

November 2018 Pay Rates Update

General Retail Award 2010

As a result of the ongoing 4-year Award Review process, particularly a review of penalty rates, the Fair Work Commission has recently handed down a decision resulting in various changes to penalty rates in the General Retail Award 2010.

Effective from 1 November 2018:

Casual evening and Saturday penalty rates

- A casual employee must be paid an additional 15% penalty payment (previously 10%) for all work performed on a Saturday (or 40% loading inclusive of the casual loading).
- A casual employee must be paid an additional 5% penalty payment for hours worked after 6pm Monday to Friday (previously not applicable to casuals) (or 30% loading inclusive of the casual loading).

Full time or part time evening and Saturday penalty rates

- A full-time or part-time employee must be paid an additional 25% penalty payment for ordinary hours worked after 6 pm on Monday to Friday.
- A full-time or part-time employee must be paid an additional 25% penalty payment for ordinary hours worked on a Saturday.

Shiftworkers

- A casual employee who is a shiftworker, and works on a Sunday, will have their shiftwork penalty reduced from 225% to 220% (inclusive of casual loadings).
- A full-time or part-time employee who is a shiftworker, and works on a Sunday, will have their shiftwork penalty rate reduced from 200% to 195%.

Further annual changes

As part of the decision, a transitional process will annually increase casual Saturday penalty rates until 2020 and weekday evening penalty rates until 2021. Additionally, a transitional process will annually reduce Sunday shiftworker penalty rates until 2020. Subscribers whose employees work on these days and under those arrangements should make appropriate alterations to rates of pay for their casual employees effective from 1 November 2018.

Minimum Wage Rates - Adult

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Full & Part Time Employees						
Award Classification Level	Weekly	Hourly	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail Employee Level 1 (Shop Assistant)	\$789.90	\$20.79	\$25.99	\$25.99	\$37.42	\$46.78
Retail Employee Level 2	\$808.70	\$21.28	\$26.60	\$26.60	\$38.30	\$47.88
Retail Employee Level 3	\$821.40	\$21.62	\$27.03	\$27.03	\$38.92	\$48.65
Retail Employee Level 4 (Assistant Mgr/2iC alone or 1)	\$837.40	\$22.04	\$27.55	\$27.55	\$39.67	\$49.59
Retail Employee Level 5	\$871.80	\$22.94	\$28.68	\$28.68	\$41.29	\$51.62
Retail Employee Level 6 (Assistant Mgr/2iC: 2 or more)	\$884.50	\$23.28	\$29.10	\$29.10	\$41.90	\$52.38
Retail Employee Level 7	\$928.80	\$24.44	\$30.55	\$30.55	\$43.99	\$54.99
Retail Employee Level 8	\$966.50	\$25.43	\$31.79	\$31.79	\$45.77	\$57.22

Note: Retail shop workers/ wrappers and rollers (Non-shift workers)

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Shiftwork Employees (Full-time & Part-time)						
Award Classification Level	Shiftwork - Monday to Friday - non-baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers
Retail Employee Level 1 (Shop Assistant)	\$789.90	\$20.79	\$25.99	\$25.99	\$37.42	\$46.78
Retail Employee Level 2	\$808.70	\$21.28	\$26.60	\$26.60	\$38.30	\$47.88
Retail Employee Level 3	\$821.40	\$21.62	\$27.03	\$27.03	\$38.92	\$48.65
Retail Employee Level 4 (Assistant Mgr/2iC alone or 1)	\$837.40	\$22.04	\$27.55	\$27.55	\$39.67	\$49.59
Retail Employee Level 5	\$871.80	\$22.94	\$28.68	\$28.68	\$41.29	\$51.62
Retail Employee Level 6 (Assistant Mgr/2iC: 2 or more)	\$884.50	\$23.28	\$29.10	\$29.10	\$41.90	\$52.38
Retail Employee Level 7	\$928.80	\$24.44	\$30.55	\$30.55	\$43.99	\$54.99
Retail Employee Level 8	\$966.50	\$25.43	\$31.79	\$31.79	\$45.77	\$57.22

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Weekend (Full-time & Part-time)					
Award Classification Level	Less than 12 hour break between shifts	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail Employee Level 1 (Shop Assistant)	\$41.58	\$31.19	\$41.58	\$41.58	\$51.98
Retail Employee Level 2	\$42.56	\$31.92	\$42.56	\$42.56	\$53.20
Retail Employee Level 3	\$43.24	\$32.43	\$43.24	\$43.24	\$54.05
Retail Employee Level 4 (Assistant Mgr/2iC alone or 1)	\$44.08	\$33.06	\$44.08	\$44.08	\$55.10
Retail Employee Level 5	\$45.88	\$34.41	\$45.88	\$45.88	\$57.35
Retail Employee Level 6 (Assistant Mgr/2iC: 2 or more)	\$46.56	\$34.92	\$46.56	\$46.56	\$58.20
Retail Employee Level 7	\$48.88	\$36.66	\$48.88	\$48.88	\$61.10
Retail Employee Level 8	\$50.86	\$38.15	\$50.86	\$50.86	\$63.58

Casual Employees

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Casual						
Award Classification Level	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non-baking production employees
Retail Employee Level 1 (Shop Assistant)	\$25.99	\$27.03	\$29.11	\$38.46	\$51.98	\$32.22
Retail Employee Level 2	\$26.60	\$27.66	\$29.79	\$39.37	\$53.20	\$32.98
Retail Employee Level 3	\$27.03	\$28.11	\$30.27	\$40.00	\$54.05	\$33.51
Retail Employee Level 4 (Assistant Mgr/2iC alone or 1)	\$27.55	\$28.65	\$30.86	\$40.77	\$55.10	\$34.16
Retail Employee Level 5	\$28.68	\$29.83	\$32.12	\$42.44	\$57.35	\$35.56
Retail Employee Level 6 (Assistant Mgr/2iC: 2 or more)	\$29.10	\$30.26	\$32.59	\$43.07	\$58.20	\$36.08
Retail Employee Level 7	\$30.55	\$31.77	\$34.22	\$45.21	\$61.10	\$37.88
Retail Employee Level 8	\$31.79	\$33.06	\$35.60	\$47.05	\$63.58	\$39.42

Note: Retail shop workers/ wrappers and rollers

Table 2 of 3

Shiftwork (Casual)						
Award Classification Level	Shiftwork - Monday to Friday - non-baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers
Retail Employee Level 1 (Shop Assistant)	\$28.59	\$32.22	\$36.38	\$45.74	\$51.98	\$46.78
Retail Employee Level 2	\$29.26	\$32.98	\$37.24	\$46.82	\$53.20	\$47.88
Retail Employee Level 3	\$29.73	\$33.51	\$37.84	\$47.56	\$54.05	\$48.65
Retail Employee Level 4 (Assistant Mgr/2iC alone or 1)	\$30.31	\$34.16	\$38.57	\$48.49	\$55.10	\$49.59
Retail Employee Level 5	\$31.54	\$35.56	\$40.15	\$50.47	\$57.35	\$51.62
Retail Employee Level 6 (Assistant Mgr/2iC: 2 or more)	\$32.01	\$36.08	\$40.74	\$51.22	\$58.20	\$52.38
Retail Employee Level 7	\$33.61	\$37.88	\$42.77	\$53.77	\$61.10	\$54.99
Retail Employee Level 8	\$34.97	\$39.42	\$44.50	\$55.95	\$63.58	\$57.22

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Weekend (Casual)					
Award Classification Level	Less than 12 hour break between shifts	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail Employee Level 1 (Shop Assistant)	\$36.39	\$46.78	\$46.78	\$57.18	\$36.39
Retail Employee Level 2	\$37.24	\$47.88	\$47.88	\$58.52	\$37.24
Retail Employee Level 3	\$37.84	\$48.65	\$48.65	\$59.46	\$37.84
Retail Employee Level 4 (Assistant Mgr/2iC alone or 1)	\$38.57	\$49.59	\$49.59	\$60.61	\$38.57
Retail Employee Level 5	\$40.15	\$51.62	\$51.62	\$63.09	\$40.15
Retail Employee Level 6 (Assistant Mgr/2iC: 2 or more)	\$40.74	\$52.38	\$52.38	\$64.02	\$40.74
Retail Employee Level 7	\$42.77	\$54.99	\$54.99	\$67.21	\$42.77
Retail Employee Level 8	\$44.51	\$57.22	\$57.22	\$69.94	\$44.51

Junior employee rates

Use the following appropriate percentage of the adult minimum weekly rate of pay for the relevant classification to determine the minimum junior weekly rate of pay:

Age	% of weekly rate of pay
Under 16 years of age	45
16 years of age	50
17 years of age	60
18 years of age	70
19 years of age	80
20 years of age, employed by the employer for 6 months or less	90
20 years of age, employed by the employer for more than 6 months	100

Then divide the outcome of that calculation by 38 to determine the minimum junior hourly rate of pay.

Disclaimer and Further Information

The information provided in this summary is drawn from the relevant Award, the National Employment Standards, and Long Service Leave legislation. This summary covers key points only and should not be relied upon when detailed information is required. Members should in that case refer to a copy of the Award (which must be kept at the place of employment), or visit the Fair Work Ombudsman's website at www.fairwork.gov.au, or contact the **POAAL Advice Line** on 1300 781 299.