



Assist MISCELLANEOUS MODERN AWARD SUMMARY – 1.7.12

Classification Structure and Definitions

Level 1

An employee at this level has been employed for a period of less than three months and is not carrying out the duties of a level 3 or level 4 employee.

Animal Attendants and Groomers employed for less than 3 months.

Level 2

An employee at this level has been employed for more than three months and is not carrying out the duties of a level 3 or level 4 employee.

Animal Attendants and Groomers employed for more than 3 months.

Level 3

An employee at this level has a trade qualification or equivalent and is carrying out duties requiring such qualifications.

Trade qualified employees.

Level 4

An employee at this level has advanced trade qualifications and is carrying out duties requiring such qualifications or is a sub-professional employee.

*(Note: **standard rate** is used for the purposes of some calculations in this Award. The **standard rate** means the minimum weekly wage for Level 3 – see first table below).*

Minimum wages

Adult minimum wages

Classification	Minimum wage per week	Minimum wage per hour	Minimum casual hourly rate
	\$	\$	\$
Level 1	606.40	15.96	19.95
Level 2	648.00	17.05	21.31
Level 3	706.10	18.58	23.23
Level 4	770.50	20.28	25.35

Apprentice minimum wages

An apprentice must be paid a minimum of the following percentage of the [standard rate](#):

Year	%
First	55
Second	65
Third	80
Fourth	95

Junior minimum wages

The minimum wages for juniors are:

Age	% of relevant adult minimum wage
Under 16 years of age	36.8
At 16 years of age	47.3
At 17 years of age	57.8
At 18 years of age	68.3
At 19 years of age	82.5
At 20 years of age	97.7

Allowances

Clothing reimbursement

An employee required to provide special clothing or a uniform must be reimbursed by the employer for the cost of such clothing.

First aid allowance

An employee who has been trained to render first aid and who is the current holder of appropriate first aid qualifications such as a certificate from St John Ambulance or similar body must be paid an extra 2% of the [standard rate](#) per week if appointed by their employer to perform first aid duties.

Leading hand/in charge allowance

A team leader or leading hand in charge of three or more employees must be paid:

In charge of	% of standard rate extra per week
3–10 employees	4.4
11–20 employees	6.5
More than 20 employees	8.3

Meal allowance

An employee required to work more than one hour of overtime after the employee's ordinary time of ending work without being given 24 hours' notice must be either provided with a meal or paid a meal allowance of \$16.15. If the overtime exceeds four hours a further meal allowance of \$14.62 must be paid.

Vehicle allowance

An employee who agrees with their employer to use their own motor vehicle on the employer's business must be paid an allowance of \$0.75 per kilometre.

Overtime and penalty rates

Overtime

All time worked in excess of an average of 38 hours per week by a **full-time** employee or in excess of the agreed number of hours per week by a **part-time** employee is overtime and must be paid at the rate of 150% of the relevant minimum wage for the first three hours and 200% of the relevant minimum wage thereafter. In the case of part-time employees, the agreed number of hours means the number of hours agreed in writing either at the commencement of employment or subsequently.

Note: It would appear **casual** employees are not entitled to payment for overtime.

Penalty rates

- (a) All work performed by an employee, other than a casual, outside the hours of 7.00 am and 7.00 pm Monday to Friday and on Saturday which is not overtime must be paid at the rate of 120% of the relevant minimum wage.
- (b) All work performed by an employee, other than a casual, on Sunday which is not overtime must be paid at the rate of 150% of the relevant minimum wage.
- (c) All work performed by a casual employee outside the hours of 7.00 am and 7.00 pm Monday to Friday and on Saturday which is not overtime must be paid at the rate of 145% of the relevant minimum wage.
- (d) All work performed by a casual employee on Sunday which is not overtime must be paid at the rate of 175% of the relevant minimum wage.
- (e) All work performed by an employee on a public holiday is to be paid at the rate of 250% of the relevant minimum wage.