



POAAL

Post Office Agents Association Limited
A.C.N. 006 382 314

In June 2016, the Fair Work Commission (FWC) issued its Annual Wage Review decision regarding minimum Award pay rates. The *General Retail Industry Award 2010* is affected by this increase.

The FWC's decision will increase the minimum wage rates in Awards by 2.4%. This change takes effect from the first full pay period on or after 1 July 2016.

Subject to alternative rounding by the FWC, the new minimum wage rates for employees covered by the *General Retail Industry Award 2010* from 1 July 2016 are:

Award Classification	Minimum Weekly Pay Rate Based on a 38 hour week	Minimum Hourly Rate: Ordinary Hours Only	Minimum Hourly Rate inclusive of 25% casual loading
Retail Employee Level 1	\$738.80	\$19.44	\$24.30
Retail Employee Level 2	\$756.40	\$19.91	\$24.89
Retail Employee Level 3	\$768.20	\$20.22	\$25.28
Retail Employee Level 4	\$783.30	\$20.61	\$25.76
Retail Employee Level 5	\$815.40	\$21.46	\$26.83
Retail Employee Level 6	\$827.30	\$21.77	\$27.21
Retail Employee Level 7	\$868.70	\$22.86	\$28.58
Retail Employee Level 8	\$904.00	\$23.79	\$29.74

You are not required to pass on increases if your employees are already being paid more than the new minimum pay rates.

It is important to note that higher rates will be payable when an employee performs work:

- Outside their ordinary hours of work, and/or
- On days and times that attract '*penalty rates*'

In addition, permanent part-time and full-time employees are also entitled to receive '*annual leave loading*' when taking annual leave.

You are required to keep a copy of the Award in your post office, or to otherwise make it available to your employees in electronic form.




All employees **must** be assigned to the appropriate Award classification, and employees **must** be informed of their Award classification.

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