



Pay rates for workers in the wine industry

This fact sheet provides the minimum pay rates for seasonal workers working in vineyards under the Wine Industry Award 2010. These rates are for adult employees (18 years and over) and are applicable from 1 July 2017.

The minimum rates are subject to change. Seasonal workers may be entitled to higher rates if they are employed under an enterprise agreement.

Under the Seasonal Worker Programme, employers must, on average, give workers an average of **30 hours of work per week**. This is an average over the time you are working in Australia on a placement. Some weeks you may work more hours and some weeks you may work less.

The Fair Work Ombudsman (FWO) can provide more information on pay and conditions of employment if you call 13 13 94.

Weekly and hourly rates

Note: Some employees working under the Wine Industry Award are employed under piecework agreements and are paid piecework rates, instead of a weekly or hourly rate. Please see 'Piecework rates' below for more information.

Classification	Full-time and part-time			Casual	
	Weekly pay rate	Hourly pay rate	Public holiday**	Hourly pay rate	Public holiday**
Vineyard stream grade 1***	\$704.90*	\$18.55	\$46.38	\$23.19	\$51.01

*The weekly calculations above are for a 38 hour week.

**In addition to public holiday rates, a range of other special rates like penalty rates and allowances may sometimes apply for employees who are paid a weekly or hourly wage. You can calculate the full range of special rates that may apply using the FWO's pay calculator (calculate.fairwork.gov.au).

***Progression to the grade 2 classification requires completion of a three month training program and an accredited assessment.

Piecework rates – if you are employed under a piecework agreement this is important information to understand

An employer and an employee can enter into a written agreement for the employee to be paid piecework rates under the Wine Industry Award. This is called a piecework agreement, and employees employed under piecework agreements are called pieceworkers.

A pieceworker is not guaranteed a minimum hourly or weekly rate that applies to the type of work they do. Instead, their pay will depend on the speed they work and number of kilos or pieces they pick, for example. If they are an average competent worker, they should be able to earn at least 20% more than an employee being paid the relevant minimum hourly rate.

Note: a pieceworker may get paid less than a worker being paid an hourly rate if they work slowly or are still learning.

While pieceworkers don't get the same penalty rates and other special rates as employees who are paid an hourly or weekly rate, pieceworkers get paid a higher piecework rate if they are employed on a casual basis.

The FWO can provide further information on piecework agreements and piecework rates.