



MISCELLANEOUS GARDENERS & C. (STATE) AWARD WAGES SCHEDULE

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WAGE RATES

DATE OF OPERATION; Effective from the first pay period to commence on or after 16 September 2008

In accordance with the State Wage Case 2008 decision, wage rates and allowances in this award have been increased. Details of increases are set out below:

(1) (a) Weekly Employees

	Former rate per week \$	SWC 2008 per week %	Total rate per week \$
Introductory Level	524.40	4	545.40
Gardener – Level 1	541.10	4	562.70
Gardener – Level 2	563.60	4	586.10
Gardener – Level 3	584.50	4	607.90
Gardener – Level 4	618.20	4	642.90

(b) Explanation of classification

(i) Introductory Level: (less than 3 months experience)

This is an entry-level position. An employee at this level performs routine duties essentially of a manual nature and:

- (a) Performs general labouring and cleaning duties;
- (b) Exercises minimal judgement;
- (c) Works under direct supervision;
- (d) Is undertaking training so as to enable him/her to work at a higher level;
- (e) After 3 months employment at this level, the employee shall progress to Gardener Level 1.

(ii) Gardener Level 1

An employee at this level has three months experience in aggregate with one or more employers and in addition:

- (a) Works under direct supervision either individually or in a team environment;
- (b) Is responsible for the quality of his/her own work subject to his/her skill level;
- (c) Exercises discretion within his/her skill level and training;
- (d) Maintains gardens, lawns and rockeries;
- (e) Is engaged in trimming edges, mowing lawns, sowing, planting, watering, weeding, spreading fertiliser, clearing shrubs and trimming edges;
- (f) Uses and performs routine maintenance on hand tools. Motor mowers and edges.

(iii) Gardener Level 2

An employee at this level performs the work of a Gardener Level 1 and in addition:

- (a) Works under routine supervision;
- (b) Exercises discretion within his/her level of skill and training;
- (c) Is responsible for the quality of their own work;
- (d) May possess a Horticultural Operations Certificate or equivalent;
- (e) May perform basic inventory control;
- (f) Prepares and uses fertilizer and pest, disease and weed control mixtures;
- (g) Uses and performs routine maintenance on gardening tools and equipment;
- (h) Has an understanding of plant selection, irrigation systems and pruning techniques;
- (i) Understands safety procedures and requirements in relation to the use of chemicals and poisons and safety equipment and clothing.

(iv) Gardener Level 3

An employee at this level performs the work of the foregoing levels and in addition:

- (a) works under general supervision;
- (b) may assist with on-the-job training;
- (c) assures the quality of his/her own work
- (d) is able to check the work of employees graded at lower levels;
- (e) may operate tractors, back hoes, chain saws, ganged mowers or other like powered machinery and possess appropriate operational licences;
- (f) may perform routine maintenance of power tools and equipment;
- (g) may perform administrative tasks relating to inventory control and ordering and receipt of gardening supplies and equipment.

(v) Gardener Level 4

An employee at this level has completed one or more of the following courses or equivalent:

Parks and Gardens Trade Certificate

Landscaping Trade Certificate

Greenkeeping Trade Certificate

And in addition:

- (a) May work under general supervision;
- (b) Assures the quality of his/her own work and understands and applies quality control techniques;
- (c) May co-ordinate work within a team environment;
- (d) Exercises discretion within the scope of this level;
- (e) May assist in the provision of on-the-job training;
- (f) May perform routine maintenance of tools and equipment;
- (g) May be responsible for inventory control and the ordering and receipt of gardening supplies and equipment;

- (h) Performs non-trade tasks incidental to their work.

Where by consultation between the employer and the employee, it is agreed that the employee, through extensive gardening experience, has the skills of a tradesperson and is required by the employer to work at a level equivalent to a tradesperson, then the employee shall be classified as Gardener Level 4 and paid as such.

To be appointed as a Gardener Level 4 the employee will have attained this level through ten years or more gardening experience and must be fully capable of performing all gardening tasks of a tradesperson. This shall include competency in propagation, grafting and pruning of plants, maintenance of nursery stock, gardens and rockeries, including their design and layout, preparation of fertilizers and pest and weed control mixtures, prevention and control of pests, diseases and weeds, irrigation systems, tree maintenance and indoor plant maintenance. Where agreement is not reached, the parties shall refer to Clause 32, Disputes Procedure.

- (2) Casual Employees

Casual employees, for each hour worked, during the ordinary working hours shall be paid a rate equivalent to the total weekly wage prescribed by this award for the class of work performed plus 15%.

Note: Casual employees are entitled to pro-rata payment in lieu of annual leave at the end of each engagement pursuant to the Annual Holidays Act, 1944.

- (3) Leading Hand Allowance

An employee placed in charge of one or more employer shall be paid an additional \$25.90 per week or \$5.18 per day.

- (4) First-Aid

An employee appointed by an employer to perform First-Aid duties shall be paid \$2.81 per day or \$14.08 per week in addition to the weekly rate.

(5) Meal Allowance

An employee required to work overtime in excess of one hour and who has not been notified of the necessity to work such overtime on the preceding day shall be paid \$8.60 for the first and each subsequent meal after each four hours of overtime.