



National Retail
Association

WAGE SUMMARY

Storage Services and Wholesale Award 2020

Wage Summary – Effective 1 July 2025

This wage summary is not yet in effect. The rates of pay prescribed in this summary will be effective from the first full pay period on or after 1 July 2025.

On 3 June 2025, the Fair Work Commission handed down its decision in the 2025 Annual Wage Review. **Effective from the first full pay period on or after 1 July 2025**, the minimum rates of pay under this modern award will increase by **3.5%** per week.

Who does the wage summary apply to?

The attached wage summary applies to employers that are operating under the *Storage Services and Wholesale Award 2020*. This award covers employers throughout Australia in the storage services and wholesale industry, which includes the receiving, handling, storing, freezing, refrigerating, bottling, packing, preparation for sale, sorting, loading, dispatch, delivery, or sale by wholesale, of produce, goods, or merchandise as well as activities and processes connected, incidental or ancillary.

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).

1800 RETAIL
1800 738 245
NRA.NET.AU

FULL-TIME AND PART-TIME EMPLOYEES (ADULTS)

	FULL-TIME/PART-TIME EMPLOYEES					
	BASE HOURLY RATE	SATURDAY	SUNDAY	OVERTIME First 2 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY
STOREWORKER/WHOLESALE EMPLOYEE		50%	100%	50%	100%	150%
Grade 1 (on commencement)	\$ 25.85	\$ 38.78	\$ 51.70	\$ 38.78	\$ 51.70	\$ 64.63
Grade 1 (after 3 months)	\$ 26.17	\$ 39.26	\$ 52.34	\$ 39.26	\$ 52.34	\$ 65.43
Grade 1 (after 12 months)	\$ 26.47	\$ 39.71	\$ 52.94	\$ 39.71	\$ 52.94	\$ 66.18
Grade 2	\$ 26.70	\$ 40.05	\$ 53.40	\$ 40.05	\$ 53.40	\$ 66.75
Grade 3	\$ 27.46	\$ 41.19	\$ 54.92	\$ 41.19	\$ 54.92	\$ 68.65
Grade 4	\$ 28.27	\$ 42.41	\$ 56.54	\$ 42.41	\$ 56.54	\$ 70.68

FULL-TIME AND PART-TIME EMPLOYEES (JUNIORS)

FULL-TIME/PART-TIME EMPLOYEES						
	BASE HOURLY RATE	SATURDAY	SUNDAY	OVERTIME First 2 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY
ON COMMENCEMENT		50%	100%	50%	100%	150%
Under 16 years of age	\$ 10.34	\$ 15.51	\$ 20.68	\$ 15.51	\$ 20.68	\$ 25.85
16 years of age	\$ 12.93	\$ 19.39	\$ 25.85	\$ 19.39	\$ 25.85	\$ 32.32
17 years of age	\$ 15.51	\$ 23.27	\$ 31.02	\$ 23.27	\$ 31.02	\$ 38.78
18 years of age	\$ 18.10	\$ 27.15	\$ 36.19	\$ 27.15	\$ 36.19	\$ 45.24
AFTER 3 MONTHS						
Under 16 years of age	\$ 10.47	\$ 15.70	\$ 20.93	\$ 15.70	\$ 20.93	\$ 26.17
16 years of age	\$ 13.08	\$ 19.63	\$ 26.17	\$ 19.63	\$ 26.17	\$ 32.71
17 years of age	\$ 15.70	\$ 23.55	\$ 31.40	\$ 23.55	\$ 31.40	\$ 39.25
18 years of age	\$ 18.32	\$ 27.48	\$ 36.64	\$ 27.48	\$ 36.64	\$ 45.79
AFTER 12 MONTHS						
Under 16 years of age	\$ 10.59	\$ 15.88	\$ 21.17	\$ 15.88	\$ 21.17	\$ 26.47
16 years of age	\$ 13.23	\$ 19.85	\$ 26.47	\$ 19.85	\$ 26.47	\$ 33.08
17 years of age	\$ 15.88	\$ 23.82	\$ 31.76	\$ 23.82	\$ 31.76	\$ 39.70
18 years of age	\$ 18.53	\$ 27.79	\$ 37.05	\$ 27.79	\$ 37.05	\$ 46.32

CASUAL EMPLOYEES (ADULTS)

	CASUAL EMPLOYEES					
	CASUAL HOURLY RATE	SATURDAY	SUNDAY	OVERTIME First 2 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY
STOREWORKER/WHOLESALE EMPLOYEE	25%	75%	125%	75%	125%	175%
Grade 1 (on commencement)	\$ 32.31	\$ 45.24	\$ 58.16	\$ 45.24	\$ 58.16	\$ 71.09
Grade 1 (after 3 months)	\$ 32.71	\$ 45.80	\$ 58.88	\$ 45.80	\$ 58.88	\$ 71.97
Grade 1 (after 12 months)	\$ 33.09	\$ 46.32	\$ 59.56	\$ 46.32	\$ 59.56	\$ 72.79
Grade 2	\$ 33.38	\$ 46.73	\$ 60.08	\$ 46.73	\$ 60.08	\$ 73.43
Grade 3	\$ 34.33	\$ 48.06	\$ 61.79	\$ 48.06	\$ 61.79	\$ 75.52
Grade 4	\$ 35.34	\$ 49.47	\$ 63.61	\$ 49.47	\$ 63.61	\$ 77.74

CASUAL EMPLOYEES (JUNIORS)

CASUAL EMPLOYEES						
	CASUAL HOURLY RATE	SATURDAY	SUNDAY	OVERTIME First 2 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY
ON COMMENCEMENT	25%	75%	125%	75%	125%	175%
Under 16 years of age	\$ 12.93	\$ 18.10	\$ 23.27	\$ 18.10	\$ 23.27	\$ 28.44
16 years of age	\$ 16.16	\$ 22.62	\$ 29.08	\$ 22.62	\$ 29.08	\$ 35.55
17 years of age	\$ 19.39	\$ 27.15	\$ 34.90	\$ 27.15	\$ 34.90	\$ 42.66
18 years of age	\$ 22.62	\$ 31.67	\$ 40.72	\$ 31.67	\$ 40.72	\$ 49.77
AFTER 3 MONTHS						
Under 16 years of age	\$ 13.08	\$ 18.32	\$ 23.55	\$ 18.32	\$ 23.55	\$ 28.79
16 years of age	\$ 16.36	\$ 22.90	\$ 29.44	\$ 22.90	\$ 29.44	\$ 35.98
17 years of age	\$ 19.63	\$ 27.48	\$ 35.33	\$ 27.48	\$ 35.33	\$ 43.18
18 years of age	\$ 22.90	\$ 32.06	\$ 41.22	\$ 32.06	\$ 41.22	\$ 50.37
AFTER 12 MONTHS						
Under 16 years of age	\$ 13.23	\$ 18.53	\$ 23.82	\$ 18.53	\$ 23.82	\$ 29.11
16 years of age	\$ 16.54	\$ 23.16	\$ 29.77	\$ 23.16	\$ 29.77	\$ 36.39
17 years of age	\$ 19.85	\$ 27.79	\$ 35.73	\$ 27.79	\$ 35.73	\$ 43.67
18 years of age	\$ 23.16	\$ 32.42	\$ 41.68	\$ 32.42	\$ 41.68	\$ 50.95

Allowances

Description	Frequency	Amount
Meal allowance (where employee cannot reasonably return home)		
An employee who works overtime in excess of one hour after the usual finishing time will be paid an allowance. This will not be payable to an employee who can reasonably return home for a meal.	Per meal	\$21.44
Cold Work Disability allowance		
<p>Employees required to work in cold temperatures will be paid the minimum rates prescribed with an additional rate per hour or part thereof as follows:</p> <p style="padding-left: 40px;">From -15.6 down to -18.9 degrees Celsius</p>	Per hour	\$1.04
<p>Employees required to work in cold temperatures will be paid the minimum rates prescribed with an additional rate per hour or part thereof as follows:</p> <p style="padding-left: 40px;">From -18.9 down to -23.3 degrees Celsius</p>	Per hour	\$1.56
<p>Employees required to work in cold temperatures will be paid the minimum rates prescribed with an additional rate per hour or part thereof as follows:</p> <p style="padding-left: 40px;">Less than -23.3 degrees Celsius</p>	Per hour	\$2.08

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	\$15.57
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Damaged Personal Effects allowance

Where the employee's dentures and/or prescription spectacles are damaged or destroyed in the course of the employee's ordinary duties, other than the employee's own negligence	Per set of dentures and/or spectacles	Up to \$1,167.00
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