AWARD UPDATE

New wage rates for TCF sector

ethical clothing AUSTRALIA

T : (03) 9419 0222
F : (03) 8415 0818

Postal Address :
PO Box 2087,
Fitzroy, VIC 3065

Street Address :
Suite A, Level 1,
205 Johnston St,
Fitzroy, VIC 3065

As of **1 July 2016** there are new wage rates and allowances under the Textile, Clothing, Footwear & Associated Industries Award 2010.

Changes to wage rates

From the first full pay period on or after 1 July 2016, the new wage rates are as follows:

Classification/Skill Level	Hourly	Minimum Weekly Wage Rate
Trainee	$17.70	$672.70
1	$18.21	$692.10
2	$18.91	$718.60
3	$19.56	$743.30
4	$20.61	$783.30
5	$21.90	$832.30

Please note that the above rates are for permanent workers. Casual workers are entitled to receive a casual loading. Contact the union to check you are receiving the correct rate of pay, including the loading.

More information about wage rates

There are five skill levels under the Award and each skill level has a different weekly rate of pay. Each is based on the level of skills of the employee as well as the nature and complexity of the work they perform.

These are set out in Clause 20 and Schedule B (Classifications/Skill Levels) and Schedule C (Definitions) of the Award. You can download the Award at: **http://awardviewer.fwo.gov.au/award/show/MA000017**.

The weekly rates may change each year so always check the current version of the Award for the most up-to-date rates.

- Anyone responsible for the construction of a finished garment will usually be classified at a minimum of a skill level three. **Outworkers are employed at a Skill Level 3 and would therefore receive a weekly wage of $743.30 (which is an hourly rate of 19.56)**. On top of this you are required to pay superannuation, WorkCover insurance and leave entitlements for any outworker you employ.
- You can contact the TCFUA on 03 9639 2955 to help you work out what the skill level is for various kinds of work and the new wage rates and allowances generally. The Fair Work Ombudsman's Pay and Conditions Tool can also help you calculate base pay rates, allowances and penalty rates (including overtime): **https://calculate.fairwork.gov.au**.

For more information on the new wage rates and allowances, visit the Fair Work Ombudsman website: **http://www.fairwork.gov.au/pay/minimum-wages**.