

LETTER OF AGREEMENT TO WORK UNDER A PIECE RATE FOR PRUNING SEASON

Date updated	Policy implemented	By	Next review date
01 st May 2022	07 th June 2018	G. Stuart	May 2023

Dear Team Member,

FIRSTLY, NO ONE HAS TO WORK ON PIECE RATES IF THEY DO NOT WANT TO. IT IS ONLY FOR TEAM MEMBERS WHO FEEL THAT THEY CAN WORK FASTER THAN HOURLY PAY.

Our piece rates are annually reviewed, and our method of reviewing is to analyse what the previous years staff earned and if necessary, adjust the upcoming years pruning work so that we are in line with the Government Award guidelines that state: **AN AVERAGE WORKER SHOULD BE ABLE TO EARN HOURLY PAY PLUS 20%**. In 2022, this would be: Hourly: \$27.50 PLUS 20% (\$05.50) = \$33.00 per hour.

We KNOW that our rates are correct and can honestly state that any staff member who is unable to achieve a higher rate of pay than hourly, is probably unsuitable for this type of work and will be let go to pursue other employment options.

To work on a piece rate, you need to have an agreement in place between the employee (you) and the employer (Margaret River Viticultural Services Pty Ltd (MRVS)).

IF you are happy to work on piece rate, then please read and sign the following but remember:

MRVS notation: It is unlawful to force an employee onto a piece rate whether by coercion, threat of dismissal, bullying, exclusion, and other methods that may be used to force an employee to work on a piece rate rather than hourly.

*** It is further stated by MRVS policy, that it is unlawful to sign ANY document you do not understand or agree with.**

I understand that piece rate gives me an opportunity to:

- A. Earn more money than I would on hourly pay, the more proficient I am and if I am diligent with my time management.
- B. I can take a break whenever I feel appropriate.
- C. I can work above 38 hours a week if I feel I am fit for work.

I also understand that under the award in which I work (W.A. wine industry award: WIN001), under

- Item 2.2 Employment categories
- Clause 4.D:

Once piece-work rates are properly fixed in accordance with subclause (4) of this clause, nothing in this award guarantees a piece-work employee will earn at least the equivalent time rate of pay as piece-work earnings are contingent upon each employee's individual productivity.