



MPA
Master Painters Australia
South Australia Inc

MASTER PAINTERS AUSTRALIA

MASTER PAINTERS, DECORATORS & SIGNWRITERS ASSOCIATION OF SA INC

ALL-IN RATES OF PAY

An "all-in" rate of pay is one where the employee receives a flat rate which is inclusive of overtime penalties and allowances, other than allowances designated as reimbursement for expenses incurred, meal allowance for working overtime, first aid allowance and living away from home allowances.

An "all-in" rate of pay should not be less than an employee would earn if paid the rate of pay, fares allowance and appropriate overtime penalties prescribed by the award.

The daily fares allowance is payable for each day the employee reports for work unless the employer provides or offers to provide transport from the employee's home to the employee's place of work and return to home.

If this is not the case then the "all-in" rate should include compensation for the daily fares allowance. Similarly, with overtime, if penalties are not being paid the rate of pay should include appropriate compensation based on the additional hours worked.

Where "all-in" rates of pay are applicable the employee should be advised at the time of employment what is included in the hourly rate and such information should be in writing.

Any queries in relation to this matter should be directed to the Association.

Produced by Maurie Howard