



Kaimahi/worker & Kaimahi/worker rep pay rates

Role	Plus		Subtotal	Deductions			Your take home pay				
	Fixed Hourly base rate (ordinary earnings)	8% Casual Holiday Pay	Gross pay	PAYE ^A	Earner's ACC levy	Kiwisaver e. g. min 3%	Hour	Day*	Week*	Fortnight*	Month*
Kaimahi/worker (starting-out min wage) 16 and 17 years old - who have worked 6 months or less with Carloads. Some 18 and 19 year olds will be paid a starting-out min wage see conditions*1. Also includes 16-19 years old where their Carloads employment agreement requires them to do at least 40 credits per year of horticulture industry training.	\$14.16	\$1.13	\$15.29	-\$1.96	-\$0.21	-\$0.46	\$12.66	\$101.31	\$506.56	\$1,013.12	\$2,026.24
Kaimahi/worker (adult min wage) For employees aged 16 years or older. If you are not on a starting-out wage then the adult minimum wage will apply for 16-17 year olds after working with Carloads for 6 months.	\$17.70	\$1.42	\$19.12	-\$2.62	-\$0.27	-\$0.57	\$15.65	\$125.22	\$626.10	\$1,252.20	\$2,504.40
Kaimahi/worker rep^{^^} 16 years or older with light additional duties. 1 Rep allocated for every 9 workers	\$18.70	\$1.50	\$20.20	-\$2.81	-\$0.28	-\$0.61	\$16.50	\$132.00	\$660.00	\$1,320.01	\$2,640.02

1. Kaimahi/workers are paid for each completed working week (i.e. Monday to Sunday) on the following Thursday. Funds are paid directly into their designated bank account from 10am. Times vary based on the receiving banks timeliness to release the funds. We have no control over this.

2. Time worked is recorded using our time keeping App and payslips are emailed to kaimahi/worker

^{^^}One Kaimahi/Worker Rep does the mahi/work with kaimahi/workers with light additional duties i.e. clocking in workers, conducting daily toolbox talks, reporting any complaints or issues to the Kaimahi Leader

Grower discretionary bonus payments

- Growers have the option of incentivising kaimahi/worker to drive performance and quality
- Kaimahi/worker will need to meet the terms and conditions of the contract to be eligible
- Paid at the end of a Job Assignment in the kaimahi/worker member's final pay

Important: This is an example of the bonus payments system and is for illustration purposes only.

Discretionary Bonus Payment ^A (p/h)	8% Casual Holiday Pay (p/h)	Subtotal	Deductions			Your take home bonus payment (at end of job)				
		Gross pay (p/h)	PAYE ^A	Earner's ACC levy	Kiwisaver e. g. min 3%	Hour	1 week job*	4 week job*	6 week job*	8 week job*
\$0.50	\$0.04	\$0.54	-\$0.06	-\$0.01	-\$0.02	\$0.45	\$18.15	\$72.61	\$108.91	\$145.22
\$1.00	\$0.08	\$1.08	-\$0.11	-\$0.02	-\$0.03	\$0.92	\$36.70	\$146.82	\$220.22	\$293.63
\$1.50	\$0.12	\$1.62	-\$0.17	-\$0.02	-\$0.05	\$1.38	\$55.26	\$221.02	\$331.54	\$442.05
\$2.00	\$0.16	\$2.16	-\$0.23	-\$0.03	-\$0.06	\$1.84	\$73.41	\$293.63	\$440.45	\$587.26
\$2.50	\$0.20	\$2.70	-\$0.28	-\$0.04	-\$0.08	\$2.30	\$91.96	\$367.84	\$551.76	\$735.68
\$3.00	\$0.24	\$3.24	-\$0.34	-\$0.05	-\$0.10	\$2.75	\$110.11	\$440.45	\$660.67	\$880.90
\$3.50	\$0.28	\$3.78	-\$0.40	-\$0.05	-\$0.11	\$3.22	\$128.66	\$514.66	\$771.98	\$1,029.31
\$4.00	\$0.32	\$4.32	-\$0.45	-\$0.06	-\$0.13	\$3.68	\$147.22	\$588.86	\$883.30	\$1,177.73
\$4.50	\$0.36	\$4.86	-\$0.51	-\$0.07	-\$0.15	\$4.13	\$165.37	\$661.47	\$992.21	\$1,322.94
\$5.00	\$0.40	\$5.40	-\$0.57	-\$0.08	-\$0.16	\$4.59	\$183.52	\$734.08	\$1,101.12	\$1,468.16

*1 week job based on 40 hours; 4 week job based on 160 hours; 6 week job based on 240 hours; 8 week job based on 320 hours

^ADiscretionary bonus payment will be outlined in your Fixed Term Contract (if applicable). These rates are for illustration purposes only.

Kaimahi/worker pay rates compared to receiving a Job Seeker Support benefit

Based on Job Seeker Support as at 1 April 2019. The net weekly benefit (paid in the hand) is based on a tax code of M.

Do the mahi get the treats! See how much more you can earn based on minimum adult wage rate with Carloads vs what you would take home on a benefit.

Category	Take home benefit	Kaimahi/worker take home pay ^{^^}	Extra cash you could earn
Single, 18 - 19 years, at home	\$145.98	\$626.10	\$480.12
Single, 18 - 19 years, away from home	\$182.47	\$626.10	\$443.63
Single, 20 - 24 years	\$182.47	\$626.10	\$443.63
Single, 25+ years	\$218.98	\$626.10	\$407.12
Single, and receiving Domestic Purposes Benefit woman alone or Widows Benefit woman alone, before 15 July 2013	\$228.07	\$626.10	\$398.03
Married, civil union or de facto couple (without children)	\$364.94	\$626.10	\$261.16
Married, civil union or de facto couple (with children)	\$391.00	\$626.10	\$235.10
Married, civil union or de facto couple, with non-qualified partner (with children) or Married, civil union or de facto couple, with partner on New Zealand Superannuation or Veterans Pension (with children)	\$208.53	\$626.10	\$417.57
Sole parent	\$339.69	\$494.48 ^{^^}	\$154.79

^ABased on tax code of M. If you have a Student Loan you will need to use the correct tax code and include those deductions in the calculation.

^BBased on working a 40 hour week.

^{^^}Based on receiving Working for families assistance of \$177 per week plus earnings from working a 20 hour shift or \$317.48 (take home).

NB: Does not take into account Working for families assistance for single or married beneficiaries.