually worked. The assignment of overtime by an employer will be based on specific work requirements and the practice of 'one in all in' overtime must not apply.

36.10 Where overtime is unplanned and not notified the day or days beforehand, a payment will be made of \$ 12.93 after two hours of overtime if work will continue

beyond the meal break. Alternatively, the employer may supply the employee with a meal.

36.11 An employee notified the day or days prior to an overtime day must not be paid a meal allowance unless the overtime is cancelled. Should cancellation occur the employee will be paid a meal allowance for the meal prepared if notice of cancellation is not given at least the day before the planned overtime.

37. Saturdays and Sundays

37.1 Saturdays

(a) Day workers

(i) The rate for ordinary time duty on Saturday will be time and a half.

(ii) The rate for overtime duty on a Saturday will be time and half for the first two hours and double time after that, with a minimum payment of three hours except for work which is continuous with ordinary duty.

(b) Shift workers

The minimum rate to be paid to a shift worker for work performed will be time and a half. Such extra rate will be in substitution for and not cumulative upon the shift allowances prescribed in clause 35.9 in this award.

37.2 Sundays

(a) The rate for overtime duty on a Sunday will be double time with a minimum payment of three hours at such rate except for work which is continuous with ordinary duty.

(b) Shift workers on continuous shifts for work on a rostered shift the major portion of which is performed on a Sunday will be paid at the rate of double time.

38. Payment for public holidays

38.1 A Piggery attendant who is a day worker required to work on a public holiday will be paid at the rate of double time and one half for a minimum of three hours and up to the usual rostered hours. For time worked in excess of the ordinary rostered hours overtime rates will apply.

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38.2 A shift worker required to work on a public holiday will be paid at the rate of double time for a minimum of three hours and up to the usual rostered hours.

38.3 By agreement between an employer and the employees, time off instead of payment for public holidays may be accrued for public holiday work. That is, the employee will receive ordinary time payment for the hours worked on the said holiday and accrue time to be taken at a mutually agreed time.

33. Classifications

33.1 General duties

A Piggery attendant at all classification levels may be required to undertake any duty or combination of duties listed below, as may be required at each enterprise, to the full limit of the employee's ability, training and/or licensing:

- apply and adhere to quarantine control procedures;
- clean and maintain protective footwear and clothing;
- clean and maintain administration and amenities buildings and associated fittings and equipment;
- maintain an adequate environment for the well-being of stock;
- clean accommodation pens, fittings and equipment;
- provide feed and water for stock;
- tend to routine husbandry of all stock;
- apply animal identification systems;
- move, draft and weigh stock;
- remove and dispose of effluent;
- dispose of deceased stock;
- mix and mill feed;
- care for sick or injured stock;
- maintain herd health status at an acceptable level;
- operate farm-related vehicles, plant, machinery and equipment (if appropriately licensed);
- detect oestrous and mate breeding stock;
- diagnose pregnancy in breeding stock;
- assist sows and piglets at farrowing;
- remove faulty or damaged equipment and fittings;
- install new or replacement equipment and fittings;
- maintain a recording system and interpret data;
- transport stock, feed and equipment (if appropriately licensed);
- maintain sheds, fixtures and fittings, fences and surrounds;
- maintain machinery and equipment; and
- perform other duties as required.
- Piggery attendants at all levels including PA3 and above may additionally be required to:
 - select replacement breeding stock;

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- make decisions on drug usage;
- destroy sick or injured stock in a humane manner;
- conduct post mortem examinations of deceased stock;
- order stores and equipment; and
- perform other duties as required.

33.2 Piggery attendant level 1 (PA1)

(a) A Piggery attendant level 1 (PA1) is:

- an employee undertaking up to 38 hours induction training which may include information on the enterprise, conditions of employment, introduction to supervisors and fellow workers, training and career path opportunities, farm layout, production program, work and record keeping procedures and occupational health and safety; or
- any person employed as general hand in a general capacity to perform basic tasks such as moving the stock from place to place, cleaning the establishment and the feeding of stock.

(b) An employee at this level:

- is generally a new recruit to the industry who performs simple or routine tasks essentially of a manual nature and to the level of their training;
- exercises minimal skills, knowledge and decision making;
- works under direct supervision, and is given regular direction or guidance and whose results are constantly monitored;
- is undertaking structured training so as to enable them to work at PA2 level; and
- after adequate instruction the employee, may be required to undertake any task(s) listed in clause [33.1](#).

33.3 Piggery attendant level 2 (PA2)

(a) A Piggery attendant level 2 (PA2) is:

- an employee appointed by the employer to this level who has completed up to three months structured training so as to enable the employee to work within the scope of this level.

(b) An employee at this level:

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- may have limited experience in the pig industry, and generally performs simple straightforward tasks, using well established techniques and practices in pig husbandry;
- exercises skills requiring some knowledge of established techniques and minimal routine decision making;
- works under frequent direct supervision and guidance;
- has work regularly inspected and the final result usually checked; and
- may be required to undertake any task(s) listed in clause [33.1](#).

33.4 Piggery attendant level 3 (PA3)

(a) A Piggery attendant level 3 (PA3) is:

- an employee appointed by the employer to this level; and
- who performs a range of different but straightforward tasks using well established techniques and practices under routine supervision.

(b) An employee at this level:

- exercises skills requiring knowledge or relevant experience in piggery procedures and is required to make decisions within the employee's knowledge and competence on day-to-day management of pigs;
- works under general supervision, is responsible for the quality of their own work and receives limited guidance relating to more unusual features or new tasks;
- may work individually or as part of a team, or may supervise the duties of employees at an equal or lower level;
- may be subject to routine performance checks; and
- may be required to undertake any task(s) listed in clause [33.1](#).

33.5 Piggery attendant level 4 (PA4)

(a) A Piggery attendant level 4 (PA4) is:

- an employee appointed by the employer to this level; and
- who has completed a minimum of:
 - one year of adult relevant experience in the industry;
 - an accredited stockperson training course certificate; or

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- equivalent formal training recognised by the employer, plus six months relevant adult experience in the industry.

(b) An employee at this level:

- performs a range of straightforward tasks using well established techniques and practices under limited supervision and is responsible for maintaining the quality and quantity of their work;
- exercises skills requiring sound knowledge of and experience in piggery procedures and requires instruction only on management decisions that vary from established practices and principles;
- exercises some individual judgment and initiative within established principles and practices;
- may work individually or as part of a team or may supervise the duties of employees at an equal or lower level;
- assists in the provision of on-the-job training to a limited degree; and
- may be required to undertake any task(s) listed in clause [33.1](#).

33.6 Piggery attendant level 5 (PA5)

(a) A Piggery attendant level 5 (PA5) is:

- an employee appointed by the employer to this level who has completed a minimum of:
- two years adult relevant experience in the industry; or
- an accredited apprenticeship or equivalent formal training plus one year of relevant adult experience in the industry.

(b) An employee at this level:

- performs a range of tasks using well established techniques and practices under minimal supervision and is responsible for maintaining the quality and quantity of work undertaken individually or as part of a team;
- exercises skills requiring sound knowledge of and experience in piggery procedures and displays considerable individual judgment and initiative within established principles and practices;
- may work individually or as part of a team or may supervise and co-ordinate the duties of employees at an equal or lower level;
- understands and applies quality control techniques; and
- may be required to undertake any task(s) listed in clause [33.1](#).

33.7 Senior piggery attendant level 6 (PA6)

(a) A Senior piggery attendant level 6 (PA6) is:

- an employee appointed by the employer who has completed a minimum of:
- three years relevant adult experience in the industry; or
- an accredited traineeship or equivalent formal training plus two years relevant adult experience in the industry.

(b) An employee at this level:

- performs a range of tasks that may vary from established techniques and practices under minimal supervision and guidance and must be competent in all facets of duties required;
- may be required to work alone, lead work units and/or co-ordinate, supervise and/or train new employees;
- may require extensive individual judgment and initiative within established management guidelines;
- understands and applies quality control and assurance techniques;
- may supervise and/or train employees at all levels up to and including PA5; and
- may be required to undertake any task(s) listed in clause [33.1](#).

33.8 Senior piggery attendant level 7 (PA7)

(a) A Senior piggery attendant level 7 (PA7) is:

- an employee appointed by the employer who has completed a minimum of:
 - three years adult experience in the pig breeding industry; and
 - has completed the New South Wales Technical and Further Education Rural Trades Course or other Trades Certificate and/or course(s) accredited and recognised by the Pig Industry Training Council.

(b) An employee at this level:

- performs a range of tasks relating to the purchase, installation and programmed maintenance of plant, fittings and fixtures and mechanical, hydraulic or electrical equipment and machinery;

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- exercises discretion within the scope of this level and the employee's qualifications/training;
- provides trade guidance and assistance to levels PA5 and PA6 as part of a work team;
- works with minimal direction or supervision and is responsible for the quality of their own work;
- exercises trade skills relevant to the requirements of the level;
- co-ordinates and supervises non-trades employees within a work team; and
- may be required to undertake any task(s) listed in clause 33.1.

Disclaimer:

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