



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.

Fast Food Employee Level 1	Fast Food Employee Level 2	Fast Food Employee Level 3
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	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.	This would fit a Canteen Manager who in addition to the other tasks carried out at level one & two, is the primary individual responsible to the operator for running the canteen, designing and developing menus, canteen procedures & policies, (including those involving food safety & work, health & safety), ordering & stock control, organising and running staff and volunteer rosters as well as assisting the business owner in setting budget targets and appropriate menu pricing.

If you require further information or clarification contact P&C Federation
mail@pandc.org.au or 1300 885 982

Version:	1.1	Date:	October 2017
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