

# PORK SA MEMBER UPDATE NOVEMBER 2021 EMPLOYMENT CONDITIONS OVERVIEW -BUILDING BLOCKS

<p><b>STARTING EMPLOYMENT</b></p> <p>Put in writing the classification level and state if full-time, part-time or casual. Include the Information Statement.  <a href="https://www.fairwork.gov.au/search?keys=information+statement">https://www.fairwork.gov.au/search?keys=information+statement</a></p>	<p><b>TIMEBOOKS</b></p> <p>Employers must keep timebooks for at least 7 years after employment ceases, according to the <i>Fair Work Act</i>.            Non-payment of wages claims may succeed based on the employee's claim if a timebook does not exist.</p>	<p><b>WAGES AND ALLOWANCES</b></p> <p>These are reviewed by the Fair Work Commission every June. Are the rates you are paying up to date?</p>
<p><b>PASTORAL AWARD 2020</b></p> <p>The Award sets the minimum conditions and wages. Pig Breeding and Raising appear Part 7 in the <i>Pastoral Award 2020</i> which can be accessed at <a href="https://www.fwc.gov.au/documents/documents/modern_awards/award/ma000035/default.htm">https://www.fwc.gov.au/documents/documents/modern_awards/award/ma000035/default.htm</a></p>	<p><b>ANNUAL AND LONG SERVICE LEAVE - FULL-TIME AND PART-TIME EMPLOYEES</b></p> <p>Prescribed by the National Employment Standards. On completion of 12 months paid employment, the employee is entitled to 4 weeks annual leave plus 17.5% leave loading. Leave loading can be absorbed with a higher rate of pay. The Long Service Leave Act 1987 prescribes this leave.</p>	<p><b>CASUAL EMPLOYEES</b></p> <p>These employees receive 25% loading instead of paid leave – except for long service leave. Visit <a href="https://www.fairwork.gov.au/sites/default/files/migration/724/casual-employment-information-statement.pdf">https://www.fairwork.gov.au/sites/default/files/migration/724/casual-employment-information-statement.pdf</a></p>
<p><b>SUPERANNUATION</b></p> <p>Currently 10% but increasing over the next few years.</p>	<p><b>WORK HEALTH AND SAFETY</b></p> <p>For your duty of care obligations, policies and procedures, go to <a href="https://www.safework.sa.gov.au/industry/agriculture/farmers-guidebook-to-work-health-and-safety">https://www.safework.sa.gov.au/industry/agriculture/farmers-guidebook-to-work-health-and-safety</a>.</p>	<p><b>PERSONAL CARERS LEAVE</b></p> <p>Paid Personal Carers leave, which includes sick leave, accrues at the rate of 2 weeks on completion of 12 months and continues accumulate indefinitely during employment.</p>

**For queries, please contact Chas Cini on 8331 2422.**



**Mediation and Employment  
Relations Service**

135 Fullarton Road Rose Park SA 5067 Phone: 08 8331 2422

Email: [chas@mers.com.au](mailto:chas@mers.com.au) Website: [www.mers.com.au](http://www.mers.com.au)