

## QUESTION TAKEN ON NOTICE

### BUDGET ESTIMATES HEARING : 23 May 2017

#### IMMIGRATION AND BORDER PROTECTION PORTFOLIO

#### **(BE17/080) - Meat industry labour agreements - Programme 2.3: Visas**

Senator Carr, Kim (L&CA 23) asked:

Senator KIM CARR: I understand. An easy way to fix this is if you could provide me with, for all meat industry agreements, what the minimum rates of pay were in those specific agreements that the minister signed off. Let's go back three or four years. Would that be sufficient? Do you think you could do that without too much—

Ms Dacey: We will take it on notice.

*Answer:*

The salary requirements for sponsoring companies under all meat industry labour agreements are the same. They are specified in the template agreement introduced in 2008 and require sponsoring companies to implement salary arrangements as follows:

- The salary must be equal to or greater than the Temporary Skilled Migration Income Threshold (TSMIT). Please see the table below for payments that can, and cannot, be accepted for the purpose of meeting the salary requirements.
- For the purposes of the meat industry labour agreement, the TSMIT is based on a 38 hour working week excluding penalties and overtime.
- All penalties and additional hours worked in excess of 38 hours over the week must be remunerated in accordance with the provisions of the relevant industrial instrument applicable to Australian and overseas workers at the meat processing establishment.
- The terms and conditions of employment for overseas workers must also be no less favourable than the terms and conditions of employment that are, or would be, provided to an Australian worker performing the same duties at the same location. Where an Australian employee is undertaking the same role, evidence of salary arrangements must be provided with your request.

<b>Payments that can be accepted</b>	<b>Payments that cannot be accepted</b>
Payments for work performed during employees' normally scheduled or rostered hours of work, including ordinary hourly rates and/or piecework earnings generated from any payment by results scheme. This includes shift allowances that are guaranteed in a work contract.	Payments relating to overtime, work performed during rostered days off, call outs, call backs and any other payments for extraneous work outside or beyond the employees' normally scheduled or rostered hours of work.
Amounts that are voluntarily salary sacrificed by the employee in accordance with the employer's approved payroll deduction plan.	Allowances of a reimbursement nature, such as meal allowances.
Payments for any leave, such as annual leave loading and cashed out leave entitlements.	Statutory employer superannuation contributions.
Payments made on termination of employment, such as payment for unused leave, payment in lieu of notice and/or severance pay.	Post tax payroll deductions.
Payments for public holidays, whether the employee worked on the public holiday or not.	Worker's compensation benefits paid as reimbursement for expenditure, such as medical or pharmaceutical costs.
'Top up' payments made as stipulated in the meat industry labour agreement.	Shift allowances, where not guaranteed in the work contract.
Worker's compensation benefits paid as compensation for loss of ordinary earnings.	N/A
Employer superannuation contributions above the statutory level.	N/A