

Seasonal Worker Programme

On 2 April 2019, the Fair Work Commission handed down a [decision](https://www.fwc.gov.au/documents/decisionsigned/html/2019fwcfb2108.htm) to change the Horticulture Award. The decision changed the Horticulture Award for casual employees to include ordinary hours of work, a night loading and overtime entitlements. It also clarified the penalty rate for working on public holidays for casuals. The changes apply from the first full pay period on or after 15 April 2019.

Our [Pay Calculator](https://calculate.fairwork.gov.au/findyouraward) has been updated and can be used to calculate the overtime, night loading and public holiday penalty rates. To do this you need to select 'Show me pay rates as at 15 April 2019'.

The [Horticulture Award](http://awardviewer.fwo.gov.au/award/show/MA000028) has been updated to include the changes.

For information on how to apply the new rates, you can read our article [Overtime & penalty rates for casuals in the Horticulture Award](https://www.fairwork.gov.au/library/k600141_overtime-penalty-rates-for-casuals-in-the-horticulture-award).

Our tailored information on [Hours of work](https://www.fairwork.gov.au/employee-entitlements/hours-of-work-breaks-and-rosters/hours-of-work), [When overtime applies](https://www.fairwork.gov.au/employee-entitlements/hours-of-work-breaks-and-rosters/hours-of-work/when-overtime-applies) and [Working on a public holiday](https://www.fairwork.gov.au/leave/public-holidays/working-on-public-holidays) has also been updated.

Visit our [Changes to the Horticulture Award](http://www.fairwork.gov.au/about-us/news-and-media-releases/website-news/changes-to-the-horticulture-award) page for more information.

People from the Pacific region and Timor-Leste can work in Australia on a short-term basis under the Seasonal Worker Programme.

The programme is open to employers in agricultural industries (including the horticulture, aquaculture, cane sugar and cotton growing industries).

It is also open to employers in certain locations across Australia in accommodation industries.

Entitlements for seasonal workers

Seasonal workers have the same rights at work as other employees in Australia. Seasonal workers are covered by the minimum entitlements under the National Employment Standards. They may also get entitlements from an award or registered agreement (www.fairwork.gov.au/Dictionary.aspx?TermID=2034). Awards that cover the industries seasonal workers are allowed to work in are:

- [Aquaculture Award](http://awardviewer.fwo.gov.au/award/show/MA000114)
- [Horticultural Award](http://awardviewer.fwo.gov.au/award/show/MA000028)
- [Hospitality Award](http://awardviewer.fwo.gov.au/award/show/MA000009)
- [Pastoral Award](http://awardviewer.fwo.gov.au/award/show/MA000035)
- [Sugar Industry Award](http://awardviewer.fwo.gov.au/award/show/MA000087)

Resources for seasonal workers

Watch our [Language storyboards](http://www.fairwork.gov.au/language-help/language-storyboards) (short videos) on information about basic workplace rights and entitlements in different languages, including Bislama, Tongan, Samoan and Tetum. They can help you to understand your rights and obligations in Australian workplaces.

Employing seasonal workers

To get involved in the programme, employers have to:

- apply and be approved by the [Department of Employment, Skills, Small and Family Business](https://www.employment.gov.au/seasonal-worker-programme)
- enter into a sponsorship arrangement with the [Department of Home Affairs](https://www.homeaffairs.gov.au/trav/visa-1/403-)

We give briefings to new seasonal workers when they arrive in Australia to start work. These briefings are an introduction to workplace rights and obligations in Australia. If you're an approved employer under the programme, you can contact us at [seasonal-](#)

[workerprogramme@fwo.gov.au](mailto:seasonalworkerprogramme@fwo.gov.au) (mailto:seasonalworkerprogramme@fwo.gov.au) to arrange a briefing for your new employees.

Questions?

For information about the programme contact the [Department of Employment, Skills, Small and Family Business](https://www.employment.gov.au/seasonal-worker-programme) (https://www.employment.gov.au/seasonal-worker-programme) .

Seasonal workers and employers who are part of the programme can email seasonalworkerprogramme@fwo.gov.au (mailto:seasonalworkerprogramme@fwo.gov.au) for information on workplace entitlements. You can also [Call us](http://www.fairwork.gov.au/contact-us/call-us/default) (www.fairwork.gov.au/contact-us/call-us/default) .

If you need an interpreter call the Translating and Interpreting Service (TIS) on 13 14 50. Tell the operator the language you speak and ask the operator to telephone us on 13 13 94.

What to do next

- Learn about [Minimum wages](http://www.fairwork.gov.au/pay/minimum-wages/default) (www.fairwork.gov.au/pay/minimum-wages/default) and [Piece rates](http://www.fairwork.gov.au/Pay/Minimum-wages/piece-rates-and-commission-payments) (www.fairwork.gov.au/Pay/Minimum-wages/piece-rates-and-commission-payments)
- Use our [Pay Calculator](http://calculate.fairwork.gov.au/FindYourAward) (http://calculate.fairwork.gov.au/FindYourAward) to calculate minimum pay rates in your industry
- The [National Employment Standards](http://www.fairwork.gov.au/Employee-entitlements/National-Employment-Standards/default) (www.fairwork.gov.au/Employee-entitlements/National-Employment-Standards/default)

Help for small business

- Find tools, resources and information you might need on our [Small business page](http://www.fairwork.gov.au/Find-help-for/Small-business/default) (www.fairwork.gov.au/Find-help-for/Small-business/default) .

You might also be interested in

- [Language help](http://www.fairwork.gov.au/language-help/default) (www.fairwork.gov.au/language-help/default)
- [Deducting pay and overpayments](http://www.fairwork.gov.au/Pay/deducting-pay-and-overpayments) (www.fairwork.gov.au/Pay/deducting-pay-and-overpayments)
- Our [Record keeping and pay slip](http://www.fairwork.gov.au/how-we-will-help/templates-and-guides/fact-sheets/rights-and-obligations/record-keeping-pay-slips) (www.fairwork.gov.au/how-we-will-help/templates-and-guides/fact-sheets/rights-and-obligations/record-keeping-pay-slips) fact sheet

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Contact us

Fair Work Online: www.fairwork.gov.au

Fair Work Infoline: 13 13 94

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional. Visitors are warned that this site may inadvertently contain names or pictures of Aboriginal and Torres Strait Islander people who have recently died.