

## *General Retail Industry Award 2020*

### WAGES INFORMATION SHEET - Effective from 1 September 2021

#### KEY NOTES:

- This information sheet reflects the provisions of the **General Retail Industry Award 2020** (the Award).
- All calculations in this schedule are **rounded to the nearest cent** in accordance with current guidelines from the Fair Work Commission.

#### SCHEDULE OF RATES:

- Schedule 1 – Adult rates 21 years & over – Full-time and Part-time employees
- Schedule 2 – Adult rates 21 years & over – Casual employees
- Schedule 3 – 20 years and employed more than 6 months
- Schedule 4 – 20 years and employed less than 6 months
- Schedule 5 – 19 years
- Schedule 6 – 18 years
- Schedule 7 – 17 years
- Schedule 8 – 16 years
- Schedule 9 – 15 years & under
- Schedule 10 – Allowances
- Schedule 11 – Penalty rates and overtime
- Schedule 12 - Classifications

## SCHEDULE 1 – ADULT 21 YEARS & OVER FULL-TIME & PART-TIME EMPLOYEES

Employee Classification	Weekly Rate	Ordinary Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday	Public Holidays
	38 hours	100%	First 3 hours - 150%	After 3 hours - 200%	200%	250%
Retail Employee Level 1 • Clerical assistant level 1	\$848.50	\$22.33	\$33.50	\$44.66	\$44.66	\$55.83
Retail Employee Level 2	\$868.80	\$22.86	\$34.29	\$45.72	\$45.72	\$57.15
Retail Employee Level 3	\$882.30	\$23.22	\$34.83	\$46.44	\$46.44	\$58.05
Retail Employee Level 4 • Clerical Officer Level 2	\$899.50	\$23.67	\$35.51	\$47.34	\$47.34	\$59.18
Retail Employee Level 5	\$936.50	\$24.64	\$36.96	\$49.28	\$49.28	\$61.60
Retail Employee Level 6 • Clerical Officer Level 3	\$950.10	\$25.00	\$37.50	\$50.00	\$50.00	\$62.50
Retail Employee Level 7 • Clerical Officers Level 4	\$997.70	\$26.26	\$39.39	\$52.52	\$52.52	\$65.65
Retail Employee Level 8 • Clerical Officer Level 5	\$1038.20	\$27.32	\$40.98	\$54.64	\$54.64	\$68.30

**Please note:** This information is a guide only has been provided with the disclaimer that clauses, interpretations, and meanings may change at any time. This document is intended to be read in conjunction with the full Award. Irrigation Australia or MPAQ does not take any legal liability for errors, omissions or loss or damage suffered by anyone relying on this document. The responsibility of compliance remains with the employer.

Updated 31.01.2022

## SCHEDULE 2 – ADULT 21 YEARS & OVER CASUAL EMPLOYEES

Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday	Public Holidays
	100%	125%	First 3 hours - 175%	After 3 hours - 225%	225%	275%
Retail Employee Level 1 • Clerical assistant level 1	\$22.33	\$27.91	\$39.08	\$50.24	\$50.24	\$61.41
Retail Employee Level 2	\$22.86	\$28.58	\$40.01	\$51.44	\$51.44	\$62.87
Retail Employee Level 3	\$23.22	\$29.03	\$40.64	\$52.25	\$52.25	\$63.86
Retail Employee Level 4 • Clerical Officer Level 2	\$23.67	\$29.59	\$41.42	\$53.26	\$53.26	\$65.09
Retail Employee Level 5	\$24.64	\$30.80	\$43.12	\$55.44	\$55.44	\$67.76
Retail Employee Level 6 • Clerical Officer Level 3	\$25.00	\$31.25	\$43.75	\$56.25	\$56.25	\$68.75
Retail Employee Level 7 • Clerical Officers Level 4	\$26.26	\$32.83	\$45.96	\$59.09	\$59.09	\$72.22
Retail Employee Level 8 • Clerical Officer Level 5	\$27.32	\$34.15	\$47.81	\$61.47	\$61.47	\$75.13

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**SCHEDULE 3 – 20 YEARS & EMPLOYED MORE THAN 6 MONTHS  
100% OF ADULT WAGE RATES**

**Full-time and part-time employees**

Employee Classification	Weekly Rate	Ordinary Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday	Public Holidays
	<b>38 hours</b>	<b>100%</b>	<b>First 3 hours - 150%</b>	<b>After 3 hours - 200%</b>	<b>200%</b>	<b>250%</b>
Retail Employee Level 1 • Clerical assistant level 1	\$848.50	\$22.33	\$33.50	\$44.66	\$44.66	\$55.83
Retail Employee Level 2	\$868.80	\$22.86	\$34.29	\$45.72	\$45.72	\$57.15
Retail Employee Level 3	\$882.30	\$23.22	\$34.83	\$46.44	\$46.44	\$58.05

**Casual employees**

Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday	Public Holidays
	<b>100%</b>	<b>125%</b>	<b>First 3 hours - 175%</b>	<b>After 3 hours - 225%</b>	<b>225%</b>	<b>275%</b>
Retail Employee Level 1 • Clerical assistant level 1	\$22.33	\$27.91	\$39.08	\$50.24	\$50.24	\$61.41
Retail Employee Level 2	\$22.86	\$28.58	\$40.01	\$51.44	\$51.44	\$62.87
Retail Employee Level 3	\$23.22	\$29.03	\$40.64	\$52.25	\$52.25	\$63.86

**SCHEDULE 4 – 20 YEARS & EMPLOYED LESS THAN 6 MONTHS  
90% OF ADULT WAGE RATES**

**Full-time and part-time employees**

Employee Classification	Weekly Rate	Ordinary Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday	Public Holidays
	<b>38 hours</b>	<b>100%</b>	<b>First 3 hours - 150%</b>	<b>After 3 hours - 200%</b>	<b>200%</b>	<b>250%</b>
Retail Employee Level 1 • Clerical assistant level 1	\$763.65	\$20.10	\$30.15	\$40.20	\$40.20	\$50.25
Retail Employee Level 2	\$781.92	\$20.58	\$30.87	\$41.16	\$41.16	\$51.45
Retail Employee Level 3	\$794.07	\$20.90	\$31.35	\$41.80	\$41.80	\$52.25

**Casual employees**

Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday	Public Holidays
	<b>100%</b>	<b>125%</b>	<b>First 3 hours - 175%</b>	<b>After 3 hours - 225%</b>	<b>225%</b>	<b>275%</b>
Retail Employee Level 1 • Clerical assistant level 1	\$20.10	\$25.13	\$35.18	\$45.23	\$45.23	\$55.28
Retail Employee Level 2	\$20.58	\$25.73	\$36.02	\$46.31	\$46.31	\$56.60
Retail Employee Level 3	\$20.90	\$26.13	\$36.58	\$47.03	\$47.03	\$57.48

Please note – from 1 May 2021, junior rates of pay do not apply to Retail Employee Level 4 and above – Refer to adult rates

## SCHEDULE 5 – 19 YEARS 80% OF ADULT WAGE RATES

### Full-time and Part-time employees

Employee Classification	Weekly Rate	Ordinary Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday	Public Holidays
	<b>38 hours</b>	<b>100%</b>	<b>First 3 hours - 150%</b>	<b>After 3 hours - 200%</b>	<b>200%</b>	<b>250%</b>
Retail Employee Level 1 • Clerical assistant level 1	\$678.80	\$17.86	\$26.79	\$35.72	\$35.72	\$44.65
Retail Employee Level 2	\$695.04	\$18.29	\$27.44	\$36.58	\$36.58	\$45.73
Retail Employee Level 3	\$705.84	\$18.57	\$27.86	\$37.14	\$37.14	\$46.43

### Casual employees

Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday	Public Holidays
	<b>100%</b>	<b>125%</b>	<b>First 3 hours - 175%</b>	<b>After 3 hours - 225%</b>	<b>225%</b>	<b>275%</b>
Retail Employee Level 1 • Clerical assistant level 1	\$17.86	\$22.33	\$31.26	\$40.19	\$40.19	\$49.12
Retail Employee Level 2	\$18.29	\$22.86	\$32.01	\$41.15	\$41.15	\$50.30
Retail Employee Level 3	\$18.57	\$23.21	\$32.50	\$41.78	\$41.78	\$51.07

Please note – from 1 May 2021, junior rates of pay do not apply to Retail Employee Level 4 and above – Refer to adult rates

## SCHEDULE 6 – 18 YEARS 70% OF ADULT WAGE RATES

### Full-time and Part-time employees

Employee Classification	Weekly Rate	Ordinary Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday	Public Holidays
	<b>38 hours</b>	<b>100%</b>	<b>First 3 hours - 150%</b>	<b>After 3 hours - 200%</b>	<b>200%</b>	<b>250%</b>
Retail Employee Level 1 • Clerical assistant level 1	\$593.95	\$15.63	\$23.45	\$31.26	\$31.26	\$39.08
Retail Employee Level 2	\$608.16	\$16.00	\$24.00	\$32.00	\$32.00	\$40.00
Retail Employee Level 3	\$617.61	\$16.25	\$24.38	\$32.50	\$32.50	\$40.63

### Casual employees

Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday	Public Holidays
	<b>100%</b>	<b>125%</b>	<b>First 3 hours - 175%</b>	<b>After 3 hours - 225%</b>	<b>225%</b>	<b>275%</b>
Retail Employee Level 1 • Clerical assistant level 1	\$15.63	\$19.54	\$27.35	\$35.17	\$35.17	\$42.98
Retail Employee Level 2	\$16.00	\$20.00	\$28.00	\$36.00	\$36.00	\$44.00
Retail Employee Level 3	\$16.25	\$20.31	\$28.44	\$36.56	\$36.56	\$44.69

Please note – from 1 May 2021, junior rates of pay do not apply to Retail Employee Level 4 and above – Refer to adult rates

## SCHEDULE 7 – 17 YEARS 60% OF ADULT WAGE RATES

### Full-time and Part-time employees

Employee Classification	Weekly Rate	Ordinary Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday	Public Holidays
	<b>38 hours</b>	<b>100%</b>	<b>First 3 hours - 150%</b>	<b>After 3 hours - 200%</b>	<b>200%</b>	<b>250%</b>
Retail Employee Level 1 • Clerical assistant level 1	\$509.10	\$13.40	\$20.10	\$26.80	\$26.80	\$33.50
Retail Employee Level 2	\$521.28	\$13.72	\$20.58	\$27.44	\$27.44	\$34.30
Retail Employee Level 3	\$529.38	\$13.93	\$20.90	\$27.86	\$27.86	\$34.83

### Casual employees

Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday	Public Holidays
	<b>100%</b>	<b>125%</b>	<b>First 3 hours - 175%</b>	<b>After 3 hours - 225%</b>	<b>225%</b>	<b>275%</b>
Retail Employee Level 1 • Clerical assistant level 1	\$13.40	\$16.75	\$23.45	\$30.15	\$30.15	\$36.85
Retail Employee Level 2	\$13.72	\$17.15	\$24.01	\$30.87	\$30.87	\$37.73
Retail Employee Level 3	\$13.93	\$17.41	\$24.38	\$31.34	\$31.34	\$38.31

Please note – from 1 May 2021, junior rates of pay do not apply to Retail Employee Level 4 and above – Refer to adult rates



## SCHEDULE 8 – 16 YEARS 50% OF ADULT WAGE RATES

### Full-time and Part-time employees

Employee Classification	Weekly Rate 38 hours	Ordinary Hourly rate 100%	Monday to Saturday Overtime First 3 hours - 150%	Monday to Saturday Overtime After 3 hours - 200%	Sunday 200%	Public Holidays 250%
Retail Employee Level 1 • Clerical assistant level 1	\$424.25	\$11.16	\$16.74	\$22.32	\$22.32	\$27.90
Retail Employee Level 2	\$434.40	\$11.43	\$17.15	\$22.86	\$22.86	\$28.58
Retail Employee Level 3	\$441.15	\$11.61	\$17.42	\$23.22	\$23.22	\$29.03

### Casual employees

Employee Classification	Ordinary Hourly rate 100%	Casual Hourly rate 125%	Monday to Saturday Overtime First 3 hours - 175%	Monday to Saturday Overtime After 3 hours - 225%	Sunday 225%	Public Holidays 275%
Retail Employee Level 1 • Clerical assistant level 1	\$11.16	\$13.95	\$19.53	\$25.11	\$25.11	\$30.69
Retail Employee Level 2	\$11.43	\$14.29	\$20.00	\$25.72	\$25.72	\$31.43
Retail Employee Level 3	\$11.61	\$14.51	\$20.32	\$26.12	\$26.12	\$31.93

Please note – from 1 May 2021, junior rates of pay do not apply to Retail Employee Level 4 and above – Refer to adult rates

## SCHEDULE 9 – 15 YEARS & UNDER 45% OF ADULT WAGE RATES

### Full-time and Part-time employees

Employee Classification	Weekly Rate 38 hours	Ordinary Hourly rate 100%	Monday to Saturday Overtime First 3 hours - 150%	Monday to Saturday Overtime After 3 hours - 200%	Sunday 200%	Public Holidays 250%
Retail Employee Level 1 • Clerical assistant level 1	\$381.83	\$10.05	\$15.08	\$20.10	\$20.10	\$25.13
Retail Employee Level 2	\$390.96	\$10.29	\$15.44	\$20.58	\$20.58	\$25.73
Retail Employee Level 3	\$397.04	\$10.45	\$15.68	\$20.90	\$20.90	\$26.13

### Casual employees

Employee Classification	Ordinary Hourly rate 100%	Casual Hourly rate 125%	Monday to Saturday Overtime First 3 hours - 175%	Monday to Saturday Overtime After 3 hours - 225%	Sunday 225%	Public Holidays 275%
Retail Employee Level 1 • Clerical assistant level 1	\$10.05	\$12.56	\$17.59	\$22.61	\$22.61	\$27.64
Retail Employee Level 2	\$10.29	\$12.86	\$18.01	\$23.15	\$23.15	\$28.30
Retail Employee Level 3	\$10.45	\$13.06	\$18.29	\$23.51	\$23.51	\$28.74

Please note – from 1 May 2021, junior rates of pay do not apply to Retail Employee Level 4 and above – Refer to adult rates

## SCHEDULE 10 – ALLOWANCES

Weekly wage-related allowances				
Allowance	Clause	% of Standard weekly rate (Retail Employee Level 4 \$899.50)	\$	Payable
First Aid Allowance	<a href="#">19.10(b)</a>	1.3	11.69	Per week
Liquor licence Allowance	<a href="#">19.12</a>	3.1	27.88	Per week

Hourly wage-related allowances				
Allowance	Clause	% of Standard hourly rate (Retail Employee Level 4 \$23.67)	\$	Payable
Cold work disability allowance – cold chambers, stocking and refilling refrigerated storages	<a href="#">19.9(b)</a>	1.3	0.31	Per hour
Cold work disability allowance – cold chambers, below 0°C – additional to above allowance	<a href="#">19.9(c)</a>	2.0	0.47	Per hour
Broken Hill	<a href="#">19.13</a>	4.28	1.01	Per hour

Expense - related allowances Adjusted by reference to the Consumer Price Index (CPI)				
Allowance	Clause	\$	Payable	
Meal allowance—more than one hour's overtime without 24 hours' notice	<a href="#">19.2(b)(i)</a>	19.45	per occasion	
Meal allowance—further 4 hours' overtime	<a href="#">19.2(c)</a>	17.63	per occasion	
Special clothing allowance—laundering—full-time employee	<a href="#">19.3(c)(i)</a>	6.25	per week	
Motor vehicle allowance	<a href="#">19.7</a>	0.82	per km	

## SCHEDULE 11 – PENALTY & OVERTIME RATES

### PENALTY RATES

Time of ordinary hours worked	Full-time and part-time employees % of minimum hourly rate	Casual employees % of minimum hourly rate, inclusive of casual loading
Monday to Friday – after 6.00pm	125%	150%
Saturday – all ordinary hours	125%	150%
Sunday – all ordinary hours	150%	175%
Public holidays – all ordinary hours	225%	250%

### OVERTIME RATES

Day overtime is worked	Full-time and part-time employees % of minimum hourly rate	Casual employees % of minimum hourly rate, inclusive of casual loading
Monday to Saturday – first 3 hours	150%	175%
Monday to Saturday – after 3 hours	200%	225%
Sunday	200%	225%
Public holiday	250%	275%

## SCHEDULE 12 - CLASSIFICATIONS

For details of the different classifications level, click on the hyperlinks or [click here](#) for the full details in the Award.