

Pay Guide - General Retail Industry Award [MA000004]

Published 01 July 2022

Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2022.

Information about the definition and operation of allowances, penalties and overtime can be found in the <u>award</u> and the <u>Pay and Conditions Tool</u>.

The best way to get general pay and conditions advice is to register for <u>My account</u> on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

Rates of pay

Adult

Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to	Saturday - not	Sunday - not
			Friday after 6pm	shiftworkers	shiftworkers
Retail employee level 1	\$888.50	\$23.38	\$29.23	\$29.23	\$35.07
Retail employee level 2	\$908.80	\$23.92	\$29.90	\$29.90	\$35.88
Retail employee level 3	\$922.90	\$24.29	\$30.36	\$30.36	\$36.44
Retail employee level 4	\$940.90	\$24.76	\$30.95	\$30.95	\$37.14
Retail employee level 5	\$979.60	\$25.78	\$32.23	\$32.23	\$38.67
Retail employee level 6	\$993.80	\$26.15	\$32.69	\$32.69	\$39.23
Retail employee level 7	\$1,043.60	\$27.46	\$34.33	\$34.33	\$41.19
Retail employee level 8	\$1,086.00	\$28.58	\$35.73	\$35.73	\$42.87

Table 2 of 3

Classification	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers
Retail employee level 1	\$52.61	\$30.39	\$26.30	\$30.39	\$35.07
Retail employee level 2	\$53.82	\$31.10	\$26.91	\$31.10	\$35.88
Retail employee level 3	\$54.65	\$31.58	\$27.33	\$31.58	\$36.44
Retail employee level 4	\$55.71	\$32.19	\$27.86	\$32.19	\$37.14
Retail employee level 5	\$58.01	\$33.51	\$29.00	\$33.51	\$38.67
Retail employee level 6	\$58.84	\$34.00	\$29.42	\$34.00	\$39.23
Retail employee level 7	\$61.79	\$35.70	\$30.89	\$35.70	\$41.19
Retail employee level 8	\$64.31	\$37.15	\$32.15	\$37.15	\$42.87

Table 3 of 3

Classification	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$40.92	\$52.61	\$35.07	\$46.76	\$46.76	\$58.45
Retail employee level 2	\$41.86	\$53.82	\$35.88	\$47.84	\$47.84	\$59.80
Retail employee level 3	\$42.51	\$54.65	\$36.44	\$48.58	\$48.58	\$60.73
Retail employee level 4	\$43.33	\$55.71	\$37.14	\$49.52	\$49.52	\$61.90
Retail employee level 5	\$45.12	\$58.01	\$38.67	\$51.56	\$51.56	\$64.45
Retail employee level 6	\$45.76	\$58.84	\$39.23	\$52.30	\$52.30	\$65.38
Retail employee level 7	\$48.06	\$61.79	\$41.19	\$54.92	\$54.92	\$68.65
Retail employee level 8	\$50.02	\$64.31	\$42.87	\$57.16	\$57.16	\$71.45

Casual

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	\$29.23	\$35.07	\$35.07	\$40.92	\$58.45
Retail employee level 2	\$29.90	\$35.88	\$35.88	\$41.86	\$59.80
Retail employee level 3	\$30.36	\$36.44	\$36.44	\$42.51	\$60.73
Retail employee level 4	\$30.95	\$37.14	\$37.14	\$43.33	\$61.90
Retail employee level 5	\$32.23	\$38.67	\$38.67	\$45.12	\$64.45
Retail employee level 6	\$32.69	\$39.23	\$39.23	\$45.76	\$65.38
Retail employee level 7	\$34.33	\$41.19	\$41.19	\$48.06	\$68.65
Retail employee level 8	\$35.73	\$42.87	\$42.87	\$50.02	\$71.45

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non-baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Retail employee level 1	\$36.24	\$32.15	\$36.24	\$40.92	\$46.76
Retail employee level 2	\$37.08	\$32.89	\$37.08	\$41.86	\$47.84
Retail employee level 3	\$37.65	\$33.40	\$37.65	\$42.51	\$48.58
Retail employee level 4	\$38.38	\$34.05	\$38.38	\$43.33	\$49.52
Retail employee level 5	\$39.96	\$35.45	\$39.96	\$45.12	\$51.56
Retail employee level 6	\$40.53	\$35.96	\$40.53	\$45.76	\$52.30
Retail employee level 7	\$42.56	\$37.76	\$42.56	\$48.06	\$54.92
Retail employee level 8	\$44.30	\$39.30	\$44.30	\$50.02	\$57.16

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$58.45	\$40.92	\$52.61	\$52.61	\$64.30
Retail employee level 2	\$59.80	\$41.86	\$53.82	\$53.82	\$65.78
Retail employee level 3	\$60.73	\$42.51	\$54.65	\$54.65	\$66.80
Retail employee level 4	\$61.90	\$43.33	\$55.71	\$55.71	\$68.09
Retail employee level 5	\$64.45	\$45.12	\$58.01	\$58.01	\$70.90
Retail employee level 6	\$65.38	\$45.76	\$58.84	\$58.84	\$71.91
Retail employee level 7	\$68.65	\$48.06	\$61.79	\$61.79	\$75.52
Retail employee level 8	\$71.45	\$50.02	\$64.31	\$64.31	\$78.60

Junior

From 1 May 2021, junior rates of pay do not apply to Retail employee level 4 and above - see the Adult tables for rates of pay.

Junior - Full-time & part-time - 15 years and under

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers
Retail employee level 1	\$399.83	\$10.52	\$13.15	\$13.15	\$15.78
Retail employee level 2	\$408.96	\$10.76	\$13.45	\$13.45	\$16.14
Retail employee level 3	\$415.31	\$10.93	\$13.66	\$13.66	\$16.40

Table 2 of 3

Classification	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers
Retail employee level 1	\$23.67	\$13.68	\$11.84	\$13.68	\$15.78
Retail employee level 2	\$24.21	\$13.99	\$12.11	\$13.99	\$16.14
Retail employee level 3	\$24.59	\$14.21	\$12.30	\$14.21	\$16.40

Classification	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$18.41	\$23.67	\$15.78	\$21.04	\$21.04	\$26.30
Retail employee level 2	\$18.83	\$24.21	\$16.14	\$21.52	\$21.52	\$26.90
Retail employee level 3	\$19.13	\$24.59	\$16.40	\$21.86	\$21.86	\$27.33

Junior - Full-time & part-time - 16 years

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers
Retail employee level 1	\$444.25	\$11.69	\$14.61	\$14.61	\$17.54
Retail employee level 2	\$454.40	\$11.96	\$14.95	\$14.95	\$17.94
Retail employee level 3	\$461.45	\$12.14	\$15.18	\$15.18	\$18.21

Table 2 of 3

Classification	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers
Retail employee level 1	\$26.30	\$15.20	\$13.15	\$15.20	\$17.54
Retail employee level 2	\$26.91	\$15.55	\$13.46	\$15.55	\$17.94
Retail employee level 3	\$27.32	\$15.78	\$13.66	\$15.78	\$18.21

Classification	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$20.46	\$26.30	\$17.54	\$23.38	\$23.38	\$29.23
Retail employee level 2	\$20.93	\$26.91	\$17.94	\$23.92	\$23.92	\$29.90
Retail employee level 3	\$21.25	\$27.32	\$18.21	\$24.28	\$24.28	\$30.35

Junior - Full-time & part-time - 17 years

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers
Retail employee level 1	\$533.10	\$14.03	\$17.54	\$17.54	\$21.05
Retail employee level 2	\$545.28	\$14.35	\$17.94	\$17.94	\$21.53
Retail employee level 3	\$553.74	\$14.57	\$18.21	\$18.21	\$21.86

Table 2 of 3

Classification	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers
Retail employee level 1	\$31.57	\$18.24	\$15.78	\$18.24	\$21.05
Retail employee level 2	\$32.29	\$18.66	\$16.14	\$18.66	\$21.53
Retail employee level 3	\$32.78	\$18.94	\$16.39	\$18.94	\$21.86

Classification	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$24.55	\$31.57	\$21.05	\$28.06	\$28.06	\$35.08
Retail employee level 2	\$25.11	\$32.29	\$21.53	\$28.70	\$28.70	\$35.88
Retail employee level 3	\$25.50	\$32.78	\$21.86	\$29.14	\$29.14	\$36.43

Junior - Full-time & part-time - 18 years

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers
Retail employee level 1	\$621.95	\$16.37	\$20.46	\$20.46	\$24.56
Retail employee level 2	\$636.16	\$16.74	\$20.93	\$20.93	\$25.11
Retail employee level 3	\$646.03	\$17.00	\$21.25	\$21.25	\$25.50

Table 2 of 3

Classification	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers
Retail employee level 1	\$36.83	\$21.28	\$18.42	\$21.28	\$24.56
Retail employee level 2	\$37.67	\$21.76	\$18.83	\$21.76	\$25.11
Retail employee level 3	\$38.25	\$22.10	\$19.13	\$22.10	\$25.50

Classification	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$28.65	\$36.83	\$24.56	\$32.74	\$32.74	\$40.93
Retail employee level 2	\$29.30	\$37.67	\$25.11	\$33.48	\$33.48	\$41.85
Retail employee level 3	\$29.75	\$38.25	\$25.50	\$34.00	\$34.00	\$42.50

Junior - Full-time & part-time - 19 years

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers
Retail employee level 1	\$710.80	\$18.71	\$23.39	\$23.39	\$28.07
Retail employee level 2	\$727.04	\$19.13	\$23.91	\$23.91	\$28.70
Retail employee level 3	\$738.32	\$19.43	\$24.29	\$24.29	\$29.15

Table 2 of 3

Classification	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers
Retail employee level 1	\$42.10	\$24.32	\$21.05	\$24.32	\$28.07
Retail employee level 2	\$43.04	\$24.87	\$21.52	\$24.87	\$28.70
Retail employee level 3	\$43.72	\$25.26	\$21.86	\$25.26	\$29.15

Classification	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$32.74	\$42.10	\$28.07	\$37.42	\$37.42	\$46.78
Retail employee level 2	\$33.48	\$43.04	\$28.70	\$38.26	\$38.26	\$47.83
Retail employee level 3	\$34.00	\$43.72	\$29.15	\$38.86	\$38.86	\$48.58

Junior - Full-time & part-time - 20 years, employed by the employer for 6 months or less

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers
Retail employee level 1	\$799.65	\$21.04	\$26.30	\$26.30	\$31.56
Retail employee level 2	\$817.92	\$21.52	\$26.90	\$26.90	\$32.28
Retail employee level 3	\$830.61	\$21.86	\$27.33	\$27.33	\$32.79

Table 2 of 3

Classification	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers
Retail employee level 1	\$47.34	\$27.35	\$23.67	\$27.35	\$31.56
Retail employee level 2	\$48.42	\$27.98	\$24.21	\$27.98	\$32.28
Retail employee level 3	\$49.19	\$28.42	\$24.59	\$28.42	\$32.79

Classification	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$36.82	\$47.34	\$31.56	\$42.08	\$42.08	\$52.60
Retail employee level 2	\$37.66	\$48.42	\$32.28	\$43.04	\$43.04	\$53.80
Retail employee level 3	\$38.26	\$49.19	\$32.79	\$43.72	\$43.72	\$54.65

Junior - Full-time & part-time - 20 years, employed by the employer for more than 6 months

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers
Retail employee level 1	\$888.50	\$23.38	\$29.23	\$29.23	\$35.07
Retail employee level 2	\$908.80	\$23.92	\$29.90	\$29.90	\$35.88
Retail employee level 3	\$922.90	\$24.29	\$30.36	\$30.36	\$36.44

Table 2 of 3

Classification	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers
Retail employee level 1	\$52.61	\$30.39	\$26.30	\$30.39	\$35.07
Retail employee level 2	\$53.82	\$31.10	\$26.91	\$31.10	\$35.88
Retail employee level 3	\$54.65	\$31.58	\$27.33	\$31.58	\$36.44

Classification	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$40.92	\$52.61	\$35.07	\$46.76	\$46.76	\$58.45
Retail employee level 2	\$41.86	\$53.82	\$35.88	\$47.84	\$47.84	\$59.80
Retail employee level 3	\$42.51	\$54.65	\$36.44	\$48.58	\$48.58	\$60.73

Junior - Casual - 15 years and under

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to	Saturday - not	Sunday - not	Public holiday - not
		Friday after 6pm	shiftworkers	shiftworkers	shiftworkers
Retail employee level 1	\$13.15	\$15.78	\$15.78	\$18.41	\$26.30
Retail employee level 2	\$13.45	\$16.14	\$16.14	\$18.83	\$26.90
Retail employee level 3	\$13.66	\$16.40	\$16.40	\$19.13	\$27.33

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Retail employee level 1	\$16.31	\$14.47	\$16.31	\$18.41	\$21.04
Retail employee level 2	\$16.68	\$14.80	\$16.68	\$18.83	\$21.52
Retail employee level 3	\$16.94	\$15.03	\$16.94	\$19.13	\$21.86

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$26.30	\$18.41	\$23.67	\$23.67	\$28.93
Retail employee level 2	\$26.90	\$18.83	\$24.21	\$24.21	\$29.59
Retail employee level 3	\$27.33	\$19.13	\$24.59	\$24.59	\$30.06

Junior - Casual - 16 years

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	\$14.61	\$17.54	\$17.54	\$20.46	\$29.23
Retail employee level 2	\$14.95	\$17.94	\$17.94	\$20.93	\$29.90
Retail employee level 3	\$15.18	\$18.21	\$18.21	\$21.25	\$30.35

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Retail employee level 1	\$18.12	\$16.07	\$18.12	\$20.46	\$23.38
Retail employee level 2	\$18.54	\$16.45	\$18.54	\$20.93	\$23.92
Retail employee level 3	\$18.82	\$16.69	\$18.82	\$21.25	\$24.28

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$29.23	\$20.46	\$26.30	\$26.30	\$32.15
Retail employee level 2	\$29.90	\$20.93	\$26.91	\$26.91	\$32.89
Retail employee level 3	\$30.35	\$21.25	\$27.32	\$27.32	\$33.39

Junior - Casual - 17 years

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	\$17.54	\$21.05	\$21.05	\$24.55	\$35.08
Retail employee level 2	\$17.94	\$21.53	\$21.53	\$25.11	\$35.88
Retail employee level 3	\$18.21	\$21.86	\$21.86	\$25.50	\$36.43

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Retail employee level 1	\$21.75	\$19.29	\$21.75	\$24.55	\$28.06
Retail employee level 2	\$22.24	\$19.73	\$22.24	\$25.11	\$28.70
Retail employee level 3	\$22.58	\$20.03	\$22.58	\$25.50	\$29.14

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$35.08	\$24.55	\$31.57	\$31.57	\$38.58
Retail employee level 2	\$35.88	\$25.11	\$32.29	\$32.29	\$39.46
Retail employee level 3	\$36.43	\$25.50	\$32.78	\$32.78	\$40.07

Junior - Casual - 18 years

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	\$20.46	\$24.56	\$24.56	\$28.65	\$40.93
Retail employee level 2	\$20.93	\$25.11	\$25.11	\$29.30	\$41.85
Retail employee level 3	\$21.25	\$25.50	\$25.50	\$29.75	\$42.50

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Retail employee level 1	\$25.37	\$22.51	\$25.37	\$28.65	\$32.74
Retail employee level 2	\$25.95	\$23.02	\$25.95	\$29.30	\$33.48
Retail employee level 3	\$26.35	\$23.38	\$26.35	\$29.75	\$34.00

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$40.93	\$28.65	\$36.83	\$36.83	\$45.02
Retail employee level 2	\$41.85	\$29.30	\$37.67	\$37.67	\$46.04
Retail employee level 3	\$42.50	\$29.75	\$38.25	\$38.25	\$46.75

Junior - Casual - 19 years

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	\$23.39	\$28.07	\$28.07	\$32.74	\$46.78
Retail employee level 2	\$23.91	\$28.70	\$28.70	\$33.48	\$47.83
Retail employee level 3	\$24.29	\$29.15	\$29.15	\$34.00	\$48.58

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Retail employee level 1	\$29.00	\$25.73	\$29.00	\$32.74	\$37.42
Retail employee level 2	\$29.65	\$26.30	\$29.65	\$33.48	\$38.26
Retail employee level 3	\$30.12	\$26.72	\$30.12	\$34.00	\$38.86

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$46.78	\$32.74	\$42.10	\$42.10	\$51.45
Retail employee level 2	\$47.83	\$33.48	\$43.04	\$43.04	\$52.61
Retail employee level 3	\$48.58	\$34.00	\$43.72	\$43.72	\$53.43

Junior - Casual - 20 years, employed by the employer for 6 months or less

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	\$26.30	\$31.56	\$31.56	\$36.82	\$52.60
Retail employee level 2	\$26.90	\$32.28	\$32.28	\$37.66	\$53.80
Retail employee level 3	\$27.33	\$32.79	\$32.79	\$38.26	\$54.65

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Retail employee level 1	\$32.61	\$28.93	\$32.61	\$36.82	\$42.08
Retail employee level 2	\$33.36	\$29.59	\$33.36	\$37.66	\$43.04
Retail employee level 3	\$33.88	\$30.06	\$33.88	\$38.26	\$43.72

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$52.60	\$36.82	\$47.34	\$47.34	\$57.86
Retail employee level 2	\$53.80	\$37.66	\$48.42	\$48.42	\$59.18
Retail employee level 3	\$54.65	\$38.26	\$49.19	\$49.19	\$60.12

Junior - Casual - 20 years, employed by the employer for more than 6 months

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	\$29.23	\$35.07	\$35.07	\$40.92	\$58.45
Retail employee level 2	\$29.90	\$35.88	\$35.88	\$41.86	\$59.80
Retail employee level 3	\$30.36	\$36.44	\$36.44	\$42.51	\$60.73

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Retail employee level 1	\$36.24	\$32.15	\$36.24	\$40.92	\$46.76
Retail employee level 2	\$37.08	\$32.89	\$37.08	\$41.86	\$47.84
Retail employee level 3	\$37.65	\$33.40	\$37.65	\$42.51	\$48.58

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	\$58.45	\$40.92	\$52.61	\$52.61	\$64.30
Retail employee level 2	\$59.80	\$41.86	\$53.82	\$53.82	\$65.78
Retail employee level 3	\$60.73	\$42.51	\$54.65	\$54.65	\$66.80

Apprentice - 4 year apprenticeship - Started before 1 Jan 2014

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to	Saturday - not	Sunday - not	Public holiday - not
		Friday after 6pm	shiftworkers	shiftworkers	shiftworkers
Apprentice - 1st year	\$12.38	\$15.48	\$15.48	\$18.57	\$27.86
Apprentice - 2nd year	\$14.86	\$18.58	\$18.58	\$22.29	\$33.44
Apprentice - 3rd year	\$19.81	\$24.76	\$24.76	\$29.72	\$44.57
Apprentice - 4th year	\$22.28	\$27.85	\$27.85	\$33.42	\$50.13

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Apprentice - 1st year	\$16.09	\$13.93	\$16.09	\$18.57	\$21.67
Apprentice - 2nd year	\$19.32	\$16.72	\$19.32	\$22.29	\$26.01
Apprentice - 3rd year	\$25.75	\$22.29	\$25.75	\$29.72	\$34.67
Apprentice - 4th year	\$28.96	\$25.07	\$28.96	\$33.42	\$38.99

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Apprentice - 1st year	\$27.86	\$18.57	\$24.76	\$24.76	\$30.95
Apprentice - 2nd year	\$33.44	\$22.29	\$29.72	\$29.72	\$37.15
Apprentice - 3rd year	\$44.57	\$29.72	\$39.62	\$39.62	\$49.53
Apprentice - 4th year	\$50.13	\$33.42	\$44.56	\$44.56	\$55.70

Apprentice - 4 year apprenticeship - Started after 1 Jan 2014 - Did not complete year 12

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Apprentice - 1st year	\$12.38	\$15.48	\$15.48	\$18.57	\$27.86
Apprentice - 2nd year	\$14.86	\$18.58	\$18.58	\$22.29	\$33.44
Apprentice - 3rd year	\$19.81	\$24.76	\$24.76	\$29.72	\$44.57
Apprentice - 4th year	\$22.28	\$27.85	\$27.85	\$33.42	\$50.13

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Apprentice - 1st year	\$16.09	\$13.93	\$16.09	\$18.57	\$21.67
Apprentice - 2nd year	\$19.32	\$16.72	\$19.32	\$22.29	\$26.01
Apprentice - 3rd year	\$25.75	\$22.29	\$25.75	\$29.72	\$34.67
Apprentice - 4th year	\$28.96	\$25.07	\$28.96	\$33.42	\$38.99

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3	Overtime - Monday to Saturday - after 3	Overtime - Sunday	Overtime - public holiday
		hours	hours		
Apprentice - 1st year	\$27.86	\$18.57	\$24.76	\$24.76	\$30.95
Apprentice - 2nd year	\$33.44	\$22.29	\$29.72	\$29.72	\$37.15
Apprentice - 3rd year	\$44.57	\$29.72	\$39.62	\$39.62	\$49.53
Apprentice - 4th year	\$50.13	\$33.42	\$44.56	\$44.56	\$55.70

Apprentice - 4 year apprenticeship - Started after 1 Jan 2014 - Completed year 12

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Apprentice - 1st year	\$13.62	\$17.03	\$17.03	\$20.43	\$30.65
Apprentice - 2nd year	\$16.09	\$20.11	\$20.11	\$24.14	\$36.20
Apprentice - 3rd year	\$19.81	\$24.76	\$24.76	\$29.72	\$44.57
Apprentice - 4th year	\$22.28	\$27.85	\$27.85	\$33.42	\$50.13

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Apprentice - 1st year	\$17.71	\$15.32	\$17.71	\$20.43	\$23.84
Apprentice - 2nd year	\$20.92	\$18.10	\$20.92	\$24.14	\$28.16
Apprentice - 3rd year	\$25.75	\$22.29	\$25.75	\$29.72	\$34.67
Apprentice - 4th year	\$28.96	\$25.07	\$28.96	\$33.42	\$38.99

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Apprentice - 1st year	\$30.65	\$20.43	\$27.24	\$27.24	\$34.05
Apprentice - 2nd year	\$36.20	\$24.14	\$32.18	\$32.18	\$40.23
Apprentice - 3rd year	\$44.57	\$29.72	\$39.62	\$39.62	\$49.53
Apprentice - 4th year	\$50.13	\$33.42	\$44.56	\$44.56	\$55.70

Apprentice - 3 year apprenticeship - Started before 1 Jan 2014

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Apprentice - 1st year	\$12.38	\$15.48	\$15.48	\$18.57	\$27.86
Apprentice - 2nd year	\$14.86	\$18.58	\$18.58	\$22.29	\$33.44
Apprentice - 3rd year	\$19.81	\$24.76	\$24.76	\$29.72	\$44.57

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Apprentice - 1st year	\$16.09	\$13.93	\$16.09	\$18.57	\$21.67
Apprentice - 2nd year	\$19.32	\$16.72	\$19.32	\$22.29	\$26.01
Apprentice - 3rd year	\$25.75	\$22.29	\$25.75	\$29.72	\$34.67

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Apprentice - 1st year	\$27.86	\$18.57	\$24.76	\$24.76	\$30.95
Apprentice - 2nd year	\$33.44	\$22.29	\$29.72	\$29.72	\$37.15
Apprentice - 3rd year	\$44.57	\$29.72	\$39.62	\$39.62	\$49.53

Apprentice - 3 year apprenticeship - Started after 1 Jan 2014 - Did not complete year 12

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Apprentice - 1st year	\$12.38	\$15.48	\$15.48	\$18.57	\$27.86
Apprentice - 2nd year	\$14.86	\$18.58	\$18.58	\$22.29	\$33.44
Apprentice - 3rd year	\$19.81	\$24.76	\$24.76	\$29.72	\$44.57

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Apprentice - 1st year	\$16.09	\$13.93	\$16.09	\$18.57	\$21.67
Apprentice - 2nd year	\$19.32	\$16.72	\$19.32	\$22.29	\$26.01
Apprentice - 3rd year	\$25.75	\$22.29	\$25.75	\$29.72	\$34.67

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Apprentice - 1st year	\$27.86	\$18.57	\$24.76	\$24.76	\$30.95
Apprentice - 2nd year	\$33.44	\$22.29	\$29.72	\$29.72	\$37.15
Apprentice - 3rd year	\$44.57	\$29.72	\$39.62	\$39.62	\$49.53

Apprentice - 3 year apprenticeship - Started after 1 Jan 2014 - Completed year 12

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Apprentice - 1st year	\$13.62	\$17.03	\$17.03	\$20.43	\$30.65
Apprentice - 2nd year	\$16.09	\$20.11	\$20.11	\$24.14	\$36.20
Apprentice - 3rd year	\$19.81	\$24.76	\$24.76	\$29.72	\$44.57

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Apprentice - 1st year	\$17.71	\$15.32	\$17.71	\$20.43	\$23.84
Apprentice - 2nd year	\$20.92	\$18.10	\$20.92	\$24.14	\$28.16
Apprentice - 3rd year	\$25.75	\$22.29	\$25.75	\$29.72	\$34.67

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Apprentice - 1st year	\$30.65	\$20.43	\$27.24	\$27.24	\$34.05
Apprentice - 2nd year	\$36.20	\$24.14	\$32.18	\$32.18	\$40.23
Apprentice - 3rd year	\$44.57	\$29.72	\$39.62	\$39.62	\$49.53

Adult apprentice - 4 year apprenticeship - Started before 1 Jan 2014

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Apprentice - 1st year	\$12.38	\$15.48	\$15.48	\$18.57	\$27.86
Apprentice - 2nd year	\$14.86	\$18.58	\$18.58	\$22.29	\$33.44
Apprentice - 3rd year	\$19.81	\$24.76	\$24.76	\$29.72	\$44.57
Apprentice - 4th year	\$22.28	\$27.85	\$27.85	\$33.42	\$50.13

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Apprentice - 1st year	\$16.09	\$13.93	\$16.09	\$18.57	\$21.67
Apprentice - 2nd year	\$19.32	\$16.72	\$19.32	\$22.29	\$26.01
Apprentice - 3rd year	\$25.75	\$22.29	\$25.75	\$29.72	\$34.67
Apprentice - 4th year	\$28.96	\$25.07	\$28.96	\$33.42	\$38.99

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3	Overtime - Monday to Saturday - after 3	Overtime - Sunday	Overtime - public holiday
		hours	hours		2
Apprentice - 1st year	\$27.86	\$18.57	\$24.76	\$24.76	\$30.95
Apprentice - 2nd year	\$33.44	\$22.29	\$29.72	\$29.72	\$37.15
Apprentice - 3rd year	\$44.57	\$29.72	\$39.62	\$39.62	\$49.53
Apprentice - 4th year	\$50.13	\$33.42	\$44.56	\$44.56	\$55.70

Adult apprentice - 4 year apprenticeship - Started after 1 Jan 2014

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Apprentice - 1st year	\$19.81	\$24.76	\$24.76	\$29.72	\$44.57
Apprentice - 2nd year	\$23.38	\$29.23	\$29.23	\$35.07	\$52.61
Apprentice - 3rd year	\$23.38	\$29.23	\$29.23	\$35.07	\$52.61
Apprentice - 4th year	\$23.38	\$29.23	\$29.23	\$35.07	\$52.61

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Apprentice - 1st year	\$25.75	\$22.29	\$25.75	\$29.72	\$34.67
Apprentice - 2nd year	\$30.39	\$26.30	\$30.39	\$35.07	\$40.92
Apprentice - 3rd year	\$30.39	\$26.30	\$30.39	\$35.07	\$40.92
Apprentice - 4th year	\$30.39	\$26.30	\$30.39	\$35.07	\$40.92

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3	Overtime - Monday to Saturday - after 3	Overtime - Sunday	Overtime - public holiday
		hours	hours		
Apprentice - 1st year	\$44.57	\$29.72	\$39.62	\$39.62	\$49.53
Apprentice - 2nd year	\$52.61	\$35.07	\$46.76	\$46.76	\$58.45
Apprentice - 3rd year	\$52.61	\$35.07	\$46.76	\$46.76	\$58.45
Apprentice - 4th year	\$52.61	\$35.07	\$46.76	\$46.76	\$58.45

Adult apprentice - 3 year apprenticeship - Started before 1 Jan 2014

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Apprentice - 1st year	\$12.38	\$15.48	\$15.48	\$18.57	\$27.86
Apprentice - 2nd year	\$14.86	\$18.58	\$18.58	\$22.29	\$33.44
Apprentice - 3rd year	\$19.81	\$24.76	\$24.76	\$29.72	\$44.57

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Apprentice - 1st year	\$16.09	\$13.93	\$16.09	\$18.57	\$21.67
Apprentice - 2nd year	\$19.32	\$16.72	\$19.32	\$22.29	\$26.01
Apprentice - 3rd year	\$25.75	\$22.29	\$25.75	\$29.72	\$34.67

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Apprentice - 1st year	\$27.86	\$18.57	\$24.76	\$24.76	\$30.95
Apprentice - 2nd year	\$33.44	\$22.29	\$29.72	\$29.72	\$37.15
Apprentice - 3rd year	\$44.57	\$29.72	\$39.62	\$39.62	\$49.53

Adult apprentice - 3 year apprenticeship - Started after 1 Jan 2014

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Apprentice - 1st year	\$19.81	\$24.76	\$24.76	\$29.72	\$44.57
Apprentice - 2nd year	\$23.38	\$29.23	\$29.23	\$35.07	\$52.61
Apprentice - 3rd year	\$23.38	\$29.23	\$29.23	\$35.07	\$52.61

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non- baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers
Apprentice - 1st year	\$25.75	\$22.29	\$25.75	\$29.72	\$34.67
Apprentice - 2nd year	\$30.39	\$26.30	\$30.39	\$35.07	\$40.92
Apprentice - 3rd year	\$30.39	\$26.30	\$30.39	\$35.07	\$40.92

Classification	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Apprentice - 1st year	\$44.57	\$29.72	\$39.62	\$39.62	\$49.53
Apprentice - 2nd year	\$52.61	\$35.07	\$46.76	\$46.76	\$58.45
Apprentice - 3rd year	\$52.61	\$35.07	\$46.76	\$46.76	\$58.45

Allowances

Allowances	Rate			
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks			
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training			
Cold work allowance - 0°C and above	\$0.32 per hour while so employed			
Cold work allowance - below 0°C	\$0.82 per hour while so employed			
District allowance - Broken Hill	\$1.06 per hour			
First aid allowance	\$12.23 per week			
Laundry allowance - full-time employees	\$6.25 per week			
Laundry allowance - part-time or casual employees	\$1.25 per shift			
Liquor licence allowance	\$29.17 per week			
Meal allowance	\$20.01 for the first meal and \$18.14 for an extra meal if overtime worked is more than 4			
	hours			
Protective or special clothing reimbursement	reimbursement for the cost of purchasing protective or special clothing such as a uniform, dress or other clothing and the cost of replacement items, when replacement is			
	due to normal wear and tear			
Recall allowance	the appropriate rate for all hours worked with a minimum of 3 hours on each occasion			
Travelling / transport				
Excess travelling costs - temporary transfer to another branch or shop	reimbursement of all extra transport costs			
Transport reimbursement - starting or finishing after 10pm	reimbursement for the cost of taking a commercial passenger vehicle from the place of			
or before 7am - normal means of transport unavailable	employment to the usual place of residence			
Vehicle allowance	\$0.91 per km			
Working away from usual workplace - travelling time	payment at the minimum hourly rate for time spent travelling in excess of time normally			
reimbursement - Monday to Saturday	spent travelling between home and the usual place of employment			
Working away from usual workplace - travelling time	payment at the minimum hourly rate + 50% for time spent travelling in excess of time			
reimbursement - Sunday and public holiday	normally spent travelling between home and the usual place of employment			

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on. You can find out more about accountability and what you can expect from us in our <u>Customer service charter</u> at <u>www.fairwork.gov.au/our-commitment-to-you</u>.

We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.

However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our <u>Awards page</u> at <u>www.fairwork.gov.au/awards</u>. If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can <u>contact us</u> by visiting <u>www.fairwork.gov.au/contact-us</u> or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

We encourage you to <u>subscribe to email updates</u> at <u>www.fairwork.gov.au/emailupdates</u> to receive alerts when pay rates and entitlements change in this pay guide.