

Retail (General) Award

L1

Shop Assistant
Clerical Assistant
Check-out
Operator
Store Worker
Reserve Stock
Hand
Driver
Boot/Shoe
Repairer
(unqualified)
Window Dresser
(unqualified)
LPO
Photographic -
employee
Store Greeter
Assembler
Ticket writer
(Unqualified)
Trolley Collector
Video Hire Worker
Phone Order
Operator
Door-to-Door
Salesperson
Retail Outdoor
Demonstrator/
Merchandiser

\$25.65

L2

Forklift Operator
Ride on Equipment
Operator

\$26.24

L3

Machine Operator
2IC to Dept.
Manager
Corsetiere
Driver Selling Stock
Cook (unqualified)
(cafeteria)
Senior LPO (inc.
armed LPO)
LPO Supervisor
2IC of a section (i.e.
senior sales
assistant
2IC service
supervisor
Solo employee
responsible for
security and general
running

\$26.65

L4

Assistant/Deputy/
2IC Shop Manager
of a store without
departments
Employee utilising
skills requiring
training e.g.
butcher/baker/
pastry cook
Employee who has
trade course
qualification/ Cert III
being used for their
work
Qualified Auto Parts
& accessories
salesperson
Window Dresser
(Cert IIIi or
experienced)
Boot/Shoe repairer
(Cert III)
Shiftwork
Supervisor
Dept manager 2
employees (inc.
self)
Service supervisor
15 employees
Nightfill leader
Clerical Level 2

\$27.17

L5

Tradesperson in
charge of other
tradespersons
within section/
department
Service Supervisor
(15 employees +)

\$28.28

L6

Section/Dept.
Manager 5+
employees (inc. self)
Manager/duty
manager in shop
without
departments/
sections
Clerical Level 3

\$28.69

L7

Visual Merchandiser
(diploma)
Clerical Officer
Level 4

\$30.13

L8

Shop Manager of a
shop with
departments/
sections
Clerical Officer
Level 5

\$31.36

Minimum Rate (Adult)

Effective 01/07/2024 to 01/07/2025

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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: 98c/km
- If employee hold first aid qualification and engaged in this capacity = additional 1.3% of standard rate/wk
- Liquor licence allowance: \$32.00/wk
- Higher rate for 2 hrs +

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