



**Please note – This is a previous WA award summary and does not contain the current rates of pay**

WA Award Summary

# Bakers (Metropolitan) Award

**1 July 2018**

About this Award Summary

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This WA Award Summary is a summary of the state Bakers (Metropolitan) Award and does not include all obligations required by the award. It is important that you also refer to the full Bakers (Metropolitan) Award that is available on the WA Industrial Relations Commission website [www.wairc.wa.gov.au](http://www.wairc.wa.gov.au)

Provisions of other employment legislation also apply to employees and have been included in this WA Award Summary where appropriate. You may need to refer to the *Minimum Conditions of Employment Act 1993*, the *Long Service Leave Act 1958*, and the *Industrial Relations Act 1979* for full details.

This document is formatted for viewing on the Wageline website and contains web links to other relevant information. If you are using a printed copy in which links are not visible, all additional information can be found at [www.dmirs.wa.gov.au/wageline](http://www.dmirs.wa.gov.au/wageline) or by contacting Wageline on 1300 655 266.

## How can we help?

- Pay rates
- Leave entitlements
- Long service leave
- Employment arrangements
- Record keeping obligations



## Three Step Check: to make sure this WA Award Summary is relevant to you

<p><b>Step 1</b> - is the business in the state system?</p>	<p>This information applies to businesses in the <b>state industrial relations system</b>. It covers businesses (and their employees) that operate as:</p> <ul style="list-style-type: none"> <li>✓ <b>sole traders</b> (eg Jane Smith trading as Jane’s Bakery)</li> <li>✓ <b>unincorporated partnerships</b> (eg Jane and Bob Smith trading as Jane’s Bakery)</li> <li>✓ <b>unincorporated trust arrangements</b> (Jane and Bob Smith as trustees for Jane’s Bakery)</li> </ul> <p>This information does <b>not</b> cover businesses and organisations in the national ‘fair work’ industrial relations system which operate as:</p> <ul style="list-style-type: none"> <li>✗ <b>Pty Ltd businesses</b> that are trading or financial corporations (eg Smith Pty Ltd trading as Jane’s Bakery)</li> <li>✗ <b>incorporated partnerships or incorporated trusts</b></li> <li>✗ <b>incorporated associations and other non-profit bodies</b> (that are trading or financial corporations)</li> </ul> <p>For more information visit the <a href="#">Guide to who is in the WA state system</a> page. If the business or organisation is in the national system visit the Fair Work Ombudsman website <a href="http://www.fairwork.gov.au">www.fairwork.gov.au</a></p>
<p><b>Step 2</b> - is the business covered by the Bakers (Metropolitan) Award?</p>	<p>The Bakers (Metropolitan) Award covers many types of businesses in the state industrial relations system. Businesses covered are:</p> <ul style="list-style-type: none"> <li>✓ Bakeries within a 45km radius from central Perth General Post Office</li> </ul> <p>Note: The Bakers (Country) Award covers businesses located outside the area covered by the Bakers (Metropolitan) Award. The Bakers (Country) Award can be viewed on the WA Industrial Relations Commission website <a href="http://www.wairc.wa.gov.au">www.wairc.wa.gov.au</a></p>
<p><b>Step 3</b> - is the employee’s job covered by the Bakers (Metropolitan) Award?</p>	<p>The Bakers (Metropolitan) Award sets pay rates, working hours and other employment arrangements for employees working as:</p> <ul style="list-style-type: none"> <li>✓ Bakers</li> <li>✓ Bakers Assistants</li> <li>✓ Dough makers</li> </ul>



Employers covered by this WA Award are legally required to keep employment records. Employers can be fined up to \$5,000 for not keeping employment records, for keeping inadequate or fraudulent records, or for not providing records to Industrial Inspectors when required to do so. Page 8 details record keeping requirements.

The Bakers (Metropolitan) Award is a legal document that outlines the minimum wages and conditions of employment that must be provided to employees who are covered by the award. Employers and employees cannot agree to lesser conditions.

Industrial Inspectors at the Department of Mines, Industry Regulation and Safety have statutory powers to investigate employee complaints about underpayment of wages or leave entitlements under this WA Award and state employment laws. The Department can prosecute employers in the Industrial Magistrates Court for not paying the rates of pay, including overtime, penalty rates and allowances required by this WA Award.



## Rates of pay

All rates of pay are gross rates (before tax). Current rates applied from the first pay period on or after **1 July 2018**.



**Adult rates of pay – applicable from the first pay period on or after 1 July 2018 until end of last pay period commenced in June 2019 (new rates applied first pay period on or after 1 July 2019).**

Classification	Weekly	Hourly	Casual (includes 20% loading)
Dough maker	\$816.40	\$21.48	\$25.78
Single Hand Baker	\$816.40	\$21.48	\$25.78
Baker	\$809.90	\$21.31	\$25.58
Baker's Assistant	\$733.30	\$19.30	\$23.16
Jobbers			\$25.58



**Apprentice rates of pay – applicable from the first pay period on or after 1 July 2018 until end of last pay period commenced in June 2019 (new rates applied first pay period on or after 1 July 2019).**

Apprentices aged 21 and above receive the minimum adult wage of \$621.10 per week or the relevant apprenticeship rate for their year, whichever is the higher.

3 Year Term	% of Baker	Weekly	Hourly
1st Year	55%	\$445.40	\$11.72
2nd Year	75%	\$607.40	\$15.98
3rd Year	88%	\$712.70	\$18.76



**Junior rates of pay – applicable from the first pay period on or after 1 July 2018 until end of last pay period commenced in June 2019 (new rates applied first pay period on or after 1 July 2019).**

Junior employees (19 years and under) are paid a percentage of the adult rate applicable to their classification.

Age	% of adult
15 years of age	45%
16 years of age	60%
17 years of age	70%
18 years of age	80%
19 years of age	90%

- There are restrictions on employment of children in this industry. See page 5 for details.



The table below shows the pay rates for a junior Baker's Assistant only.

**Bakers assistant wages – applicable from the first pay period on or after 1 July 2018 until end of last pay period commenced in June 2019 (new rates applied first pay period on or after 1 July 2019).**

Baker's Assistant	% of adult	Weekly	Hourly	Casual (includes 20% loading)
15 years of age	45%	\$330.00	\$8.68	\$10.42
16 years of age	60%	\$440.00	\$11.58	\$13.89
17 years of age	70%	\$513.30	\$13.51	\$16.21
18 years of age	80%	\$586.60	\$15.44	\$18.52
19 years of age	90%	\$660.00	\$17.37	\$20.84



To receive email updates when WA award pay rates change, subscribe to the [Wageline Newsletter](#).



## Hours and overtime

### Ordinary hours

- The ordinary hours for an employee under this WA award are:
  - an average of 38 hours over a maximum cycle of four weeks (for rostering options, please view the full award on the WA Industrial Relations Commission website [www.wairc.wa.gov.au](http://www.wairc.wa.gov.au) or call Wageline on 1300 665 266.
  - worked between 6:00pm on Sunday and midnight on Friday.
  - no more than ten hours (exclusive of meal breaks) per day.
  - no more than five consecutive shifts per week.
- Rosters must be posted seven working days before the commencement of each working week.

### Overtime

- All time, except any that stands alone, worked in excess of the ordinary hours prescribed as a week's work must be paid for at the rate of time and a half for the first two hours and double time after that.
- All time worked in excess of ten hours on any shift stands alone and must be paid for at the rate of double time.
- If a full time or part time employee works so much overtime that they do not have ten consecutive hours off work in between shifts, they must be released from duty without loss of pay until they have had ten consecutive hours off work. If they are not released from duty, they must be paid double time for these hours.

### Early start allowance and Sunday penalty rates

These percentages are in addition to the ordinary rate for all hours worked on that shift.

Shift	Applicable rate
Shift which commences after 3:00am and before 6:00am	Additional 25%
Shift which commences between 6:00pm and 3:00am	Additional 36%
Hours worked on Sunday after 6:00pm	Double time



## Allowances

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### Foreperson allowance

In addition to the wage applicable to a dough maker, a **foreperson** must be paid the following allowance per week:

Number of employees	Allowance per week
If in charge of less than 4 employees	\$13.95
If in charge of 4 or more employees but less than 10	\$22.25
If in charge of 10 or more employees but less than 20	\$34.15
If in charge of 20 or more employees	\$43.95

### Disability allowance

A dough maker or single hand baker must be paid a **disability allowance** of **\$5.85 per week**.

### Meal allowance

- If an employee is required to work two or more hours of overtime, they must be provided with a meal or paid **\$9.05**.
- If an employee works such overtime that a second meal is required, they must be provided with a meal or paid **\$6.15**.



## Meal breaks

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- An employee must receive a meal break of between 20 and 40 minutes after not less than two and half hours and not more than five hours work.
- In addition, an employee must receive a paid ten minute break if they work for four or more hours.



## Public holidays

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- Full time employees are entitled to public holidays (or days substituted for public holidays) without deduction of pay. Part time employees are entitled to public holidays (or days substituted for public holidays) without deduction of pay if they would ordinarily be required to work on that day if it was not a public holiday.
- For the purposes of payment of public holiday rates under this award, if Christmas Day or New Year's Day falls on a Saturday or Sunday, the following Monday will be considered to be the public holiday, and when Boxing Day falls on a Sunday or Monday, the following Tuesday will be considered to be the public holiday. When a public holiday is substituted with another day, the public holiday itself is no longer considered a public holiday for the purposes of the WA award.
- For public holiday rates of pay please call **Wageline** on **1300 655 266**.
- Visit the [Public Holidays in Western Australia](#) page to view the public holiday dates.



## Employment of children

- Under the *Children and Community Services Act 2004*, it is illegal to employ children under the age of 13 in this industry.
- A child who is 13 or 14 years old may work in a business considered to be a restaurant, shop, café or fast food or takeaway food outlet between 6 am and 10 pm (excepting school hours) if the employer has obtained written permission from their parent or guardian.
- A person must not employ a child of compulsory school age during the hours when the child is required to attend school or otherwise participate in an educational program of a school.
- The [Employment of children laws – shop, restaurant, fast food or takeaway food business](#) page provides specific information for employers and store managers and a template form for gaining written parental permission for employing children under 15.
- There are significant penalties for breaching the employment of children laws:
  - employing a child without the permission of a parent – a fine of up to \$24,000 or \$120,000 for a corporation.
  - employing a child before 6am or after 10pm – a fine of up to \$24,000 or \$120,000 for a corporation.
- Conducting a self-audit will assist retail and food industry employers to ensure all employment arrangements comply with the child employment laws. Wageline's [Self-Audit Checklist](#) for this industry is a tool to help employers to conduct a self-audit of compliance with the child employment laws.



## Leave entitlements

### Quick reference guide

Leave entitlement	Full time	Part time	Casual
Annual leave	✓	✓	✗
Sick and carer's leave	✓	✓	✗
Unpaid carer's leave	✓	✓	✓
Bereavement leave	✓	✓	✓
Unpaid parental leave	✓	✓	✓
Long service leave	✓	✓	✓

This WA Award summary covers the basic leave entitlements for employees covered by the Bakers (Metropolitan) Award but does **not** include all details on leave obligations and entitlements. Full details of conditions are contained in the Bakers (Metropolitan) Award on the WA Industrial Relations Commission website [www.wairc.wa.gov.au](http://www.wairc.wa.gov.au), the *Minimum Conditions of Employment Act 1993* and the *Long Service Leave Act 1958*.



### Annual leave

- Full time employees are entitled to a minimum of four weeks of paid annual leave for each year of completed service, up to 152 hours. Part time employees are entitled to a minimum of annual leave of four weeks per year paid on a pro rata basis according to the number of hours they are required ordinarily to work in a four week period. Casual employees are not entitled to annual leave.
- Annual leave is a minimum entitlement in the *Minimum Conditions of Employment Act 1993* and the Bakers (Metropolitan) Award sets out additional requirements regarding annual leave and annual leave loading.
- During a period of annual leave an employee must be paid annual leave loading of 17.5% or regular shift loadings – whichever is higher. See the award for details.

- On termination, annual leave loading of 17.5% is paid out on fully accrued annual leave entitlements for completed years of employment. Annual leave loading is not paid on proportionate leave (leave accrued in an incomplete year of employment) on termination.
- Annual leave accrues on a weekly basis:
  - A full time employee accrues 2.923 hours of annual leave for each completed week of work.
  - A part time employee accrues the relevant proportion of 2.923 hours annual leave for each completed week of work.
  - Visit Wageline's [Annual Leave Calculation Guide](#) to work out annual leave entitlements.
  - Wageline's [record keeping templates](#) include an annual leave record template.



### Parental leave

- Employees, including eligible casual employees, are entitled to the unpaid parental leave entitlements in the National Employment Standards of the *Fair Work Act 2009*, as well as a number of more beneficial conditions contained in the *Minimum Conditions of Employment Act 1993* (a return to work after parental leave on a modified basis and a reversion to pre-parental leave working conditions). Visit the [Parental leave](#) page for more details.



### Bereavement leave

- All employees, including casual employees, are entitled to two days paid bereavement leave per occasion on the death of a spouse, de facto partner, parent, step-parent, grandparent, child, step-child, grandchild, sibling or any other member of the employee's household. The 2 days need not be consecutive.
- Bereavement leave is a minimum entitlement from the *Minimum Conditions of Employment Act 1993*.



### Sick and carer's leave

- Sick and carer's leave entitles a full time or part time employee to paid time off work due to either illness or injury to themselves (sick leave), or because they have to care for an ill or injured family or household member (carer's leave).
- Full time and part time employees are entitled to paid sick and carer's leave equal to the number of hours they would ordinarily work in a two week period, up to 76 hours per year. Sick and carer's leave is a cumulative entitlement, and any leave not taken in one year can be carried over to the next year.
- Sick and carer's leave accrues on a weekly basis for full and part time employees.
- In the first year of employment, a full time or part time employee can use any paid sick and carer's leave that they have accrued to date for caring purposes.
- In the second and subsequent years of employment, a full time employee can only use a maximum of 76 hours of their accrued sick leave entitlement for caring purposes, or a part time employee the relevant proportion of 76 hours based on their ordinary hours of work.
- An employee is entitled to up to two days of unpaid carer's leave per occasion if an employee does not have sufficient paid leave accrued or has exceeded the maximum amount of carer's leave that can be taken in any 12 month period.
- Casual employees are not entitled to paid sick leave or paid carer's leave. Casual employees can access up to two day's unpaid carer's leave per occasion.
- Sick and carer's leave is a minimum entitlement from the *Minimum Conditions of Employment Act 1993*.
- Wageline's [Sick Leave Calculation Guide](#) can assist with calculating sick and carer's leave entitlements.
- Wageline's [record keeping templates](#) include a sick and carer's leave record template.



### Long service leave

- Full time, part time and casual employees are entitled to long service leave (LSL).

- Long service leave is an entitlement from the *Long Service Leave Act 1958*.
- The length of continuous employment for an employee's long service leave entitlement is based on the total time with the business, rather than any one employer. An employer who buys a business or part of a business will take on the long service leave obligations for existing employees if there has been a transmission of business. This applies regardless of anything written in the sale contract.

Amount of continuous employment with same business	Amount of leave
After <b>10 years</b> of continuous employment	8 <sup>2/3</sup> weeks
For every <b>5 years</b> of continuous employment after this initial 10 years	4 <sup>1/3</sup> weeks
When an employee is terminated (except for serious misconduct) or resigns after they have completed <b>between 7 and 10 years</b> continuous employment	The employee is entitled to be paid out for LSL on a proportionate basis. LSL payment is worked out on a pro-rata basis for the entire period of employment, including years, months and days
When an employee is terminated or resigns after they have worked continuously for <b>10 or more years</b>	The employee is entitled to be paid out for LSL. LSL payment is worked out on completed years of service only

- An employee who has completed a full qualifying period of service (e.g. 10 years) is entitled to be paid out their full long service leave entitlement (e.g. 8<sup>2/3</sup> weeks) on termination, regardless of the circumstances of the termination.
- Where an employee has a period of service that is less than the full qualifying period and they were terminated by their employer for serious misconduct, they are not entitled to **pro rata** LSL.
- Visit the [Long Service Leave](#) page for more details and a calculation guide.
- Wageline's [record keeping templates](#) include a long service leave record template.



## Deductions from pay

An employer may deduct from an employee's pay an amount:

- the employer is authorised, in writing, by the employee to deduct and pay on behalf of the employee
- the employer is authorised to deduct and pay on behalf of the employee under the relevant WA award
- the employer is authorised or required to deduct by law or a court order.



## Employment records

- Employers are legally required to keep employment records which demonstrate that employees have been paid all entitlements under the Bakers (Metropolitan) Award and relevant legislation.
- Employers must keep all employment records for at least seven years after they are made for both current and past employees. Records relating to long service leave must be kept for seven years from the date employment ends.
- Employers can be fined up to \$5,000 by the Industrial Magistrates Court for not keeping employment records or for keeping inadequate or fraudulent records. A common requirement that employers fail to observe is a lack of detail in keeping employment records.
- Employers must keep records that detail:
  - Employee's name
  - Date of birth if under 21 years of age
  - Date employee commenced with the employer
  - Total number of hours worked each week



- The gross and net amounts paid to the employee
- All information required to calculate long service leave entitlements and payment
- All pay deductions and reasons for them
- Name of WA award that applies
- Daily start and finish time and meal breaks taken
- Employment status (full time, part time, casual)
- Employee’s classification under the award
- All leave taken, whether paid, partly paid or unpaid
- Any other information necessary to prove that the wages received by an employee comply with the requirements of the Bakers (Metropolitan) Award, such as overtime hours worked and allowances paid. Contact [Wageline](#) or view the full Bakers (Metropolitan) Award on the WA Industrial Relations Commission website [www.wairc.wa.gov.au](http://www.wairc.wa.gov.au) for details.
- Employment records can be written or electronic as long as they are in a form that can be printed. Time and wage books can be used to keep employment records, however, it is the employer’s responsibility to ensure the time and wage book includes all of the required information.
- The records must be in English.
- Wageline’s [record keeping templates](#) help small business employers meet their legal obligations for time and wages record keeping and keep accurate employee leave records.



### Payslips

- An employee can request in writing that an employer provide a payslip which details each week’s wages and the amount of deductions made, the net amount to be paid and the number of hours worked.
- Visit the [Record keeping requirements](#) page for Wageline’s payslip and record keeping templates.



## Resignation, termination and redundancy

### Resignation by the employee

- A casual employee can resign by providing one hour’s notice to the employer.
- Full time and part time employees are required to provide notice as per the table below:

Period of continuous service	Period of notice
During the first month	1 day
More than one month but less than 1 year	1 week
1 year or more but less than 3 years	2 weeks
3 years or more but less than 5 years	3 weeks
5 years or more	4 weeks

### Termination

- An employer is required to give a casual employee one hour’s notice of termination.
- Prior to terminating an apprentice, an employer must contact the Department of Training and Workforce Development Apprenticeship Office on 13 19 54 to discuss any proposed termination of an apprentice.
- Except in cases of serious misconduct, an employer is required to give full time and part time employees the following period of notice of termination (or payment in lieu):

Period of continuous service	Notice period
Not more than 1 year	1 week
More than 1 year but not more than 3 years*	2 weeks
More than 3 years but not more than 5 years*	3 weeks

Period of continuous service	Notice period
More than 5 years*	4 weeks

\*Employees over 45 years of age with two or more years of continuous service must receive an additional week's notice.

### Redundancy

- An employee is redundant when their employer has made a definite decision that they no longer wish the job the employee has been doing to be done by anyone.
- An employer has a number of obligations in redundancy situations and may be required to pay severance pay. Visit the [Redundancy](#) page more information on redundancy obligations.

### Dismissal requirements

- Under State laws, employees cannot be dismissed if to do so would be harsh, unfair or oppressive. There must be a valid and fair reason for dismissal, such as:
  - consistent unsatisfactory work performance (which has been raised with the employee and the employee given further training and an opportunity to improve their work performance)
  - inappropriate behaviour or actions or
  - serious misconduct.
- The [Dismissal information](#) page outlines obligations and requirements when an employee is terminated.

### Disclaimer

The Department of Mines, Industry Regulation and Safety has prepared this WA award summary to provide information on pay rates and major award provisions. It is provided as a general guide only and is not designed to be comprehensive or to provide legal advice. The Department does not accept liability for any claim which may arise from any person acting on, or refraining from acting on, this information.