Quick Member Info

Canteen Staff

What Award do we employ Canteen staff under?
The Fast Food Industry Award 2010 (MA000003). P&C Federation received notice from the Fair Work Ombudsman (November 2011) that this is the correct award for employing all P&C Association employed school canteen staff.

What is the award definition?
Clause 3 of this award defines the fast food industry as shown below;
Fast food industry means the industry of taking orders for and/or preparation and/or sale and/or delivery of: Meals, snacks beverages, which are sold to the public primarily to consumed away from the point of sale; - Take away foods and beverages packaged, sold or served in such a manner as to allow their being taken from the point of sale to be consumed elsewhere should the customer so decide; and/or -Food and/or beverages in food courts and/or in shopping centres and/or in retail complexes’, excluding coffee shops, cafes, bars and restaurants providing primarily a sit down service inside the catering establishment.

What Level of Classification
Schedule B of this award gives 3 classifications, they are as described below;

Fast Food Employee Level 1
-- An employee engaged in the preparation, the receipt of orders, cooking, sale, serving or delivery of meals, snacks and/or beverages which are sold to the public primarily to take away or in food courts in shopping centres.
-- A fast food employee level 1 will undertake duties as directed within the limits of their competence, skills and training including incidental cleaning.

Fast Food Employee Level 2
-- An employee who has the major responsibility on a day-to-day basis for supervising Fast Food Employees Level 1 and/or training new employees or an employee required exercising trade skills.

Fast Food Employee Level 3
An employee appointed by the employer to be in charge of a shop, food outlet, or delivery outlet.

What Classification are your canteen employees?
The following table may be useful in finding the category that best suits your employee.

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<tr>
<th>Fast Food Employee Level 1</th>
<th>Fast Food Employee Level 2</th>
<th>Fast Food Employee Level 3</th>
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<td>This is the classification to pay Canteen Assistants. These staff are supervised and undertake a range of duties including food preparation, cooking, clean-up, tally orders, assist with stock control, service customers and handle money</td>
<td>This would fit a second in charge staff member or a Canteen Manger who has significant assistance with menu design and policy/procedure development, financial management from the business owner, e.g. via a canteen committee. This staff member supervises other paid employees and volunteer food handlers.</td>
<td>This would fit a Canteen Manager who in addition to the other tasks carried out at level one &amp; two, is the primary individual responsible to the operator for running the canteen, designing and developing menus, canteen procedures &amp; policies, (including those involving food safety &amp; work, health &amp; safety), ordering &amp; stock control, organising and running staff and volunteer rosters as well as assisting the business owner in setting budget targets and appropriate menu pricing.</td>
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If you require further information or clarification contact P&C Federation’s Member Services Team mail@pandc.org.au or 1300 885 982