



Employment Services & Solutions Australia
Level 1, 146 Balcatta Road
Balcatta WA 6021

Phone: 08 9240 4230
Facsimile: 08 9240 4393
Email: admin@essa.net.au
Web: www.essa.net.au

AWARD SUMMARY SHEET

NURSERY AWARD 2010

The information provided in this Information Sheet is provided on the basis that it is general information for clients and correspondents to inform them of matters relating to current workplace relations issues. It is not provided, nor should it be relied upon as a substitute for professional advice. Employment Services & Solutions Australia Pty Ltd is not responsible for any outcomes to clients based upon the information provided in this Information Sheet and disclaims all liability, including and without limitation in negligence, for all losses, expenses, damages and costs that may be incurred by a client or correspondent as a result of the information provided in this Information Sheet being inaccurate or incomplete in any way.

This is a summary of the award only. A copy of the full award available at www.fwc.gov.au.

A full copy of the National Employment Standards is available at www.fairwork.gov.au/.

These wage rates are payable from the **first full pay period commencing on or after 1 July 2017**. If you have any queries, please contact Employment Services & Solutions Australia on 08 9240 4230.

Coverage

This industry award covers employers throughout Australia in the nursery industry and their employees in the classifications listed in Schedule B- Classification Structure and Definitions of the award.

For the purpose of this provision, **nursery industry** means:

- i. the propagation, planting, growing, cultivation, maintenance, sale, distribution or treating of plant material and associated nursery products in plant nurseries, flower, turf and tree farms or other similar enterprises;
- ii. the production and modification of growing media and clearing, treating or preparing of land for the propagation, planting, growing, cultivation, maintenance, sales and distribution or treating of plant material and associated products;
- iii. the processing, grading, packing or storing of plant material and associated products as part of a nursery; and
- iv. the despatching and distribution of plant material and associated products in connection with work under the above provisions i) to iii).

To avoid doubt, **nursery industry does not mean:**

- i. the general retail industry as defined in the *General Retail Industry Award 2010*;
- ii. the wine industry;
- iii. silviculture and afforestation; or
- iv. sugar farming, sugar cane growing, sugar milling, sugar refining, sugar distilleries or sugar terminals.

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.

Wage Rates

Adult (20 years of age and above)

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 6am-6pm	Saturday	Sunday	Public Holiday
Grade 1A	\$694.90	\$18.29	\$22.86	\$36.58	\$45.73
Grade 1B	\$714.90	\$18.81	\$23.51	\$37.62	\$47.03
Grade 2	\$728.00	\$19.16	\$23.95	\$38.32	\$47.90
Grade 3	\$763.20	\$20.08	\$25.10	\$40.16	\$50.20
Grade 4	\$809.10	\$21.29	\$26.61	\$42.58	\$53.23
Grade 5	\$893.80	\$23.52	\$29.40	\$47.04	\$58.80
Grade 6	\$973.10	\$25.61	\$32.01	\$51.22	\$64.03

Casual Employees				
Classification	Mon-Fri 6am-6pm	Saturday	Sunday	Public Holiday
Grade 1A	\$22.86	\$27.44	\$41.15	\$50.30
Grade 1B	\$23.51	\$28.22	\$42.32	\$51.73
Grade 2	\$23.95	\$28.74	\$43.11	\$52.69
Grade 3	\$25.10	\$30.12	\$45.18	\$55.22
Grade 4	\$26.61	\$31.94	\$47.90	\$58.55
Grade 5	\$29.40	\$35.28	\$52.92	\$64.68
Grade 6	\$32.01	\$38.42	\$57.62	\$70.43

19 years of age

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 6am-6pm	Saturday	Sunday	Public Holiday
Grade 1A	\$625.48	\$16.46	\$20.58	\$32.92	\$41.15
Grade 1B	\$643.34	\$16.93	\$21.16	\$33.86	\$42.33
Grade 2	\$655.12	\$17.24	\$21.55	\$34.48	\$43.10
Grade 3	\$686.66	\$18.07	\$22.59	\$36.14	\$45.18
Grade 4	\$728.08	\$19.16	\$23.95	\$38.32	\$47.90
Grade 5	\$804.46	\$21.17	\$26.46	\$42.34	\$52.93
Grade 6	\$875.90	\$23.05	\$28.81	\$46.10	\$57.63

Casual Employees				
Classification	Mon-Fri 6am-6pm	Saturday	Sunday	Public Holiday
Grade 1A	\$20.58	\$24.69	\$37.04	\$45.27
Grade 1B	\$21.16	\$25.40	\$38.09	\$46.56
Grade 2	\$21.55	\$25.86	\$38.79	\$47.41
Grade 3	\$22.59	\$27.11	\$40.66	\$49.69
Grade 4	\$23.95	\$28.74	\$43.11	\$52.69
Grade 5	\$26.46	\$31.76	\$47.63	\$58.22
Grade 6	\$28.81	\$34.58	\$51.86	\$63.39

18 years of age

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 6am-6pm	Saturday	Sunday	Public Holiday
Grade 1A	\$555.94	\$14.63	\$18.29	\$29.26	\$36.58
Grade 1B	\$571.90	\$15.05	\$18.81	\$30.10	\$37.63
Grade 2	\$582.54	\$15.33	\$19.16	\$30.66	\$38.33
Grade 3	\$610.28	\$16.06	\$20.08	\$32.12	\$40.15
Grade 4	\$647.14	\$17.03	\$21.29	\$34.06	\$42.58
Grade 5	\$715.16	\$18.82	\$23.53	\$37.64	\$47.05
Grade 6	\$778.62	\$20.49	\$25.61	\$40.98	\$51.23

Casual Employees				
Classification	Mon-Fri 6am-6pm	Saturday	Sunday	Public Holiday
Grade 1A	\$18.29	\$21.95	\$32.92	\$40.23
Grade 1B	\$18.81	\$22.58	\$33.86	\$41.39
Grade 2	\$19.16	\$23.00	\$34.49	\$42.16
Grade 3	\$20.08	\$24.09	\$36.14	\$44.17
Grade 4	\$21.29	\$25.55	\$38.32	\$46.83
Grade 5	\$23.53	\$28.23	\$42.35	\$51.76
Grade 6	\$25.61	\$30.74	\$46.10	\$56.35

17 years of age

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 6am-6pm	Saturday	Sunday	Public Holiday
Grade 1A	\$486.40	\$12.80	\$16.00	\$25.60	\$32.00
Grade 1B	\$500.46	\$13.17	\$16.46	\$26.34	\$32.93
Grade 2	\$509.58	\$13.41	\$16.76	\$26.82	\$33.53
Grade 3	\$534.28	\$14.06	\$17.58	\$28.12	\$35.15
Grade 4	\$566.20	\$14.90	\$18.63	\$29.80	\$37.25
Grade 5	\$625.48	\$16.46	\$20.58	\$32.92	\$41.15
Grade 6	\$681.34	\$17.93	\$22.41	\$35.86	\$44.83

Casual Employees				
Classification	Mon-Fri 6am-6pm	Saturday	Sunday	Public Holiday
Grade 1A	\$16.00	\$19.20	\$28.80	\$35.20
Grade 1B	\$16.46	\$19.76	\$29.63	\$36.22
Grade 2	\$16.76	\$20.12	\$30.17	\$36.88
Grade 3	\$17.58	\$21.09	\$31.64	\$38.67
Grade 4	\$18.63	\$22.35	\$33.53	\$40.98
Grade 5	\$20.58	\$24.69	\$37.04	\$45.27
Grade 6	\$22.41	\$26.90	\$40.34	\$49.31

16 years of age

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 6am-6pm	Saturday	Sunday	Public Holiday
Grade 1A	\$416.86	\$10.97	\$13.71	\$21.94	\$27.43
Grade 1B	\$429.02	\$11.29	\$14.11	\$22.58	\$28.23
Grade 2	\$437.00	\$11.50	\$14.38	\$23.00	\$28.75
Grade 3	\$457.90	\$12.05	\$15.06	\$24.10	\$30.13
Grade 4	\$485.26	\$12.77	\$15.96	\$25.54	\$31.93
Grade 5	\$536.18	\$14.11	\$17.64	\$28.22	\$35.28
Grade 6	\$584.06	\$15.37	\$19.21	\$30.74	\$38.43

Casual Employees				
Classification	Mon-Fri 6am-6pm	Saturday	Sunday	Public Holiday
Grade 1A	\$13.71	\$16.46	\$24.68	\$30.17
Grade 1B	\$14.11	\$16.94	\$25.40	\$31.05
Grade 2	\$14.38	\$17.25	\$25.88	\$31.63
Grade 3	\$15.06	\$18.08	\$27.11	\$33.14
Grade 4	\$15.96	\$19.16	\$28.73	\$35.12
Grade 5	\$17.64	\$21.17	\$31.75	\$38.80
Grade 6	\$19.21	\$23.06	\$34.58	\$42.27

Under 16 years of age

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Fri 6am-6pm	Saturday	Sunday	Public Holiday
Grade 1A	\$347.70	\$9.15	\$11.44	\$18.30	\$22.88
Grade 1B	\$357.58	\$9.41	\$11.76	\$18.82	\$23.53
Grade 2	\$364.04	\$9.58	\$11.98	\$19.16	\$23.95
Grade 3	\$381.52	\$10.04	\$12.55	\$20.08	\$25.10
Grade 4	\$404.70	\$10.65	\$13.31	\$21.30	\$26.63
Grade 5	\$446.88	\$11.76	\$14.70	\$23.52	\$29.40
Grade 6	\$486.78	\$12.81	\$16.01	\$25.62	\$32.03

Casual Employees				
Classification	Mon-Fri 6am-6pm	Saturday	Sunday	Public Holiday
Grade 1A	\$11.44	\$13.73	\$20.59	\$25.16
Grade 1B	\$11.76	\$14.12	\$21.17	\$25.88
Grade 2	\$11.98	\$14.37	\$21.56	\$26.35
Grade 3	\$12.55	\$15.06	\$22.59	\$27.61
Grade 4	\$13.31	\$15.98	\$23.96	\$29.29
Grade 5	\$14.70	\$17.64	\$26.46	\$32.34
Grade 6	\$16.01	\$19.22	\$28.82	\$35.23

Classification

<p>Grade 1A</p>	<p>Employees in this grade have no previous experience in the industry and no formal qualifications. They carry out general nursery and labouring duties of a routine and repetitive and/or manual nature, mainly under supervision, for a period of no longer than three months.</p>
<p>Grade 1B</p>	<p>Employees in this grade have three months experience in the industry. They perform and are accountable for nursery tasks as directed within the skill levels set out below. They work within established routines, methods and procedures. Supervision is direct.</p> <p>Employees may be required to train other employees in the skills of their own grade by means of personal instruction and demonstration.</p> <p>Employees will be graded at this level where the principal functions of their employment, as determined by the employer, require the exercise of any one or more of the skill levels set out below:</p> <ul style="list-style-type: none"> i. assisting with potting machines, seeding machines, bagging machines, transplanting machines, grading machines, etc.; ii. assisting with spray application; iii. cleaning; iv. collecting cuttage, budwood or scions; v. flower bunching; vi. general errands; vii. general/labouring duties; viii. grafting and budding; ix. irrigation; x. labelling, stacking and preparation of stock for sale; xi. mixing soil, container filling, container assembly; xii. moving plants; xiii. order selection and assembly; xiv. packing shelves; xv. packing plants and seedlings; xvi. picking and grading; xvii. plant care and ground maintenance; xviii. potting; xix. preparing and sticking cuttings; xx. spacing and moving plants; xxi. transplanting; xxii. tubing; xxiii. unloading/receiving materials; xxiv. using towing and/or carry-all vehicles etc.; xxv. watering; and xxvi. weeding.

<p>Grade 2</p>	<p>Employees in this grade are capable of performing Grade 1B duties but in addition are required to perform nursery tasks using a more extensive range of skills and knowledge at a higher level than required in Grade 1B. They are responsible and accountable for their own work which is performed within established routines, methods and procedures. Supervision is routine.</p> <p>Employees may be required to train other employees in the skills of their own grade and below by means of personal instruction and demonstration.</p> <p>Employees will be graded at this level where the principal functions of their employment, as determined by the employer, require the exercise of any one or more of the skill levels set out below:</p> <ul style="list-style-type: none"> i. answering phone; ii. basic data entry; iii. basic plant maintenance; iv. control and maintenance of irrigation equipment; v. handling direct enquiries; vi. disease and pest control; vii. driving tractors with implements; viii. fertigation; ix. filing; and x. may be in charge of one assistant of a lower grade.
<p>Grade 3</p>	<p>Employees in this grade are capable of performing Grade 1B and 2 duties but in addition are required to perform nursery tasks using a more extensive range of skills and knowledge at a higher level than required in Grade 2. They are responsible and accountable for their own work which is performed within established routines, methods and procedures. Supervision is routine.</p> <p>Employees may be required to train other employees in the skills of their own grade and below by means of personal instruction and demonstration.</p> <p>Employees will be graded at this level where the principal functions of their employment, as determined by the employer, require the exercise of any one or more of the skill levels set out below:</p> <ul style="list-style-type: none"> i. correspondence (handling); ii. customer service; iii. forklift operator; iv. invoicing; v. order acceptance; vi. processing income; vii. receiving money; and viii. regular driver.

<p>Grade 4- Certified tradesperson</p>	<p>Employees in this classification perform nursery duties using a more extensive range of skills and knowledge at a higher level than required of a Grade 3, having obtained and required to utilise the appropriate Accredited Trade Certificate or equivalent. They are responsible and accountable for their own work and may have responsibility for the work of up to three additional employees. They exercise initiative, discretion and judgment within the range of their skills and knowledge. Supervision is minimal.</p> <p>Employees may be required to train other employees in the skills of their own grade and below by means of personal instruction and demonstration.</p> <p>Additional duties may include:</p> <ul style="list-style-type: none"> i. independent cultural decisions relevant to previous gradings (e.g. plant nutrition, merchandising, menus); ii. payroll; and iii. processing of incoming and outgoing invoices.
<p>Grade 5</p>	<p>Employees in this classification have obtained the Accredited Trade Certificate or equivalent and perform nursery duties using a more extensive range of skills and knowledge at a level higher than that required of a Grade 4. They are responsible and accountable for their own work and may have responsibility for the work of a section or unit. They exercise initiative, discretion and judgment within the range of their skills and knowledge. Supervision is by means of reporting to senior management or proprietor.</p> <p>Employees may be required to train other employees in the skills of their own grade and below by means of personal instruction and demonstration.</p> <p>Employees will be classified at this level where the principal functions of their employment, as determined by the employer, require the exercise of any one or more of the skill levels set out below:</p> <ul style="list-style-type: none"> i. ability to use a variety of computer packages (this may include, but not limited to, desktop publishing, spreadsheets, word processing, databases, etc.); ii. allocation of accounts; iii. co-ordination of production programs; iv. creditor/debtor reconciliation; v. data reconciliation; vi. design & implement fertiliser programs and pest control programs; vii. design, install and use irrigation systems; viii. landscape consultation and/or design; ix. ordering stock; x. planning, co-ordination and implementation of nursery maintenance programs; xi. preparation of daily reports; xii. set targets; and xiii. set shift rosters.

<p>Grade 6</p>	<p>Employees in this classification have obtained the Accredited Trade Certificate or equivalent and perform nursery duties using a more extensive range of skills and knowledge at a level higher than that required of a Grade 5. They are responsible and accountable for their own work and may have responsibility for the work of a section. They exercise initiative, discretion and judgment within the range of their skills and knowledge. Supervision is by means of reporting to management or proprietor.</p> <p>Employees may be required to train other employees in the skills of their own grade and below by means of personal instruction and demonstration.</p> <p>Employees will be classified at this level where the principal functions of their employment, as determined by the employer, require the exercise of any one or more of the skill levels set out below:</p> <ul style="list-style-type: none"> i. analysing data; ii. dispatch; iii. key performance indicators for annual performance targets; iv. monthly and annual reports; v. nursery manager; vi. production planner; vii. propagator (person appointed to take responsibility for control of propagating environments, scheduling propagation, selecting cuttage, budwood and other propagules); and viii. senior grower or head grower.
-----------------------	--