



VECCI WORKPLACE RELATIONS SERVICES

Allowance Summary

July 2015

(effective from the first full pay period on or after 1 July 2015)

Disclaimer

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VECCI Modern Award Allowance Summary July 2015

This Member Update provides information about the allowances that apply to employees covered by the Modern Award. Please refer to the July 2015 Wage Information excel for the applicable up-to-date wage rates. This can be located on your Modern Award subscription page.

What has changed?

The Expert Panel of Fair Work Commission (“FWC”) has conducted the Annual Wage Review. The Expert Panel increased the national minimum wage and the minimum wage for each classification of each modern award by **2.5 %**.

The 2.5% increase is effective from the first full pay period on or after 1 July 2015.

Most Modern Award allowances have also increased either as part of the minimum wage increase or based upon the relevant consumer price index (CPI) sub-category. The allowances as published reflect the increase to the Modern Award wage rates.

Absorption and Over-Award Rates

The 2.5% increase only applies to minimum wage rates, and can be absorbed into any amounts already being paid in excess of the minimum rate of pay.

Individual and Collective Agreements

Please note also that employees covered by collective agreements and statutory individual agreements must at all times receive rates of pay at least equivalent to the relevant minimum Modern award rates. Accordingly, if the rates in any collective or statutory individual agreements fall below the new minimum rates, they will need to be adjusted accordingly.

Future Decisions

Fair Work Commission will conduct an annual wage review and announce its wage setting decisions in June of each year.

Further Information

We reiterate if you need any clarification about any issues in this update please do not hesitate to get in contact with VECCI’s Workplace Relations Helpline on 03 8662 5222.

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Gardening and Landscaping Services Award 2010

15. Allowances

Note: Some allowances are calculated on a percentage of the standard rate. The standard rate means the minimum weekly wage for a Level 4 in clause 14 Minimum Wages, currently
\$ 764.90

15.1 Leading hands

(a) A leading hand (as defined) must be paid a weekly allowance as follows:

In charge of	% of standard rate	Amount	
1–2 employees	2	\$ 15.30	per week
3–6 employees	4	\$ 30.60	per week
7–9 employees	5	\$ 38.25	per week
10 or more employees	7	\$ 53.54	per week

(b) These allowances are in addition to any other wage specified for the employee.

15.2 Vehicles and/or plant

An employee who is required to drive a work vehicle (which requires a licence for a truck or tractor) or operate plant in the course of their work, but not when the employee merely assists a fitter or engineer to do such, will receive an additional payment of 0.6% of the standard rate per

day. \$ 4.59 per day

15.3 Tool allowance

(a) Tradespersons must be paid a tool allowance of \$ 12.99 per week

(b) This allowance does not apply where the employer provides all the tools reasonably required by the tradesperson to perform all the functions of the tradesperson's employment.

(c) An employee provided with tools of the trade by the employer is not responsible for the loss of such tools if outside the control of the employee.

(d) An employee provided with tools of the trade by the employer will replace all or any tools of trade lost due to negligence of the employee.

15.4 Clothing and equipment

(a) Where an employee is required to wear protective clothing (e.g. oilskins, gumboots, overalls, goggles, safety boots, bowling shoes etc.), the employer must reimburse the employee for the cost of purchasing such special clothing and equipment. The provisions of this paragraph do not apply where the clothing and equipment is paid for by the employer.

(b) If required to be worn, the employer will provide the employee with a uniform at the commencement of employment, to be replaced on a fair wear and tear basis. The employer may deduct an agreed amount from the wages due to an employee to cover the cost of the initial uniform issue. The employee will have that amount reimbursed by the employer when the employee returns the uniform on termination of employment or at the expiration of six months from the commencement of employment.

Gardening and Landscaping Services Award 2010

15.5 Travel and accommodation

(a) Where an employee is required to work away from their usual place of residence, the employer will provide reasonable board and lodging or will pay the demonstrable cost of such lodging.

(b) An employee who is required to work away from their usual place of employment will, at the direction of the employer, present themselves for work on such a job at the usual starting time. For all time reasonably spent in reaching and returning from such a job in excess of the time normally spent in travelling, they will be paid travel time and fares reasonably incurred in excess of those normally incurred in travelling between home and the depot.

15.6 Vehicle allowance

Where an employee is directed by the employer to use the employee's motor vehicle for any purpose, the employer must pay an allowance of

\$ 0.78 per kilometre

The time spent travelling will be paid for at ordinary rates provided that an employee will not be paid more than an ordinary day's wages for any time not exceeding 24 hours spent in travelling.

15.7 Meal allowance

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, will be paid a meal allowance of

\$ 13.85

15.8 First aid allowance

An employee holding a first aid qualification from St John Ambulance or equivalent and who is appointed by the employer to perform first aid duties will be paid an allowance of 2% of the standard rate per week.

\$ 15.30 per week