

Since 1948

# MONTAGUE

**W. F. Montague Pty Ltd**

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28/08/2018

Deputy President Kovacic  
Fair Work Commission

**Re: AM2014/196 and 2017/197 - Casual and Part-Time Employment – Horticulture.**

Dear Deputy President,

On behalf of W.F. Montague Pty Ltd I wish to register our concern at the Fair Work Commissions Decision identified above. We are a significant employer of Casual Labour at our various orchards and rely heavily on the availability of such labour on various occasions during each season.

I particular, section 81 that provides for a Casual employee to be paid at overtime rates for all worked done in excess of 304 hours over an 8 week period. This will most likely have the unintended consequence of encouraging some employers to replace Casual workers on a regular basis thereby preventing them from reaching the 304 hour limit. This will cost employers more in re-training Casual employees and prevent Casual employees from earning their expected usual amounts during a short season.

It is understood that a daily limit may well be appropriate and 12 hours seems reasonable, however that rate should logically flow over into a weekly (60 hours) or 8 weekly (480) limit also.

Your Faithfully,



Neil Thompson

General Manager – Shared Services.

W.F. Montague.

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| <b>Narre Warren North</b><br>10-18 Horswood Road<br>Narre Warren North<br>Victoria 3804 Australia | <b>Batlow Orchard</b><br>325 Jumbarrumba Rd<br>Ballou New South Wales<br>2730 Australia | <b>Bilmont Orchard</b><br>Roseville-Bairnald Rd<br>Dilburra New South Wales<br>NSW 2734 Australia | <b>Harcourt Orchard</b><br>Sutton Grange Road<br>Harcourt North<br>Victoria 3453 Australia | <b>Legana Orchard</b><br>Jetty Road<br>Legana Tasmania<br>7277 Australia | <b>New South Wales</b><br>33-37 Cosgrove Road<br>Strathfield South<br>NSW 2136 Australia | <b>Montague Fresh (Qld) Pty Ltd</b><br>Block B The Brisbane Market<br>Sherwood Road Rocklea<br>Queensland 4106 Australia |
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