

Extract

This is an extract of the deferral of Wage-Setting Decision 3/2007 for specified Australian Pay and Classification Scales for employees of farm businesses located in an Exceptional Circumstances declared areas where the employer is in receipt of the Farm Business ECIRS, is sourced from: The Australian Fair Pay Commission, *Wage-Setting Decision and Reasons for Decision July 2007*, The Commonwealth of Australia 2007 pp. 14-15, 74-81, 121-122.

The text of the full decision can be accessed at:

www.fairpay.gov.au/WageSettingDecisions/General/2007/Documents/

Executive Summary

Impact of the drought on farm businesses in regional Australia

Several submissions received by the Commission address the economic impact of the drought on the agricultural sector. The majority of submissions discuss the drought in terms of its impact on slowing economic growth across the economy generally and in the farm sector particularly.

Submissions from employer groups representing members in the agricultural sector urge the Commission to consider the consequences of drought in regional Australia in assessing the case for a general wage increase.

In seasonally adjusted terms, real agricultural income has fallen over 2006 to historically low levels in the December quarter 2006 and the March quarter 2007, to levels not seen for over 11 years.

Based on survey results, Australian Bureau of Agricultural and Resource Economics (ABARE) has estimated that average cash income and business profit per farm in 2006-07 in the broadacre and dairy industries will fall dramatically. ABARE's main predictions are:

- Average cash income per farm for all broadacre industries will fall to its lowest level in the 29 year history of the ABARE surveys, from \$81 290 in 2005-06 to \$26 600 in 2006-07. Forty-four per cent of broadacre farms will report negative cash income, up from 23 per cent in 2005-06.
- The average loss per farm for all broadacre industries in 2006-07 is expected to be \$59 800. This is the largest average loss in the history of the ABARE surveys, down from an average profit of \$8620 in 2005-06. The percentage of broadacre farms reporting a loss will increase from 58 per cent in 2005-06 to 77 per cent in 2006-07.
- The average loss per farm is estimated to be \$112 300 for wheat and other crop farmers, \$50 100 for sheep farmers and \$40 500 for beef farmers.
- It is estimated that broadacre farmers will make large losses on average in all states except Western Australia, where the average loss is estimated at \$298. In the other states, average losses per farm are estimated to range from \$85 648 in New South Wales to \$44 234 in Tasmania. Northern Territory broadacre farms are expected to make an average profit of \$271 894.
- Dairy farmers are estimated to receive an average cash income per farm of \$17 800 in 2006-07, down from \$86 030 in 2005-06. The estimated average business loss per farm is \$79 500 in 2006-07, down from \$19 260 in 2005-06

In the Commission's consideration, the financial viability of farm enterprises is critical to sustaining jobs in the rural sector into the future. While there is considerable variability in agricultural

employment from state to state (for example, estimated changes in employment over 2006-07 range from a 12 per cent increase in Queensland to a 10 per cent decrease in Western Australia), combined with projections of minimal growth over the next five years, the Commission believes there is scope to provide further assistance to maintain jobs during this difficult period.

The Commission recognises that even minor cost increases for farm businesses in Exceptional Circumstances areas currently in receipt of drought assistance may increase financial strain on these businesses resulting in job losses.

The Commission accepts that there is a need to provide some assistance to those farm businesses most severely affected by the drought and will grant a deferral of the 2007 wage increase in certain circumstances.

The Commission has a clear understanding that not all areas in which agricultural businesses operate are drought affected. Further, within these areas not all agricultural businesses are severely financially affected. The Commission has carefully considered how to target its deferral so that only employers who have demonstrated the prospect of long-term viability and direct financial hardship resulting from the exceptional drought will be eligible for a deferral of the Commission's Wage-Setting Decision 3/2007.

The Commission has determined that farm businesses in receipt of an Exceptional Circumstances Interest Rate Subsidy (ECIRS) are those most severely affected by the drought and are most likely to suffer detriment from increases in labour costs at this time, resulting in job losses. The Commission will, therefore, grant a deferral of the 2007 wage increase to those farm businesses in receipt of ECIRS.

The Commission emphasises that its decision only defers the increase granted in Wage-Setting Decision 3/2007 and that within 12 months all eligible businesses will be required to pay the 2007 increase in addition to any further increases subsequently awarded by the Commission.

The Commission notes that the granting of a deferral does not preclude these individual businesses and employers from paying the 2007 minimum wage increase.

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2. Impact of the drought on farm businesses in regional Australia

...Several submissions received by the Australian Fair Pay Commission (Commission) address the economic impact of the drought on the agricultural sector. The majority of submissions discuss the drought in terms of its impact on slowing economic growth across the economy generally and in the farm sector particularly.

Submissions from employer groups representing members in the agricultural sector urge the Commission to consider the consequences of drought in regional Australia in assessing the case for a general wage increase.

Citing the Australian Bureau of Agricultural and Resource Economics (ABARE), the National Farmers' Federation (NFF) claims that:

severe drought across southern and central Australia will reduce farm incomes in 2006 – 2007 to their lowest level in over thirty years, with farm cash incomes in New South Wales, South Australia and Victoria and the dairy industry being the most adversely affected. In early 2007, the number of farms with negative cash incomes was increasing with consequent increases in farm debts.⁶⁸

'In 2006 the average equity-debt ratio was 90 per cent having increased as a result of high demand levels for agricultural land sustaining high property prices. However, in 2007 there are diminished prospects for further land value increases, and coupled with higher debt levels, farmers will become more reliant on farm income and debt management (ABARE, Australian Commodities, March Quarter, 2007).

Farm receipts are projected to fall by over 20 per cent in 2007 with the majority of this arising from a reduction in crop receipts. This is particularly attributed to poor winter rainfalls in 2006 and unusually high temperatures, resulting in approximately 60 per cent less grain production. Projections indicate that it will fall by a further 40 per cent in 2007, incorporating allowance for or marginally higher grains prices.⁶⁹

'Broadacre farm costs fell by approximately 8 per cent in 2005-06 as a result of a decrease in livestock purchases, however cash costs for dairy farmers increased by 20 per cent, mainly due to higher labour costs, the cost of fodder and interest payments. ABARE predicts that 2006-07 will be one of the poorest years on record in terms of farm financial performance, with cash income set to fall from around \$81,000 per farm in 2005-06 to less than \$27,000 in 2006-07'.⁷⁰

The NFF argues that, as a result of the drought, farm businesses have a decreased capacity to pay higher wages. They project that this will lead to job losses for the low paid and a reduced capacity for the low paid and unemployed to enter the sector:

The capacity of the low paid and unemployed to obtain and remain in employment is highly dependant on the capacity of employers in the agricultural sector to generate employment. The worst drought in over a century, coupled with static or decreasing commodity prices and other costs of business mean that whilst the agricultural sector is the source of a significant amount of labour, particularly at the end of the low paid and for those returning to employment, many farmers do not have the capacity to pay increases such as that implemented following the AFPC's inaugural wage-setting decision.⁷¹

68 NFF, *Submission to the Australian Fair Pay Commission*, March 2007, pp. 19-20, para. 9.1.

69 NFF, *Submission to the Australian Fair Pay Commission*, March 2007, p. 20-1, paras 9.3-9.4.

70 NFF, *Submission to the Australian Fair Pay Commission*, March 2007, p. 21, para. 9.5.

71 NFF, *Submission to the Australian Fair Pay Commission*, March 2007, p. 12 para. 5.8.

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The South Australian Wine Industry Association (SAWIA) contends that the Australian wine industry is severely impacted by the current drought:

According to the Australian Wine and Brandy Corporation (AWBC), the 2007 Australian vintage is expected to come in at 1.35 million tonnes making it the smallest harvest since 2000. (Note: with the harvest almost now complete, there are strong industry practitioner indications that AWBC's initial estimate may be too high and the figure could be closer to 1.1 million tonnes);

Seasonal conditions have conspired to reduce yields (tonnes per hectare) to the lowest levels in 30 years. The vineyards this season have been subjected to frost, severe drought conditions, early-harvest rain and a hot/dry finish;

Water restrictions are currently in place in many parts of Australia due to the severe drought;

The ramifications of these conditions on the wine sector are immense, in terms of reductions in grape harvest tonnages, wine production and volume sales;

These issues, when combined, impact on employment opportunities within the wine industry;⁷²

SAWIA also claims the drought will impact employment in the wine industry:

Employment levels are expected to reduce because of the impact of the current drought and water restrictions. If the drought and water restrictions were to continue, employment levels will be reduced even further next year;

A number of wine industry employers will suffer financial hardship as a result of the current environmental conditions, and this will significantly affect their ability to pay higher wages to their employees.⁷³

The Australian Chamber of Commerce and Industry (ACCI) contends that an increase in the level of wages may not be sustainable especially in rural areas:

ACCI's submission continues to highlight the divergent performance of different parts of the Australian economy. Especially important is the hardship being faced by farms because of the continuing drought. The latest GDP data shows that value added in agriculture fell by 22.9 percent in the year to December, or 11.2 percent in the December quarter alone.⁷⁴

The Australian Industry Group (Ai Group) claims that, because of the drought, regional areas could be adversely affected by any substantial increase in the minimum wage:

Ai Group submits that the disproportionate negative impact of minimum wage increases on regional towns needs to be taken into account, and that in doing so, the AFPC should adopt a cautious approach in adjusting minimum wages. The widespread impact of the drought on regional towns adds to the concern that such towns have less capacity to support a substantial increase in minimum wages.⁷⁵

⁷² SAWIA, *Submission – 2007 Minimum Wage Review*, March 2007, p. 3.

⁷³ SAWIA, 2007, p. 3.

⁷⁴ ACCI, *2007 Minimum Wage Review, ACCI Submission, March 2007*, p. 241, para. 7.80.

⁷⁵ Ai Group, *Australian Fair Pay Commission – 2007 Minimum Wage Review, Ai Group Submission*, March 2007, p. 70, para. 179

The Australian Workers Union (AWU), in response to the NFF's submissions, rejects the proposal that the Commission treat agricultural workers any differently for the purposes of the 2007 review of minimum wages. They argue the reasons put forward by the NFF for a deferral of any general wage increase are inadequate:

The AWU does not agree that agricultural workers should be treated any differently for the purposes of the AFPC 2007 Fair Pay Review.

The AWU does not believe that tax cuts, inflation or international competitiveness arguments are reasons for denying agricultural workers a fair wage increase. This is ever more the case in view of record levels of household debt and debt servicing obligations. Median weekly earnings for the sector are already a third lower than for the economy as a whole...

...

Exceptional Circumstances (EC) assistance is aimed at ensuring that farm enterprises remain viable and sustainable over the longer term. Wages are ongoing running costs as are other inputs. Rather than seeing a wages freeze as an opportunity for catch-up, concerns regarding the eligibility for and operation of EC programs should be dealt with directly. A pay freeze would also have different consequences for industries and regions which could exacerbate rather than aid rural recovery given investment and labour mobility. This distorts efficient resource allocation and decision making.⁷⁶

The ACTU claims that granting exemptions from any wage increase announced by the Commission will provide an unfair advantage to some employers:

In the event that the AFPC provides the relief sought by the NFF there will be a two tier approach to Pay Scales/Award in the industry.

The NFF itself argues that the vast majority of its members are unincorporated bodies and therefore do not fall within the jurisdiction of the AFPC. It is the role of the AIRC to vary these transitional awards. Should the AFPC grant the exemptions there is no certainty that the AIRC will follow suit. When the rain and other forecasts are considered, it is more than possible that the basis for the exemption will be washed away.

Although the AIRC is bound [sic] to take in to account the wage-setting decisions of the AFPC, in such circumstances the likely result would be a two tiered minimum wage with an economic advantage being provided to incorporated employers.⁷⁷

The ACTU also argues that exempting pastoral and agricultural industries from a general wage increase may exacerbate labour shortages within these industries:

There [sic] serious labour shortages in the pastoral and agricultural industries. Due to barriers such as location, these shortages do not necessarily convert to individual bargaining power. A real reduction in the minimum rates of pay in the sector will only add to the difficulties faced by employers in obtaining labour when and where it is required.⁷⁸

76 AWU, *Australian Workers' Union response to Submissions by the National Farmers' Federation to the Australian Fair Pay Commission 2007 Minimum Wage Review*, May 2007, p. 2.

77 ACTU, *Australian Council of Trade Unions Submission to the Australian Fair Pay Commission* [post-budget submission], May 2007, p. 22.

78 ACTU, [post-budget submission], 2007, p. 24.

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Economic conditions and drought affected regions

Farm activity

Australian Bureau of Statistics (ABS) data show that real farm gross domestic product (GDP) was 22.7 per cent lower over the four quarters to March 2007.⁷⁹ The contraction in farm GDP is projected to subtract 0.6 percentage points from GDP growth over 2006-07, consistent with an annual decline in farm GDP of \$5.5 billion or 20.9 per cent. Over the past two decades, there were only two years in which farm GDP fell by a similar amount, in 1994-95 and 2002-03. In both instances the fall in farm GDP was reversed the next year.⁸⁰

Much of the expected decline in farm output over 2006-07 reflects a sharp drop in crop production, with meat and livestock production expected to be little affected by the drought. According to forecasts from ABARE, crop production is expected to fall by more than one-third in 2006-07, led by a 60 per cent drop in wheat production.⁸¹

Agricultural income

In seasonally adjusted terms, real agricultural income has fallen over 2006 to historically low levels in the December quarter 2006 and the March quarter 2007, to levels not seen for over 11 years.⁸²

Based on survey results, ABARE has estimated that average cash income and business profit per farm in 2006-07 in the broad acre and dairy industries will fall dramatically.

ABARE's main predictions are:

- Average cash income per farm for all broad acre industries will fall to its lowest level in the 29 year history of the ABARE surveys, from \$81 290 in 2005-06 to \$26 600 in 2006-07. Forty-four per cent of broadacre farms will report negative cash income, up from 23 per cent in 2005-06.
- The average loss per farm for all broadacre industries in 2006-07 is expected to be \$59 800. This is the largest average loss in the history of the ABARE surveys, down from an average profit of \$8620 in 2005-06. The percentage of broadacre farms reporting a loss will increase from 58 per cent in 2005-06 to 77 per cent in 2006-07.
- The average loss per farm is estimated to be \$112 300 for wheat and other crop farmers, \$50 100 for sheep farmers and \$40 500 for beef farmers.
- It is estimated that broadacre farmers will make large losses on average in all states except Western Australia, where the average loss is estimated at \$298. In the other states, average losses per farm are estimated to range from \$85 648 in New South Wales to \$44 234 in Tasmania. Northern Territory broadacre farms are expected to make an average profit of \$271 894.
- Dairy farmers are estimated to receive an average cash income per farm of \$17 800 in 2006-07, down from \$86 030 in 2005-06. The estimated average business loss per farm is \$79 500 in 2006-07, down from \$19 260 in 2005-06.⁸³

79 ABS, *Australian National Accounts: National Income, Expenditure and Product, March quarter 2007*, Catalogue No. 5206.0, Canberra, ABS, 2007.

80 *Commonwealth of Australia, Budget Strategy and Outlook 2007-08*, Budget Paper No. 1, Canberra, AGPS, 2007, statement 3, p. 7.

81 ABARE, *Australian Commodities March quarter 2007*, Canberra, Commonwealth of Australia, 2007, pp. 20, 28.

82 ABS, *Australian National Accounts: National Income, Expenditure and Product, March 2007*, Catalogue No. 5206.0.

83 ABARE, 2007, pp. 181, 185-6, 191-2

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Exports

Exports account for around 65 per cent of the volume of Australia's agricultural production and around 75 per cent of its value.⁸⁴ ABARE forecasts that the real value of Australia's farm export earnings will fall by 7.7 per cent in 2006-07 – led by a 12.0 per cent drop in the real value of crop exports – with a small increase forecast for 2007-08.⁸⁵

Employment

Employees make up just over half of total employment in agriculture, compared with about 90 per cent of total employment in the non-agricultural economy. Own account workers (that is, workers who operate their own unincorporated enterprises) make up just over a third of agricultural employment, followed by employers and contributing family workers.

The sharpest decline in all categories of agricultural employment occurred over the year to February 2003, with a 15 per cent decline in employee numbers and declines of around 25 per cent in the numbers of employers and own account workers. There has been relatively little change in aggregate employment numbers since then. By contrast, total hours worked by employees across the rest of the economy has increased by around 15 per cent since February 2002.

Hours worked by employees in grain, sheep and beef farming have fallen by about 40 per cent over the past five years, while hours worked in horticulture and fruit growing have fallen by about 20 per cent. In other industries, hours worked by employees have trended downwards over the past five years for dairy cattle farming and other crop growing (which includes sugar and cotton growing), and trended upwards for other livestock farming (which includes both horse and pig farming, and various types of breeding).⁸⁶

According to ABARE, the price of labour bought by farmers is expected to increase by 3.1 per cent over 2006-07 – close to increases over the past few years – and by 2.5 per cent over 2007-08. ABARE predicts that total labour costs will fall by 2.0 per cent over 2006-07 (which suggests that the amount of labour bought is likely to fall), and then increase by 3.0 per cent over 2007-08. Labour costs make up around 11 per cent of total farm costs.⁸⁷

Labour productivity in agriculture, forestry and fishing increased at an annualised rate of 5.8 per cent from 1995-96 to 2005-06, well above the corresponding rate for all industries (2.0 per cent).⁸⁸

Earnings

Most of the main ABS labour cost surveys do not collect earnings data for agricultural employees.⁸⁹

84 NFF, *Submission to the Australian Fair Pay Commission*, March 2007, p. 9.

85 ABARE, 2007, p. 20.

86 ABS, *Labour Force, Australia, Detailed, Quarterly, February 2007*, Catalogue No. 6291.0.55.003, Canberra, ABS, 2007.

87 ABARE, 2007, pp. 233-234.

88 ABS, *Australian System of National Accounts, 2005-06*, Catalogue No. 5204.0, Canberra, ABS, 2006.

89 In addition, in the case of the Wage Price Index, which tracks wage inflation for a given set of jobs, the highly seasonal nature of activities in the agricultural industry would make it difficult to track jobs over time

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Estimates of mean weekly earnings for agricultural employees are included in the annual Employee Earnings Benefits and Trade Union Membership survey. According to this survey, growth in mean weekly earnings for full-time employees in agriculture has picked up over the past few years, and was about 10 per cent over the year to August 2006. Earnings for agricultural employees remain about one quarter less than mean weekly earnings of all full-time employees.⁹⁰

Assistance available in Exceptional Circumstances areas

Federal drought assistance generally hinges on a determination of drought in Exceptional Circumstances declared areas. Whether an area is an Exceptional Circumstances area is determined by the National Rural Advisory Council (NRAC) as a result of an application made by State, Federal or community groups.

To qualify for Exceptional Circumstances an area must be affected by circumstances that:

- must be rare, that is must not have occurred more than once on average in every 20 to 25 years;
- must result in a rare and severe downturn in farm income over a prolonged period of time (for example, greater than 12 months);
- cannot be planned for or managed as part of farmers' normal risk management strategies; and
- must be a discrete event that is not part of long-term structural adjustment processes or of normal fluctuations in commodity prices.⁹¹

A determination of Exceptional Circumstances can trigger a range of economic support to farm businesses and farm families. Not all farm business and farm families within an Exceptional Circumstances declared area can claim these benefits.

Over the five years to June 2006, around 22 per cent of farmers, or slightly more than 23 000, received assistance through the Exceptional Circumstances program. The proportions who had received Exceptional Circumstances Interest Rate Subsidies (ECIRS) and Exceptional Circumstances Relief Payment (ECRP) were 11 and 16 per cent respectively, with six per cent having received both types of assistance at some point over the period.

Request for deferral of any wage increase

The NFF requests that the Commission defer any wage increase for farmers located in Exceptional Circumstances areas. The NFF proposes three ways the Commission could defer its decision:

- the Commission could defer all pay scales relating to the agricultural sector (Australian Pay and Classification Scales [Pay Scales] identified by the NFF);
- the deferral could be based on location in Exceptional Circumstances areas; or
- the deferral could be available only to employers eligible for Exceptional Circumstances relief.⁹²

The NFF states that deferring all Pay Scales for agricultural businesses in Exceptional Circumstances areas is their preferred option.⁹³

90 ABS, *Employee Earnings, Benefits and Trade Union Membership, August 2006*, Catalogue No. 6310.0, Canberra, ABS, 2006.

91 DAFF, *National Rural Advisory Council Annual Report 2005-06*, Commonwealth of Australia, 2006, p. 37.

92 NFF, *Submission to the Australian Fair Pay Commission*, March 2007, p. 13, paras 5.10-5.11.

93 NFF, *Supplementary Submission to the Australian Fair Pay Commission*, April 2007, p. 2

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The Commission agreed that the significant detrimental effect of the drought warranted consideration of a deferral but it did not accept that this should be applied universally to the agricultural sector.

Deferral of the 2007 minimum wage increase

The Commission has assessed evidence relating to the economic impact of the drought on the agricultural sector. It has considered data relating to the economic impact of the drought on farm businesses, the potential impact of granting a deferral of any wage increase on the agricultural sector, information obtained from site visits to the declared Exceptional Circumstances areas of Wagga Wagga and Roma and the information and arguments advanced in submissions to the Commission's 2007 minimum wage review.

The Commission accepts that the drought has had a significant detrimental effect upon farm businesses in Exceptional Circumstances areas in particular primary producers currently in receipt of ECIRS. The Commission will grant a deferral of the 2007 minimum wage increase in certain circumstances.

The Commission has sought to limit the impact of any wage deferral to employers within the agricultural sector who are in genuine financial hardship as a direct result of the drought. In addition, the Commission has carefully considered the types of assistance already available to businesses in Exceptional Circumstances areas.

The ECIRS is available to primary producers in Exceptional Circumstances declared areas. In order to be eligible for an ECIRS the primary producer must be located in an Exceptional Circumstances declared area. They must be able to demonstrate that:

- the enterprise is in financial difficulty due to the impact of Exceptional Circumstances on farm enterprises;
- without support under the guidelines the farm would not have the capacity to achieve or maintain sustainable long-term viability; and
- the farming operation has been viable in the past and has the potential to return to viability in the future.

The applicant is required to provide financial records and documentation to the Rural Assessment Authority which varies from state to state. The financial records of each ECIRS application are considered on a case-by-case basis.

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The Commission has a clear understanding that not all areas in which agricultural businesses operate are drought affected. Further, within these areas not all agricultural businesses are severely financially affected. The Commission has carefully considered how to target its deferral so that only employers who have demonstrated the prospect of long-term viability and direct financial hardship resulting from the exceptional drought will be eligible for a deferral of the Commission's Wage Setting Decision 3/2007.

In the Commission's consideration, the financial viability of farm enterprises is critical to sustaining jobs in the rural sector into the future. While there is considerable variability in agricultural employment from state to state (for example, estimated changes in employment over 2006-07 range from a 12 per cent increase in Queensland to a 10 per cent decrease in Western Australia)⁹⁴, combined with projections of minimal growth over the next five years⁹⁵ the Commission believes there is scope to provide further assistance to maintain jobs during this difficult period.

The Commission emphasises that its decision only defers the increase granted in Wage Setting Decision 3/2007 and that within 12 months all eligible businesses will be required to pay the 2007 increase in addition to any further increases subsequently awarded by the Commission.

The Commission recognises that even minor cost increases for farm businesses in Exceptional Circumstances areas currently in receipt of drought assistance may increase financial strain on these businesses resulting in job losses. The Commission has determined that farm businesses in receipt of an ECIRS are the most severely affected by the drought and are most likely to suffer detriment from increases in labour costs at this time.

The Commission notes that the granting of a deferral does not preclude these individual businesses and employers from deciding to pay the 2007 minimum wage increase to their employees.

The Commission grants a deferral of Wage Setting Decision 3/2007 to specified Australian Pay and Classification Scales for employees of farm businesses located in an Exceptional Circumstances declared area and where the employer is in receipt of the Farm Business ECIRS.

Specified Australian Pay and Classification Scales are at Appendix B.

The deferral of the general wage increase will be for a maximum period of 12 months from 1 October 2007. If a farm business ceases to be in receipt of an ECIRS, the farm business will cease to be exempt from paying the 2007 general wage increase.

94 ABS, *Labour Force, Australia, Detailed, Quarterly, May 2007*, ST File 6291.0.55.003 E06_Aug 94, Canberra, ABS, 2007.

95 Labour Supply and Skills Branch, DEWR.

Appendix B

Specified Australian Pay and Classification Scales

Federal

The Australian Pay and Classification Scale derived from the Pastoral Industry Award 1998, AP792378CRV

The Australian Pay and Classification Scale derived from the Horticultural AWU Award 2000, AP784867CRV

The Australian Pay and Classification Scale derived from the Woolclassers' Award 1999, AP802323

New South Wales

The Australian Pay and Classification Scale derived from the Cotton Growing (State) Employees Award, AN120161

The Australian Pay and Classification Scale derived from the Dairying Industry Employees (State) Award, AN120176

The Australian Pay and Classification Scale derived from the Horticultural (State) Award, AN120247

The Australian Pay and Classification Scale derived from the Pastoral Industry (State) Award, AN120408

The Australian Pay and Classification Scale derived from the Breeding and Raising of Pigs (State) Award, AN120084

The Australian Pay and Classification Scale derived from the Horticultural (State) Award, AN120247

The Australian Pay and Classification Scale derived from the Poultry Farms Employees (State) Award, AN120426

The Australian Pay and Classification Scale derived from the Mushroom Industry Employees (State) Award, AN120357

The Australian Pay and Classification Scale derived from the Consolidated Wine Industry (State) Award, AN120649

South Australia

The Australian Pay and Classification Scale derived from the Pastoral Industry (SA) Award, AN150104

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Queensland

The Australian Pay and Classification Scale derived from the Cotton Harvesting Award – State 2003, AN140087

The Australian Pay and Classification Scale derived from the Feedlot Industry Award – State 2006, AN140324

The Australian Pay and Classification Scale derived from the Fruit and Vegetable Growing Industry Award – State 2002, AN140126

The Australian Pay and Classification Scale derived from the Pig Breeding and Raising Award – State 2003, AN140210

The Australian Pay and Classification Scale derived from the Poultry Farm and Hatchery Employees' Award – State 2002, AN140216

The Australian Pay and Classification Scale derived from the Station Hands Award – State 2003, AN140277

The Australian Pay and Classification Scale derived from the Sugar Field Sector Award – State 2005, AN 140282

The Australian Pay and Classification Scale derived from the Shearing Industry Award – State 2003, AN140272

The Australian Pay and Classification Scale derived from the Wool Classers and Wool Sorters (other than wool classers and wool sorters employed in shearing sheds) Award South Eastern Division – 2003, AN140318

Western Australia

The Australian Pay and Classification Scale derived from the Western Australia Shearing Contractors' (AWU) Award 2002, AP816728

The Australian Pay and Classification Scale derived from the Farm Employee's Award 1985, AN160126

Tasmania

The Australian Pay and Classification Scale derived from the Farming and Fruit Growing Award, AN170032.¹

¹ On 29 May 2007, an application was lodged to have areas within Tasmania declared Exceptional Circumstances Areas.