

General Retail Industry Award 2020

WAGES INFORMATION SHEET - Effective from 1 July 2022

This information sheet reflects the provisions of the [General Retail Industry Award 2020](#) (the Award).

All **weekly calculations** on this sheet are based on **38 ordinary hours per week** as outlined in the **Award**. The calculations are **rounded to the nearest cent**, following the guidelines by the Fair Work Commission.

Please note – from 1 May 2021, junior rates of pay only apply to Levels 1-3. For Level 4 and above, use adult rates.

Schedule 1	Retail – Adult rates 21 years & over – Full-time and Part-time employees
Schedule 2	Retail – Adult rates 21 years & over – Casual employees
Schedule 3	Retail – 20 years and employed more than 6 months
Schedule 4	Retail – 20 years and employed less than 6 months
Schedule 5	Retail – 19 years
Schedule 6	Retail – 18 years
Schedule 7	Retail – 17 years
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Schedule 10	Allowances
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SCHEDULE 1 – ADULT 21 YEARS & OVER FULL-TIME & PART-TIME EMPLOYEES

Full-Time & Part-Time Employees						
	Weekly Rate	Ordinary Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	38 hours	100%	First 3 hours - 150%	After 3 hours - 200%	200%	250%
Retail Employee Level 1 •Clerical assistant level 1	\$939.60	\$24.73	\$37.10	\$49.46	\$49.46	\$61.83
Retail Employee Level 2	\$961.10	\$25.29	\$37.94	\$50.58	\$50.58	\$63.23
Retail Employee Level 3	\$976.00	\$25.68	\$38.52	\$51.36	\$51.36	\$64.20
Retail Employee Level 4 •Clerical Officer Level 2	\$995.00	\$26.18	\$39.27	\$52.36	\$52.36	\$65.45
Retail Employee Level 5	\$1,035.90	\$27.26	\$40.89	\$54.52	\$54.52	\$68.15
Retail Employee Level 6 •Clerical Officer Level 3	\$1,050.90	\$27.66	\$41.49	\$55.32	\$55.32	\$69.15
Retail Employee Level 7 •Clerical Officers Level 4	\$1,103.60	\$29.04	\$43.56	\$58.08	\$58.08	\$72.60
Retail Employee Level 8 •Clerical Officer Level 5	\$1,148.40	\$30.22	\$45.33	\$60.44	\$60.44	\$75.55

SCHEDULE 2 – ADULT 21 YEARS & OVER CASUAL EMPLOYEES

Casual Employees						
	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	100%	125%	First 3 hours - 175%	After 3 hours - 225%	225%	275%
Retail Employee Level 1 •Clerical assistant level 1	\$24.73	\$30.91	\$43.28	\$55.64	\$55.64	\$68.01
Retail Employee Level 2	\$25.29	\$31.61	\$44.26	\$56.90	\$56.90	\$69.55
Retail Employee Level 3	\$25.68	\$32.10	\$44.94	\$57.78	\$57.78	\$70.62
Retail Employee Level 4 •Clerical Officer Level 2	\$26.18	\$32.73	\$45.82	\$58.91	\$58.91	\$72.00
Retail Employee Level 5	\$27.26	\$34.08	\$47.71	\$61.34	\$61.34	\$74.97
Retail Employee Level 6 •Clerical Officer Level 3	\$27.66	\$34.58	\$48.41	\$62.24	\$62.24	\$76.07
Retail Employee Level 7 •Clerical Officers Level 4	\$29.04	\$36.30	\$50.82	\$65.34	\$65.34	\$79.86
Retail Employee Level 8 •Clerical Officer Level 5	\$30.22	\$37.78	\$52.89	\$68.00	\$68.00	\$83.11

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Updated 10.07.2023

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

Full-Time & Part-Time Employees						
	Weekly Rate	Ordinary Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	38 hours	100%	First 3 hours - 150%	After 3 hours - 200%	200%	250%
Retail Employee Level 1 •Clerical assistant level 1	\$939.60	\$24.73	\$37.10	\$49.46	\$49.46	\$61.83
Retail Employee Level 2	\$961.10	\$25.29	\$37.94	\$50.58	\$50.58	\$63.23
Retail Employee Level 3	\$976.00	\$25.68	\$38.52	\$51.36	\$51.36	\$64.20

Casual Employees						
	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	100%	125%	First 3 hours - 175%	After 3 hours - 225%	225%	275%
Retail Employee Level 1 •Clerical assistant level 1	\$24.73	\$30.91	\$43.28	\$55.64	\$55.64	\$68.01
Retail Employee Level 2	\$25.29	\$31.61	\$44.26	\$56.90	\$56.90	\$69.55
Retail Employee Level 3	\$25.68	\$32.10	\$44.94	\$57.78	\$57.78	\$70.62

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

Full-Time & Part-Time Employees						
	Weekly Rate	Ordinary Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	38 hours	100%	First 3 hours - 150%	After 3 hours - 200%	200%	250%
Retail Employee Level 1 •Clerical assistant level 1	\$845.64	\$22.25	\$33.38	\$44.50	\$44.50	\$55.63
Retail Employee Level 2	\$864.99	\$22.76	\$34.14	\$45.52	\$45.52	\$56.90
Retail Employee Level 3	\$878.40	\$23.12	\$34.68	\$46.24	\$46.24	\$57.80

Casual Employees						
	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	100%	125%	First 3 hours - 175%	After 3 hours - 225%	225%	275%
Retail Employee Level 1 •Clerical assistant level 1	\$22.25	\$27.81	\$38.94	\$50.06	\$50.06	\$61.18
Retail Employee Level 2	\$22.76	\$28.45	\$39.83	\$51.21	\$51.21	\$62.59
Retail Employee Level 3	\$23.12	\$28.90	\$40.46	\$52.02	\$52.02	\$63.59

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SCHEDULE 5 – 19 YEARS 80% OF ADULT WAGE RATES

Full-Time & Part-Time Employees						
	Weekly Rate	Ordinary Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	38 hours	100%	First 3 hours - 150%	After 3 hours - 200%	200%	250%
Retail Employee Level 1 •Clerical assistant level 1	\$751.68	\$19.78	\$29.67	\$39.56	\$39.56	\$49.45
Retail Employee Level 2	\$768.88	\$20.23	\$30.35	\$40.46	\$40.46	\$50.58
Retail Employee Level 3	\$780.80	\$20.55	\$30.83	\$41.10	\$41.10	\$51.38

Casual Employees						
	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	100%	125%	First 3 hours - 175%	After 3 hours - 225%	225%	275%
Retail Employee Level 1 •Clerical assistant level 1	\$19.78	\$24.73	\$34.62	\$44.51	\$44.51	\$54.41
Retail Employee Level 2	\$20.23	\$25.29	\$35.40	\$45.52	\$45.52	\$55.64
Retail Employee Level 3	\$20.55	\$25.69	\$35.96	\$46.24	\$46.24	\$56.52

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SCHEDULE 6 – 18 YEARS 70% OF ADULT WAGE RATES

Full-Time & Part-Time Employees						
	Weekly Rate	Ordinary Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	38 hours	100%	First 3 hours - 150%	After 3 hours - 200%	200%	250%
Retail Employee Level 1 •Clerical assistant level 1	\$657.72	\$17.31	\$25.97	\$34.62	\$34.62	\$43.28
Retail Employee Level 2	\$672.77	\$17.70	\$26.55	\$35.40	\$35.40	\$44.25
Retail Employee Level 3	\$683.20	\$17.98	\$26.97	\$35.96	\$35.96	\$44.95

Casual Employees						
	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	100%	125%	First 3 hours - 175%	After 3 hours - 225%	225%	275%
Retail Employee Level 1 •Clerical assistant level 1	\$17.31	\$21.64	\$30.29	\$38.95	\$38.95	\$47.61
Retail Employee Level 2	\$17.70	\$22.13	\$30.98	\$39.83	\$39.83	\$48.68
Retail Employee Level 3	\$17.98	\$22.48	\$31.47	\$40.46	\$40.46	\$49.43

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

Full-Time & Part-Time Employees						
	Weekly Rate	Ordinary Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	38 hours	100%	First 3 hours - 150%	After 3 hours - 200%	200%	250%
Retail Employee Level 1 •Clerical assistant level 1	\$563.76	\$14.84	\$22.26	\$29.68	\$29.68	\$37.10
Retail Employee Level 2	\$576.66	\$15.18	\$22.77	\$30.36	\$30.36	\$37.95
Retail Employee Level 3	\$585.60	\$15.41	\$23.12	\$30.82	\$30.82	\$38.53

Casual Employees						
	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	100%	125%	First 3 hours - 175%	After 3 hours - 225%	225%	275%
Retail Employee Level 1 •Clerical assistant level 1	\$14.84	\$18.55	\$25.97	\$33.39	\$33.39	\$40.80
Retail Employee Level 2	\$15.18	\$18.98	\$26.57	\$34.15	\$34.15	\$41.76
Retail Employee Level 3	\$15.41	\$19.26	\$26.97	\$34.67	\$34.67	\$42.37

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SCHEDULE 8 – 16 YEARS 50% OF ADULT WAGE RATES

Full-Time & Part-Time Employees						
	Weekly Rate	Ordinary Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	38 hours	100%	First 3 hours - 150%	After 3 hours - 200%	200%	250%
Retail Employee Level 1 •Clerical assistant level 1	\$469.80	\$12.36	\$18.54	\$24.72	\$24.72	\$30.90
Retail Employee Level 2	\$488.00	\$12.65	\$18.98	\$25.30	\$25.30	\$31.63
Retail Employee Level 3	\$488.00	\$12.84	\$19.26	\$25.68	\$25.68	\$32.10

Casual Employees						
	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	100%	125%	First 3 hours - 175%	After 3 hours - 225%	225%	275%
Retail Employee Level 1 •Clerical assistant level 1	\$12.36	\$15.45	\$21.63	\$27.81	\$27.81	\$33.98
Retail Employee Level 2	\$12.65	\$15.81	\$22.14	\$28.46	\$28.46	\$34.77
Retail Employee Level 3	\$12.84	\$16.05	\$22.47	\$28.89	\$28.89	\$35.31

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

Full-Time & Part-Time Employees						
	Weekly Rate	Ordinary Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	38 hours	100%	First 3 hours - 150%	After 3 hours - 200%	200%	250%
Retail Employee Level 1 •Clerical assistant level 1	\$422.82	\$11.13	\$16.70	\$22.26	\$22.26	\$27.83
Retail Employee Level 2	\$432.50	\$11.38	\$17.07	\$22.76	\$22.76	\$28.45
Retail Employee Level 3	\$439.20	\$11.56	\$17.34	\$23.12	\$23.12	\$28.90

Casual Employees						
	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday Overtime	Monday to Saturday Overtime	Sunday Overtime	Public Holiday Overtime
Employee Classification	100%	125%	First 3 hours - 175%	After 3 hours - 225%	225%	275%
Retail Employee Level 1 •Clerical assistant level 1	\$11.13	\$13.91	\$19.48	\$25.04	\$25.04	\$30.60
Retail Employee Level 2	\$11.38	\$14.23	\$19.92	\$25.61	\$25.61	\$31.30
Retail Employee Level 3	\$11.56	\$14.45	\$20.23	\$26.01	\$26.01	\$31.78

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SCHEDULE 10 – ALLOWANCES

Weekly wage-related allowances				
Allowance	Clause	% of Standard weekly rate (Retail Employee Level 4 \$995.00)	\$	Payable
First Aid Allowance	19.10(b)	1.3	\$12.94	Per week
Liquor licence Allowance	19.12	3.1	\$30.85	Per week

Hourly wage-related allowances				
Allowance	Clause	% of Standard hourly rate (Retail Employee Level 4 \$26.18)	\$	Payable
Cold work disability allowance – cold chambers, stocking and refilling refrigerated storages	19.9(b)	1.3	\$0.34	Per hour
Cold work disability allowance – cold chambers, below 0°C – additional to above allowance	19.9(c)	2.0	\$0.52	Per hour
Broken Hill	19.13	4.28	\$1.12	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	19.2(b)(i)	\$ 21.57	per occasion	
Meal allowance—further 4 hours’ overtime	19.2(c)	\$ 19.56	per occasion	
Special clothing allowance—laundering—full-time employee	19.3(c)(i)	\$ 6.25	per week	
Special clothing allowance—laundering—part-time or casual employee	19.3(c)(ii)	\$1.25	Per shift	
Motor vehicle allowance	19.7	\$ 0.95	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.