**Winter Pruning Payment Methods**

Pay Clause for Employment Agreements

*The below Pay Clause is provided for members information and without any guarantee as to its suitability for a particular employment relationship. Members should get legal advice on their particular requirements, to ensure that you comply with all applicable legal requirements.*

# Pay

### Your base hourly rate is $\_\_\_\_\_\_\_(Insert hourly rate must be at least minimum wage) gross per hour for each hour worked (including paid rest breaks and time spent travelling between orchards during the working day). Wages will be paid less PAYE and any other usual deductions **weekly/fortnightly** by direct credit into your nominated bank account.

### To encourage you to work with speed and accuracy, you will also be eligible for an incentive payment based on the number of bays you complete each pay period at the Bay Rate of $\_\_\_\_\_\_ or to be agreed on the timesheet for each day/orchard.

### When processing your pay, we will calculate the incentive by multiplying the number of bays completed in the pay period by the Bay Rate, minus the amount of gross wages paid to you in that period. For example (please note this is not a complete pay period, but an indication only):

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Day** | **Start time** | **Finish time** | **Hours worked** | **Paid breaks in minutes** | **Hourly rate**  | **Gross wages @ $18.90/hr** | **No. of bays****completed** | **Bay rate** | **Gross incentive over hourly rate** |
| Mon | 8:00am | 5:00pm | 8.5 hours | 2x10min | $18.90 | $160.65 | 28 | $9.73 | $111.79 |
| Tues | 8:00am | 5:00pm | 8.5 hours | 2x10min | $18.90 | $160.65 | 31 | $9.73 | $140.98 |
| Weds | 8:00am | 3:00pm | 6.5 hours | 1x10min | $18.90 | $122.85 | 27 | $9.73 | $139.86 |

### The incentive will be paid by direct credit into your nominated bank account less PAYE and any other usual deductions and will be shown separately from your wages on your payslip.

### You must complete any records required, including timesheets and records of bays completed, and hand these to your supervisor on time to ensure your pay is processed correctly.