



National Retail
Association

WAGE SUMMARY

1800 RETAIL
1800 738 245
NRA.NET.AU

General Retail Industry Award 2020

Wage Summary – Effective 1 July 2023

On 2 June 2023, the Fair Work Commission handed down its decision in the 2022/2023 Annual Wage Review. **Effective from the first full pay period on or after 1 July 2023**, the minimum rates of pay under this modern award will increase by **5.75%**.

Who does this wage summary apply to?

This summary applies to employers that are operating under the *General Retail Industry Award 2020*. This award covers businesses primarily engaged in the sale or hire of goods or services to final consumers for personal, household or business consumption including:

- food retailing, supermarkets, grocery stores;
- department stores, clothing and soft goods retailing;
- furniture, houseware and appliance retailing;
- recreational goods retailing;
- personal and household goods retailing;
- household equipment repair services;
- bakery shops, where the predominant activity is baking products for sale on the premises;
- customer information and assistance provided by shopping centres or retail complexes;
- labour hire employees engaged to perform work otherwise covered by this award; and
- newspaper delivery drivers employed by a newsagent.

Please note that businesses operating under workplace agreements (such as AWAs, ITEAs, certified agreements, or enterprise agreements) are not bound by this wage summary. Instead, refer to the applicable workplace agreement and if required, call 1800 RETAIL (738 245) for assistance.

Fair Work Ombudsman's Guidelines

The NRA has calculated the figures in this wage summary by rounding to 2 decimal places throughout the calculation process. Where there are discrepancies in rounding from any other pay guide issued by any other agency or entity, we are advised by the Fair Work Ombudsman that these discrepancies are within acceptable limits.

The information contained within this summary has been produced in good faith based on the NRA's professional interpretation of the legislation and award. We can make no guarantee that the information within the summary entirely corresponds with the Fair Work Ombudsman's position, and do not accept any liability for loss or damage sustained on the basis of this information.

This wage summary should not be taken as a statement of the law and should not be taken as a substitute for your own calculations. It is intended as a guide only.

If you require any further assistance regarding this wage summary, please do not hesitate to contact the NRA Hotline on 1800 RETAIL (738 245).



National Retail
Association

WAGE SUMMARY

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FULL-TIME AND PART-TIME EMPLOYEES

	BASE HOURLY RATE	EVENING Monday - Friday Ordinary hours after 6.00 pm	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
RETAIL EMPLOYEE LEVEL 1		25%	25%	50%	50%	100%	125%	150%
Adult (21 years and over)	\$ 24.73	\$ 30.91	\$ 30.91	\$ 37.10	\$ 37.10	\$ 49.46	\$ 55.64	\$ 61.83
Under 16 years of age	\$ 11.13	\$ 13.91	\$ 13.91	\$ 16.70	\$ 16.70	\$ 22.26	\$ 25.04	\$ 27.83
16 years of age	\$ 12.36	\$ 15.45	\$ 15.45	\$ 18.54	\$ 18.54	\$ 24.72	\$ 27.81	\$ 30.90
17 years of age	\$ 14.84	\$ 18.55	\$ 18.55	\$ 22.26	\$ 22.26	\$ 29.68	\$ 33.39	\$ 37.10
18 years of age	\$ 17.31	\$ 21.64	\$ 21.64	\$ 25.97	\$ 25.97	\$ 34.62	\$ 38.95	\$ 43.28
19 years of age	\$ 19.78	\$ 24.73	\$ 24.73	\$ 29.67	\$ 29.67	\$ 39.56	\$ 44.51	\$ 49.45
20 years of age, employed by the employer for 6 months or less	\$ 22.25	\$ 27.81	\$ 27.81	\$ 33.38	\$ 33.38	\$ 44.50	\$ 50.06	\$ 55.63
20 years of age, employed by the employer for more than 6 months	\$ 24.73	\$ 30.91	\$ 30.91	\$ 37.10	\$ 37.10	\$ 49.46	\$ 55.64	\$ 61.83
RETAIL EMPLOYEE LEVEL 2								
Adult (21 years and over)	\$ 25.29	\$ 31.61	\$ 31.61	\$ 37.94	\$ 37.94	\$ 50.58	\$ 56.90	\$ 63.23
Under 16 years of age	\$ 11.38	\$ 14.23	\$ 14.23	\$ 17.07	\$ 17.07	\$ 22.76	\$ 25.61	\$ 28.45
16 years of age	\$ 12.65	\$ 15.81	\$ 15.81	\$ 18.98	\$ 18.98	\$ 25.30	\$ 28.46	\$ 31.63
17 years of age	\$ 15.18	\$ 18.98	\$ 18.98	\$ 22.77	\$ 22.77	\$ 30.36	\$ 34.16	\$ 37.95
18 years of age	\$ 17.70	\$ 22.13	\$ 22.13	\$ 26.55	\$ 26.55	\$ 35.40	\$ 39.83	\$ 44.25
19 years of age	\$ 20.23	\$ 25.29	\$ 25.29	\$ 30.35	\$ 30.35	\$ 40.46	\$ 45.52	\$ 50.58
20 years of age, employed by the employer for 6 months or less	\$ 22.76	\$ 28.45	\$ 28.45	\$ 34.14	\$ 34.14	\$ 45.52	\$ 51.21	\$ 56.90
20 years of age, employed by the employer for more than 6 months	\$ 25.29	\$ 31.61	\$ 31.61	\$ 37.94	\$ 37.94	\$ 50.58	\$ 56.90	\$ 63.23

	BASE HOURLY RATE	EVENING Monday - Friday Ordinary hours after 6.00 pm	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
RETAIL EMPLOYEE LEVEL 3		25%	25%	50%	50%	100%	125%	150%
Adult (21 years and over)	\$ 25.68	\$ 32.10	\$ 32.10	\$ 38.52	\$ 38.52	\$ 51.36	\$ 57.78	\$ 64.20
Under 16 years of age	\$ 11.56	\$ 14.45	\$ 14.45	\$ 17.34	\$ 17.34	\$ 23.12	\$ 26.01	\$ 28.90
16 years of age	\$ 12.84	\$ 16.05	\$ 16.05	\$ 19.26	\$ 19.26	\$ 25.68	\$ 28.89	\$ 32.10
17 years of age	\$ 15.41	\$ 19.26	\$ 19.26	\$ 23.12	\$ 23.12	\$ 30.82	\$ 34.67	\$ 38.53
18 years of age	\$ 17.98	\$ 22.48	\$ 22.48	\$ 26.97	\$ 26.97	\$ 35.96	\$ 40.46	\$ 44.95
19 years of age	\$ 20.55	\$ 25.69	\$ 25.69	\$ 30.83	\$ 30.83	\$ 41.10	\$ 46.24	\$ 51.38
20 years of age, employed by the employer for 6 months or less	\$ 23.12	\$ 28.90	\$ 28.90	\$ 34.68	\$ 34.68	\$ 46.24	\$ 52.02	\$ 57.80
20 years of age, employed by the employer for more than 6 months	\$ 25.68	\$ 32.10	\$ 32.10	\$ 38.52	\$ 38.52	\$ 51.36	\$ 57.78	\$ 64.20
RETAIL EMPLOYEE LEVEL 4								
All employees	\$ 26.18	\$ 32.73	\$ 32.73	\$ 39.27	\$ 39.27	\$ 52.36	\$ 58.91	\$ 65.45
RETAIL EMPLOYEE LEVEL 5		25%	25%	50%	50%	100%	125%	150%
All employees	\$ 27.26	\$ 34.08	\$ 34.08	\$ 40.89	\$ 40.89	\$ 54.52	\$ 61.34	\$ 68.15
RETAIL EMPLOYEE LEVEL 6								
All employees	\$ 27.66	\$ 34.58	\$ 34.58	\$ 41.49	\$ 41.49	\$ 55.32	\$ 62.24	\$ 69.15
RETAIL EMPLOYEE LEVEL 7		25%	25%	50%	50%	100%	125%	150%
All employees	\$ 29.04	\$ 36.30	\$ 36.30	\$ 43.56	\$ 43.56	\$ 58.08	\$ 65.34	\$ 72.60
RETAIL EMPLOYEE LEVEL 8								
All employees	\$ 30.22	\$ 37.78	\$ 37.78	\$ 45.33	\$ 45.33	\$ 60.44	\$ 68.00	\$ 75.55

CASUAL EMPLOYEES

	CASUAL HOURLY RATE	EVENING Monday - Friday Ordinary hours after 6.00 pm	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
RETAIL EMPLOYEE LEVEL 1	25%	50%	50%	75%	75%	125%	150%	175%
Adult (21 years and over)	\$ 30.91	\$ 37.10	\$ 37.10	\$ 43.28	\$ 43.28	\$ 55.64	\$ 61.83	\$ 68.01
Under 16 years of age	\$ 13.91	\$ 16.70	\$ 16.70	\$ 19.48	\$ 19.48	\$ 25.04	\$ 27.83	\$ 30.61
16 years of age	\$ 15.45	\$ 18.54	\$ 18.54	\$ 21.63	\$ 21.63	\$ 27.81	\$ 30.90	\$ 33.99
17 years of age	\$ 18.55	\$ 22.26	\$ 22.26	\$ 25.97	\$ 25.97	\$ 33.39	\$ 37.10	\$ 40.81
18 years of age	\$ 21.64	\$ 25.97	\$ 25.97	\$ 30.29	\$ 30.29	\$ 38.95	\$ 43.28	\$ 47.60
19 years of age	\$ 24.73	\$ 29.67	\$ 29.67	\$ 34.62	\$ 34.62	\$ 44.51	\$ 49.45	\$ 54.40
20 years of age, employed by the employer for 6 months or less	\$ 27.81	\$ 33.38	\$ 33.38	\$ 38.94	\$ 38.94	\$ 50.06	\$ 55.63	\$ 61.19
20 years of age, employed by the employer for more than 6 months	\$ 30.91	\$ 37.10	\$ 37.10	\$ 43.28	\$ 43.28	\$ 55.64	\$ 61.83	\$ 68.01
RETAIL EMPLOYEE LEVEL 2								
Adult (21 years and over)	\$ 31.61	\$ 37.94	\$ 37.94	\$ 44.26	\$ 44.26	\$ 56.90	\$ 63.23	\$ 69.55
Under 16 years of age	\$ 14.23	\$ 17.07	\$ 17.07	\$ 19.92	\$ 19.92	\$ 25.61	\$ 28.45	\$ 31.30
16 years of age	\$ 15.81	\$ 18.98	\$ 18.98	\$ 22.14	\$ 22.14	\$ 28.46	\$ 31.63	\$ 34.79
17 years of age	\$ 18.98	\$ 22.77	\$ 22.77	\$ 26.57	\$ 26.57	\$ 34.16	\$ 37.95	\$ 41.75
18 years of age	\$ 22.13	\$ 26.55	\$ 26.55	\$ 30.98	\$ 30.98	\$ 39.83	\$ 44.25	\$ 48.68
19 years of age	\$ 25.29	\$ 30.35	\$ 30.35	\$ 35.40	\$ 35.40	\$ 45.52	\$ 50.58	\$ 55.63
20 years of age, employed by the employer for 6 months or less	\$ 28.45	\$ 34.14	\$ 34.14	\$ 39.83	\$ 39.83	\$ 51.21	\$ 56.90	\$ 62.59
20 years of age, employed by the employer for more than 6 months	\$ 31.61	\$ 37.94	\$ 37.94	\$ 44.26	\$ 44.26	\$ 56.90	\$ 63.23	\$ 69.55

	CASUAL HOURLY RATE	EVENING Monday - Friday Ordinary hours after 6.00 pm	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
RETAIL EMPLOYEE LEVEL 3	25%	50%	50%	75%	75%	125%	150%	175%
Adult (21 years and over)	\$ 32.10	\$ 38.52	\$ 38.52	\$ 44.94	\$ 44.94	\$ 57.78	\$ 64.20	\$ 70.62
Under 16 years of age	\$ 14.45	\$ 17.34	\$ 17.34	\$ 20.23	\$ 20.23	\$ 26.01	\$ 28.90	\$ 31.79
16 years of age	\$ 16.05	\$ 19.26	\$ 19.26	\$ 22.47	\$ 22.47	\$ 28.89	\$ 32.10	\$ 35.31
17 years of age	\$ 19.26	\$ 23.12	\$ 23.12	\$ 26.97	\$ 26.97	\$ 34.67	\$ 38.53	\$ 42.38
18 years of age	\$ 22.48	\$ 26.97	\$ 26.97	\$ 31.47	\$ 31.47	\$ 40.46	\$ 44.95	\$ 49.45
19 years of age	\$ 25.69	\$ 30.83	\$ 30.83	\$ 35.96	\$ 35.96	\$ 46.24	\$ 51.38	\$ 56.51
20 years of age, employed by the employer for 6 months or less	\$ 28.90	\$ 34.68	\$ 34.68	\$ 40.46	\$ 40.46	\$ 52.02	\$ 57.80	\$ 63.58
20 years of age, employed by the employer for more than 6 months	\$ 32.10	\$ 38.52	\$ 38.52	\$ 44.94	\$ 44.94	\$ 57.78	\$ 64.20	\$ 70.62
RETAIL EMPLOYEE LEVEL 4								
All employees	\$ 32.73	\$ 39.27	\$ 39.27	\$ 45.82	\$ 45.82	\$ 58.91	\$ 65.45	\$ 72.00
RETAIL EMPLOYEE LEVEL 5	25%	50%	50%	75%	75%	125%	150%	175%
All employees	\$ 34.08	\$ 40.89	\$ 40.89	\$ 47.71	\$ 47.71	\$ 61.34	\$ 68.15	\$ 74.97
RETAIL EMPLOYEE LEVEL 6								
All employees	\$ 34.58	\$ 41.49	\$ 41.49	\$ 48.41	\$ 48.41	\$ 62.24	\$ 69.15	\$ 76.07
RETAIL EMPLOYEE LEVEL 7	25%	50%	50%	75%	75%	125%	150%	175%
All employees	\$ 36.30	\$ 43.56	\$ 43.56	\$ 50.82	\$ 50.82	\$ 65.34	\$ 72.60	\$ 79.86
RETAIL EMPLOYEE LEVEL 8								
All employees	\$ 37.78	\$ 45.33	\$ 45.33	\$ 52.89	\$ 52.89	\$ 68.00	\$ 75.55	\$ 83.11

APPRENTICES

Who commenced their apprenticeship before 1 January 2014

	BASE HOURLY RATE	EVENING Monday - Friday Ordinary hours after 6.00 pm	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
FOUR YEAR APPRENTICESHIP		25%	25%	50%	50%	100%	125%	150%
First year	\$ 13.09	\$ 16.37	\$ 16.37	\$ 19.64	\$ 19.64	\$ 26.18	\$ 29.46	\$ 32.73
Second year	\$ 15.71	\$ 19.64	\$ 19.64	\$ 23.57	\$ 23.57	\$ 31.42	\$ 35.35	\$ 39.28
Third year	\$ 20.95	\$ 26.18	\$ 26.18	\$ 31.42	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 23.57	\$ 29.46	\$ 29.46	\$ 35.35	\$ 35.35	\$ 47.13	\$ 53.02	\$ 58.91
THREE YEAR APPRENTICESHIP								
First year	\$ 13.09	\$ 16.37	\$ 16.37	\$ 19.64	\$ 19.64	\$ 26.18	\$ 29.46	\$ 32.73
Second year	\$ 15.71	\$ 19.64	\$ 19.64	\$ 23.57	\$ 23.57	\$ 31.42	\$ 35.35	\$ 39.28
Third year	\$ 20.95	\$ 26.18	\$ 26.18	\$ 31.42	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 26.18	\$ 32.73	\$ 32.73	\$ 39.28	\$ 39.28	\$ 52.37	\$ 58.91	\$ 65.46

APPRENTICES

Who commenced their apprenticeship after 1 January 2014

	BASE HOURLY RATE	EVENING Monday - Friday Ordinary hours after 6.00 pm	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
FOUR YEAR APPRENTICESHIP Completed Year 12		25%	25%	50%	50%	100%	125%	150%
First year	\$ 14.40	\$ 18.00	\$ 18.00	\$ 21.60	\$ 21.60	\$ 28.80	\$ 32.40	\$ 36.00
Second year	\$ 17.02	\$ 21.27	\$ 21.27	\$ 25.53	\$ 25.53	\$ 34.04	\$ 38.29	\$ 42.55
Third year	\$ 20.95	\$ 26.18	\$ 26.18	\$ 31.42	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 23.57	\$ 29.46	\$ 29.46	\$ 35.35	\$ 35.35	\$ 47.13	\$ 53.02	\$ 58.91
FOUR YEAR APPRENTICESHIP Not completed Year 12								
First year	\$ 13.09	\$ 16.37	\$ 16.37	\$ 19.64	\$ 19.64	\$ 26.18	\$ 29.46	\$ 32.73
Second year	\$ 15.71	\$ 19.64	\$ 19.64	\$ 23.57	\$ 23.57	\$ 31.42	\$ 35.35	\$ 39.28
Third year	\$ 20.95	\$ 26.18	\$ 26.18	\$ 31.42	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 23.57	\$ 29.46	\$ 29.46	\$ 35.35	\$ 35.35	\$ 47.13	\$ 53.02	\$ 58.91
THREE YEAR APPRENTICESHIP Completed Year 12								
First year	\$ 14.40	\$ 18.00	\$ 18.00	\$ 21.60	\$ 21.60	\$ 28.80	\$ 32.40	\$ 36.00
Second year	\$ 17.02	\$ 21.27	\$ 21.27	\$ 25.53	\$ 25.53	\$ 34.04	\$ 38.29	\$ 42.55
Third year	\$ 20.95	\$ 26.18	\$ 26.18	\$ 31.42	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 26.18	\$ 32.73	\$ 32.73	\$ 39.28	\$ 39.28	\$ 52.37	\$ 58.91	\$ 65.46
THREE YEAR APPRENTICESHIP Not completed Year 12								
First year	\$ 13.09	\$ 16.37	\$ 16.37	\$ 19.64	\$ 19.64	\$ 26.18	\$ 29.46	\$ 32.73
Second year	\$ 15.71	\$ 19.64	\$ 19.64	\$ 23.57	\$ 23.57	\$ 31.42	\$ 35.35	\$ 39.28
Third year	\$ 20.95	\$ 26.18	\$ 26.18	\$ 31.42	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 26.18	\$ 32.73	\$ 32.73	\$ 39.28	\$ 39.28	\$ 52.37	\$ 58.91	\$ 65.46

ADULT APPRENTICES

Who commenced their apprenticeship after 1 January 2014 and are age 21 or older at commencement of their apprenticeship

	BASE HOURLY RATE	EVENING WORK (Mon - Fri, ordinary hours worked after 6pm)	SATURDAY	SUNDAY	OVERTIME FIRST 3 HOURS (Mon - Sat)	OVERTIME THEREAFTER (Mon - Sat) & OVERTIME SUNDAY	PUBLIC HOLIDAY	OVERTIME ON PUBLIC HOLIDAY
FOUR YEAR APPRENTICESHIP Completed Year 12		25%	25%	65%	50%	100%	125%	150%
First year	\$ 20.95	\$ 26.18	\$ 26.18	\$ 34.56	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Second year	\$ 24.73	\$ 30.91	\$ 30.91	\$ 40.80	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Third year	\$ 24.73	\$ 30.91	\$ 30.91	\$ 40.80	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Fourth year	\$ 24.73	\$ 30.91	\$ 30.91	\$ 40.80	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
FOUR YEAR APPRENTICESHIP Not completed Year 12								
First year	\$ 20.95	\$ 26.18	\$ 26.18	\$ 34.56	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Second year	\$ 24.73	\$ 30.91	\$ 30.91	\$ 40.80	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Third year	\$ 24.73	\$ 30.91	\$ 30.91	\$ 40.80	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Fourth year	\$ 24.73	\$ 30.91	\$ 30.91	\$ 40.80	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
THREE YEAR APPRENTICESHIP Completed Year 12								
First year	\$ 20.95	\$ 26.18	\$ 26.18	\$ 34.56	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Second year	\$ 24.73	\$ 30.91	\$ 30.91	\$ 40.80	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Third year	\$ 24.73	\$ 30.91	\$ 30.91	\$ 40.80	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Fourth year	\$ 26.18	\$ 32.73	\$ 32.73	\$ 43.20	\$ 39.28	\$ 52.37	\$ 58.91	\$ 65.46
THREE YEAR APPRENTICESHIP Not completed Year 12								
First year	\$ 20.95	\$ 26.18	\$ 26.18	\$ 34.56	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Second year	\$ 24.73	\$ 30.91	\$ 30.91	\$ 40.80	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Third year	\$ 24.73	\$ 30.91	\$ 30.91	\$ 40.80	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Fourth year	\$ 26.18	\$ 32.73	\$ 32.73	\$ 43.20	\$ 39.28	\$ 52.37	\$ 58.91	\$ 65.46

SHIFTWORKERS

Full-Time and Part-Time Employees

	SHIFTWORK HOURLY RATE	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
RETAIL EMPLOYEE LEVEL 1	30%	50%	75%	50%	100%	125%	150%
Adult (21 years and over)	\$ 32.15	\$ 37.10	\$ 43.28	\$ 37.10	\$ 49.46	\$ 55.64	\$ 61.83
Under 16 years of age	\$ 14.47	\$ 16.70	\$ 19.48	\$ 16.70	\$ 22.26	\$ 25.04	\$ 27.83
16 years of age	\$ 16.07	\$ 18.54	\$ 21.63	\$ 18.54	\$ 24.72	\$ 27.81	\$ 30.90
17 years of age	\$ 19.29	\$ 22.26	\$ 25.97	\$ 22.26	\$ 29.68	\$ 33.39	\$ 37.10
18 years of age	\$ 22.50	\$ 25.97	\$ 30.29	\$ 25.97	\$ 34.62	\$ 38.95	\$ 43.28
19 years of age	\$ 25.71	\$ 29.67	\$ 34.62	\$ 29.67	\$ 39.56	\$ 44.51	\$ 49.45
20 years of age, employed by the employer for 6 months or less	\$ 28.93	\$ 33.38	\$ 38.94	\$ 33.38	\$ 44.50	\$ 50.06	\$ 55.63
20 years of age, employed by the employer for more than 6 months	\$ 32.15	\$ 37.10	\$ 43.28	\$ 37.10	\$ 49.46	\$ 55.64	\$ 61.83
RETAIL EMPLOYEE LEVEL 2							
Adult (21 years and over)	\$ 32.88	\$ 37.94	\$ 44.26	\$ 37.94	\$ 50.58	\$ 56.90	\$ 63.23
Under 16 years of age	\$ 14.79	\$ 17.07	\$ 19.92	\$ 17.07	\$ 22.76	\$ 25.61	\$ 28.45
16 years of age	\$ 16.45	\$ 18.98	\$ 22.14	\$ 18.98	\$ 25.30	\$ 28.46	\$ 31.63
17 years of age	\$ 19.73	\$ 22.77	\$ 26.57	\$ 22.77	\$ 30.36	\$ 34.16	\$ 37.95
18 years of age	\$ 23.01	\$ 26.55	\$ 30.98	\$ 26.55	\$ 35.40	\$ 39.83	\$ 44.25
19 years of age	\$ 26.30	\$ 30.35	\$ 35.40	\$ 30.35	\$ 40.46	\$ 45.52	\$ 50.58
20 years of age, employed by the employer for 6 months or less	\$ 29.59	\$ 34.14	\$ 39.83	\$ 34.14	\$ 45.52	\$ 51.21	\$ 56.90
20 years of age, employed by the employer for more than 6 months	\$ 32.88	\$ 37.94	\$ 44.26	\$ 37.94	\$ 50.58	\$ 56.90	\$ 63.23

	SHIFTWORK HOURLY RATE	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
RETAIL EMPLOYEE LEVEL 3	30%	50%	75%	50%	100%	125%	150%
Adult (21 years and over)	\$ 33.38	\$ 38.52	\$ 44.94	\$ 38.52	\$ 51.36	\$ 57.78	\$ 64.20
Under 16 years of age	\$ 15.03	\$ 17.34	\$ 20.23	\$ 17.34	\$ 23.12	\$ 26.01	\$ 28.90
16 years of age	\$ 16.69	\$ 19.26	\$ 22.47	\$ 19.26	\$ 25.68	\$ 28.89	\$ 32.10
17 years of age	\$ 20.03	\$ 23.12	\$ 26.97	\$ 23.12	\$ 30.82	\$ 34.67	\$ 38.53
18 years of age	\$ 23.37	\$ 26.97	\$ 31.47	\$ 26.97	\$ 35.96	\$ 40.46	\$ 44.95
19 years of age	\$ 26.72	\$ 30.83	\$ 35.96	\$ 30.83	\$ 41.10	\$ 46.24	\$ 51.38
20 years of age, employed by the employer for 6 months or less	\$ 30.06	\$ 34.68	\$ 40.46	\$ 34.68	\$ 46.24	\$ 52.02	\$ 57.80
20 years of age, employed by the employer for more than 6 months	\$ 33.38	\$ 38.52	\$ 44.94	\$ 38.52	\$ 51.36	\$ 57.78	\$ 64.20
RETAIL EMPLOYEE LEVEL 4							
All employees	\$ 34.03	\$ 39.27	\$ 45.82	\$ 39.27	\$ 52.36	\$ 58.91	\$ 65.45
RETAIL EMPLOYEE LEVEL 5	30%	50%	75%	50%	100%	125%	150%
All employees	\$ 35.44	\$ 40.89	\$ 47.71	\$ 40.89	\$ 54.52	\$ 61.34	\$ 68.15
RETAIL EMPLOYEE LEVEL 6							
All employees	\$ 35.96	\$ 41.49	\$ 48.41	\$ 41.49	\$ 55.32	\$ 62.24	\$ 69.15
RETAIL EMPLOYEE LEVEL 7	30%	50%	75%	50%	100%	125%	150%
All employees	\$ 37.75	\$ 43.56	\$ 50.82	\$ 43.56	\$ 58.08	\$ 65.34	\$ 72.60
RETAIL EMPLOYEE LEVEL 8							
All employees	\$ 39.29	\$ 45.33	\$ 52.89	\$ 45.33	\$ 60.44	\$ 68.00	\$ 75.55

SHIFTWORKERS
Casual Employees

	CASUAL SHIFTWORK HOURLY RATE	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
RETAIL EMPLOYEE LEVEL 1	55%	75%	100%	75%	125%	150%	175%
Adult (21 years and over)	\$ 38.33	\$ 43.28	\$ 49.46	\$ 43.28	\$ 55.64	\$ 61.83	\$ 68.01
Under 16 years of age	\$ 17.25	\$ 19.48	\$ 22.26	\$ 19.48	\$ 25.04	\$ 27.83	\$ 30.61
16 years of age	\$ 19.16	\$ 21.63	\$ 24.72	\$ 21.63	\$ 27.81	\$ 30.90	\$ 33.99
17 years of age	\$ 23.00	\$ 25.97	\$ 29.68	\$ 25.97	\$ 33.39	\$ 37.10	\$ 40.81
18 years of age	\$ 26.83	\$ 30.29	\$ 34.62	\$ 30.29	\$ 38.95	\$ 43.28	\$ 47.60
19 years of age	\$ 30.66	\$ 34.62	\$ 39.56	\$ 34.62	\$ 44.51	\$ 49.45	\$ 54.40
20 years of age, employed by the employer for 6 months or less	\$ 34.49	\$ 38.94	\$ 44.50	\$ 38.94	\$ 50.06	\$ 55.63	\$ 61.19
20 years of age, employed by the employer for more than 6 months	\$ 38.33	\$ 43.28	\$ 49.46	\$ 43.28	\$ 55.64	\$ 61.83	\$ 68.01
RETAIL EMPLOYEE LEVEL 2							
Adult (21 years and over)	\$ 39.20	\$ 44.26	\$ 50.58	\$ 44.26	\$ 56.90	\$ 63.23	\$ 69.55
Under 16 years of age	\$ 17.64	\$ 19.92	\$ 22.76	\$ 19.92	\$ 25.61	\$ 28.45	\$ 31.30
16 years of age	\$ 19.61	\$ 22.14	\$ 25.30	\$ 22.14	\$ 28.46	\$ 31.63	\$ 34.79
17 years of age	\$ 23.53	\$ 26.57	\$ 30.36	\$ 26.57	\$ 34.16	\$ 37.95	\$ 41.75
18 years of age	\$ 27.44	\$ 30.98	\$ 35.40	\$ 30.98	\$ 39.83	\$ 44.25	\$ 48.68
19 years of age	\$ 31.36	\$ 35.40	\$ 40.46	\$ 35.40	\$ 45.52	\$ 50.58	\$ 55.63
20 years of age, employed by the employer for 6 months or less	\$ 35.28	\$ 39.83	\$ 45.52	\$ 39.83	\$ 51.21	\$ 56.90	\$ 62.59
20 years of age, employed by the employer for more than 6 months	\$ 39.20	\$ 44.26	\$ 50.58	\$ 44.26	\$ 56.90	\$ 63.23	\$ 69.55

	CASUAL SHIFTWORK HOURLY RATE	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
RETAIL EMPLOYEE LEVEL 3	55%	75%	100%	75%	125%	150%	175%
Adult (21 years and over)	\$ 39.80	\$ 44.94	\$ 51.36	\$ 44.94	\$ 57.78	\$ 64.20	\$ 70.62
Under 16 years of age	\$ 17.92	\$ 20.23	\$ 23.12	\$ 20.23	\$ 26.01	\$ 28.90	\$ 31.79
16 years of age	\$ 19.90	\$ 22.47	\$ 25.68	\$ 22.47	\$ 28.89	\$ 32.10	\$ 35.31
17 years of age	\$ 23.89	\$ 26.97	\$ 30.82	\$ 26.97	\$ 34.67	\$ 38.53	\$ 42.38
18 years of age	\$ 27.87	\$ 31.47	\$ 35.96	\$ 31.47	\$ 40.46	\$ 44.95	\$ 49.45
19 years of age	\$ 31.85	\$ 35.96	\$ 41.10	\$ 35.96	\$ 46.24	\$ 51.38	\$ 56.51
20 years of age, employed by the employer for 6 months or less	\$ 35.84	\$ 40.46	\$ 46.24	\$ 40.46	\$ 52.02	\$ 57.80	\$ 63.58
20 years of age, employed by the employer for more than 6 months	\$ 39.80	\$ 44.94	\$ 51.36	\$ 44.94	\$ 57.78	\$ 64.20	\$ 70.62
RETAIL EMPLOYEE LEVEL 4							
All employees	\$ 40.58	\$ 45.82	\$ 52.36	\$ 45.82	\$ 58.91	\$ 65.45	\$ 72.00
RETAIL EMPLOYEE LEVEL 5	55%	75%	100%	75%	125%	150%	175%
All employees	\$ 42.25	\$ 47.71	\$ 54.52	\$ 47.71	\$ 61.34	\$ 68.15	\$ 74.97
RETAIL EMPLOYEE LEVEL 6							
All employees	\$ 42.87	\$ 48.41	\$ 55.32	\$ 48.41	\$ 62.24	\$ 69.15	\$ 76.07
RETAIL EMPLOYEE LEVEL 7	55%	75%	100%	75%	125%	150%	175%
All employees	\$ 45.01	\$ 50.82	\$ 58.08	\$ 50.82	\$ 65.34	\$ 72.60	\$ 79.86
RETAIL EMPLOYEE LEVEL 8							
All employees	\$ 46.84	\$ 52.89	\$ 60.44	\$ 52.89	\$ 68.00	\$ 75.55	\$ 83.11

SHIFTWORKERS – APPRENTICES

Who commenced their apprenticeship before 1 January 2014

	SHIFTWORK HOURLY RATE	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
FOUR YEAR APPRENTICESHIP	30%	50%	75%	50%	100%	125%	150%
First year	\$ 17.02	\$ 19.64	\$ 22.91	\$ 19.64	\$ 26.18	\$ 29.46	\$ 32.73
Second year	\$ 20.42	\$ 23.57	\$ 27.49	\$ 23.57	\$ 31.42	\$ 35.35	\$ 39.28
Third year	\$ 27.23	\$ 31.42	\$ 36.66	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 30.64	\$ 35.35	\$ 41.24	\$ 35.35	\$ 47.13	\$ 53.02	\$ 58.91
THREE YEAR APPRENTICESHIP							
First year	\$ 17.02	\$ 19.64	\$ 22.91	\$ 19.64	\$ 26.18	\$ 29.46	\$ 32.73
Second year	\$ 20.42	\$ 23.57	\$ 27.49	\$ 23.57	\$ 31.42	\$ 35.35	\$ 39.28
Third year	\$ 27.23	\$ 31.42	\$ 36.66	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 34.04	\$ 39.28	\$ 45.82	\$ 39.28	\$ 52.37	\$ 58.91	\$ 65.46

SHIFTWORKERS – APPRENTICES

Who commenced their apprenticeship after 1 January 2014

	SHIFTWORK HOURLY RATE	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
FOUR YEAR APPRENTICESHIP Completed Year 12	30%	50%	75%	50%	100%	125%	150%
First year	\$ 18.72	\$ 21.60	\$ 25.20	\$ 21.60	\$ 28.80	\$ 32.40	\$ 36.00
Second year	\$ 22.13	\$ 25.53	\$ 29.78	\$ 25.53	\$ 34.04	\$ 38.29	\$ 42.55
Third year	\$ 27.23	\$ 31.42	\$ 36.66	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 30.64	\$ 35.35	\$ 41.24	\$ 35.35	\$ 47.13	\$ 53.02	\$ 58.91
FOUR YEAR APPRENTICESHIP Not completed Year 12							
First year	\$ 17.02	\$ 19.64	\$ 22.91	\$ 19.64	\$ 26.18	\$ 29.46	\$ 32.73
Second year	\$ 20.42	\$ 23.57	\$ 27.49	\$ 23.57	\$ 31.42	\$ 35.35	\$ 39.28
Third year	\$ 27.23	\$ 31.42	\$ 36.66	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 30.64	\$ 35.35	\$ 41.24	\$ 35.35	\$ 47.13	\$ 53.02	\$ 58.91
THREE YEAR APPRENTICESHIP Completed Year 12							
First year	\$ 18.72	\$ 21.60	\$ 25.20	\$ 21.60	\$ 28.80	\$ 32.40	\$ 36.00
Second year	\$ 22.13	\$ 25.53	\$ 29.78	\$ 25.53	\$ 34.04	\$ 38.29	\$ 42.55
Third year	\$ 27.23	\$ 31.42	\$ 36.66	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 34.04	\$ 39.28	\$ 45.82	\$ 39.28	\$ 52.37	\$ 58.91	\$ 65.46
THREE YEAR APPRENTICESHIP Not completed Year 12							
First year	\$ 17.02	\$ 19.64	\$ 22.91	\$ 19.64	\$ 26.18	\$ 29.46	\$ 32.73
Second year	\$ 20.42	\$ 23.57	\$ 27.49	\$ 23.57	\$ 31.42	\$ 35.35	\$ 39.28
Third year	\$ 27.23	\$ 31.42	\$ 36.66	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 34.04	\$ 39.28	\$ 45.82	\$ 39.28	\$ 52.37	\$ 58.91	\$ 65.46

SHIFTWORKERS – ADULT APPRENTICES

Commencing at age 21 or older

	SHIFTWORK HOURLY RATE	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
FOUR YEAR APPRENTICESHIP Completed Year 12	30%	50%	90%	50%	100%	125%	150%
First year	\$ 27.23	\$ 31.42	\$ 39.80	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Second year	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Third year	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Fourth year	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
FOUR YEAR APPRENTICESHIP Not completed Year 12							
First year	\$ 27.23	\$ 31.42	\$ 39.80	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Second year	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Third year	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Fourth year	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
THREE YEAR APPRENTICESHIP Completed Year 12							
First year	\$ 27.23	\$ 31.42	\$ 39.80	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Second year	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Third year	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Fourth year	\$ 34.04	\$ 39.28	\$ 49.75	\$ 39.28	\$ 52.37	\$ 58.91	\$ 65.46
THREE YEAR APPRENTICESHIP Not completed Year 12							
First year	\$ 27.23	\$ 31.42	\$ 39.80	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Second year	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Third year	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Fourth year	\$ 34.04	\$ 39.28	\$ 49.75	\$ 39.28	\$ 52.37	\$ 58.91	\$ 65.46

BAKING SHIFTWORKERS
 Full-Time and Part-Time Employees

	BASE HOURLY RATE	EARLY MORNING Commencing before 6.00 am	NIGHT Commencing before 2.00 am	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
RETAIL EMPLOYEE LEVEL 1		12.5%	30%	50%	75%	50%	100%	125%	150%
Adult (21 years and over)	\$ 24.73	\$ 27.82	\$ 32.15	\$ 37.10	\$ 43.28	\$ 37.10	\$ 49.46	\$ 55.64	\$ 61.83
Under 16 years of age	\$ 11.13	\$ 12.52	\$ 14.47	\$ 16.70	\$ 19.48	\$ 16.70	\$ 22.26	\$ 25.04	\$ 27.83
16 years of age	\$ 12.36	\$ 13.91	\$ 16.07	\$ 18.54	\$ 21.63	\$ 18.54	\$ 24.72	\$ 27.81	\$ 30.90
17 years of age	\$ 14.84	\$ 16.70	\$ 19.29	\$ 22.26	\$ 25.97	\$ 22.26	\$ 29.68	\$ 33.39	\$ 37.10
18 years of age	\$ 17.31	\$ 19.47	\$ 22.50	\$ 25.97	\$ 30.29	\$ 25.97	\$ 34.62	\$ 38.95	\$ 43.28
19 years of age	\$ 19.78	\$ 22.25	\$ 25.71	\$ 29.67	\$ 34.62	\$ 29.67	\$ 39.56	\$ 44.51	\$ 49.45
20 years of age, employed by the employer for 6 months or less	\$ 22.25	\$ 25.03	\$ 28.93	\$ 33.38	\$ 38.94	\$ 33.38	\$ 44.50	\$ 50.06	\$ 55.63
20 years of age, employed by the employer for more than 6 months	\$ 24.73	\$ 27.82	\$ 32.15	\$ 37.10	\$ 43.28	\$ 37.10	\$ 49.46	\$ 55.64	\$ 61.83
RETAIL EMPLOYEE LEVEL 2									
Adult (21 years and over)	\$ 25.29	\$ 28.45	\$ 32.88	\$ 37.94	\$ 44.26	\$ 37.94	\$ 50.58	\$ 56.90	\$ 63.23
Under 16 years of age	\$ 11.38	\$ 12.80	\$ 14.79	\$ 17.07	\$ 19.92	\$ 17.07	\$ 22.76	\$ 25.61	\$ 28.45
16 years of age	\$ 12.65	\$ 14.23	\$ 16.45	\$ 18.98	\$ 22.14	\$ 18.98	\$ 25.30	\$ 28.46	\$ 31.63
17 years of age	\$ 15.18	\$ 17.08	\$ 19.73	\$ 22.77	\$ 26.57	\$ 22.77	\$ 30.36	\$ 34.16	\$ 37.95
18 years of age	\$ 17.70	\$ 19.91	\$ 23.01	\$ 26.55	\$ 30.98	\$ 26.55	\$ 35.40	\$ 39.83	\$ 44.25
19 years of age	\$ 20.23	\$ 22.76	\$ 26.30	\$ 30.35	\$ 35.40	\$ 30.35	\$ 40.46	\$ 45.52	\$ 50.58
20 years of age, employed by the employer for 6 months or less	\$ 22.76	\$ 25.61	\$ 29.59	\$ 34.14	\$ 39.83	\$ 34.14	\$ 45.52	\$ 51.21	\$ 56.90
20 years of age, employed by the employer for more than 6 months	\$ 25.29	\$ 28.45	\$ 32.88	\$ 37.94	\$ 44.26	\$ 37.94	\$ 50.58	\$ 56.90	\$ 63.23

	BASE HOURLY RATE	EARLY MORNING Commencing before 6.00 am	NIGHT Commencing before 2.00 am	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
RETAIL EMPLOYEE LEVEL 3		12.5%	30%	50%	75%	50%	100%	125%	150%
Adult (21 years and over)	\$ 25.68	\$ 28.89	\$ 33.38	\$ 38.52	\$ 44.94	\$ 38.52	\$ 51.36	\$ 57.78	\$ 64.20
Under 16 years of age	\$ 11.56	\$ 13.01	\$ 15.03	\$ 17.34	\$ 20.23	\$ 17.34	\$ 23.12	\$ 26.01	\$ 28.90
16 years of age	\$ 12.84	\$ 14.45	\$ 16.69	\$ 19.26	\$ 22.47	\$ 19.26	\$ 25.68	\$ 28.89	\$ 32.10
17 years of age	\$ 15.41	\$ 17.34	\$ 20.03	\$ 23.12	\$ 26.97	\$ 23.12	\$ 30.82	\$ 34.67	\$ 38.53
18 years of age	\$ 17.98	\$ 20.23	\$ 23.37	\$ 26.97	\$ 31.47	\$ 26.97	\$ 35.96	\$ 40.46	\$ 44.95
19 years of age	\$ 20.55	\$ 23.12	\$ 26.72	\$ 30.83	\$ 35.96	\$ 30.83	\$ 41.10	\$ 46.24	\$ 51.38
20 years of age, employed by the employer for 6 months or less	\$ 23.12	\$ 26.01	\$ 30.06	\$ 34.68	\$ 40.46	\$ 34.68	\$ 46.24	\$ 52.02	\$ 57.80
20 years of age, employed by the employer for more than 6 months	\$ 25.68	\$ 28.89	\$ 33.38	\$ 38.52	\$ 44.94	\$ 38.52	\$ 51.36	\$ 57.78	\$ 64.20
RETAIL EMPLOYEE LEVEL 4									
All employees	\$ 26.18	\$ 29.45	\$ 34.03	\$ 39.27	\$ 45.82	\$ 39.27	\$ 52.36	\$ 58.91	\$ 65.45
RETAIL EMPLOYEE LEVEL 5		12.5%	30%	50%	75%	50%	100%	125%	150%
All employees	\$ 27.26	\$ 30.67	\$ 35.44	\$ 40.89	\$ 47.71	\$ 40.89	\$ 54.52	\$ 61.34	\$ 68.15
RETAIL EMPLOYEE LEVEL 6									
All employees	\$ 27.66	\$ 31.12	\$ 35.96	\$ 41.49	\$ 48.41	\$ 41.49	\$ 55.32	\$ 62.24	\$ 69.15
RETAIL EMPLOYEE LEVEL 7		12.5%	30%	50%	75%	50%	100%	125%	150%
All employees	\$ 29.04	\$ 32.67	\$ 37.75	\$ 43.56	\$ 50.82	\$ 43.56	\$ 58.08	\$ 65.34	\$ 72.60
RETAIL EMPLOYEE LEVEL 8									
All employees	\$ 30.22	\$ 34.00	\$ 39.29	\$ 45.33	\$ 52.89	\$ 45.33	\$ 60.44	\$ 68.00	\$ 75.55

BAKING SHIFTWORKERS

Casual Employees

	CASUAL HOURLY RATE	EARLY MORNING Commencing before 6.00 am	NIGHT Commencing before 2.00 am	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
RETAIL EMPLOYEE LEVEL 1	25%	37.5%	55%	75%	100%	75%	125%	150%	175%
Adult (21 years and over)	\$ 30.91	\$ 34.00	\$ 38.33	\$ 43.28	\$ 49.46	\$ 43.28	\$ 55.64	\$ 61.83	\$ 68.01
Under 16 years of age	\$ 13.91	\$ 15.30	\$ 17.25	\$ 19.48	\$ 22.26	\$ 19.48	\$ 25.04	\$ 27.83	\$ 30.61
16 years of age	\$ 15.45	\$ 17.00	\$ 19.16	\$ 21.63	\$ 24.72	\$ 21.63	\$ 27.81	\$ 30.90	\$ 33.99
17 years of age	\$ 18.55	\$ 20.41	\$ 23.00	\$ 25.97	\$ 29.68	\$ 25.97	\$ 33.39	\$ 37.10	\$ 40.81
18 years of age	\$ 21.64	\$ 23.80	\$ 26.83	\$ 30.29	\$ 34.62	\$ 30.29	\$ 38.95	\$ 43.28	\$ 47.60
19 years of age	\$ 24.73	\$ 27.20	\$ 30.66	\$ 34.62	\$ 39.56	\$ 34.62	\$ 44.51	\$ 49.45	\$ 54.40
20 years of age, employed by the employer for 6 months or less	\$ 27.81	\$ 30.59	\$ 34.49	\$ 38.94	\$ 44.50	\$ 38.94	\$ 50.06	\$ 55.63	\$ 61.19
20 years of age, employed by the employer for more than 6 months	\$ 30.91	\$ 34.00	\$ 38.33	\$ 43.28	\$ 49.46	\$ 43.28	\$ 55.64	\$ 61.83	\$ 68.01
RETAIL EMPLOYEE LEVEL 2									
Adult (21 years and over)	\$ 31.61	\$ 34.77	\$ 39.20	\$ 44.26	\$ 50.58	\$ 44.26	\$ 56.90	\$ 63.23	\$ 69.55
Under 16 years of age	\$ 14.23	\$ 15.65	\$ 17.64	\$ 19.92	\$ 22.76	\$ 19.92	\$ 25.61	\$ 28.45	\$ 31.30
16 years of age	\$ 15.81	\$ 17.39	\$ 19.61	\$ 22.14	\$ 25.30	\$ 22.14	\$ 28.46	\$ 31.63	\$ 34.79
17 years of age	\$ 18.98	\$ 20.87	\$ 23.53	\$ 26.57	\$ 30.36	\$ 26.57	\$ 34.16	\$ 37.95	\$ 41.75
18 years of age	\$ 22.13	\$ 24.34	\$ 27.44	\$ 30.98	\$ 35.40	\$ 30.98	\$ 39.83	\$ 44.25	\$ 48.68
19 years of age	\$ 25.29	\$ 27.82	\$ 31.36	\$ 35.40	\$ 40.46	\$ 35.40	\$ 45.52	\$ 50.58	\$ 55.63
20 years of age, employed by the employer for 6 months or less	\$ 28.45	\$ 31.30	\$ 35.28	\$ 39.83	\$ 45.52	\$ 39.83	\$ 51.21	\$ 56.90	\$ 62.59
20 years of age, employed by the employer for more than 6 months	\$ 31.61	\$ 34.77	\$ 39.20	\$ 44.26	\$ 50.58	\$ 44.26	\$ 56.90	\$ 63.23	\$ 69.55

	CASUAL HOURLY RATE	EARLY MORNING Commencing before 6.00 am	NIGHT Commencing before 2.00 am	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
RETAIL EMPLOYEE LEVEL 3	25%	37.5%	55%	75%	100%	75%	125%	150%	175%
Adult (21 years and over)	\$ 32.10	\$ 35.31	\$ 39.80	\$ 44.94	\$ 51.36	\$ 44.94	\$ 57.78	\$ 64.20	\$ 70.62
Under 16 years of age	\$ 14.45	\$ 15.90	\$ 17.92	\$ 20.23	\$ 23.12	\$ 20.23	\$ 26.01	\$ 28.90	\$ 31.79
16 years of age	\$ 16.05	\$ 17.66	\$ 19.90	\$ 22.47	\$ 25.68	\$ 22.47	\$ 28.89	\$ 32.10	\$ 35.31
17 years of age	\$ 19.26	\$ 21.19	\$ 23.89	\$ 26.97	\$ 30.82	\$ 26.97	\$ 34.67	\$ 38.53	\$ 42.38
18 years of age	\$ 22.48	\$ 24.72	\$ 27.87	\$ 31.47	\$ 35.96	\$ 31.47	\$ 40.46	\$ 44.95	\$ 49.45
19 years of age	\$ 25.69	\$ 28.26	\$ 31.85	\$ 35.96	\$ 41.10	\$ 35.96	\$ 46.24	\$ 51.38	\$ 56.51
20 years of age, employed by the employer for 6 months or less	\$ 28.90	\$ 31.79	\$ 35.84	\$ 40.46	\$ 46.24	\$ 40.46	\$ 52.02	\$ 57.80	\$ 63.58
20 years of age, employed by the employer for more than 6 months	\$ 32.10	\$ 35.31	\$ 39.80	\$ 44.94	\$ 51.36	\$ 44.94	\$ 57.78	\$ 64.20	\$ 70.62
RETAIL EMPLOYEE LEVEL 4									
All employees	\$ 32.73	\$ 36.00	\$ 40.58	\$ 45.82	\$ 52.36	\$ 45.82	\$ 58.91	\$ 65.45	\$ 72.00
RETAIL EMPLOYEE LEVEL 5	25%	37.5%	55%	75%	100%	75%	125%	150%	175%
All employees	\$ 34.08	\$ 37.48	\$ 42.25	\$ 47.71	\$ 54.52	\$ 47.71	\$ 61.34	\$ 68.15	\$ 74.97
RETAIL EMPLOYEE LEVEL 6									
All employees	\$ 34.58	\$ 38.03	\$ 42.87	\$ 48.41	\$ 55.32	\$ 48.41	\$ 62.24	\$ 69.15	\$ 76.07
RETAIL EMPLOYEE LEVEL 7	25%	37.5%	55%	75%	100%	75%	125%	150%	175%
All employees	\$ 36.30	\$ 39.93	\$ 45.01	\$ 50.82	\$ 58.08	\$ 50.82	\$ 65.34	\$ 72.60	\$ 79.86
RETAIL EMPLOYEE LEVEL 8									
All employees	\$ 37.78	\$ 41.55	\$ 46.84	\$ 52.89	\$ 60.44	\$ 52.89	\$ 68.00	\$ 75.55	\$ 83.11

BAKING APPRENTICES

Who commenced their apprenticeship before 1 January 2014

	BASE HOURLY RATE	EARLY MORNING Commencing before 6.00 am	NIGHT Commencing before 2.00 am	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
FOUR YEAR APPRENTICESHIP		12.5%	30%	50%	75%	50%	100%	125%	150%
First year	\$ 13.09	\$ 14.73	\$ 17.02	\$ 19.64	\$ 22.91	\$ 19.64	\$ 26.18	\$ 29.46	\$ 32.73
Second year	\$ 15.71	\$ 17.67	\$ 20.42	\$ 23.57	\$ 27.49	\$ 23.57	\$ 31.42	\$ 35.35	\$ 39.28
Third year	\$ 20.95	\$ 23.57	\$ 27.23	\$ 31.42	\$ 36.66	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 23.57	\$ 26.51	\$ 30.64	\$ 35.35	\$ 41.24	\$ 35.35	\$ 47.13	\$ 53.02	\$ 58.91
THREE YEAR APPRENTICESHIP									
First year	\$ 13.09	\$ 14.73	\$ 17.02	\$ 19.64	\$ 22.91	\$ 19.64	\$ 26.18	\$ 29.46	\$ 32.73
Second year	\$ 15.71	\$ 17.67	\$ 20.42	\$ 23.57	\$ 27.49	\$ 23.57	\$ 31.42	\$ 35.35	\$ 39.28
Third year	\$ 20.95	\$ 23.57	\$ 27.23	\$ 31.42	\$ 36.66	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 26.18	\$ 29.46	\$ 34.04	\$ 39.28	\$ 45.82	\$ 39.28	\$ 52.37	\$ 58.91	\$ 65.46

BAKING APPRENTICES

 Who commenced their apprenticeship after 1 January 2014

	BASE HOURLY RATE	EARLY MORNING Commencing before 6.00 am	NIGHT Commencing before 2.00 am	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
FOUR YEAR APPRENTICESHIP Completed Year 12		12.5%	30%	50%	75%	50%	100%	125%	150%
First year	\$ 14.40	\$ 16.20	\$ 18.72	\$ 21.60	\$ 25.20	\$ 21.60	\$ 28.80	\$ 32.40	\$ 36.00
Second year	\$ 17.02	\$ 19.15	\$ 22.13	\$ 25.53	\$ 29.78	\$ 25.53	\$ 34.04	\$ 38.29	\$ 42.55
Third year	\$ 20.95	\$ 23.57	\$ 27.23	\$ 31.42	\$ 36.66	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 23.57	\$ 26.51	\$ 30.64	\$ 35.35	\$ 41.24	\$ 35.35	\$ 47.13	\$ 53.02	\$ 58.91
FOUR YEAR APPRENTICESHIP Not completed Year 12									
First year	\$ 13.09	\$ 14.73	\$ 17.02	\$ 19.64	\$ 22.91	\$ 19.64	\$ 26.18	\$ 29.46	\$ 32.73
Second year	\$ 15.71	\$ 17.67	\$ 20.42	\$ 23.57	\$ 27.49	\$ 23.57	\$ 31.42	\$ 35.35	\$ 39.28
Third year	\$ 20.95	\$ 23.57	\$ 27.23	\$ 31.42	\$ 36.66	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 23.57	\$ 26.51	\$ 30.64	\$ 35.35	\$ 41.24	\$ 35.35	\$ 47.13	\$ 53.02	\$ 58.91
THREE YEAR APPRENTICESHIP Completed Year 12									
First year	\$ 14.40	\$ 16.20	\$ 18.72	\$ 21.60	\$ 25.20	\$ 21.60	\$ 28.80	\$ 32.40	\$ 36.00
Second year	\$ 17.02	\$ 19.15	\$ 22.13	\$ 25.53	\$ 29.78	\$ 25.53	\$ 34.04	\$ 38.29	\$ 42.55
Third year	\$ 20.95	\$ 23.57	\$ 27.23	\$ 31.42	\$ 36.66	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 26.18	\$ 29.46	\$ 34.04	\$ 39.28	\$ 45.82	\$ 39.28	\$ 52.37	\$ 58.91	\$ 65.46
THREE YEAR APPRENTICESHIP Not completed Year 12									
First year	\$ 13.09	\$ 14.73	\$ 17.02	\$ 19.64	\$ 22.91	\$ 19.64	\$ 26.18	\$ 29.46	\$ 32.73
Second year	\$ 15.71	\$ 17.67	\$ 20.42	\$ 23.57	\$ 27.49	\$ 23.57	\$ 31.42	\$ 35.35	\$ 39.28
Third year	\$ 20.95	\$ 23.57	\$ 27.23	\$ 31.42	\$ 36.66	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Fourth year	\$ 26.18	\$ 29.46	\$ 34.04	\$ 39.28	\$ 45.82	\$ 39.28	\$ 52.37	\$ 58.91	\$ 65.46

BAKING – ADULT APPRENTICES

Commencing at age 21 or older

	BASE HOURLY RATE	EARLY MORNING Commencing before 6.00 am	NIGHT Commencing before 2.00 am	SATURDAY	SUNDAY	OVERTIME First 3 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
FOUR YEAR APPRENTICESHIP Completed Year 12		12.5%	30%	50%	90%	50%	100%	125%	150%
First year	\$ 20.95	\$ 23.57	\$ 27.23	\$ 31.42	\$ 39.80	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Second year	\$ 24.73	\$ 27.82	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Third year	\$ 24.73	\$ 27.82	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Fourth year	\$ 24.73	\$ 27.82	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
FOUR YEAR APPRENTICESHIP Not completed Year 12									
First year	\$ 20.95	\$ 23.57	\$ 27.23	\$ 31.42	\$ 39.80	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Second year	\$ 24.73	\$ 27.82	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Third year	\$ 24.73	\$ 27.82	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Fourth year	\$ 24.73	\$ 27.82	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
THREE YEAR APPRENTICESHIP Completed Year 12									
First year	\$ 20.95	\$ 23.57	\$ 27.23	\$ 31.42	\$ 39.80	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Second year	\$ 24.73	\$ 27.82	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Third year	\$ 24.73	\$ 27.82	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Fourth year	\$ 26.18	\$ 29.46	\$ 34.04	\$ 39.28	\$ 49.75	\$ 39.28	\$ 52.37	\$ 58.91	\$ 65.46
THREE YEAR APPRENTICESHIP Not completed Year 12									
First year	\$ 20.95	\$ 23.57	\$ 27.23	\$ 31.42	\$ 39.80	\$ 31.42	\$ 41.89	\$ 47.13	\$ 52.37
Second year	\$ 24.73	\$ 27.82	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Third year	\$ 24.73	\$ 27.82	\$ 32.14	\$ 37.09	\$ 46.98	\$ 37.09	\$ 49.45	\$ 55.63	\$ 61.82
Fourth year	\$ 26.18	\$ 29.46	\$ 34.04	\$ 39.28	\$ 49.75	\$ 39.28	\$ 52.37	\$ 58.91	\$ 65.46

ALLOWANCES

Description	Frequency	Amount
Meal allowance (where employee cannot reasonably return home)		
An employee required to work not less than one hour overtime after their ordinary time of ending work shall be paid a meal allowance where 24 hours' notice has not been given	Per meal	\$21.57
Provided that where such overtime work exceeds four hours, a further meal allowance	Per meal	\$19.56
Special Clothing allowance (where the employee has supplied or paid for the garment)		
Where the employer requires the employee to wear any protective or special clothing such as a uniform, dress or other clothing	Per garment	Reimburse cost of purchasing item
Where the employer requires an employee to wear any protective or special clothing such as a uniform, dress or other clothing and the item needs replacing due to normal wear and tear	Per garment	Reimburse cost of replacing item
Laundry allowance		
Where an employee is required to launder any special uniform, dress or other clothing and is a <i>full-time employee</i>	Per week	\$6.25
Where an employee is required to launder any special uniform, dress or other clothing and is a <i>part-time employee or casual employee</i>	Per shift	\$1.25
Cold Work Disability allowance		
Employees principally employed on any day to enter cold chambers and/or to stock and refill refrigerated storages such as dairy cases or freezer cabinets	Per hour	\$0.34
Provided that where the employee is required to work in a cold chamber where the temperature is below 0 Degrees Celsius	Per hour	\$0.52
Transport allowance		
Where an employer requests an employee to use their own motor vehicle in the performance of their duties	Per km	\$0.95

Excess Travelling Costs allowance		
Where an employee is required by their employer to move temporarily from one branch or shop to another for a period not exceeding 3 weeks	Per shift	Reimburse cost of additional transport
Travelling Time Reimbursement		
An employee who on any day is required to work at a place away from their usual place of employment and travel time is in excess of the time normally spent travelling to and from their home to their usual place of employment	Per excess time/fare	Ordinary rate of pay (150% on Sundays or Public Holidays) + cost of excess fares
An employee who on any day is required to work at a place away from their usual place of employment and the employer provides transport to and from a pick up point	Per travelling time	Ordinary rate of pay (150% on Sundays or Public Holidays)
Transfer of Employee Reimbursement		
Where an employer transfers an employee from one township to another	Per move	Reimburse all moving expenses incurred (including fares and transport charges of the employee + family)
Transport of Employee Reimbursement (where not a shift worker)		
Where an employee commences and/or ceases work after 10PM or prior to 7AM on any day AND the employee's regular means of transport is not available/ the employee is unable to arrange their own alternative transport AND the employer does not provide adequate transport to the employee	Per taxi fare	Reimburse cost to and from the place of employment to the employee's usual place of residence
First Aid allowance		
Where an employee who holds an appropriate first aid qualification is appointed by the employer to perform first aid duty	Per week	\$12.94
Recall allowance		
Unless otherwise agreed an employee recalled to work for any reason, before or after completing their normal roster or on a day in which they did not work	Per call out	Ordinary rate of pay from time left home until the time the employees home (3 hours minimum payment)

Higher Duties allowance		
Employees engaged for more than two hours during one day or shift on duties carrying a higher rate than their ordinary classification	Per day/shift	Paid at the higher rate
Employees engaged for two hours or less during one day or shift on duties carrying a higher rate than their ordinary classification	Per time worked	Paid at the higher rate
District allowance		
<u>New South Wales</u>		
Employees in the County of Yancowinna in New South Wales (Broken Hill) receive an allowance for the exigencies of working in Broken Hill	Per hour	\$1.12
Liquor Licence allowance		
Where an employee holds a liquor licence under a relevant State or Territory law	Per week	\$30.85 per week