

Senate Standing Committee on Education and Employment

**QUESTIONS ON NOTICE
Additional Estimates 2013-2014**

Outcome 2 - Workplace Relations & Economic Strategy

Department of Employment Question No. EM0179_14

Senator Cameron asked on 27 February 2014, Hansard page 104

Question

Afternoon shift loading - industry standard

Ms Leon: I am just looking to see if I can find anything on this point for you. What we could do if you would like is look at the award which we generally use as saying this applies across more than one workplace.

Senator CAMERON: Yes, if you could have a look at it for me and let me know what you think the industry standard is on afternoon shift.

Answer

It can be misleading to compare afternoon shift loading percentages across agreements in isolation, since considering a loading in isolation does not give a complete picture of the wages and conditions available to employees. The *SPC Ardmona Operations Shepparton/Mooroopna (Food Preservers) Enterprise Agreement 2012* agreement contains an afternoon shift loading of 20 per cent, compared with the 15 per cent loading in the relevant modern award, the *Food, Beverage and Tobacco Manufacturing Award 2010*. For the manufacturing industry more broadly, the *Manufacturing and Associated Industries and Occupations Award 2010* contains an afternoon shift loading of 15 per cent.