



CASUAL EMPLOYMENT AGREEMENT

Welcome to LLS PTY LTD, we hope you enjoy your employment with us.

The following will outline your rights and responsibilities. It is designed to provide you with clarification. Please feel free to ask any questions if anything is unclear to you.

ACKNOWLEDGEMENT FORM

This Handbook is not a Workplace Agreement. The Handbook outlines our policies and procedures that apply to, and its expectations of our employees. In the event of any inconsistency between the Handbook and your Contract, the terms and conditions of your Contract will prevail. The policies, procedures and expectations set out in this Handbook are effective immediately, unless otherwise stated. We reserve the right to amend, delete or add to any of sections of the Handbook, subject to the contractual rights of our staff.

You are required to comply with the provisions of the Handbook, and any other instruction issued by us from time to time, as part of the terms and conditions of working for us.

We ask all employees to carefully review and familiarize themselves with this Employee Handbook. It will answer many of your questions concerning your employment with us.

If you have any questions about anything in this Employees Handbook, please speak with our HR Manager.

We hope that your experience here will be challenging, enjoyable and rewarding.

Yours faithfully
LLS Labour Pty Ltd

1. Employer
Your employer is LLS PTY LTD.
2. Position Title
Your current Position Title is Blue Berry Picker
3. Location of Position
Your current location is Peak Blueberries (Camilia)
4. Casual Piece Rate
Per Kilo Rate \$3 to \$3.20 flat rate

Payment is made directly into a nominated bank account. Please provide details of your bank account.

Name of institution: _____

BSB number: _____

Account number: _____

Name of account: _____

Please also provide your Australian tax file number

TFN: _____

Super Fund Company _____

Super Membership Number _____

YOUR EMPLOYMENT AND THIS HANDBOOK

- 1.1. The terms and conditions of your employment with the Company are set out in your contract of employment/ Collective Agreement/Award.

1.2. Agriculture Agreement MA000028

You may be employed by the Company under a written common law employment agreement, Award or Collective Agreement.

The Australian Fair Pay and Conditions Standard ("the APCS") as defined in the Fair Work Act 2009 (Cth) apply to your employment. To the extent that there is any inconsistency between the APCS and this Employee Handbook or any applicable Award or Collective Agreement, the APCS

apply to the extent that it is "more favourable" (as defined by the Act and/or the Workplace Relations Regulations) to the Employee.

EMPLOYEE MOVEMENTS POLICY

When leaving the workplace for any period during work hours you are required to inform the Company as to your whereabouts and your intended time of return.

CONTRACT AGREEMENT

Once the employee is inducted and starts working with client company, employee will be given contract with all necessary details.

LLS will be holding a bond of \$20 for the buckets that will be given to you. Once you return the buckets, the bond will be released.

PAYMENT AGREEMENT

Under the Piece rate agreement, you are not entitled to receive per hour rate. You are only entitled to receive piece rate as agreed. Payment cycle is paid on a weekly base. (depending on your bank Wednesday or Thursday)

COVID MANAGEMENT PROCEDURE.

If any of our employee's come from a known C19 hot spot they must show that a test has done within five days and show/share the results. If any of our employee's show or feel any flu like symptoms they are given direction to get tested and wait/self-isolate at their residences for the result and report the results to the employer and agency.

Hours of Work

You are required to work a minimum of 35hrs If you are on assignment with a client or at a training course or other Company authorized function, the Company may request you to observe the normal working hours of the client, course or location.

Your manager is responsible for determining the normal span of working hours within your area to meet the needs of the Company, and you are required to work within the span advised to you.

Being poached or going direct

Under the terms of this agreement, you must not ask or seek to ask our client for you to work direct and disregard this contract in fact secretly or not if you are found working for our client direct you are in breach of your contract and agreement with LLS Aus.

I understand that it is my responsibility to read and comply.

I understand that my compliance with the policies and procedures in this Employee Handbook is an essential term of my employment.

I accept and agree to the above statement of my terms and conditions of employment.

NAME: _____

SIGNED: _____

DATE: _____