

Comparison of AWA to AWA Award Rates - at June 2005

This comparison is based on an actual AWA that passed the Government's 'No Disadvantage' test!

Table 1 - Weekly Wage Comparison

	AWA Rates			Award Rates		
	Hourly Rate	Ordinary Weekly	Value of 8 hrs Saturday	Hourly Rate	Ordinary Weekly	Value of 8 hrs Saturday
		WEEKLY TOTAL			WEEKLY TOTAL	
Tradesperson/Painter	\$17.50	\$700.00	\$140.00	\$16.64	\$665.60	\$255.09
Fares Allowance				\$1.82	\$69.00	\$13.80
SUB TOTAL		\$700.00	\$140.00	\$18.46	\$734.60	\$268.89
			\$840.00			\$1,003.49

The above table clearly shows the 'all-in' rate in the AWA is less than the Award rate with only one entitlement (travel allowance) included.

Table 2 - Annual Value of Entitlements

	AWA Rates			AWARD Rates		
	52 week entitlement	50 week entitlement	12 mths entitlement	Value of Entitlements		
Weekly wage - 40 hours	\$17.50	\$36,400.00	\$16.64	\$34,611.20		
Sick Leave- 10 days	nil	nil	\$16.64	\$1,264.64		
Annual leave 4 weeks	nil	nil	\$16.64	\$3,020.16		
Increment weather av.20 days	nil	nil	\$16.64	\$2,529.28		
Public holidays - 10 days	nil	nil	\$16.64	\$1,264.64		
Rostered days (13)	nil	nil	\$16.64	\$1,644.03		
Superannuation (9%)	9% of 38hrs	\$3,112.20	9% of 40 hrs	\$3,437.93		
Fares Allowance			\$69.00	\$3,588.00		
Redundancy		nil	\$16.64	\$1,514.24		
TOTAL Value of Annual wages & Entitlements		AWA \$39,512.20	AWARD \$52,874.12			\$18,262.92

The value of the cashed in entitlements alone is - \$6.78 per hour

The AWA pays \$16,631.62 per annum less than the current award minimum

Rate including basic cashed-in entitlements only - \$25.42 per hour * see list of entitlements not included in the Value of Award sample

- The AWA rate is conditional that a worker works 40 hours every week - wages would be reduced for days not worked; - sickness, public holidays, annual leave, wet weather and days where no work is provided etc.
- No Guaranteed hours of work under this agreement - can be less than 40 hours i.e. treated as casual without casual loading rates
- The Hours of work in this AWA are 40 hours (maximum), however superannuation clause quotes super on maximum of 38 hours, contrary to the Superannuation Guarantee Act.
- Most award entitlements have been allegedly 'cashed-in' to the AWA hourly rate - NOTE that the Award EBA comparison does not include all of these items, specifically: - lost overtime penalty rates, loss of casual loading, crib break, meal allowances or distant travel allowance
- Under this AWA the employee has to make good any repairs in his/her own time.
- The AWA has a three year term. An employee would not receive any wage increases for three years under this agreement
- * AWA rate with 2 weeks unpaid leave