

Comparing conditions at AMSA: APS vs Manpower



Fact sheet from your union at AMSA

We're not just comparing wages, we're talking about what you are worth and the difference permanent employment makes to the quality of your working life.

A very important part of a good working life is access to leave – being able to take an annual holiday, and having the safety net of paid sick leave and carers leave when you need it.

Labour hire workers are denied the security and benefits of a permanent job, and the 25% casual loading does not fully compensate for the lack of paid leave.

A labour hire worker can earn more per year than a permanent employee but has to sacrifice their quality of life (no annual holiday) and hope they don't need personal leave.

Unions fought hard for a long time to win holiday pay, sick leave and carers' leave. Labour hire arrangements undermine those great achievements.

Comparing conditions

In theory the casual leave loading paid to casual labour hire workers is supposed to compensate you for not having paid leave – but as you will see that theory doesn't stand up to real life. Compares the financial outcomes for a worker on labour hire to a worker in AMSA employment (level 2.1) who both take 4 weeks annual leave and have to take 5 days personal leave per year.

This comparison assumes that neither labour hire nor AMSA employees work on public holidays (10 days per year) or during the 3-day AMSA closedown.

It is based on a financial year - 1 July 2021 to 30 June 2022.

Note: in this financial year AMSA employees will have received a 2% pay increase from July 1, and labour hire employees will get 0.5% increase in their superannuation (from 9.5% to 10%).

12-month total remuneration comparison.

The 7 steps to compare the value of your wages & conditions	AMSA employee Lv2.1	Labour hire employee	Explanation
Step 1: Headline annual salary	\$59,024.00	\$71,364.00	This is the headline annual salary for a labour hire worker receiving \$36 per hour for a 38-hour week, which includes a 25% casual loading. But that headline figure does not take account of public holidays or other leave. So we now need to factor in the impact of days when there is no work (public holidays) and taking leave.
Step 2: Factor in public holidays and 3 days closedown	Has paid leave	Minus \$3,556.80	Labour hire workers don't get paid for public holidays – so we subtract those days from the annual salary. Each day off costs \$273.60. 13 days (average number of public holidays per year plus AMSA 3 days closedown) costs \$3,556.80
Step 3: Factor in annual leave	Has 4 weeks paid leave p/a	Minus \$5,472	Labour hire workers don't get paid annual leave – so we subtract those weeks from the annual salary. 1 week of annual leave costs \$1,368.00. 4 weeks annual leave costs \$5,472

The 7 steps to compare the value of your wages & conditions	AMSA employee Lv2.1	Labour hire employee	Explanation
Step 4: Factor in personal leave	Has 18 days paid leave p/a	Minus \$1,368	Labour hire workers don't get paid for personal leave (sick leave or carers leave) – so we subtract personal leave from the annual salary. Each day off cost \$273.60. For this comparison we assume 5 days of personal leave is taken each year. This costs \$1,368.
Step 5: Actual salary paid	\$59,024.00	\$60,967.20	This is the actual salary paid taking into account public holidays and closedown, annual leave and sick/carers leave.
Step 6: Add superannuation	Add 15.4% \$9,089.67	Add 10% \$6,096.72	AMSA employees receive 15.4% superannuation. This is \$9,089.67 Labour hire employees get 10% superannuation. This is \$6,096.72
Step 7: Total remuneration	\$68,113.67	\$67,063.92	Labour hire workers, even with a 25% casual loading, are paid less per year than a permanent employee. The 25% leave loading does not fully compensate labour hire workers for public holidays or leave.

More info on labour hire and annual leave:

what if you swap fewer holidays for a higher annual salary?

The above comparison is based on taking 4 weeks' annual leave. Your actual salary and superannuation will go up if you take fewer holidays. Here is some further information to help you compare labour hire to permanent AMSA employment in different annual leave scenarios.

In these scenarios the salary and superannuation:

- For Labour Hire actual salary factors in not working public holidays or the AMSA closedown (13 days) and 5 days personal leave, and is then adjusted according to the amount number of weeks of unpaid holidays taken.
- For AMSA employment the scenarios recognise the dollar value of accrued annual leave – ie permanent employees can bank unused annual leave and receive payment of this entitlement if they leave AMSA.

Weeks of annual leave taken	Labour hire actual salary	Labour hire 10% super	Labour Hire total	AMSA Lv 2.1 salary & 15.4% super	Value of leave banked at AMSA Lv 2.1	Total AMSA remuneration (inc cash value of annual leave)
No annual leave taken	\$66,439.20	\$6,643.92	\$73,083.12	\$68,113.67	\$4,525.80 (4 weeks banked)	\$72,637.47
1 week	\$65,071.20	\$6,507.12	\$71,578.32	\$68,113.67	\$3,394.35 (3 weeks banked)	\$71,508.02
2 weeks	\$63,703.20	\$6,370.32	\$70,073.52	\$68,113.67	\$2,262.90 (2 weeks banked)	\$70,376.57
3 weeks	\$62,335.20	\$6,233.52	\$68,568.72	\$68,113.67	\$1,131.45 (1 week banked)	\$69,245.12



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