## FairWork <br> OMBUDSMAN

## 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 award and the Pay and Conditions Tool.
The best way to get general pay and conditions advice is to register for My account 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

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| 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 |
| 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 - nonbaking 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 |

## Table 3 of 3

| Classification | Public holiday <br> shiftworkers | Overtime - Monday to <br> Saturday - first 3 hours | Overtime - Monday to <br> Saturday - after 3 hours | Overtime - Sunday | Overtime - public <br> 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 | $\$ 65.38$ | $\$ 45.76$ | $\$ 68.84$ | $\$ 58.84$ | $\$ 71.91$ |
| Retail employee level 7 | $\$ 68.65$ | $\$ 48.06$ | $\$ 64.79$ | $\$ 75.52$ |  |
| Retail employee level 8 | $\$ 71.45$ | $\$ 50.02$ | $\$ 64.31$ | $\$ 78.60$ |  |

## 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday -not <br> 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 <br> shiftworkers | Shiftwork - Monday <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> 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 | $\$ 24.59$ | $\$ 14.21$ | $\$ 12.30$ | $\$ 14.21$ | $\$ 16.40$ |

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

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

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Evening - Monday to <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> 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 <br> shiftworkers | Shiftwork - Monday <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> 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 | $\$ 27.32$ | $\$ 15.78$ | $\$ 13.66$ | $\$ 15.78$ | $\$ 18.21$ |

Table 3 of 3

| Classification | Sunday - <br> shiftworkers | Public holiday - <br> shiftworkers | Overtime - <br> Monday to <br> Saturday - first 3 <br> hours | Overtime - <br> Monda to <br> Saturday -after 3 <br> hours | Overtime - <br> Sunday | Overtime - public <br> 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> 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 <br> shiftworkers | Shiftwork - Monday <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Retail employee level 1 | $\$ 31.57$ | $\$ 18.24$ | $\$ 15.78$ | $\$ 18.24$ | $\$ 2$ |
| Retail employee level 2 | $\$ 32.29$ | $\$ 18.66$ | $\$ 16.14$ | $\$ 18.66$ | $\$ 21.05$ |
| Retail employee level 3 | $\$ 32.78$ | $\$ 18.94$ | $\$ 16.39$ | $\$ 18.94$ | $\$ 21.53$ |

Table 3 of 3

| Classification | Sunday - <br> shiftworkers | Public holiday - <br> shiftworkers | Overtime - <br> Monday to <br> Saturday - first 3 <br> hours | Overtime - <br> Monda to <br> Saturday -after 3 <br> hours | Overtime - <br> Sunday | Overtime - public <br> 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> 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 <br> shiftworkers | Shiftwork - Monday <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Retail employee level 1 | $\$ 36.83$ | $\$ 21.28$ | $\$ 18.42$ | $\$ 21.28$ | $\$ 2$ |
| Retail employee level 2 | $\$ 37.67$ | $\$ 21.76$ | $\$ 18.83$ | $\$ 21.76$ | $\$ 24.56$ |
| Retail employee level 3 | $\$ 38.25$ | $\$ 22.10$ | $\$ 19.13$ | $\$ 22.10$ | $\$ 25.50$ |

Table 3 of 3

| Classification | Sunday - <br> shiftworkers | Public holiday - <br> shiftworkers | Overtime - <br> Monday to <br> Saturday - first 3 <br> hours | Overtime - <br> Monda to <br> Saturday -after 3 <br> hours | Overtime - <br> Sunday | Overtime - public <br> 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> 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 <br> shiftworkers | Shiftwork - Monday <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Retail employee level 1 | $\$ 42.10$ | $\$ 24.32$ | $\$ 21.05$ | $\$ 24.32$ |  |
| Retail employee level 2 | $\$ 43.04$ | $\$ 24.87$ | $\$ 21.52$ | $\$ 24.87$ | $\$ 28.07$ |
| Retail employee level 3 | $\$ 43.72$ | $\$ 25.26$ | $\$ 21.86$ | $\$ 25.26$ | $\$ 28.70$ |

Table 3 of 3

| Classification | Sunday - <br> shiftworkers | Public holiday - <br> shiftworkers | Overtime - <br> Monday to <br> Saturday - first 3 <br> hours | Overtime - <br> Monda to <br> Saturday -after 3 <br> hours | Overtime - <br> Sunday | Overtime - public <br> 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Retail employee level 1 | $\$ 799.65$ | $\$ 21.04$ | $\$ 26.30$ | $\$ 26.30$ | $\$ 3$ |
| Retail employee level 2 | $\$ 817.92$ | $\$ 21.52$ | $\$ 26.90$ | $\$ 26.90$ |  |
| Retail employee level 3 | $\$ 830.61$ | $\$ 21.86$ | $\$ 27.33$ | $\$ 27.33$ | $\$ 3$ |

Table 2 of 3

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

Table 3 of 3

| Classification | Sunday - <br> shiftworkers | Public holiday - <br> shiftworkers | Overtime - <br> Monday to <br> Saturday - first 3 <br> hours | Overtime - <br> Monday to <br> Saturday -after 3 <br> hours | Overtime - <br> Sunday |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| Retail employee level 1 | $\$ 36.82$ | $\$ 47.34$ | $\$ 31.56$ | $\$ 42.08$ | $\$ 42.08$ |  |
| Retail employee level 2 | $\$ 37.66$ | $\$ 48.42$ | $\$ 32.28$ | $\$ 43.04$ | $\$ 43.04$ | $\$ 2.6$ |
| Retail employee level 3 | $\$ 38.26$ | $\$ 49.19$ | $\$ 32.79$ | $\$ 43.72$ | $\$ 43.72$ | $\$ 50$ |

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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> 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 <br> shiftworkers | Shiftwork - Monday <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Retail employee level 1 | $\$ 52.61$ | $\$ 30.39$ | $\$ 26.30$ | $\$ 30.39$ | $\$ 3$ |
| Retail employee level 2 | $\$ 53.82$ | $\$ 31.10$ | $\$ 26.91$ | $\$ 31.10$ | $\$ 35.07$ |
| Retail employee level 3 | $\$ 54.65$ | $\$ 31.58$ | $\$ 27.33$ | $\$ 31.58$ | $\$ 36.88$ |

Table 3 of 3

| Classification | Sunday - <br> shiftworkers | Public holiday - <br> shiftworkers | Overtime - <br> Monday to <br> Saturday - first 3 <br> hours | Overtime - <br> Monday to <br> Saturday -after 3 <br> hours | Overtime - <br> Sunday | Overtime - public <br> 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> 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 | $\$ 16.94$ | $\$ 15.03$ | $\$ 16.94$ | $\$ 19.13$ | $\$ 21.86$ |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - after 3 <br> hours | Overtime - Sunday | Overtime - public <br> 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> 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 | $\$ 18.82$ | $\$ 16.69$ | $\$ 18.82$ | $\$ 21.25$ | $\$ 24.28$ |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - after 3 <br> hours | Overtime - Sunday | Overtime - public <br> 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> 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 | $\$ 22.58$ | $\$ 20.03$ | $\$ 22.58$ | $\$ 25.50$ | $\$ 29.14$ |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - after 3 <br> hours | Overtime - Sunday | Overtime - public <br> holiday |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Retail employee level 1 | $\$ 35.08$ | $\$ 24.55$ | $\$ 31.57$ | $\$ 31.57$ | $\$ 38.58$ |
| Retail employee level 2 | $\$ 35.88$ | $\$ 32.29$ | $\$ 32.29$ | $\$ 39.46$ |  |
| 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> 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 | $\$ 26.35$ | $\$ 23.38$ | $\$ 26.35$ | $\$ 29.75$ | $\$ 34.00$ |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - after 3 <br> hours | Overtime - Sunday | Overtime - public <br> 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> 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 | $\$ 30.12$ | $\$ 26.72$ | $\$ 30.12$ | $\$ 34.00$ | $\$ 38.86$ |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - after 3 <br> hours | Overtime - Sunday | Overtime - public <br> 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> 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 | $\$ 33.88$ | $\$ 30.06$ | $\$ 33.88$ | $\$ 38.26$ | $\$ 43.72$ |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - after 3 <br> hours | Overtime - Sunday | Overtime - public <br> 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> 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 | $\$ 37.65$ | $\$ 33.40$ | $\$ 37.65$ | $\$ 42.51$ | $\$ 48.58$ |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - after 3 <br> hours | Overtime - Sunday | Overtime - public <br> 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> shiffworkers |
| :--- | :--- | :--- | :--- | :--- | :--- |
| 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> shiftworkers |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Apprentice - 1st year | $\$ 16.09$ | $\$ 13.93$ | $\$ 16.09$ | $\$ 18.57$ | $\$ 2$ |
| Apprentice - 2nd year | $\$ 19.32$ | $\$ 16.72$ | $\$ 19.32$ | $\$ 22.29$ | $\$ 26.07$ |
| Apprentice - rrd year | $\$ 25.75$ | $\$ 22.29$ | $\$ 25.75$ | $\$ 29.72$ | $\$ 34.67$ |
| Apprentice - 4th year | $\$ 28.96$ | $\$ 25.07$ | $\$ 28.96$ | $\$ 38.42$ |  |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - -atter 3 <br> hours | Overtime - Sunday | Overtime - public <br> 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> shiffworkers |
| :--- | :--- | :--- | :--- | :--- | :--- |
| 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> shiftworkers |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Apprentice - 1st year | $\$ 16.09$ | $\$ 13.93$ | $\$ 16.09$ | $\$ 18.57$ | $\$ 2$ |
| Apprentice - 2nd year | $\$ 19.32$ | $\$ 21.72$ | $\$ 19.32$ | $\$ 2$ | $\$ 26.29$ |
| Apprentice - 3rd year | $\$ 25.75$ | $\$ 22.29$ | $\$ 25.75$ | $\$ 29.72$ | $\$ 34.67$ |
| Apprentice - 4th year | $\$ 28.96$ | $\$ 25.07$ | $\$ 28.96$ | $\$ 33.42$ | $\$ 38.99$ |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - -after 3 <br> hours | Overtime - Sunday | Overtime - public <br> 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 - Completed year 12

Table 1 of 3

| Classification | Hourly pay rate | Evening - Monday to <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> shiftworkers |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Apprentice - 1st year | $\$ 17.71$ | $\$ 15.32$ | $\$ 17.71$ | $\$ 20.43$ | $\$ 23.84$ |
| Apprentice - 2nd year | $\$ 20.92$ | $\$ 20.10$ | $\$ 25$ | $\$ 24.14$ | $\$ 28.16$ |
| Apprentice - 3rd year | $\$ 25.75$ | $\$ 22.29$ | $\$ 28.96$ | $\$ 29.72$ | $\$ 34.67$ |
| Apprentice - 4th year | $\$ 28.96$ | $\$ 25.07$ | $\$ 33.42$ | $\$ 38.99$ |  |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - after 3 <br> hours | Overtime - Sunday | Overtime - public <br> holiday |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Apprentice - 1st year | $\$ 30.65$ | $\$ 20.43$ | $\$ 27.24$ | $\$ 27.24$ | $\$ 34$ |
| Apprentice - 2nd year | $\$ 36.20$ | $\$ 24.14$ | $\$ 32.18$ | $\$ 32.18$ | $\$ 40$ |
| Apprentice - 3rd year | $\$ 44.57$ | $\$ 29.72$ | $\$ 39.62$ | $\$ 39.62$ | $\$ 40.23$ |
| 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> 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 | $\$ 25.75$ | $\$ 22.29$ | $\$ 25.75$ | $\$ 29.72$ | $\$ 34.67$ |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - after 3 <br> hours | Overtime - Sunday | Overtime - public <br> 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> 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 - rd year | $\$ 25.75$ | $\$ 22.29$ | $\$ 25.75$ | $\$ 29.72$ | $\$ 34.67$ |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - after 3 <br> hours | Overtime - Sunday | Overtime - public <br> holiday |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Apprentice - 1st year | $\$ 27.86$ | $\$ 18.57$ | $\$ 24.76$ | $\$ 24.76$ | $\$ 30.95$ |
| Apprentice - 2nd year | $\$ 33.44$ | $\$ 29.72$ | $\$ 29.72$ | $\$ 37.15$ |  |
| 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> 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 | $\$ 25.75$ | $\$ 22.29$ | $\$ 25.75$ | $\$ 29.72$ | $\$ 34.67$ |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - after 3 <br> hours | Overtime - Sunday | Overtime - public <br> 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> shiffworkers |
| :--- | :--- | :--- | :--- | :--- | :--- |
| 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> shiftworkers |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Apprentice - 1st year | $\$ 16.09$ | $\$ 13.93$ | $\$ 16.09$ | $\$ 18.57$ | $\$ 2$ |
| Apprentice - 2nd year | $\$ 19.32$ | $\$ 21.72$ | $\$ 19.32$ | $\$ 2$ | $\$ 26.29$ |
| Apprentice - 3rd year | $\$ 25.75$ | $\$ 22.29$ | $\$ 25.75$ | $\$ 29.72$ | $\$ 34.67$ |
| Apprentice - 4th year | $\$ 28.96$ | $\$ 25.07$ | $\$ 28.96$ | $\$ 33.42$ | $\$ 38.99$ |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - after 3 <br> hours | Overtime - Sunday | Overtime - public <br> 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 | $\$ 50.13$ | $\$ 33.42$ | $\$ 44.56$ | $\$ 44.56$ | $\$ 55.70$ |

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

Table 1 of 3

| Classification | Hourly pay rate | Evening - Monday to <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> 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 | $\$ 30.39$ | $\$ 26.30$ | $\$ 30.39$ | $\$ 35.07$ | $\$ 40.92$ |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - after 3 <br> hours | Overtime - Sunday | Overtime - public <br> holiday |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Apprentice - 1st year | $\$ 44.57$ | $\$ 29.72$ | $\$ 39.62$ | $\$ 39.62$ |  |
| Apprentice - 2nd year | $\$ 52.61$ | $\$ 35.07$ | $\$ 46.76$ | $\$ 46.76$ | $\$ 49.53$ |
| 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> shiftworkers |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Apprentice - 1st year | $\$ 16.09$ | $\$ 13.93$ | $\$ 16.09$ | $\$ 18.57$ | $\$ 21.67$ |
| Apprentice -2 nd year | $\$ 19.32$ | $\$ 16.72$ | $\$ 19.32$ | $\$ 22.29$ | $\$ 26.01$ |
| Apprentice - 3rd year | $\$ 25.75$ | $\$ 22.29$ | $\$ 25.75$ | $\$ 29.72$ | $\$ 34.67$ |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - after <br> 3 hours | Overtime - Sunday | Overtime - public <br> holiday |
| :--- | :--- | :--- | :--- | :--- | :--- |
| Apprentice - 1st year | $\$ 27.86$ | $\$ 18.57$ | $\$ 24.76$ | $\$ 24.76$ | $\$ 30$ |
| 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 <br> Friday after 6pm | Saturday - not <br> shiftworkers | Sunday - not <br> shiftworkers | Public holiday - not <br> 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 <br> to Friday - non- <br> baking production <br> employees | Early morning shift - <br> baking production <br> employees | Night shift - baking <br> production <br> employees | Saturday - <br> shiftworkers | Sunday - <br> 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 | $\$ 30.39$ | $\$ 26.30$ | $\$ 30.39$ | $\$ 35.07$ | $\$ 40.92$ |

Table 3 of 3

| Classification | Public holiday - <br> shiftworkers | Overtime - Monday <br> to Saturday - first 3 <br> hours | Overtime - Monday <br> to Saturday - after 3 <br> hours | Overtime - Sunday | Overtime - public <br> 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 <br> textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of <br> travelling to and from the training |
| Cold work allowance - $0^{\circ} \mathrm{C}$ and above | $\$ 0.32$ per hour while so employed |
| Cold work allowance - below $0^{\circ} \mathrm{C}$ | $\$ 0.82$ 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 <br> hours |
| Protective or special clothing reimbursement | reimbursement for the cost of purchasing protective or special clothing such as a <br> uniform, dress or other clothing and the cost of replacement items, when replacement is <br> 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 | reimbursement of all extra transport costs |
| Excess travelling costs - temporary transfer to another <br> branch or shop | reimbursement for the cost of taking a commercial passenger vehicle from the place of <br> employment to the usual place of residence |
| Transport reimbursement - starting or finishing after 10pm <br> or before 7am - normal means of transport unavailable | po.91 per km <br> Vehicle allowance <br> Working away from usual workplace - travelling time <br> reimbursement - Monday to Saturday <br> spent travelling between home and the usual place of employment <br> Working away from usual workplace - travelling time <br> reimbursement - Sunday and public holidaypayment at the minimum hourly rate +50\% for time spent travelling in excess of time <br> normally spent travelling between home and the usual place of employment |

## Disclaimer

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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 Awards page at www.fairwork.gov.au/awards. If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can contact us by visiting www.fairwork.gov.au/contact-us or by calling us on 131394 . Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

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