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EXPOSURE DRAFT**Racing Clubs Events Award 2016****Table of Contents****Part 1— Application and Operation of this Award**

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Part 1—Application and Operation**1. Title**

This award is the *Racing Clubs Events Award 2010*.

2. Commencement and transitional

2.1 This award commences on 1 January 2010.

2.2 The monetary obligations imposed on employers by this award may be absorbed into overaward payments. Nothing in this award requires an employer to maintain or increase any overaward payment.

2.3 This award contains transitional arrangements which specify when particular parts of the award come into effect. Some of the transitional arrangements are in clauses in the main part of the award. There are also transitional arrangements in Schedule A. The arrangements in Schedule A deal with:

- minimum wages and piecework rates
- casual or part-time loadings
- Saturday, Sunday, public holiday, evening or other penalties
- shift allowances/penalties.

2.4 Neither the making of this award nor the operation of any transitional arrangements is intended to result in a reduction in the take-home pay of employees covered by the award. On application by or on behalf of an employee who suffers a reduction in take-home pay as a result of the making of this award or the operation of any transitional arrangements, the Fair Work Commission may make any order it considers appropriate to remedy the situation.

2.5 The Fair Work Commission may review the transitional arrangements in this award and make a determination varying the award.

2.6 The Fair Work Commission may review the transitional arrangements:

- (a) on its own initiative; or
- (b) on application by an employer, employee, organisation or outworker entity covered by the modern award; or
- (c) on application by an organisation that is entitled to represent the industrial interests of one or more employers or employees that are covered by the modern award; or
- (d) in relation to outworker arrangements, on application by an organisation that is entitled to represent the industrial interests of one or more outworkers to whom the arrangements relate.

References to transitional arrangements removed – obsolete

Part 1—Application and Operation of this Award**1. Title and commencement**

1.1 This award is the *Racing Clubs Events Award 2016*.

1.2 This modern award, as varied, commenced operation on 1 January 2010.

1.3 Neither the making of this award nor the operation of any transitional arrangements is intended to result in a reduction in the take-home pay of employees covered by the award. On application by or on behalf of an employee who suffers a reduction in take-home pay as a result of the making of this award or the operation of any transitional arrangements, the Fair Work Commission may make any order it considers appropriate to remedy the situation.

3. Definitions and interpretation

3.1 In this award, unless the contrary intention appears:

Act means the *Fair Work Act 2009* (Cth)

agreement-based transitional instrument has the meaning in the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

award-based transitional instrument has the meaning in the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

default fund employee means an employee who has no chosen fund within the meaning of the *Superannuation Guarantee (Administration) Act 1992* (Cth)

defined benefit member has the meaning given by the *Superannuation Guarantee (Administration) Act 1992* (Cth)

Division 2B State award has the meaning in Schedule 3A of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

Division 2B State employment agreement has the meaning in Schedule 3A of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

employee means national system employee within the meaning of the Act

employee in charge of tractor plant means:

- (a) when two or more employees are employed at the plant at the one time, the employee who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility;
- (b) an employee who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility over one or more employees; or
- (c) when an employee is the only person of their class employed on the plant, the employee who does the general repair work of the plant in addition to the work of operating, but not when the employee merely assists a fitter or engineer to do such work

employer means national system employer within the meaning of the Act

enterprise award-based instrument has the meaning in the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)

exempt public sector superannuation scheme has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

Definitions relating to transitional instruments removed - obsolete

2. Definitions

In this award, unless the contrary intention appears:

Act means the *Fair Work Act 2009* (Cth)

defined benefit member has the meaning given by the *Superannuation Guarantee (Administration) Act 1992* (Cth)

employee means national system employee within the meaning of the Act

employee in charge of tractor plant means:

- (a) when two or more employees are employed at the plant at the one time, the employee who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility;
- (b) an employee who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility over one or more employees; or
- (c) when an employee is the only person of their class employed on the plant, the employee who does the general repair work of the plant in addition to the work of operating, but not when the employee merely assists a fitter or engineer to do such work

employer means national system employer within the meaning of the Act

exempt public sector superannuation scheme has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

leading hand means an employee who is required to supervise, direct or be in charge of another employee or employees

MySuper product has the meaning given by the *Superannuation Industry (Supervision) Act 1993* (Cth)

NES means the National Employment Standards as contained in sections 59 to 131 of the *Fair Work Act 2009* (Cth)

on-hire means the on-hire of an employee by their employer to a client, where such employee works under the general guidance and instruction of the client or a representative of the client

standard rate means the minimum weekly rate for a Grade 4 racecourse attendant in clause 17.1

<p>leading hand means an employee who is required to supervise, direct or be in charge of another employee or employees</p> <p>MySuper product has the meaning given by the <i>Superannuation Industry (Supervision) Act 1993</i> (Cth)</p> <p>NES means the National Employment Standards as contained in sections 59 to 131 of the <i>Fair Work Act 2009</i> (Cth)</p> <p>on-hire means the on-hire of an employee by their employer to a client, where such employee works under the general guidance and instruction of the client or a representative of the client</p> <p>standard rate means the minimum wage for a Grade 4 racecourse attendant in clause 19—Minimum wages</p> <p>transitional minimum wage instrument has the meaning in the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)</p>	
<p>3.2 Where this award refers to a condition of employment provided for in the NES, the NES definition applies.</p>	<p>3.2 Where this award refers to a condition of employment provided for in the NES, the NES definition applies.</p>
<p>4. Coverage</p> <p>4.1 This industry award covers employers throughout Australia engaged in the staging of events at horse and greyhound racing venues, including but not limited to thoroughbred, harness, trotting and greyhound racing clubs, and their employees in the classifications listed in clauses 17 and 18 to the exclusion of any other modern award.</p>	<p>4. Coverage</p> <p>4.1 This industry award covers employers and their employees throughout Australia engaged in the staging of events at horse and greyhound racing venues, including but not limited to thoroughbred, harness, trotting and greyhound racing clubs, and their employees in the classifications listed in clauses 13 and 14 to the exclusion of any other modern award.</p>
<p>4.2 The award does not cover an employee excluded from award coverage by the Act.</p> <p>4.3 The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees.</p> <p>4.4 The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees.</p>	<p>4.4 This industry award does not cover:</p> <ul style="list-style-type: none"> (a) an employee excluded from award coverage by the Act; (b) employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees; or (c) employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the <i>Fair Work (Transitional Provisions and Consequential Amendments) Act 2009</i> (Cth)), or employers in relation to those employees.

<p>4.5 This award covers any employer which supplies labour on an on-hire basis in the industry set out in clause 4.1 in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.6 This award covers employers which provide group training services for trainees engaged in the industry and/or parts of industry set out at clause 4.1 and those trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.7 Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.</p> <p>NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and that employee are covered by an award with occupational coverage.</p>	<p>4.2 This award covers any employer which supplies labour on an on-hire basis in the industry set out in clause 4.1 in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.3 This award covers employers which provide group training services for trainees engaged in the industry and/or parts of industry set out at clause 4.1 and those trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. This subclause operates subject to the exclusions from coverage in this award.</p> <p>4.5 Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.</p> <p>NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and that employee are covered by an award with occupational coverage.</p>
<p>5. Access to the award and the National Employment Standards The employer must ensure that copies of this award and the NES are available to all employees to whom they apply either on a noticeboard which is conveniently located at or near the workplace or through electronic means, whichever makes them more accessible.</p>	<p>3. The National Employment Standards and this award 3.3 The employer must ensure that copies of this award and the NES are available to all employees to whom they apply.</p>
<p>6. The National Employment Standards and this award The NES and this award contain the minimum conditions of employment for employees covered by this award.</p>	<p>3.1 The NES and entitlements in this award contain the minimum conditions of employment for employees covered by this award.</p>
<p><i>Clause inserted - proposed new provision</i></p>	<p>5. Effect of variations made by the Fair Work Commission A variation to this award does not affect any right, privilege, obligation or liability that a person acquired, accrued or incurred under the award as it existed prior to that variation.</p>

<p>7. Award flexibility <i>Provision not reproduced - standard clause - no change</i></p>	<p>5. Award flexibility for individual arrangements <i>Provision not reproduced - standard clause - no change</i></p>																								
<p><i>Clause inserted - proposed new provision</i></p>	<p>7. Facilitative provisions for flexible working practices</p> <p>7.1 A facilitative provision provides that the standard approach in an award provision may be departed from by agreement between an employer and an individual employee, or an employer and the majority of employees in the enterprise or part of the enterprise concerned.</p> <p>7.2 Facilitative provisions in this award are contained in the following clauses:</p> <table border="1" data-bbox="1223 512 2018 1198"> <thead> <tr> <th>Clause</th> <th>Provision</th> <th>Agreement between an employer and:</th> </tr> </thead> <tbody> <tr> <td>11.4</td> <td>Frequency of payment – casual</td> <td>An individual</td> </tr> <tr> <td>16.3(b)</td> <td>Tea breaks – other than casual employees</td> <td>The majority of employees</td> </tr> <tr> <td>22.6</td> <td>Time off instead of payment for overtime</td> <td>An individual</td> </tr> <tr> <td>23.2(c)</td> <td>Penalty rates – public holiday</td> <td>An individual</td> </tr> <tr> <td>24.4</td> <td>Annual leave in advance</td> <td>An individual</td> </tr> <tr> <td>24.7</td> <td>Cashing out of annual leave</td> <td>An individual</td> </tr> <tr> <td>27.2</td> <td>Substitution of public holidays by agreement</td> <td>The majority of employees</td> </tr> </tbody> </table>	Clause	Provision	Agreement between an employer and:	11.4	Frequency of payment – casual	An individual	16.3(b)	Tea breaks – other than casual employees	The majority of employees	22.6	Time off instead of payment for overtime	An individual	23.2(c)	Penalty rates – public holiday	An individual	24.4	Annual leave in advance	An individual	24.7	Cashing out of annual leave	An individual	27.2	Substitution of public holidays by agreement	The majority of employees
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<p>Part 2—Consultation and Dispute Resolution</p> <p>8. Consultation</p> <p>8.1 Consultation regarding major workplace change</p> <p>8.2 Consultation about changes to rosters or hours of work</p> <p><i>Provisions not reproduced - standard clause - no change other than numbering and changes to clause titles</i></p>	<p>Part 7—Consultation and Dispute Resolution</p> <p>29. Consultation about major workplace change</p> <p>30. Consultation about changes to rosters or hours of work</p> <p><i>Provisions not reproduced - standard clause - no change other than numbering and changes to clause titles</i></p>
<p>9. Dispute resolution</p> <p><i>Provision not reproduced - standard clause - no change</i></p>	<p>31. Dispute resolution</p> <p><i>Provision not reproduced - standard clause - no change</i></p>
<p>Part 3—Types of Employment and Termination of Employment</p> <p>10. Types of employment</p> <p>10.1 Employees may be employed in one of the following categories:</p> <p>(a) full-time;</p> <p>(b) part-time; or</p> <p>(c) casual.</p> <p>10.2 At the time of engagement an employer will inform each employee in writing of the terms of their engagement and in particular whether they are to be full-time, part-time or casual.</p>	<p>Part 2—Types of Employment and Classifications</p> <p>8. Types of employment</p> <p>8.1 Employees under this award will be employed in one of the following categories:</p> <p>(a) full-time;</p> <p>(b) part-time; or</p> <p>(c) casual.</p> <p>8.2 At the time of engagement an employer will inform each employee in writing of the terms of their engagement and, in particular, whether they are to be full-time, part-time or casual.</p>
<p>11. Full-time employment</p> <p>A full-time employee is one who works an average of 38 hours per week.</p>	<p>9. Full-time employment</p> <p>A full-time employee is engaged to work an average of 38 hours per week.</p>
<p>12. Part-time employment</p> <p>12.1 A part-time employee:</p> <p>(a) works less than full-time hours of 38 per week;</p> <p>(b) has predictable hours of work; and</p> <p>(c) receives, on a pro rata basis, equivalent pay and conditions to full-time employees in the same classification.</p>	<p>10. Part-time employment</p> <p>10.1 A part-time employee:</p> <p>(a) works less than full-time hours of 38 per week;</p> <p>(b) has predictable hours of work; and</p> <p>(c) receives, on a pro rata basis, equivalent pay and conditions to full-time employees in the same classification.</p>

<p>12.2 At the time of engagement the employer and the part-time employee will agree in writing on a regular pattern of work including the hours to be worked and the starting and finishing times on each day. These hours once fixed can only be varied by mutual agreement.</p>	<p>10.2 At the time of engagement the employer and the part-time employee will agree in writing on a regular pattern of work including:</p> <p>(a) the hours to be worked; and</p> <p>(b) the starting and finishing times on each day.</p> <p>10.3 These hours, once fixed, can only be varied by mutual agreement.</p>
<p>12.3 Any agreed variation to the regular pattern of work will be recorded in writing.</p>	<p>10.4 Any agreed variation to the regular pattern of work will be recorded in writing.</p>
<p>12.4 An employer is required to roster a part-time employee for a minimum of four consecutive hours on any shift.</p> <p>12.5 An employee who does not meet the definition of a part-time employee and who is not a full-time employee will be paid as a casual employee in accordance with clause 13—Casual employment—other than liquor employees or 14—Casual employment—liquor employees.</p>	<p>10.5 Minimum engagement</p> <p>An employer is required to roster a part-time employee for a minimum of four consecutive hours on any shift.</p> <p>10.6 An employee who does not meet the definition of a part-time employee and who is not a full-time employee will be paid as a casual employee in accordance with clause 11—Casual employment—other than liquor employees or 12—Casual employment—liquor employees.</p>
<p>12.6 All time worked in excess of the hours as mutually arranged will be overtime and paid for at the rates prescribed in clause 29—Overtime.</p> <p>12.7 A part-time employee must be paid for ordinary hours worked at the minimum hourly rate prescribed for the relevant classification.</p> <p>12.8 A part-time employee will receive a minimum of eight full days off for each four week period.</p>	<p>10.7 All time worked in excess of the hours as mutually arranged will be overtime and paid for at the rates prescribed in clause 22—Overtime.</p> <p>10.8 A part-time employee must be paid for ordinary hours worked at the minimum hourly rate prescribed for the relevant classification.</p> <p>10.9 A part-time employee will receive a minimum of eight full days off for each four week period.</p>
<p>13. Casual employment—other than liquor employees</p> <p>13.1 This clause applies to employees in the classifications in clause 17—Classifications—other than liquor employees. A casual employee is an employee engaged and paid as such.</p>	<p>11. Casual employment—other than liquor employees</p> <p>11.1 This clause applies to employees in the classifications in clause 13—Classifications—other than liquor employees.</p> <p>11.2 A casual employee is an employee who is engaged and paid as a casual employee.</p>

<p>13.2 Except as provided in clause 13.3, a casual employee is to be paid the minimum hourly wage for the relevant classification in clause 19—Minimum wages, plus a loading of 25%. Such loading is instead of all paid leave including annual leave, personal/carer’s leave and public holidays not worked whether prescribed in this award or the NES.</p>	<p>11.3 Casual loading</p> <p>(a) Except as provided in clause 11.6, a casual employee is to be paid the minimum hourly rate for the relevant classification in clause 17—Minimum wages, plus a loading of 25%.</p> <p>(b) The casual loading is instead of all paid leave including annual leave, personal/carer’s leave and public holidays not worked whether prescribed in this award or the NES.</p> <p>11.4 Casual employees must be paid at the termination of each engagement, but may agree to be paid weekly, fortnightly or monthly.</p>
<p>13.3 Sunday and public holiday rates</p> <p>(a) For work on Sundays a casual employee is to be paid the minimum hourly wage prescribed in clause 19 for the relevant classification plus 100%.</p> <p>(b) For work on a public holiday a casual employee is to be paid the minimum hourly wage prescribed in clause 19 for the relevant classification plus 150%.</p> <p>13.4 Casual employees must be paid at the termination of each engagement, but may agree to be paid weekly, fortnightly or monthly.</p>	<p>11.6 Sunday and public holiday rates</p> <p>(a) For work on Sundays a casual employee is to be paid 200% of the minimum hourly rate prescribed in clause 17 for the relevant classification.</p> <p>(b) For work on a public holiday a casual employee is to be paid 250% of the minimum hourly rate prescribed in clause 17 for the relevant classification.</p>
<p>13.5 A casual employee engaged on night cleaning duties between the hours of 11.00 pm and 7.00 am will be paid the casual loading of 25% and in addition a shift allowance of 30% for all time worked. The provisions of clauses 26—Ordinary hours of work and rostering and 29—Overtime do not apply.</p>	<p>11.7 Night cleaning duties</p> <p>A casual employee engaged on night cleaning duties between the hours of 11.00 pm and 7.00 am will be paid 155% of the minimum hourly rate (inclusive of a casual loading of 25% and a shift allowance of 30%) for all time worked. The provisions of clauses 15—Ordinary hours of work and 22—Overtime do not apply to night cleaning duties.</p>
<p>13.6 A casual employee who reports for work and is not allowed to start will be paid for four hours at the minimum wage for the relevant classification.</p>	<p>11.5 Minimum engagement</p> <p>A casual employee who reports for work and is not allowed to start will be paid for four hours at the minimum rate for the relevant classification.</p>

<p>14. Casual employment—liquor employees</p> <p>14.1 This clause applies to liquor employees in the classifications set out in clause 18—Classifications—liquor employees. A casual employee is an employee engaged and paid as such.</p> <p>14.2 Casual employees must be paid the minimum hourly wages in clause 14.3, irrespective of age or experience, provided that an employee 19 years of age or over will be paid the adult rate. The formula set out in clause 14.8 is used to adjust the hourly rates.</p>	<p>12. Casual employment—liquor employees</p> <p>12.1 This clause applies to liquor employees in the classifications set out in clause 14—Classifications—liquor employees. A casual employee is an employee who is engaged and paid as a casual employee.</p> <p>12.2 Casual employees 19 years of age or over must be paid the minimum hourly rates in clause 12.4.</p> <p>12.3 The formula set out in clause A.2.4 is used to adjust the hourly rates</p>												
<p>14.3 Bar attendants, cashiers and adults picking up glasses must be paid the rate for work performed on any one day as follows:</p> <p>(a) weekdays and Saturdays—\$25.56 per hour with a minimum payment of \$102.24;</p> <p>(b) Sundays—\$34.59 per hour with a minimum payment of \$138.38;</p> <p>(c) public holidays—\$43.25 per hour with a minimum payment of \$173.04.</p>	<p>12.4 Penalty rates—adult employees</p> <p>Bar attendants, cashiers and adults engaged in picking up glasses must be paid the rate for work performed on any one day as follows:</p> <table border="1" data-bbox="1220 614 2112 853"> <thead> <tr> <th>Day</th> <th>Minimum hourly rate \$</th> <th>Minimum payment \$</th> </tr> </thead> <tbody> <tr> <td>Monday to Saturday</td> <td>25.56</td> <td>102.24</td> </tr> <tr> <td>Sunday</td> <td>34.59</td> <td>138.38</td> </tr> <tr> <td>Public holiday</td> <td>43.25</td> <td>173.04</td> </tr> </tbody> </table>	Day	Minimum hourly rate \$	Minimum payment \$	Monday to Saturday	25.56	102.24	Sunday	34.59	138.38	Public holiday	43.25	173.04
Day	Minimum hourly rate \$	Minimum payment \$											
Monday to Saturday	25.56	102.24											
Sunday	34.59	138.38											
Public holiday	43.25	173.04											
<p>14.4 Employees 18 years of age or under picking up glasses must be paid the rates for work performed on any one day as follows:</p> <p>(a) weekdays and Saturdays—\$20.45 per hour with a minimum payment of \$81.78;</p> <p>(b) Sundays—\$27.68 per hour with a minimum payment of \$110.71;</p> <p>(c) public holidays—\$34.60 per hour with a minimum payment of \$138.42.</p>	<p>12.5 Penalty rates—junior employees</p> <p>Employees 18 years of age or under engaged in picking up glasses must be paid the rate for work performed on any one day as follows:</p> <table border="1" data-bbox="1220 1029 2112 1268"> <thead> <tr> <th>Day</th> <th>Minimum hourly rate \$</th> <th>Minimum payment \$</th> </tr> </thead> <tbody> <tr> <td>Monday to Saturday</td> <td>20.45</td> <td>81.78</td> </tr> <tr> <td>Sunday</td> <td>27.67</td> <td>110.71</td> </tr> <tr> <td>Public holiday</td> <td>34.60</td> <td>138.42</td> </tr> </tbody> </table>	Day	Minimum hourly rate \$	Minimum payment \$	Monday to Saturday	20.45	81.78	Sunday	27.67	110.71	Public holiday	34.60	138.42
Day	Minimum hourly rate \$	Minimum payment \$											
Monday to Saturday	20.45	81.78											
Sunday	27.67	110.71											
Public holiday	34.60	138.42											

<p>14.5 Employees in charge of, or supervising the work of, bar attendants or cashiers must be paid an allowance of 2.4% of the standard rate per week.</p> <p>14.6 Employees working on a shop day, that is preparing for a function on the day before such function or cleaning up on the day after the function, must be paid as follows:</p> <ul style="list-style-type: none"> (a) weekdays and Saturdays—\$25.56 per hour; (b) Sundays—\$34.59 per hour; (c) public holidays—\$43.25 per hour. <p>14.7 Employees must be paid an allowance of 20% of the standard hourly rate per engagement for engagements finishing after 10.00 pm.</p>	<p>12.6 Employees in charge of, or supervising the work of, bar attendants or cashiers must be paid an allowance of \$18.80 per week.</p> <p>Employees working on a ‘shop day’, that is preparing for a function on the day before such function or cleaning up on the day after the function, must be paid as follows:</p> <table border="1" data-bbox="1220 319 1870 558"> <thead> <tr> <th>Day</th> <th>Minimum hourly rate \$</th> </tr> </thead> <tbody> <tr> <td>Monday to Saturday</td> <td>25.56</td> </tr> <tr> <td>Sunday</td> <td>34.59</td> </tr> <tr> <td>Public holiday</td> <td>43.25</td> </tr> </tbody> </table> <p>12.7 Employees must be paid an allowance of \$4.12 per engagement where the employee finishes after 10.00 pm.</p>	Day	Minimum hourly rate \$	Monday to Saturday	25.56	Sunday	34.59	Public holiday	43.25
Day	Minimum hourly rate \$								
Monday to Saturday	25.56								
Sunday	34.59								
Public holiday	43.25								
<p>14.8 Where a general review of minimum wages results in an adjustment of a flat weekly amount:</p> <ul style="list-style-type: none"> (a) adult hourly rates in this clause will be adjusted by dividing the dollar amount by 38 and adding the following loadings: <ul style="list-style-type: none"> (i) Monday to Saturdays—50%; (ii) Sunday—100%; (iii) public holidays—150%; (b) The rates for employees 18 years of age and under picking up glasses will be 80% of the hourly rates set out in clause 14.3 with a minimum payment of four hours. 	<p>A.1.1 Method of adjustment</p> <p>Where a general review of minimum rates results in an adjustment of a flat weekly amount:</p> <ul style="list-style-type: none"> (a) adult hourly rates in this clause will be adjusted by dividing the dollar amount of the increase by 38 and adding the following loadings: <ul style="list-style-type: none"> (i) Monday to Saturday—50%; (ii) Sunday—100%; (iii) public holiday—150%; (b) The rates for employees 18 years of age and under picking up glasses will be 80% of the minimum hourly rates set out in clause 12.4 with a minimum payment of four hours. 								
<p>14.9 The foregoing rates of pay have been loaded to compensate employees for the casual nature of the work, weekend and holiday penalties and benefits otherwise available to full-time employees including annual leave, personal/carer’s leave, etc.</p>	<p>12.8 The rates of pay in clause 12 have been loaded to compensate employees for the casual nature of the work, weekend and holiday penalties and benefits otherwise available to full-time employees including annual leave, personal/carer’s leave, etc.</p>								

<p><i>Provisions moved to new Part 8</i></p> <p>15. Termination of employment</p> <p>15.1 Notice of termination is provided for in the NES.</p> <p>...</p> <p>15.3 Job search entitlement</p> <p><i>Clause 15.3 now clause 36 - combined with clause 16.4 (Redundancy)</i></p>	<p><i>Provisions moved to new Part 8</i></p> <p>Part 8—Termination of Employment and Redundancy</p> <p>32. Termination of employment</p> <p><i>Provision not reproduced - no change</i></p> <p><i>Clause 15.3 now clause 36 - combined with clause 16.4 (Redundancy)</i></p>
<p>16. Redundancy</p> <p><i>Provision not reproduced - no change other than renumbering of clause and clause titles</i></p> <p>16.2 Transfer to lower paid duties</p> <p>16.3 Employee leaving during notice period</p> <p>16.4 Job search entitlement</p>	<p>33. Redundancy</p> <p><i>Provision not reproduced - no change other than renumbering of clause and clause titles</i></p> <p>34. Transfer to lower paid job on redundancy</p> <p>35. Employee leaving during redundancy notice period</p> <p>36. Job search entitlement</p>
<p>16.5 Transitional provisions – NAPSA employees</p> <p>16.6 Transitional provisions – Division 2B State employees</p>	<p><i>Transitional provisions removed – obsolete</i></p>
<p>Part 4—Minimum Wages and Related Matters</p> <p>17. Classifications—other than liquor employees</p> <p>17.1 Introductory level employee means an employee who enters the industry and who has not demonstrated the competency requirements of a Grade 1 racecourse attendant. An employee at this level will undergo training for up to three months before progressing to grade 1. Progression to grade 1 may be delayed for a further period of up to three months where it is agreed that further training is required.</p>	<p>13. Classifications—other than liquor employees</p> <p>13.1 Introductory level</p> <p>(a) Introductory level employee means an employee who enters the industry and who has not demonstrated the competency requirements of a Grade 1 racecourse attendant.</p> <p>(b) An employee at this level will undergo training for up to three months before progressing to grade 1.</p> <p>(c) Progression to grade 1 may be delayed for a further period of up to three months where it is agreed that further training is required.</p>

<p>17.2 Grade 1 racecourse attendant includes the following classifications:</p> <p>Cloakroom attendant (not handling cash), door attendant, gate person, general attendant, parking attendant (not handling cash), cleaning and utility person, catching pen attendant, kennel attendant, numbers room attendant, parade official, ticket examiner, ticket taker, turnstile attendant (not handling cash), usher.</p>	<p>13.2 Grade 1 Racecourse Attendant</p> <p>Grade 1 racecourse attendant includes the following classifications:</p> <ul style="list-style-type: none"> • cloakroom attendant (not handling cash); • door attendant; • gate person; • general attendant; • parking attendant (not handling cash); • cleaning and utility person; • catching pen attendant; • kennel attendant; • numbers room attendant; • parade official; • ticket examiner; • ticket taker; • turnstile attendant (not handling cash); • usher.
<p>17.3 Grade 2 racecourse attendant includes the following classifications:</p> <p>Assistant judge (greyhound fixtures), jockey room attendant, parking attendant (handling cash), bookmakers' price clerk, cloak room attendant (handling cash), programme seller, raceday office assistant, scratching board attendant, teleprint semaphore board operator, ticket/token seller, timekeeper (greyhound fixtures), turnstile attendant (handling cash), EFTPOS operator, general administration, general sales person, tour guide.</p>	<p>13.3 Grade 2 Racecourse Attendant</p> <p>Grade 2 racecourse attendant includes the following classifications:</p> <ul style="list-style-type: none"> • assistant judge (greyhound fixtures); • jockey room attendant; • parking attendant (handling cash); • bookmakers' price clerk; • cloak room attendant (handling cash); • programme seller; • raceday office assistant; • scratching board attendant; • teleprint semaphore board operator; • ticket/token seller, timekeeper (greyhound fixtures); • turnstile attendant (handling cash); • EFTPOS operator;

	<ul style="list-style-type: none"> • general administration; • general sales person; •tour guide.
<p>17.4 Grade 3 racecourse attendant includes the following classifications:</p> <p>Assistant starter, banker, barrier attendant, crowd controller, hare driver, kennel supervisor, raceday office assistant handling acceptances or wages, early gates, raceday veterinary assistant, starter (greyhounds), swab attendant, ticket seller operating a computer terminal with advance bookings facilities, supervisor of one to nine employees.</p>	<p>13.4 Grade 3 Racecourse Attendant</p> <p>Grade 3 racecourse attendant includes the following classifications:</p> <ul style="list-style-type: none"> • assistant starter; • banker; • barrier attendant; • crowd controller; • hare driver; • kennel supervisor; • raceday office assistant handling acceptances or wages; • early gates; • raceday veterinary assistant; • starter (greyhounds); • swab attendant; • ticket seller operating a computer terminal with advance bookings facilities; and • supervisor of one to nine employees.
<p>17.5 Grade 4 racecourse attendant includes the following classifications:</p> <p>Farrier, starter, mobile barrier driver, stewards patrol video camera operator, supervisor of 10 or more employees.</p>	<p>13.5 Grade 4 racecourse attendant</p> <p>Grade 4 racecourse attendant includes the following classifications:</p> <ul style="list-style-type: none"> • farrier; • starter; • mobile barrier driver; • stewards patrol video camera operator; and • supervisor of 10 or more employees.
<p>17.6 Grade 1 raceday official includes the following classifications:</p> <p>Ground announcer, bird cage attendant.</p>	<p>13.6 Grade 1 Raceday Official</p> <p>Grade 1 raceday official includes the following classifications:</p> <ul style="list-style-type: none"> • ground announcer; and • bird cage attendant.

<p>17.7 Grade 2 raceday official includes the following classifications: Racecourse inspector, betting supervisor, assistant clerk of scales, identification official, assistant clerk of the course, timekeeper.</p>	<p>13.7 Grade 2 Raceday Official Grade 2 raceday official includes the following classifications:</p> <ul style="list-style-type: none"> • racecourse inspector; • betting supervisor; • assistant clerk of scales; • identification official, • assistant clerk of the course; and • timekeeper.
<p>17.8 Grade 3 raceday official includes the following classifications: Chief course inspector, clerk of scales, chief betting supervisor, clerk of the course, assistant judge.</p>	<p>13.8 Grade 3 Raceday Official Grade 3 raceday official includes the following classifications:</p> <ul style="list-style-type: none"> • chief course inspector; • clerk of scales; • chief betting supervisor; • clerk of the course; and • assistant judge.
<p>17.9 Grade 4 raceday official includes the following classifications: Raceday judge, raceday racecaller.</p>	<p>13.9 Grade 4 Raceday Official Grade 4 raceday official includes the following classifications:</p> <ul style="list-style-type: none"> • raceday judge; and • raceday racecaller.
<p>18. Classifications—liquor employees Liquor employees in the classifications of bar attendant, cashier, adult picking up glasses and employees 18 years of age or under picking up glasses are engaged on a casual basis as set out in clause 14—Casual employment—liquor employees.</p>	<p>14. Classifications—liquor employees</p> <p>14.1 Liquor employees include the following classifications:</p> <ul style="list-style-type: none"> • bar attendant; • cashier; • adult picking up glasses; and • employees 18 years of age or under picking up glasses. <p>14.2 Liquor employees are engaged on a casual basis as set out in clause 12—Casual employment—liquor employees.</p>

<p>19. Minimum wages</p> <p>19.1 Juniors</p> <p>Junior employees in the classifications in clause 17—Classifications—other than liquor employees must be paid a percentage of the minimum wage introductory level determined according to this table:</p> <table border="1"> <thead> <tr> <th></th> <th style="text-align: center;">%</th> </tr> </thead> <tbody> <tr> <td>18 years of age and under</td> <td style="text-align: center;">75</td> </tr> <tr> <td>19 years of age and over</td> <td style="text-align: center;">100</td> </tr> </tbody> </table>		%	18 years of age and under	75	19 years of age and over	100	<p>Part 4—Wages and Allowances</p> <p>17. Minimum wages</p> <p>17.2 Junior employees</p> <p>Junior employees in the classifications in clause 13—Classifications—other than liquor employees must be paid a percentage of the Introductory level rate determined according to this table:</p> <table border="1"> <thead> <tr> <th>Age</th> <th style="text-align: center;">% of Introductory level rate</th> </tr> </thead> <tbody> <tr> <td>18 years and under</td> <td style="text-align: center;">75</td> </tr> <tr> <td>19 years and over</td> <td style="text-align: center;">100</td> </tr> </tbody> </table>	Age	% of Introductory level rate	18 years and under	75	19 years and over	100																																																
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<p>19.2 Adults</p> <p>Employees engaged in the classifications set out in clause 17 are entitled to the following minimum wages:</p> <table border="1"> <thead> <tr> <th style="text-align: left;">Classification</th> <th style="text-align: center;">Weekly \$</th> <th style="text-align: center;">Hourly \$</th> </tr> </thead> <tbody> <tr> <td>Introductory level employee</td> <td style="text-align: center;">672.70</td> <td style="text-align: center;">17.70</td> </tr> <tr> <td>Grade 1 racecourse attendant</td> <td style="text-align: center;">692.10</td> <td style="text-align: center;">18.21</td> </tr> <tr> <td>Grade 2 racecourse attendant</td> <td style="text-align: center;">718.60</td> <td style="text-align: center;">18.91</td> </tr> <tr> <td>Grade 3 racecourse attendant</td> <td style="text-align: center;">743.30</td> <td style="text-align: center;">19.56</td> </tr> <tr> <td>Grade 4 racecourse attendant</td> <td style="text-align: center;">783.30</td> <td style="text-align: center;">20.61</td> </tr> <tr> <td>Grade 1 raceday official</td> <td style="text-align: center;">783.30</td> <td style="text-align: center;">20.61</td> </tr> <tr> <td>Grade 2 raceday official</td> <td style="text-align: center;">807.70</td> <td style="text-align: center;">21.26</td> </tr> <tr> <td>Grade 3 raceday official</td> <td style="text-align: center;">832.20</td> <td style="text-align: center;">21.90</td> </tr> <tr> <td>Grade 4 raceday official</td> <td style="text-align: center;">854.60</td> <td style="text-align: center;">22.49</td> </tr> </tbody> </table>	Classification	Weekly \$	Hourly \$	Introductory level employee	672.70	17.70	Grade 1 racecourse attendant	692.10	18.21	Grade 2 racecourse attendant	718.60	18.91	Grade 3 racecourse attendant	743.30	19.56	Grade 4 racecourse attendant	783.30	20.61	Grade 1 raceday official	783.30	20.61	Grade 2 raceday official	807.70	21.26	Grade 3 raceday official	832.20	21.90	Grade 4 raceday official	854.60	22.49	<p>17.1 Adult employees</p> <p>An employer must pay adult employees the following minimum rates for ordinary hours worked by the employee:</p> <table border="1"> <thead> <tr> <th style="text-align: left;">Employee classification</th> <th style="text-align: center;">Minimum weekly rate \$</th> <th style="text-align: center;">Minimum hourly rate \$</th> </tr> </thead> <tbody> <tr> <td>Introductory level employee</td> <td style="text-align: center;">672.70</td> <td style="text-align: center;">17.70</td> </tr> <tr> <td>Grade 1 racecourse attendant</td> <td style="text-align: center;">692.10</td> <td style="text-align: center;">18.21</td> </tr> <tr> <td>Grade 2 racecourse attendant</td> <td style="text-align: center;">718.60</td> <td style="text-align: center;">18.91</td> </tr> <tr> <td>Grade 3 racecourse attendant</td> <td style="text-align: center;">743.30</td> <td style="text-align: center;">19.56</td> </tr> <tr> <td>Grade 4 racecourse attendant</td> <td style="text-align: center;">783.30</td> <td style="text-align: center;">20.61</td> </tr> <tr> <td>Grade 1 raceday official</td> <td style="text-align: center;">783.30</td> <td style="text-align: center;">20.61</td> </tr> <tr> <td>Grade 2 raceday official</td> <td style="text-align: center;">807.70</td> <td style="text-align: center;">21.26</td> </tr> <tr> <td>Grade 3 raceday official</td> <td style="text-align: center;">832.20</td> <td style="text-align: center;">21.90</td> </tr> <tr> <td>Grade 4 raceday official</td> <td style="text-align: center;">854.60</td> <td style="text-align: center;">22.49</td> </tr> </tbody> </table>	Employee classification	Minimum weekly rate \$	Minimum hourly rate \$	Introductory level employee	672.70	17.70	Grade 1 racecourse attendant	692.10	18.21	Grade 2 racecourse attendant	718.60	18.91	Grade 3 racecourse attendant	743.30	19.56	Grade 4 racecourse attendant	783.30	20.61	Grade 1 raceday official	783.30	20.61	Grade 2 raceday official	807.70	21.26	Grade 3 raceday official	832.20	21.90	Grade 4 raceday official	854.60	22.49
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<p>19.3 Supported wage system for employees with a disability</p> <p>See Schedule B</p>	<p>17.3 Supported wage system</p> <p>For employees who because of the effects of a disability are eligible for a supported wage, see Schedule C—Supported Wage System.</p>																																																												

<p>19.4 School-based apprentices See Schedule C</p>	<p>17.4 School-based apprentices For school-based apprentices, see Schedule D—School-based Apprentices.</p>
<p>19.5 National training wage See Schedule D</p>	<p>17.5 National training wage For employees undertaking a traineeship, see Schedule E—National Training Wage.</p>
<p>20. Allowances</p> <p>20.1 Footwear for wet work An employee required to work in the rain or in wet conditions underfoot at a race meeting must be paid an allowance of \$6 per meeting to a maximum of \$12 per week for the purpose of purchasing suitable footwear for such duties. This clause does not apply where waterproof footwear is supplied by the employer.</p>	<p>20. Allowances Employers must pay to an employee the allowances the employee is entitled to under this clause. See Schedule B for a summary of monetary allowances and method of adjustment.</p> <p>20.2 Expense-related allowances</p> <p>(a) Footwear for wet work An employee required to work in the rain or in wet conditions underfoot at a race meeting must be paid an allowance of \$6.00 per meeting to a maximum of \$12.00 per week for the purpose of purchasing suitable footwear for such duties. Clause 20.2(a) does not apply where waterproof footwear is supplied by the employer.</p>
<p>20.2 Tractor plant An employee in charge of a tractor plant (as defined) must receive an additional payment of 3% of the standard rate, weekly or hourly as the case may be.</p>	<p>20.1 Wage-related allowances</p> <p>(a) Tractor plant An employee in charge of a tractor plant (as defined in clause 2—Definitions) must receive an additional payment of \$23.50 per week or \$0.62 per hour as the case may be.</p>
<p>20.3 Protective clothing and equipment Where an employee is required to wear protective clothing (e.g. oilskins, gumboots, overalls, goggles, safety boots, etc.), the employer must reimburse the employee on proof of purchase for the cost of purchasing such special clothing and equipment. The employee is responsible for maintaining these items in a serviceable condition. The provisions of this paragraph do not apply where the clothing and equipment is paid for by the employer.</p>	<p>20.2 Expense-related allowances</p> <p>(b) Protective clothing and equipment Where an employee is required to wear protective clothing (e.g. oilskins, gumboots, overalls, goggles, safety boots, etc.), the employer must reimburse the employee on proof of purchase for the cost of purchasing such special clothing and equipment. The employee is responsible for maintaining these items in a serviceable condition. The provisions of clause 20.2(b) do not apply where the clothing and equipment is paid for by the employer.</p>

<p>20.4 Loss of clothing</p> <p>The employer must reimburse an employee up to a maximum of 95% of the weekly standard rate for a single claim if an employee's clothing is destroyed by fire in an employer's changing house or other shelter, provided that such destruction is not caused in any way by the employee's own wilful act or neglect.</p>	<p>20.1 Wage-related allowances</p> <p>(b) Loss of clothing</p> <p>The employer must reimburse an employee up to a maximum of \$744.14 per single claim if an employee's clothing is destroyed by fire in an employer's changing house or other shelter, provided that the destruction is not caused in any way by the employee's own wilful act or neglect.</p>
<p>20.5 Accommodation</p> <p>Where an employee is required by the employer to live on the premises and is required to act as caretaker, the employee must be paid an allowance equal to the amount of the rental charged by the employer for the accommodation at the said premises.</p>	<p>20.2 Expense-related allowances</p> <p>(c) Accommodation</p> <p>Where an employee is required by the employer to live on the premises and is required to act as caretaker, the employee must be paid an allowance equal to the amount of the rental charged by the employer for the accommodation at the said premises.</p>
<p>20.6 Meal allowance</p> <p>An employee who is required to work overtime for one and a half hours or more immediately after the completion of their ordinary hours of work on an ordinary working day or immediately after the completion of eight hours of work on a Saturday, Sunday or public holiday, must be paid a meal allowance of \$10.98 unless the employer provides a meal.</p>	<p>20.2 Expense-related allowances</p> <p>(d) Meal allowance</p> <p>An employee who is required to work overtime for one and a half hours or more immediately after the completion of their ordinary hours of work on an ordinary working day or immediately after the completion of eight hours of work on a Saturday, Sunday or public holiday, must be paid a meal allowance of \$10.74 unless the employer provides a meal.</p>
<p>20.7 First aid attendant</p> <p>Any employee holding a first aid qualification from the St John Ambulance or a similar body and who is appointed by the employer to perform first aid duties must be paid an allowance of 2% of the standard rate calculated weekly or hourly as the case may be.</p>	<p>20.1 Wage-related allowances</p> <p>(c) First aid attendant</p> <p>(i) An employee will be paid an allowance of \$15.67 per week or \$0.41 per hour if they:</p> <ul style="list-style-type: none"> • hold a first aid qualification from the St John Ambulance or a similar body; and • are appointed by the employer to perform first aid duty.

<p>20.8 Horse and saddlery</p> <p>(a) Where an employer requires a clerk of the course or an assistant clerk of the course to supply their own horses and saddlery, the employer must pay the employee for an additional two hours at the minimum rate per engagement.</p> <p>(b) Where an employer requires a clerk of the course or an assistant clerk of the course to provide their own riding apparel, the employer must either reimburse the employee for the cost of providing and maintaining the riding apparel or pay the employee for an additional hour at the appropriate minimum wage per engagement.</p>	<p>20.2 Expense-related allowances</p> <p>(e) Horse and saddlery</p> <p>(i) Where an employer requires a clerk of the course or an assistant clerk of the course to supply their own horses and saddlery, the employer must pay the employee for an additional two hours at the minimum hourly rate per engagement.</p> <p>(ii) Where an employer requires a clerk of the course or an assistant clerk of the course to provide their own riding apparel, the employer must either reimburse the employee for the cost of providing and maintaining the riding apparel or pay the employee for an additional hour at the appropriate minimum hourly rate per engagement.</p>												
<p>20.9 Adjustment of expense-related allowances</p> <p>At the time of any adjustment to the standard rate, each expense-related allowance in this clause must 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.</p> <p>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:</p> <table border="1"> <thead> <tr> <th>Allowance</th> <th>Applicable Consumer Price Index figure</th> </tr> </thead> <tbody> <tr> <td>Meal allowance</td> <td>Take-away and fast foods sub-group</td> </tr> <tr> <td>Footwear allowance</td> <td>Clothing and footwear group</td> </tr> </tbody> </table>	Allowance	Applicable Consumer Price Index figure	Meal allowance	Take-away and fast foods sub-group	Footwear allowance	Clothing and footwear group	<p>B.2.2 Adjustment of expense-related allowances</p> <p>(a) At the time of any adjustment to the standard rate, each expense-related allowance in this clause must 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.</p> <p>(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:</p> <table border="1"> <thead> <tr> <th>Allowance</th> <th>Applicable Consumer Price Index figure</th> </tr> </thead> <tbody> <tr> <td>Meal allowance</td> <td>Take-away and fast foods sub-group</td> </tr> <tr> <td>Footwear allowance</td> <td>Clothing and footwear group</td> </tr> </tbody> </table>	Allowance	Applicable Consumer Price Index figure	Meal allowance	Take-away and fast foods sub-group	Footwear allowance	Clothing and footwear group
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<p>22 Accident pay</p> <p><i>Provision not reproduced - clause removed- see AM2014/190</i></p>	<p><i>Transitional provision - clause removed - obsolete - see AM2014/190</i></p>
<p>23. Higher duties</p> <p>An employee who is required to do work for which a higher rate is fixed than that provided for their ordinary duties must, if such work exceeds a total of four hours on any day, be paid at the higher rate for all work done on such day. In all other cases the employee must be paid the higher rate for the actual time worked.</p>	<p>18. Higher duties</p> <p>18.1 An employee required by the employer to perform work in a position for which a higher rate is fixed for more than four hours on any day, must be paid the rate applicable to that higher level for all work done on that day.</p> <p>18.2 An employee required by the employer to perform work in a position for which a higher rate is fixed for up to four hours, must be paid the higher rate for the actual time worked at that higher level.</p>
<p>24. Payment of wages</p> <p>Wages must be paid either by cash, cheque or electronic funds transfer into the bank or financial institution account nominated by the employee.</p>	<p>19. Payment of wages</p> <p>Wages must be paid either by cash, cheque or electronic funds transfer into the bank or financial institution account nominated by the employee.</p> <p>NOTE: Regulations 3.33(3) and 3.46(1)(g) of <i>Fair Work Regulations 2009</i> set out the requirements for pay records and the content of payslips including the requirement to separately identify any allowance paid.</p>
<p>25. Superannuation</p> <p><i>Provision not reproduced - no change</i></p>	<p>21. Superannuation</p> <p><i>Provision not reproduced - no change</i></p>
<p>Part 5—Hours of Work and Related Matters</p> <p>26. Ordinary hours of work and rostering</p> <p>26.1 Except as provided elsewhere in this award the ordinary working hours are 38 hours per week or an average of 38 hours per week over a four week period.</p> <p>26.2 The commencing and finishing times of employees other than casuals when once fixed must not be altered except by agreement or by the employer on 14 days' notice.</p>	<p>Part 3—Hours of Work</p> <p>15. Ordinary hours of work</p> <p>15.1 Except as provided elsewhere in this award the ordinary working hours are:</p> <p>(a) 38 hours per week; or</p> <p>(b) an average of 38 hours per week over a four week period.</p> <p>15.2 Once fixed, the starting and finishing times of employees other than casuals must not be altered except by agreement or by the employer on 14 days' notice.</p>

<p><i>New clause inserted for the purposes of cross-referencing.</i></p>	<p>15.3 The provisions in clause 15.2 are subject to the requirements in clause 30— Consultation about changes to rosters or hours of work.</p>
<p>26.3 All employees must be engaged for a minimum of four hours.</p> <p>26.4 Where a casual employee is required by their employer to attend an inquiry conducted under the Rules of Racing on a day other than that of a racing fixture at which they are employed, they must be paid for the time of such attendance at ordinary rates with a minimum of two hours pay, plus reasonable expenses.</p>	<p>15.4 All employees must be engaged for a minimum of four hours.</p> <p>15.5 Where a casual employee is required by their employer to attend an inquiry conducted under the Rules of Racing on a day other than that of a racing fixture at which they are employed, they must be paid for the time of such attendance at ordinary rates with a minimum of two hours pay, plus reasonable expenses.</p>
<p>27. Breaks</p> <p>27.1 Rest breaks—casual employees</p> <p>(a) Casual employees engaged for a minimum of five hours must be allowed a rest break of 20 minutes without deduction of pay.</p> <p>(b) Casual employees required to continue working for a further five hours must be allowed a further rest break of 20 minutes without deduction of pay.</p> <p>(c) Both of the above rest breaks must be taken at a time convenient to the employer but not at the beginning or the end of the period of duty.</p>	<p>16. Breaks</p> <p>16.1 Rest breaks—casual employees</p> <p>(a) Casual employees engaged for a minimum of five hours must be allowed a rest break of 20 minutes without deduction of pay.</p> <p>(b) Casual employees required to continue working for a further five hours must be allowed a further rest break of 20 minutes without deduction of pay.</p> <p>(c) Both of the above rest breaks must be taken at a time convenient to the employer but not at the beginning or the end of the period of duty.</p>
<p>27.2 Meal breaks—other than casual employees</p> <p>(a) An employee other than a casual employee must be allowed a meal break of not less than 30 minutes, not later than five hours after commencing work.</p> <p>(b) An employee other than a casual employee required to work through their normal meal break must be paid at the rate of 150% of the relevant minimum wage until such time as they receive a meal break of the customary duration.</p>	<p>16.2 Meal breaks—other than casual employees</p> <p>(a) An employee other than a casual employee must be allowed an unpaid meal break of not less than 30 minutes, not later than five hours after commencing work.</p> <p>(b) An employee other than a casual employee required to work through their normal meal break must be paid at the rate of 150% of the minimum hourly rate until they receive a meal break of not less than 30 minutes.</p>

<p>27.3 Tea breaks—other than casual employees</p> <p>(a) An employee other than a casual employee must be allowed a tea break of 10 minutes duration without deduction of pay during the morning and afternoon periods of each working day at a time to be arranged by the employer.</p> <p>(b) The afternoon tea break is not to be taken in any establishment where the majority of employees agree to forego the break and cease normal work 10 minutes earlier each day.</p>	<p>16.3 Tea breaks—other than casual employees</p> <p>(a) An employee other than a casual employee must be allowed a tea break of 10 minutes' duration without deduction of pay during the morning and afternoon periods of each working day at a time to be arranged by the employer.</p> <p>(b) The afternoon tea break is not to be taken in any establishment where the majority of employees agree not to take the break and instead cease normal work 10 minutes earlier each day.</p>
<p>28. Penalty rates</p> <p>28.1 Penalty rates for casual employees are dealt with in clauses 13—Casual employment—other than liquor employees and 14—Casual employment—liquor employees.</p>	<p>23. Penalty rates</p> <p>23.1 Penalty rates for casual employees are dealt with in clauses 11—Casual employment—other than liquor employees and 12—Casual employment—liquor employees.</p>
<p>28.2 Full and part-time employees are entitled to the following penalty rates:</p> <p>(a) for all time worked between midnight Saturday and midnight Sunday—200% of the relevant minimum wage;</p> <p>(b) for all time worked on a public holiday—250% of the relevant minimum wage with a minimum of four hours pay. Alternatively, an employee who works on a public holiday may, by agreement, perform such work at 150% of the relevant minimum wage in that week provided that equivalent paid time is added to the employee's annual leave or one day off instead of such public holiday will be allowed to the employee during the week in which such holiday falls, provided that such holiday may be allowed to the employee within 28 days of such holiday falling due.</p>	<p>23.2 Full-time and part-time employees are entitled to the following penalty rates:</p> <p>(a) for all time worked between midnight Saturday and midnight Sunday—200% of the relevant minimum hourly rate;</p> <p>(b) for all time worked on a public holiday—250% of the relevant minimum hourly rate with a minimum of four hours pay; or</p> <p>(c) by agreement, an employee who works on a public holiday will be paid 150% of the relevant minimum hourly rate; and either</p> <p>(i) receive the equivalent paid time, added to the employee's annual leave, provided that the holiday is taken within 28 days of the public holiday; or</p> <p>(ii) receive one day off instead of the public holiday during the week in which the public holiday falls.</p>

<p>29. Overtime</p> <p>29.1 All time worked in excess of 38 hours a week or in excess of eight hours per day must be paid for at the rate of 150% of the relevant minimum wage for the first two hours and 200% after the first two hours.</p> <p>29.2 Except as provided in clause 29.3, in computing overtime each day's work will stand alone.</p>	<p>Part 5—Overtime and Penalty Rates</p> <p>22. Overtime</p> <p>22.1 All time worked in excess of 38 hours a week or in excess of eight hours per day will be overtime.</p> <p>22.2 Overtime is payable at the rate of 150% of the minimum hourly rate for the first two hours and 200% of the minimum hourly rate after two hours.</p> <p>22.3 Except as provided in clause 22.4, in computing overtime each day's work will stand alone.</p>
<p>29.3 Rest period after overtime</p> <p>When overtime work is necessary it will be arranged so that employees have at least 10 consecutive hours off duty between the work of successive days.</p> <p>(a) Where an employee (other than a casual employee) works so much overtime that there is less than 10 hours between finishing overtime from one day and the commencement of their ordinary work on the next day, the employee must be released, subject to clause 29.3(b) until they have had at least 10 consecutive hours off without loss of pay for ordinary working time occurring during such absence.</p> <p>(b) If, on the instructions of the employer, such an employee resumes work or continues work without having had such 10 consecutive hours off duty they will be paid at 200% of the relevant minimum wage until the employee is released from duty for such period and the employee can then be absent until they have had 10 consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.</p>	<p>22.4 Rest period after overtime</p> <p>When overtime work is necessary it will be arranged so that employees have at least 10 consecutive hours off duty between the work of successive days.</p> <p>(a) Where an employee (other than a casual employee) works so much overtime that there is less than 10 hours between finishing work on one day and starting work on the next day, the employee must be released, subject to clause 22.4(b) until they have had at least 10 consecutive hours off without loss of pay for ordinary working time occurring during such absence.</p> <p>(b) If, on the instructions of the employer, the employee resumes work or continues work without having had 10 consecutive hours off duty they will be paid at 200% of the minimum hourly rate until the employee is released from duty for the period and the employee can then be absent until they have had 10 consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.</p>
<p>29.4 Transport after overtime work</p> <p>When an employee, after having worked overtime, finishes work at a time when reasonable means of transport are not available the employer must provide the employee with transportation to their home.</p>	<p>22.5 Transport after overtime work</p> <p>When an employee, after having worked overtime, finishes work at a time when reasonable means of transport are not available the employer must provide the employee with transportation to their home.</p>

<p>29.5 Time off instead of payment for overtime</p> <p>(a) An employee and employer may agree in writing to the employee taking time off instead of being paid for a particular amount of overtime that has been worked by the employee.</p> <p>(b) Any amount of overtime that has been worked by an employee in a particular pay period and that is to be taken as time off instead of the employee being paid for it must be the subject of a separate agreement under clause 29.5.</p>	<p>22.6 Time off instead of payment for overtime</p> <p>(a) An employee and employer may agree in writing to the employee taking time off instead of being paid for a particular amount of overtime that has been worked by the employee.</p> <p>(b) Any amount of overtime that has been worked by an employee in a particular pay period and that is to be taken as time off instead of the employee being paid for it must be the subject of a separate agreement under clause 22.6.</p>
<p>(c) An agreement must state each of the following:</p> <p>(i) the number of overtime hours to which it applies and when those hours were worked;</p> <p>(ii) that the employer and employee agree that the employee may take time off instead of being paid for the overtime;</p> <p>(iii) that, if the employee requests at any time, the employer must pay the employee, for overtime covered by the agreement but not taken as time off, at the overtime rate applicable to the overtime when worked;</p> <p>(iv) that any payment mentioned in subparagraph (iii) must be made in the next pay period following the request.</p> <p>Note: An example of the type of agreement required by this clause is set out at Schedule H. There is no requirement to use the form of agreement set out at Schedule H. An agreement under clause 29.5 can also be made by an exchange of emails between the employee and employer, or by other electronic means.</p> <p>(d) The period of time off that an employee is entitled to take is the same as the number of overtime hours worked.</p> <p>EXAMPLE: By making an agreement under clause 29.5 an employee who worked 2 overtime hours is entitled to 2 hours' time off.</p>	<p>(c) An agreement must state each of the following:</p> <p>(i) the number of overtime hours to which it applies and when those hours were worked;</p> <p>(ii) that the employer and employee agree that the employee may take time off instead of being paid for the overtime;</p> <p>(iii) that, if the employee requests at any time, the employer must pay the employee, for overtime covered by the agreement but not taken as time off, at the overtime rate applicable to the overtime when worked;</p> <p>(iv) that any payment mentioned in subparagraph (iii) must be made in the next pay period following the request.</p> <p>Note: An example of the type of agreement required by this clause is set out at Schedule F. There is no requirement to use the form of agreement set out at Schedule F. An agreement under clause 22.6 can also be made by an exchange of emails between the employee and employer, or by other electronic means.</p> <p>(d) The period of time off that an employee is entitled to take is the same as the number of overtime hours worked.</p> <p>EXAMPLE: By making an agreement under clause 22.6 an employee who worked 2 overtime hours is entitled to 2 hours' time off.</p>

<p>(e) Time off must be taken:</p> <p>(i) within the period of 6 months after the overtime is worked; and</p> <p>(ii) at a time or times within that period of 6 months agreed by the employee and employer.</p> <p>(f) If the employee requests at any time, to be paid for overtime covered by an agreement under clause 29.5 but not taken as time off, the employer must pay the employee for the overtime, in the next pay period following the request, at the overtime rate applicable to the overtime when worked.</p>	<p>(e) Time off must be taken:</p> <p>(i) within the period of 6 months after the overtime is worked; and</p> <p>(ii) at a time or times within that period of 6 months agreed by the employee and employer.</p> <p>(f) If the employee requests at any time, to be paid for overtime covered by an agreement under clause 22.6 but not taken as time off, the employer must pay the employee for the overtime, in the next pay period following the request, at the overtime rate applicable to the overtime when worked.</p>
<p>(g) If time off for overtime that has been worked is not taken within the period of 6 months mentioned in paragraph (e), the employer must pay the employee for the overtime, in the next pay period following those 6 months, at the overtime rate applicable to the overtime when worked.</p> <p>(h) The employer must keep a copy of any agreement under clause 29.5 as an employee record.</p> <p>(i) An employer must not exert undue influence or undue pressure on an employee in relation to a decision by the employee to make, or not make, an agreement to take time off instead of payment for overtime.</p> <p>(j) An employee may, under section 65 of the Act, request to take time off, at a time or times specified in the request or to be subsequently agreed by the employer and the employee, instead of being paid for overtime worked by the employee. If the employer agrees to the request then clause 29.5 will apply, including the requirement for separate written agreements under paragraph (b) for overtime that has been worked.</p> <p>Note: If an employee makes a request under section 65 of the Act for a change in working arrangements, the employer may only refuse that request on reasonable business grounds (see section 65(5) of the Act).</p>	<p>(g) If time off for overtime that has been worked is not taken within the period of 6 months mentioned in paragraph (e), the employer must pay the employee for the overtime, in the next pay period following those 6 months, at the overtime rate applicable to the overtime when worked.</p> <p>(h) The employer must keep a copy of any agreement under clause 22.6 as an employee record.</p> <p>(i) An employer must not exert undue influence or undue pressure on an employee in relation to a decision by the employee to make, or not make, an agreement to take time off instead of payment for overtime.</p> <p>(j) An employee may, under section 65 of the Act, request to take time off, at a time or times specified in the request or to be subsequently agreed by the employer and the employee, instead of being paid for overtime worked by the employee. If the employer agrees to the request then clause 22.6 will apply, including the requirement for separate written agreements under paragraph (b) for overtime that has been worked.</p> <p>Note: If an employee makes a request under section 65 of the Act for a change in working arrangements, the employer may only refuse that request on reasonable business grounds (see section 65(5) of the Act).</p>

<p>(k) If, on the termination of the employee’s employment, time off for overtime worked by the employee to which clause 29.5 applies has not been taken, the employer must pay the employee for the overtime at the overtime rate applicable to the overtime when worked.</p> <p>Note: Under section 345(1) of the Act, a person must not knowingly or recklessly make a false or misleading representation about the workplace rights of another person under clause 29.5.</p>	<p>(k) If, on the termination of the employee’s employment, time off for overtime worked by the employee to which clause 22.6 applies has not been taken, the employer must pay the employee for the overtime at the overtime rate applicable to the overtime when worked.</p> <p>Note: Under section 345(1) of the Act, a person must not knowingly or recklessly make a false or misleading representation about the workplace rights of another person under clause 22.6.</p>
<p>Part 6—Leave and Public Holidays</p> <p>30. Annual leave</p> <p>30.1 Annual leave is provided for in the NES. Annual leave does not apply to casual employees.</p>	<p>Part 6—Leave and Public Holidays</p> <p>24. Annual leave</p> <p>24.1 Annual leave is provided for in the NES. Annual leave does not apply to casual employees.</p>
<p>30.2 Annual leave in advance</p> <p>(a) An employer and employee may agree in writing to the employee taking a period of paid annual leave before the employee has accrued an entitlement to the leave.</p> <p>(b) An agreement must:</p> <p>(i) state the amount of leave to be taken in advance and the date on which leave is to commence; and</p> <p>(ii) be signed by the employer and employee and, if the employee is under 18 years of age, by the employee’s parent or guardian.</p> <p>Note: An example of the type of agreement required by clause 30.2 is set out at Schedule F. There is no requirement to use the form of agreement set out at Schedule F</p> <p>(c) The employer must keep a copy of any agreement under clause 30.2 as an employee record.</p>	<p>24.4 Annual leave in advance</p> <p>(a) An employer and employee may agree in writing to the employee taking a period of paid annual leave before the employee has accrued an entitlement to the leave.</p> <p>(b) An agreement must:</p> <p>(i) state the amount of leave to be taken in advance and the date on which leave is to commence; and</p> <p>(ii) be signed by the employer and employee and, if the employee is under 18 years of age, by the employee’s parent or guardian.</p> <p>Note: An example of the type of agreement required by clause 24.4 is set out at Schedule G. There is no requirement to use the form of agreement set out at Schedule G</p> <p>(c) The employer must keep a copy of any agreement under clause 24.4 as an employee record.</p>

<p>(d) If, on the termination of the employee's employment, the employee has not accrued an entitlement to all of a period of paid annual leave already taken in accordance with an agreement under clause 30.2, the employer may deduct from any money due to the employee on termination an amount equal to the amount that was paid to the employee in respect of any part of the period of annual leave taken in advance to which an entitlement has not been accrued.</p>	<p>(d) If, on the termination of the employee's employment, the employee has not accrued an entitlement to all of a period of paid annual leave already taken in accordance with an agreement under clause 24.4, the employer may deduct from any money due to the employee on termination an amount equal to the amount that was paid to the employee in respect of any part of the period of annual leave taken in advance to which an entitlement has not been accrued.</p>
<p>30.3 Temporary close-down</p> <p>(a) Where an employer intends temporarily to close (or reduce to nucleus) the place of employment or a section of it for the purpose, amongst others, of allowing annual leave to the employees concerned or a majority of them, the employer may give those employees one month's notice in writing of an intention to apply the provisions of this clause. In the case of any employee engaged after notice has been given, notice must be given to that employee on the date of their engagement.</p> <p>(b) Where an employee has been given notice pursuant to clause 30.3(a) and the employee has:</p> <p>(i) accrued sufficient annual leave to cover the full period of closing, the employee must take paid annual leave for the full period of closing;</p> <p>(ii) insufficient accrued annual leave to cover the full period of closing, the employee must take paid annual leave to the full amount accrued and leave without pay for the remaining period of the closing; or</p> <p>(iii) no accrued annual leave, the employee must take leave without pay for the full period of closing.</p> <p>(c) Public holidays that fall within the period of close down will be paid as provided for in this award and will not count as a day of annual leave or leave without pay.</p>	<p>24.5 Temporary close-down</p> <p>(a) Where an employer intends temporarily to close (or reduce to nucleus) the place of employment or a section of it for the purpose, amongst others, of allowing annual leave to the employees concerned or a majority of them, the employer may give those employees one month's notice in writing of an intention to apply the provisions of this clause. In the case of any employee engaged after notice has been given, notice must be given to that employee on the date of their engagement.</p> <p>(b) Where an employee has been given notice pursuant to clause 24.5(a) and the employee has:</p> <p>(i) accrued sufficient annual leave to cover the full period of closing, the employee must take paid annual leave for the full period of closing;</p> <p>(ii) insufficient accrued annual leave to cover the full period of closing, the employee must take paid annual leave to the full amount accrued and leave without pay for the remaining period of the closing; or</p> <p>(iii) no accrued annual leave, the employee must take leave without pay for the full period of closing.</p> <p>(c) Public holidays that fall within the period of close down will be paid as provided for in this award and will not count as a day of annual leave or leave without pay.</p>

<p>30.4 Annual leave must be taken within 18 months of the entitlement accruing. For the purpose of ensuring accrued annual leave is taken within that period, and in the absence of agreement as provided for in s.88 of the Act, an employer may require an employee to take a period of annual leave from a particular date provided the employee is given at least 28 days notice.</p>	<p>24.6 Annual leave must be taken within 18 months of the entitlement accruing. For the purpose of ensuring accrued annual leave is taken within that period, and in the absence of agreement as provided for in s.88 of the Act, an employer may require an employee to take a period of annual leave from a particular date provided the employee is given at least 28 days' notice.</p>
<p>30.5 Before the start of the employee's annual leave the employer must pay the employee:</p> <p>(a) instead of the base rate of pay referred to in s.90(1) of the Act, the amount the employee would have earned for working their normal hours, exclusive of overtime, had they not been on leave; and</p> <p>(b) an additional loading of 17.5% of the relevant minimum wage in clause 19—Minimum wages.</p>	<p>24.2 Before the start of the employee's annual leave the employer must pay the employee:</p> <p>(a) instead of the base rate of pay referred to in s.90(1) of the Act, the amount the employee would have earned for working their normal hours, exclusive of overtime, had they not been on leave; and</p> <p>(b) an additional loading of 17.5% of the relevant minimum wage in clause 19—Minimum wages.</p>
<p>30.6 Electronic funds transfer (EFT) payment of annual leave</p> <p>Despite anything else in this clause, an employee paid by electronic funds transfer (EFT) may be paid in accordance with their usual pay cycle while on paid annual leave.</p>	<p>24.3 Electronic funds transfer (EFT) payment of annual leave</p> <p>Despite anything else in this clause, an employee paid by electronic funds transfer (EFT) may be paid in accordance with their usual pay cycle while on paid annual leave.</p>
<p>30.7 Cashing out of annual leave</p> <p>(a) Paid annual leave must not be cashed out except in accordance with an agreement under clause 30.7.</p> <p>(b) Each cashing out of a particular amount of paid annual leave must be the subject of a separate agreement under clause 30.7.</p> <p>(c) An employer and an employee may agree in writing to the cashing out of a particular amount of accrued paid annual leave by the employee.</p> <p>(d) An agreement under clause 30.7 must state:</p> <p>(i) the amount of leave to be cashed out and the payment to be made to the employee for it; and</p> <p>(ii) the date on which the payment is to be made.</p>	<p>24.7 Cashing out of annual leave</p> <p>(a) Paid annual leave must not be cashed out except in accordance with an agreement under clause 24.7.</p> <p>(b) Each cashing out of a particular amount of paid annual leave must be the subject of a separate agreement under clause 24.7.</p> <p>(c) An employer and an employee may agree in writing to the cashing out of a particular amount of accrued paid annual leave by the employee.</p> <p>(d) An agreement under clause 24.7 must state:</p> <p>(i) the amount of leave to be cashed out and the payment to be made to the employee for it; and</p> <p>(ii) the date on which the payment is to be made.</p>

<p>(e) An agreement under clause 30.7 must be signed by the employer and employee and, if the employee is under 18 years of age, by the employee’s parent or guardian.</p> <p>(f) The payment must not be less than the amount that would have been payable had the employee taken the leave at the time the payment is made.</p> <p>(g) An agreement must not result in the employee’s remaining accrued entitlement to paid annual leave being less than 4 weeks.</p> <p>(h) The maximum amount of accrued paid annual leave that may be cashed out in any period of 12 months is 2 weeks.</p> <p>(i) The employer must keep a copy of any agreement under clause 30.7 as an employee record.</p> <p>Note 1: Under <u>section 344 of the Fair Work Act</u>, an employer must not exert undue influence or undue pressure on an employee to make, or not make, an agreement under clause 30.7.</p> <p>Note 2: Under <u>section 345(1) of the Fair Work Act</u>, a person must not knowingly or recklessly make a false or misleading representation about the workplace rights of another person under clause 30.7.</p> <p>Note 3: An example of the type of agreement required by clause 30.7 is set out at Schedule G. There is no requirement to use the form of agreement set out at Schedule G.</p>	<p>(e) An agreement under clause 24.7 must be signed by the employer and employee and, if the employee is under 18 years of age, by the employee’s parent or guardian.</p> <p>(f) The payment must not be less than the amount that would have been payable had the employee taken the leave at the time the payment is made.</p> <p>(g) An agreement must not result in the employee’s remaining accrued entitlement to paid annual leave being less than 4 weeks.</p> <p>(h) The maximum amount of accrued paid annual leave that may be cashed out in any period of 12 months is 2 weeks.</p> <p>(i) The employer must keep a copy of any agreement under clause 24.7 as an employee record.</p> <p>Note 1: Under <u>section 344 of the Fair Work Act</u>, an employer must not exert undue influence or undue pressure on an employee to make, or not make, an agreement under clause 24.7.</p> <p>Note 2: Under <u>section 345(1) of the Fair Work Act</u>, a person must not knowingly or recklessly make a false or misleading representation about the workplace rights of another person under clause 24.7.</p> <p>Note 3: An example of the type of agreement required by clause 24.7 is set out at Schedule H. There is no requirement to use the form of agreement set out at Schedule H.</p>
<p>31. Personal/carer’s leave and compassionate leave Personal/carer’s leave and compassionate leave are provided for in the NES.</p>	<p>25. Personal/carer’s leave and compassionate leave Personal/carer’s leave and compassionate leave are provided for in the NES.</p>
<p><i>New provision inserted</i></p>	<p>26. Parental leave and related entitlements Parental leave and related entitlements are provided for in the NES.</p>
<p>32. Community service leave Community service leave is provided for in the NES.</p>	<p>28. Community service leave Community service leave is provided for in the NES.</p>

<p>33. Public holidays</p> <p>33.1 Public holidays are provided for in the NES.</p>	<p>27. Public holidays</p> <p>27.1 Public holiday entitlements are provided for in the NES.</p>
<p>33.2 Substitution of public holidays by agreement</p> <p>By agreement between the employer and the majority of employees in an enterprise another day may be substituted for a public holiday provided for in the NES.</p>	<p>27.2 Substitution of public holidays by agreement</p> <p>By agreement between the employer and the majority of employees in an enterprise another day may be substituted for a public holiday provided for in the NES.</p> <p>27.3 An employee who works on a public holiday will be paid in accordance with clause 11.6, 12 or 23.2.</p>
<p><i>New subclause inserted for the purposes of cross-referencing the schedule.</i></p>	<p>27.4 Part-day public holidays</p> <p>For provisions relating to part-day public holidays see Schedule I—2016 Part-day public holidays.</p>
<p>Schedule A—Transitional Provisions</p> <p><i>Transitional provision - clause removed - obsolete</i></p>	<p><i>Transitional provision - clause removed - obsolete</i></p>
<p>Schedule B—Supported Wage System</p> <p><i>Provision not reproduced - no change</i></p>	<p>Schedule C—Supported Wage System</p> <p><i>Provision not reproduced - no change</i></p>
<p>Schedule C—School-based Apprentices</p> <p><i>Provision not reproduced - no change</i></p>	<p>Schedule D—School-based Apprentices</p> <p><i>Provision not reproduced - no change</i></p>
<p>Schedule D—National Training Wage</p> <p>Appendix D1: Allocation of Traineeships to Wage Levels</p> <p><i>Provision not reproduced</i></p>	<p>Schedule E—National Training Wage</p> <p><i>Current clause D.3.3 has been amended to remove the reference to training programs from 25 June 1997.</i></p> <p>Link to comparison document</p>
<p>Schedule E—2016 Part-day Public Holidays</p> <p><i>Provision not reproduced - no change</i></p>	<p>Schedule I—2016 Part-day Public Holidays</p> <p><i>Provision not reproduced - no change</i></p>

<p>Schedule F —Agreement to Take Annual Leave in Advance <i>Provision not reproduced - no change</i></p>	<p>Schedule G —Agreement to Take Annual Leave in Advance <i>Provision not reproduced - no change</i></p>
<p>Schedule G —Agreement to Cash Out Annual Leave <i>Provision not reproduced - no change</i></p>	<p>Schedule H — Agreement to Cash Out Annual Leave <i>Provision not reproduced - no change</i></p>
<p>Schedule H —Agreement for time off instead of payment for overtime <i>Provision not reproduced - no change</i></p>	<p>Schedule F —Agreement for time off instead of payment for overtime <i>Provision not reproduced - no change</i></p>
<p><i>Clause inserted - proposed new provision</i></p>	<p>Schedule A—Summary of Hourly Rates of Pay <i>Provision not reproduced</i></p>
<p><i>Clause inserted - proposed new provision</i></p>	<p>Schedule B—Summary of Monetary Allowances <i>Provision not reproduced</i></p>