

# Piecework rules have changed

The Fair Work Commission made a decision to change piecework rules in the Horticulture Award from 28 April 2022.

Are you a pieceworker in the Horticulture Industry? Find out what the changes mean for you below.

## Who is affected?



Pieceworkers covered by the Horticulture Award. A pieceworker is an employee who gets paid by the piece. It's based on the amount the employee has picked, packed, pruned or made.

## When do the changes start?



The changes began from the first pay period that started on or after 28 April 2022.

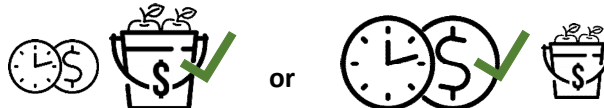
## What are the changes?



### Minimum wage guarantee

Pieceworkers have a minimum wage guarantee. This means that pieceworkers have to be paid the **higher amount** of either:

- what they earned for their day's work under the piece rate; **or**
- what they would have earned for the day based on their hourly rate, that is their minimum hourly rate (including any casual loading) under the Horticulture Award multiplied by the number of hours they worked that day.



### New piecework record

Piecework records replace piecework agreements. Your employer needs to give you a piecework record that they have signed **before** you start the piecework task.



### New time and rate records

Your employers must keep a record of the hours you work each day and the applicable piece rates for those hours.

### Keep your own records

Use our free [Record My Hours app](https://fairwork.gov.au/app) (fairwork.gov.au/app) to keep track of your hours and output (for example, how much you picked, packed or pruned).

### Where can I find more information?

Keep up to date on the rules about piecework arrangements by visiting our [Horticulture Showcase](https://fairwork.gov.au/horticulture) at fairwork.gov.au/horticulture and by [subscribing to our email updates](https://fairwork.gov.au/emailupdates) at fairwork.gov.au/emailupdates