

FY2013 Rates to Candidates: Level 1

Day Shift Weekdays	Hours	Rate
Normal Time	7.60	\$16.120
Time & Half	2.00	\$24.180
Double Time	Remaining	\$32.240

Night Shift Weekdays	Hours	Rate
Normal Time*	7.60	\$18.538
Time & Half	2.00	\$24.180
Double Time	Remaining	\$32.240

Day Shift Saturday	Hours	Rate
Time & Half	2.00	\$24.180
Double Time	Remaining	\$32.240

Night Shift Saturday	Hours	Rate
Time & Half	2.00	\$24.180
Double Time	Remaining	\$32.240

Day Shift Sunday	Hours	Rate
Double Time	All	\$32.240

Night Shift Sunday	Hours	Rate
Double Time	All	\$32.240

FY2013 Rates to Candidates: Level 2

Day Shift Weekdays	Hours	Rate
Normal Time	7.60	\$16.960
Time & Half	2.00	\$25.440
Double Time	Remaining	\$33.920

Night Shift Weekdays	Hours	Rate
Normal Time*	7.60	\$19.504
Time & Half	2.00	\$25.440
Double Time	Remaining	\$33.920

Day Shift Saturday	Hours	Rate
Time & Half	2.00	\$25.440
Double Time	Remaining	\$33.920

Night Shift Saturday	Hours	Rate
Time & Half	2.00	\$25.440
Double Time	Remaining	\$33.920

Day Shift Sunday	Hours	Rate
Double Time	All	\$33.920

Night Shift Sunday	Hours	Rate
Double Time	All	\$33.920

FY2013 Rates to Candidates: Level 3

Day Shift Weekdays	Hours	Rate
Normal Time	7.60	\$17.280
Time & Half	2.00	\$25.920
Double Time	Remaining	\$34.560

Night Shift Weekdays	Hours	Rate
Normal Time*	7.60	\$19.872
Time & Half	2.00	\$25.920
Double Time	Remaining	\$34.560

Day Shift Saturday	Hours	Rate
Time & Half	2.00	\$25.920
Double Time	Remaining	\$34.560

Night Shift Saturday	Hours	Rate
Time & Half	2.00	\$25.920
Double Time	Remaining	\$34.560

Day Shift Sunday	Hours	Rate
Double Time	All	\$34.560

Night Shift Sunday	Hours	Rate
Double Time	All	\$34.560

* Rate includes loading of 15% of the appropriate weekly rate

Day Shift Rates:

When working day shifts from Monday to Friday, the first 7 hours and 36 minutes (7.60 hours) will be paid at the normal time hourly rate of \$16.12 for Level 1, \$16.96 for Level 2 and \$17.28 for Level 3. The next 2 hours will be paid at the time & half hourly rate of \$24.18 for Level 1, \$25.44 for Level 2 and \$25.92 for Level 3. Any excess hours will be paid at the double time hourly rate of \$32.24 for Level 1, \$33.92 for Level 2 and \$34.56 for Level 3.

When working day shifts on Saturdays, the first 2 hours will be paid at the time & half hourly rate of \$24.18 per hour, \$25.44 for Level 2 and \$25.92 for Level 3. Any excess hours will be paid at the double time hourly rate of \$32.24 per hour for Level 1, \$33.92 for Level 2 and \$34.56 for Level 3.

When working day shifts on Sundays, all hours will be paid at the double time hourly rate of \$32.24 per hour for Level 1, \$33.92 for Level 2 and \$34.56 for Level 3.

Night Shift Rates:

When working night shifts from Monday to Friday, the first 7 hours and 36 minutes (7.60 hours) will be paid at the normal time hourly rate of \$18.538 for Level 1, \$19.504 for Level 2 and \$19.872 for Level 3. Please note that the normal time hourly rates during the week for night shifts are inclusive of a 15% loading. The next 2 hours will be paid at the time & half hourly rate of \$24.18 for Level 1, \$25.44 for Level 2 and \$25.92 for Level 3. Any excess hours will be paid at the double time hourly rate of \$32.24 for Level 1, \$33.92 for Level 2 and \$34.56 for Level 3. Please note that the weekday night shifts are from Monday to Friday.

When working night shifts on Saturdays, the first 2 hours will be paid at the time & half hourly rate of \$24.18 per hour, \$25.44 for Level 2 and \$25.92 for Level 3. Any excess hours will be paid at the double time hourly rate of \$32.24 per hour for Level 1, \$33.92 for Level 2 and \$34.56 for Level 3.

When working night shifts on Sundays, all hours will be paid at the double time hourly rate of \$32.24 per hour for Level 1, \$33.92 for Level 2 and \$34.56 for Level 3.

Superannuation:

Superannuation will be paid and calculated at a rate of 9% for the first 38 hours worked per week.

Holiday Pay:

Holiday pay is prorated at 20 days per 12 months, which is equal to 1.66 days per month, at normal time rates.

Leave With Notice Requirement:

A notice must be given one week in advance if candidate is to leave the job. Without this notice, payment will not be issued for the last week worked.

I _____ declare that I have previously completed, understood and agreed to a registration form with Labour Solutions Australia which included various terms and conditions of employment as a casual temporary onhired employee. I acknowledge that my employment maybe also (depending on the assignment) be subject to the Labour Solutions Australia Cotton Ginning Enterprise Agreement 2012 which may provide for my employment status to be based on full time employment status.

If offered work through Labour Solutions Australia under the Labour Solutions Australia Cotton Ginning Enterprise Agreement 2012, I agree to have read and completely understood to the terms and conditions set out below

- That my employment is bound by the Labour Solutions Australia Cotton Ginning Enterprise Agreement for on hired employees
- It is my responsibility to clarify the pay rate with my Labour Solutions Australia representative upon accepting each assignment.
- My employment with Labour Solutions Australia is as a seasonal on hire employee on a seasonal basis and that the duration, existence or duties required to be performed on each assignment are not guaranteed in any way.
- That I have read and completely understand all information in the labour Solutions Australia temporary employee handbook and completed the Labour Solutions Australia safety induction along with agreeing to complete all site specific induction and it is my responsibility to ensure that I hold any licenses or tickets required to perform duties as requested on assignment.
- I agree to continually update myself on current workplace safety methods and will ensure a safe workplace at all times.
- My employment with Labour Solutions Australia is as a seasonal on hire employee, and as such I may from time to time be placed on assignment to provide services for the benefit of clients of Labour Solutions Australia (each an "Assignment" with a "Client"), with each shift constituting a discrete period of employment. I may accept or reject any offer of an Assignment for Labour Solutions Australia. On completion of an Assignment, whether satisfactory or otherwise, my employment with Labour Solutions Australia will terminate and Labour Solutions Australia is under no obligation to offer me any further Assignment.
- I understand that Labour Solutions Australia does not control or guarantee the length duration or existence, of any Assignment and I accept that, while Labour Solutions Australia may indicate the potential length of an Assignment in good faith, the client may vary the length of the Assignment or terminate my attendance at any Assignment at its absolute discretion.
- I accept that if a client varies the length of an Assignment period or terminates my attendance at an Assignment, as contemplated in clause 7, Labour Solutions Australia has the right, at its discretion, to discontinue my employment. I accept, that should that happen, my employment will have been terminated for operational reasons within the meaning of the Act.
- I acknowledge that the terms and conditions of my employment (including my rate of remuneration) will vary from Assignment to Assignment, and that the terms and conditions of employment (including remuneration) I enjoy during any Assignment will not constitute a representation as a future terms and conditions of employment (including remuneration).
- I accept that during each Assignment I will be subject to the care, control, and supervision of the client. This arrangement is limited to the scope of the Assignment, as agreed between me and Labour Solutions Australia before my being placed with the client. Should I be directed by the client to undertake work outside that scope I agree to inform Labour Solutions Australia immediately, and prior to commencing such work.
- I agree to inform and understand that it is my responsibility to inform Labour Solutions Australia if at any time during my Assignment I am not afforded a break of at least 10 continuous hours between shifts.
- Payment of my work will be made by Labour Solutions Australia on a weekly basis only on receipt of a Labour Solutions Australia timesheet, correctly completed and with appropriate authorisation by an approved client supervisor, or by some other method directed by Labour Solutions Australia, I understand that it is my responsibility to provide an authorised time sheet to Labour Solutions Australia and acknowledge that I will not be paid if the time sheet is not provided. I also understand that future payments will be adjusted if actual working hours or other details differ from information provided by me by time sheet. I authorise Labour Solutions Australia to make deductions from future payments in respect of any overpayment.

- Payment to me by Labour Solutions Australia will be made by electronic funds transfers to the bank account nominated by me (Note: funds may take up to four days to clear.) I understand that any payroll documentation may be sent to me electronically.
- I understand that if my pay is lost or is returned by the bank due to incorrect details provided by myself that a \$15 processing fee will be payable and I authorise Labour Solutions Australia to deduct this from my net wage prior to transfer.
- I authorise Labour Solutions Australia to deduct from my wages any amount that must be paid or withheld by law (including without limitation and PAYG tax instalments or any fines or other costs incurred by myself during my employment with Labour Solutions Australia.)
- Unless stated otherwise, my remuneration is inclusive of all entitlements to which I may be entitled under my relevant law or industrial instrument and that my remuneration may be used by Labour Solutions Australia to set off any such entitlements.
- I agree to notify Labour Solutions Australia as soon as practicable, but no later than normal start time, if I am unable to attend work.
- I agree to keep confident any information obtained during my Assignment, including without limitation any client details, trade secrets, and other commercially sensitive information.
- For a period of six months following the termination of my employment with Labour Solutions Australia, I agree that I will not seek or accept a direct offer of employment whether temporary, contract or permanent from any client of Labour Solutions Australia to whom I am introduced without first notifying Labour Solutions Australia.
- I agree that I have, or will, complete an Australian Taxation Office Employment Declaration in respect of my employment with Labour Solutions Australia.
- I understand that it is a condition of my employment that I may be required to undergo a pre-employment medical examination. In an event, I authorise the examining doctor to forward the results of my medical to the client and Labour Solutions Australia. I acknowledge that the medical report will remain the property of Labour Solutions Australia and/or the client.
- I accept the terms of the Labour Solutions Australia Cotton Ginning Enterprise Agreement and agree to bound by this agreement along with all client and Labour Solutions Australia policies and codes of conduct.
- I understand that, if any clause (or part of any clause) in this Agreement is for any reason not enforceable, it will be severed from this agreement and the remaining provisions will continue in force.
- I acknowledge that it is my responsibility to ensure I am working in a safe manner at all times as to ensure the safety of myself and others. I agree to stop work immediately and advise Labour Solutions Australia if I feel unsafe at any time.
- I agree to adhere to all reasonable directions given by Labour Solutions Australia and the client, including but not limited to those that relate to:
 - a. occupational health and safety. In this regard, I accept that the client may direct that I submit to a drug test prior to, and at any time during, my Assignment. I accept that my employment is subject to my submission to, and passing of, and such drug test; and
 - b. the use of telephones, email, internet, security access, software and the protection of the clients information technology network
- I accept that when my assignment or employment comes to an end;
 - a. I will not be entitled to any severance or other termination payment; and
 - b. Labour Solutions Australia will be under no obligation to offer me further employment or other Assignments.

Signed.....

Name.....

Date.....