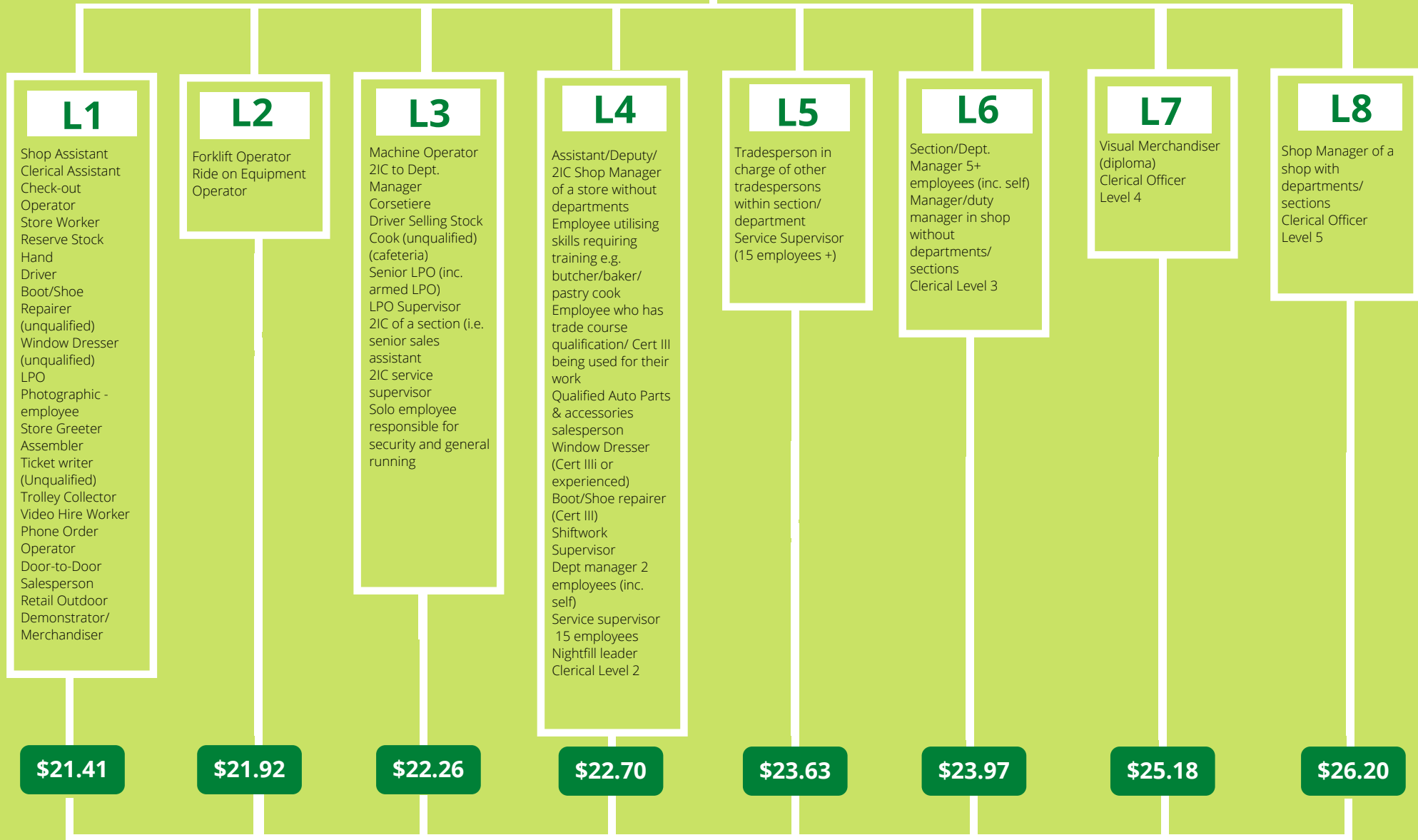


# Retail (General) Award



## Minimum Rate (Adult)

# Retail (General) Award

## Hours

- Hours of work on any day will be continuous except for rest stops and meal breaks.
- Employees can be asked to do reasonable overtime.
- Reasonableness includes health and safety, the employees personal circumstances, period of notice, level of responsibility.
- Overtime rate first 3 hrs = 150%
- After = 200% (casuals receive 25% loading).

## Youth Rates

**<16 yrs** 45%

**16 yrs** 50%

**17 yrs** 60%

**18 yrs** 70%

**19 yrs** 80%

**20 yrs working <6 months**  
90%

**20 yrs working <6 months**  
95%

## Penalty Rates

### After 6pm

FT/PT = 125%  
Casual = 140%

### Saturday

FT/PT = 125%  
Casual = 150%

### Sunday

FT/PT = 165%  
Casual = 175%

### Public Holiday

FT/PT = 125%  
Casual = 150%

## Casual Conversion

- Casuals working in the role for 12 months may elect to have their employment converted to part-time or full-time based on previous hours worked.
- The employer may refuse if the employee would be unable to access the required hours.
- If the casual role is expected to cease to exist.
- Requests are to be made in writing as is the response.
- If refused, reasons must be listed in writing.

## Allowances

- Uniform costs
- Laundry allowance: \$6.25/wk FT or \$1.25/ shift PT & casual
- Travel costs if directed to work away from usual site
- If required to travel during the course of work: 78c/km
- If employee hold first aid qualification and engaged in this capacity = additional 1.3% of standard rate/wk
- Liquor licence = 3.1% std. rate/wk
- Higher rate for 2 hrs +