

Piecework rules are changing

The Fair Work Commission made a decision to change piecework rules in the Horticulture Award starting from 28 April 2022.

Are you a pieceworker in the Horticulture Industry? Find out what the changes mean for you below.

Who is affected?



Pieceworkers covered by the Horticulture Award. A pieceworker is an employee who gets paid by the piece. It's based on the amount the employee has picked, packed, pruned or made.

When do the changes start?



The changes begin from the first pay period that starts on or after 28 April 2022.

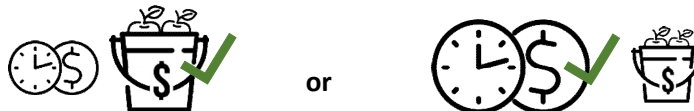
What are the changes?



Minimum wage guarantee

Pieceworkers have a minimum wage guarantee. This means that if you're a pieceworker, you must receive, for each day that you work, at least the 'hourly rate for the pieceworker' multiplied by the number of hours you worked on that day, if that is more than you would earn for the day under the piece rate alone. If you earned more for your day's work under the piece rate, you must be paid that higher amount.

Hourly rate for the pieceworker means the minimum hourly rate for the pieceworker's classification level, plus, for casual employees, the 25% casual loading.



New piecework record

Piecework records replace piecework agreements. Your employer needs to give you a signed piecework record before you start the piecework task.



New time and rate records

Your employers must keep a record of the hours you work each day and the applicable piece rates for those hours.

Keep your own records

Use our free [Record My Hours app](https://fairwork.gov.au/app) (fairwork.gov.au/app) to keep track of your hours and output (for example, how much you picked, packed or pruned).

Where can I find more information?

Keep up to date about the changes at [New minimum wage guarantee for pieceworkers](https://fairwork.gov.au/piecework-changes) at fairwork.gov.au/piecework-changes and by [subscribing to our email updates](https://fairwork.gov.au/emailupdates) at fairwork.gov.au/emailupdates