

## **Work agreement Contract**

This Agreement is between:

Down To Earth Agri business U3/8 Owen Tucker Lane Margaret River WA 6285

**(Employer name & address)**

and

**(Employee name & address)**

The Employer and the Employee agree to enter into this Agreement under the Horticulture Award 2010[MA000028].

1. The work to be performed under this Agreement is as described below:  
Planting sandwood and host tree seedlings as per standard operating procedures (SOPs) and explained during staff training inductions.

2. The employee is employed as a casual employee. Clause 10.4 Casual employment

(a) A casual employee is one engaged and paid as such. A casual employee's ordinary hours of work are the lesser of an average of 38 hours per week or the hours required to be worked by the employer.

For the purpose of this work agreement the agreed ordinary hours are rostered between Monday to Saturday

(b) For each hour worked ,a casual employee will be paid no less than 1/38th of the minimum weekly rate of pay for an employee in that classification in clause 14—Minimum wages ,plus a casual loading of 25%.

(c) The casual loading is paid instead of annual leave, personal/carer's leave,notice of termination ,redundancy benefits, overtime and the other entitlements of full-time or part-time employment provided for in this award.

3. The employer and employee will both keep a copy of this agreement.

4. The casual rate in this agreement will be reviewed in light of any changes in the Award rate, or in the nature of the work, or the conditions under which it is performed. This ensures that the minimum requirements set out in the Award continue to be met.

5. This agreement commences on the date signed below.

6. Any party can end this agreement at any time.

7. The employer has explained the National Employment Standards (NES) in a language the employee understands.

8. The employee has received a hard copy of Section 7 of the Horticulture Award – Award Flexibility, and Section 22 – Ordinary Hours of Work and Rostering.

9. The Complete Horticulture Award can be accessible online: [www.fwc.gov.au](http://www.fwc.gov.au)

**Employee Signature:.....**

**Print Name:** .....**Date:** .....

**Employer Signature:.....**

**Print Name:** .....**Date:** .....