



VECCI WORKPLACE RELATIONS SERVICES

Gardening and Landscaping Services Award 2010 Wage Information

Modern Award	Gardening and Landscaping Services Award 2010 [MA000101]
Rates Effective	First full pay period on or after 01 July 2015
Revision Date	19/06/2015
July 2015 Wage Increase Information	
Adult Full Time & Part Time Employees	
Junior Full Time & Part Time Employees	
Adult and Junior Apprentices	
Adult Casual Employees	
Junior Casual Employees	

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VECCI Wage Information July 2015

This member Update provides information about the wage rates that apply to employees covered by this Modern Award.

On 2 June 2015, the national workplace relations tribunal, the Fair Work Commission, announced a **2.5% increase** in the national minimum wage and the minimum wage for each classification of each modern award. The decision was made as part of the Commission's annual wage review.

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

National Minimum Wage Order 2015

The national minimum wage order contains:

- A national minimum wage of \$656.90 per week or \$17.29 per hour;
- Two special national minimum wages for award/agreement free employees with a disability: for employees with a disability who productivity is not affected, a minimum wage of \$656.90 per week or \$17.29 per hour based on a 38 hour week, and for employees whose productivity is affected, an assessment under the supported wage system ("SWS"), subject to a minimum payment fixed under the SWS;
- Wages provisions for award/agreement free junior employees based on the percentages for juniors in the Miscellaneous Award 2010 applied to the national minimum wage;
- The apprentice wage provisions and the National Training Wage Schedule in the Miscellaneous Award 2010 for award/agreement free employees to whom training arrangements apply, incorporated by reference and a provision that adult apprentices should not receive less than the national minimum wage; and
- A casual loading of 25 per cent for award/agreement free employees.

What has changed?

The Fair Work Commission's decision raises the national minimum wage from \$640.90 per week to \$656.90. This equates to an increase from \$16.87 to \$17.29 per hour. The hourly rate has been calculated by dividing the weekly rate by 38, on the basis of the 38 hour week for a full-time employee. This constitutes an increase of \$16.00 per week to the weekly rate or 42 cents per hour to the hourly rate.

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 rates of pay in the Modern Award.

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.

A Word of Warning

VECCI has endeavoured to ensure the rates it now publishes are correct. In some cases minor correctors may be required. VECCI does not accept any liability for loss or damage suffered as a result of reliance on this information. If you have any concerns please seek further advice from VECCI.

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.

Adult Full Time and Part Time Employees

Modern Award	Gardening and Landscaping Services Award 2010 [MA000101]
Rates Effective	First full pay period on or after 01 July 2015
Revision Date	19/06/2015

Classification	Weekly Base Rate and All Purpose Allowances		Ordinary Hours				Overtime	
	Weekly Base Rate	All Purpose Tool Allowance	Monday to Friday 6.00am - 6.00pm Weekly Base Rate + Tool Allowance	Monday to Friday 6.00am - 6.00pm Weekly Base Rate + Tool Allowance	Saturday 6 am - 12 noon	Public Holidays	First 2 hours	After 2 hours
		Please Insert weekly rate from the Allowance tab	Weekly All-purpose rate	Hourly All-purpose rate	All - purpose Rate	All - purpose Rate + 150%	All - purpose Rate + 50%	All - purpose Rate + 100%
Adult Wage Rates								
Introductory Level	\$ 656.90		\$ 656.90	\$ 17.29	\$ 17.29	\$ 43.22	\$ 25.93	\$ 34.57
Level 1	\$ 675.90		\$ 675.90	\$ 17.79	\$ 17.79	\$ 44.47	\$ 26.68	\$ 35.57
Level 2	\$ 701.80		\$ 701.80	\$ 18.47	\$ 18.47	\$ 46.17	\$ 27.70	\$ 36.94
Level 3	\$ 734.20		\$ 734.20	\$ 19.32	\$ 19.32	\$ 48.30	\$ 28.98	\$ 38.64
Level 4	\$ 764.90	\$ -	\$ 764.90	\$ 20.13	\$ 20.13	\$ 50.32	\$ 30.19	\$ 40.26
Level 5	\$ 788.80	\$ -	\$ 788.80	\$ 20.76	\$ 20.76	\$ 51.89	\$ 31.14	\$ 41.52

Please Note: The TOOL ALLOWANCE has NOT been added to the above figures. Tool allowance applies according to the employee's classification, if you require a Tool Allowance please refer to the ALLOWANCE tab and enter the appropriate weekly allowance to column P.

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Junior Full Time and Part Time Employees	Modern Award	Gardening and Landscaping Services Award 2010 [MA000101]
	Rates Effective	First full pay period on or after 01 July 2015
	Revision Date	19/06/2015

Classification	Ordinary Hours			Overtime	
	Monday to Friday 6.00am - 6.00pm	Saturday 6am - 12 noon	Public Holidays	First 2 hours	After 2 hours
	Base Rate	Base Rate	Base Rate + 150%	Base Rate + 50%	Base Rate + 100%
Introductory Level					
17 years and under	\$ 12.10	\$ 12.10	\$ 30.25	\$ 18.15	\$ 24.20
18 years	\$ 13.83	\$ 13.83	\$ 34.57	\$ 20.74	\$ 27.66
19 years	\$ 15.56	\$ 15.56	\$ 38.90	\$ 23.34	\$ 31.12
20 years	\$ 17.29	\$ 17.29	\$ 43.22	\$ 25.93	\$ 34.57
Level 1					
17 years and under	\$ 12.45	\$ 12.45	\$ 31.13	\$ 18.68	\$ 24.90
18 years	\$ 14.23	\$ 14.23	\$ 35.57	\$ 21.34	\$ 28.46
19 years	\$ 16.01	\$ 16.01	\$ 40.02	\$ 24.01	\$ 32.02
20 years	\$ 17.79	\$ 17.79	\$ 44.47	\$ 26.68	\$ 35.57
Level 2					
17 years and under	\$ 12.93	\$ 12.93	\$ 32.32	\$ 19.39	\$ 25.86
18 years	\$ 14.77	\$ 14.77	\$ 36.94	\$ 22.16	\$ 29.55
19 years	\$ 16.62	\$ 16.62	\$ 41.55	\$ 24.93	\$ 33.24
20 years	\$ 18.47	\$ 18.47	\$ 46.17	\$ 27.70	\$ 36.94
Level 3					
17 years and under	\$ 13.52	\$ 13.52	\$ 33.81	\$ 20.29	\$ 27.05
18 years	\$ 15.46	\$ 15.46	\$ 38.64	\$ 23.19	\$ 30.91
19 years	\$ 17.39	\$ 17.39	\$ 43.47	\$ 26.08	\$ 34.78
20 years	\$ 19.32	\$ 19.32	\$ 48.30	\$ 28.98	\$ 38.64
Level 4					
17 years and under	\$ 14.09	\$ 14.09	\$ 35.23	\$ 21.14	\$ 28.18
18 years	\$ 16.10	\$ 16.10	\$ 40.26	\$ 24.15	\$ 32.21

19 years	\$ 18.12	\$ 18.12	\$ 45.29	\$ 27.17	\$ 36.23
20 years	\$ 20.13	\$ 20.13	\$ 50.32	\$ 30.19	\$ 40.26
Level 5					
17 years and under	\$ 14.53	\$ 14.53	\$ 36.33	\$ 21.80	\$ 29.06
18 years	\$ 16.61	\$ 16.61	\$ 41.52	\$ 24.91	\$ 33.21
19 years	\$ 18.68	\$ 18.68	\$ 46.71	\$ 28.02	\$ 37.36
20 years	\$ 20.76	\$ 20.76	\$ 51.89	\$ 31.14	\$ 41.52

***Please note - certain allowances may be applicable**

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Adult and Junior Apprentices	Modern Award	Gardening and Landscaping Services Award 2010 [MA000101]
	Rates Effective	First full pay period on or after 01 July 2015
	Revision Date	19/06/2015

Classification	Ordinary Hours			Overtime	
	Monday to Friday 6.00am - 6.00pm	Saturday 6 am - 12 noon	Public Holidays	First 2 hours	After 2 hours
	Base Rate	Base Rate	Base Rate + 150%	Base Rate + 50%	Base Rate + 100%
Adult and Junior Apprentices who commenced prior to 1 January 2014					
1st year	\$ 9.56	\$ 9.56	\$ 23.90	\$ 14.34	\$ 19.12
2nd year	\$ 12.08	\$ 12.08	\$ 30.19	\$ 18.12	\$ 24.15
3rd year	\$ 15.10	\$ 15.10	\$ 37.74	\$ 22.65	\$ 30.19
4th year	\$ 19.12	\$ 19.12	\$ 47.81	\$ 28.68	\$ 38.25
Apprentice who commenced on or after 1 January 2014					
Adult Apprentices					
1st year	\$ 16.10	\$ 16.10	\$ 40.26	\$ 24.15	\$ 32.21
2nd year	\$ 17.29	\$ 17.29	\$ 43.22	\$ 25.93	\$ 34.57
3rd year	\$ 17.29	\$ 17.29	\$ 43.22	\$ 25.93	\$ 34.57
4th year	\$ 17.29	\$ 17.29	\$ 43.22	\$ 25.93	\$ 34.57
Junior Apprentice who has not completed year 12					
1st year	\$ 10.06	\$ 10.06	\$ 25.16	\$ 15.10	\$ 20.13
2nd year	\$ 12.08	\$ 12.08	\$ 30.19	\$ 18.12	\$ 24.15
3rd year	\$ 15.10	\$ 15.10	\$ 37.74	\$ 22.65	\$ 30.19
4th year	\$ 19.12	\$ 19.12	\$ 47.81	\$ 28.68	\$ 38.25
Junior Apprentice who has completed year 12					
1st year	\$ 11.07	\$ 11.07	\$ 27.68	\$ 16.61	\$ 22.14
2nd year	\$ 13.08	\$ 13.08	\$ 32.71	\$ 19.63	\$ 26.17
3rd year	\$ 15.10	\$ 15.10	\$ 37.74	\$ 22.65	\$ 30.19
4th year	\$ 19.12	\$ 19.12	\$ 47.81	\$ 28.68	\$ 38.25

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Adult Casual Employees	Modern Award	Gardening and Landscaping Services Award 2010 [MA000101]
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	Revision Date	19/06/2015

Classification	Weekly Base Rate and All Purpose Allowances		Ordinary Hours				Overtime	
	Weekly Base Rate	All Purpose Tool Allowance	Monday to Friday 6.00am - 6.00pm Weekly Base Rate + Tool Allowance	Monday to Friday 6.00am - 6.00pm All purpose rates + 25% Casual Loading	Saturday 6 am - 12 noon	Public Holidays	First 2 hours	After 2 hours
		Please Insert weekly rate from the Allowance tab	All Purpose Rate	All purpose Rate + 25%	All purpose Rate + 25%	All purpose Rate + 175%	All purpose Rate + 75%	All purpose Rate + 125%
Adult Wage Rates								
Introductory Level	\$ 656.90		\$ 656.90	\$ 21.61	\$ 821.13	\$ 1,806.48	\$ 1,149.58	\$ 1,478.03
Level 1	\$ 675.90		\$ 675.90	\$ 22.23	\$ 844.88	\$ 1,858.73	\$ 1,182.83	\$ 1,520.78
Level 2	\$ 701.80		\$ 701.80	\$ 23.09	\$ 877.25	\$ 1,929.95	\$ 1,228.15	\$ 1,579.05
Level 3	\$ 734.20		\$ 734.20	\$ 24.15	\$ 917.75	\$ 2,019.05	\$ 1,284.85	\$ 1,651.95
Level 4	\$ 764.90	\$ -	\$ 764.90	\$ 25.16	\$ 956.13	\$ 2,103.48	\$ 1,338.58	\$ 1,721.03
Level 5	\$ 788.80	\$ -	\$ 788.80	\$ 25.95	\$ 986.00	\$ 2,169.20	\$ 1,380.40	\$ 1,774.80

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	All Purpose Rate + 25%	Base Rate + 25%	Base Rate + 175%	Base Rate + 75%	Base Rate + 125%
Junior Wage Rates- Introductory Level					
17 years and under	\$ 15.13	\$ 15.13	\$ 33.28	\$ 21.18	\$ 27.23
18 years	\$ 17.29	\$ 17.29	\$ 38.03	\$ 24.20	\$ 31.12
19 years	\$ 19.45	\$ 19.45	\$ 42.78	\$ 27.23	\$ 35.01
20 years	\$ 21.61	\$ 21.61	\$ 47.54	\$ 30.25	\$ 38.90
Junior Wage Rates- Level 1					
17 years and under	\$ 15.56	\$ 15.56	\$ 34.24	\$ 21.79	\$ 28.01
18 years	\$ 17.79	\$ 17.79	\$ 39.13	\$ 24.90	\$ 32.02
19 years	\$ 20.01	\$ 20.01	\$ 44.02	\$ 28.01	\$ 36.02
20 years	\$ 22.23	\$ 22.23	\$ 48.91	\$ 31.13	\$ 40.02
Junior Wage Rates- Level 2					
17 years and under	\$ 16.16	\$ 16.16	\$ 35.55	\$ 22.62	\$ 29.09
18 years	\$ 18.47	\$ 18.47	\$ 40.63	\$ 25.86	\$ 33.24
19 years	\$ 20.78	\$ 20.78	\$ 45.71	\$ 29.09	\$ 37.40
20 years	\$ 23.09	\$ 23.09	\$ 50.79	\$ 32.32	\$ 41.55
Junior Wage Rates- Level 3					
17 years and under	\$ 16.91	\$ 16.91	\$ 37.19	\$ 23.67	\$ 30.43
18 years	\$ 19.32	\$ 19.32	\$ 42.51	\$ 27.05	\$ 34.78
19 years	\$ 21.74	\$ 21.74	\$ 47.82	\$ 30.43	\$ 39.13

20 years	\$	24.15	\$	24.15	\$	53.13	\$	33.81	\$	43.47
Junior Wage Rates- Level 4										
17 years and under	\$	17.61	\$	17.61	\$	38.75	\$	24.66	\$	31.70
18 years	\$	20.13	\$	20.13	\$	44.28	\$	28.18	\$	36.23
19 years	\$	22.65	\$	22.65	\$	49.82	\$	31.70	\$	40.76
20 years	\$	25.16	\$	25.16	\$	55.35	\$	35.23	\$	45.29
Junior Wage Rates- Level 5										
17 years and under	\$	18.16	\$	18.16	\$	39.96	\$	25.43	\$	32.69
18 years	\$	20.76	\$	20.76	\$	45.67	\$	29.06	\$	37.36
19 years	\$	23.35	\$	23.35	\$	51.38	\$	32.69	\$	42.03
20 years	\$	25.95	\$	25.95	\$	57.08	\$	36.33	\$	46.71

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Tool Allowance	Modern Award	Gardening and Landscaping Services Award 2010 [MA000101]
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15. Allowances

15.3 Tool allowance

- (a) Tradespersons must be paid a tool allowance of **\$12.99** per week, for all purposes of the award.
- (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.