

# ***General Retail Industry Award 2020***

## **WAGES SHEET**

### **Effective from 1 July 2024**

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.

<b>Schedule 1</b>	Types of Employment
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## SCHEDULE 1 – TYPES OF EMPLOYMENT

### **Full time**

A Full-time employee is engaged for 38 ordinary hours per week and whose notice of termination is outlined in the National Employment Standards (NES) as per table below.

Full time employees receive all other permanent employment benefits including annual leave, personal leave and redundancy pay etc.

<b>Period of Continuous Service</b>	<b>Period of Notice</b>
<b>Not more than 1 year</b>	<b>1 week</b>
<b>1 to 3 years</b>	<b>2 weeks</b>
<b>3 to 5 years</b>	<b>3 weeks</b>
<b>More than 5 years</b>	<b>4 weeks</b>
<b>If employee is over 45 years of age and service at least 2 years, the period increases by 1 week.</b>	

### **Part time**

A part-time employee is engaged for fewer than 38 ordinary hours per week on a reasonably predictable basis.

At the time of engaging a part-time employee, the employer and employee must agree in writing on all the following:

- a) the number of hours to be worked each day; and
- b) the days of the week on which the employee will work; and
- c) the times at which the employee will start and finish work each day.

A part time employee must be rostered for any shift for a minimum of 3 consecutive hours.

### **Casual**

A casual employee receives an additional loading on the hourly rate to compensate for annual leave, personal leave, redundancy, notice of termination and permanent benefits. This is called Casual Loading.

Casual employees work irregular hours of less than an average of 38 ordinary hours and an employer must pay a casual employee for a minimum of 3 hours' work on each engagement or 1.5 hours in circumstances set out below:

- a) the employee is a full-time secondary school student; and
- b) the employee is engaged to work between 3:00 pm and 6:30 pm on a day on which the employee is required to attend school; and
- c) the employee, with the approval of the employee's parent or guardian, agrees to work for fewer than 3 hours; and
- d) employment for a longer period than the agreed period is not possible either because of the operational requirements of the employer or the unavailability of the employee.

Casual employees may be eligible for conversion to permanent employment under the conditions of the National Employment Standards.

## SCHEDULE 2 – ADULT 21 YEARS & OVER

Full-time and Part-time Ordinary and Penalty Rates						
Employee Classification	Weekly Rate	Ordinary Hourly rate	Monday to Friday after 6.00pm	Saturday	Sunday	Public holidays
	38 hours	100%	125%	125%	150%	225%
Retail Employee Level 1	\$974.80	\$25.65	\$32.06	\$32.06	\$38.48	\$57.71
Retail Employee Level 2	\$997.10	\$26.24	\$32.80	\$32.80	\$39.36	\$59.04
Retail Employee Level 3	\$1,012.60	\$26.65	\$33.31	\$33.31	\$39.98	\$59.96
Retail Employee Level 4	\$1,032.30	\$27.17	\$33.96	\$33.96	\$40.76	\$61.13
Retail Employee Level 5	\$1,074.70	\$28.28	\$35.35	\$35.35	\$42.42	\$63.63
Retail Employee Level 6	\$1,090.30	\$28.69	\$35.86	\$35.86	\$43.04	\$64.55
Retail Employee Level 7	\$1,145.00	\$30.13	\$37.66	\$37.66	\$45.20	\$67.79
Retail Employee Level 8	\$1,191.50	\$31.36	\$39.20	\$39.20	\$47.04	\$70.56

Full-time and Part-time Overtime rates					
Employee Classification	Ordinary Hourly rate	Monday to Saturday - First 3 hours	Monday to Saturday - After 3 hours	Sunday - all day	Public Holiday
	100%	150%	200%	200%	250%
Retail Employee Level 1	\$25.65	\$38.48	\$51.30	\$51.30	\$64.13
Retail Employee Level 2	\$26.24	\$39.36	\$52.48	\$52.48	\$65.60
Retail Employee Level 3	\$26.65	\$39.98	\$53.30	\$53.30	\$66.63
Retail Employee Level 4	\$27.17	\$40.76	\$54.34	\$54.34	\$67.93
Retail Employee Level 5	\$28.28	\$42.42	\$56.56	\$56.56	\$70.70
Retail Employee Level 6	\$28.69	\$43.04	\$57.38	\$57.38	\$71.73
Retail Employee Level 7	\$30.13	\$45.20	\$60.26	\$60.26	\$75.33
Retail Employee Level 8	\$31.36	\$47.04	\$62.72	\$62.72	\$78.40

<b>Casual Employees - Ordinary and Penalty Rates</b>						
<b>Employee Classification</b>	<b>Ordinary Hourly rate</b>	<b>Casual Hourly rate</b>	<b>Monday to Friday after 6.00pm</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holidays</b>
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
Retail Employee Level 1	\$25.65	\$32.06	\$38.48	\$38.48	\$44.89	\$64.13
Retail Employee Level 2	\$26.24	\$32.80	\$39.36	\$39.36	\$45.92	\$65.60
Retail Employee Level 3	\$26.65	\$33.31	\$39.98	\$39.98	\$46.64	\$66.63
Retail Employee Level 4	\$27.17	\$33.96	\$40.76	\$40.76	\$47.55	\$67.93
Retail Employee Level 5	\$28.28	\$35.35	\$42.42	\$42.42	\$49.49	\$70.70
Retail Employee Level 6	\$28.69	\$35.86	\$43.04	\$43.04	\$50.21	\$71.73
Retail Employee Level 7	\$30.13	\$37.66	\$45.20	\$45.20	\$52.73	\$75.33
Retail Employee Level 8	\$31.36	\$39.20	\$47.04	\$47.04	\$54.88	\$78.40

<b>Casual Employees- Overtime rates</b>						
<b>Employee Classification</b>	<b>Ordinary Hourly rate</b>	<b>Casual Hourly rate</b>	<b>Monday to Saturday - First 3 hours</b>	<b>Monday to Saturday - After 3 hours</b>	<b>Sunday - all day</b>	<b>Public Holiday</b>
	<b>100%</b>	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
Retail Employee Level 1	\$25.65	\$32.06	\$44.89	\$57.71	\$57.71	\$70.54
Retail Employee Level 2	\$26.24	\$32.80	\$45.92	\$59.04	\$59.04	\$72.16
Retail Employee Level 3	\$26.65	\$33.31	\$46.64	\$59.96	\$59.96	\$73.28
Retail Employee Level 4	\$27.17	\$33.96	\$47.55	\$61.13	\$61.13	\$74.71
Retail Employee Level 5	\$28.28	\$35.35	\$49.49	\$63.63	\$63.63	\$77.77
Retail Employee Level 6	\$28.69	\$35.86	\$50.21	\$64.55	\$64.55	\$78.90
Retail Employee Level 7	\$30.13	\$37.66	\$52.73	\$67.79	\$67.79	\$82.86
Retail Employee Level 8	\$31.36	\$39.20	\$54.88	\$70.56	\$70.56	\$86.23

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

### Full-time and Part-time Ordinary and Penalty Rates

Employee Classification	Weekly Rate	Ordinary Hourly rate	Monday to Friday after 6.00pm	Saturday	Sunday	Public holidays
	38 hours	100%	125%	125%	150%	225%
Retail Employee Level 1	\$974.80	\$25.65	\$32.06	\$32.06	\$38.48	\$57.71
Retail Employee Level 2	\$997.10	\$26.24	\$32.80	\$32.80	\$39.36	\$59.04
Retail Employee Level 3	\$1,012.60	\$26.65	\$33.31	\$33.31	\$39.98	\$59.96

### Full-time and Part-time Overtime rates

Employee Classification	Ordinary Hourly rate	Monday to Saturday - First 3 hours	Monday to Saturday - After 3 hours	Sunday - all day	Public Holiday
	100%	150%	200%	200%	250%
Retail Employee Level 1	\$25.65	\$38.48	\$51.30	\$51.30	\$64.13
Retail Employee Level 2	\$26.24	\$39.36	\$52.48	\$52.48	\$65.60
Retail Employee Level 3	\$26.65	\$39.98	\$53.30	\$53.30	\$66.63

### Casuals - Ordinary and Penalty Rates

Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Friday after 6.00pm	Saturday	Sunday	Public holidays
	100%	125%	150%	150%	175%	250%
Retail Employee Level 1	\$25.65	\$32.06	\$38.48	\$38.48	\$44.89	\$64.13
Retail Employee Level 2	\$26.24	\$32.80	\$39.36	\$39.36	\$45.92	\$65.60
Retail Employee Level 3	\$26.65	\$33.31	\$39.98	\$39.98	\$46.64	\$66.63

### Casual - Overtime rates

Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday - First 3 hours	Monday to Saturday - After 3 hours	Sunday - all day	Public Holiday
	100%	125%	175%	225%	225%	275%
Retail Employee Level 1	\$25.65	\$32.06	\$44.89	\$57.71	\$57.71	\$70.54
Retail Employee Level 2	\$26.24	\$32.80	\$45.92	\$59.04	\$59.04	\$72.16
Retail Employee Level 3	\$26.65	\$33.31	\$46.64	\$59.96	\$59.96	\$73.28

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

Full-time and Part-time Ordinary and Penalty Rates						
Employee Classification	Weekly Rate	Ordinary Hourly rate	Monday to Friday after 6.00pm	Saturday	Sunday	Public holidays
	38 hours	100%	125%	125%	150%	225%
Retail Employee Level 1	\$877.32	\$23.09	\$28.86	\$28.86	\$34.64	\$51.95
Retail Employee Level 2	\$897.39	\$23.62	\$29.53	\$29.53	\$35.43	\$53.15
Retail Employee Level 3	\$911.34	\$23.98	\$29.98	\$29.98	\$35.97	\$53.96

Full-time and Part-time Overtime rates					
Employee Classification	Ordinary Hourly rate	Monday to Saturday - First 3 hours	Monday to Saturday - After 3 hours	Sunday - all day	Public Holiday
	100%	150%	200%	200%	250%
Retail Employee Level 1	\$23.09	\$34.64	\$46.18	\$46.18	\$57.73
Retail Employee Level 2	\$23.62	\$35.43	\$47.24	\$47.24	\$59.05
Retail Employee Level 3	\$23.98	\$35.97	\$47.96	\$47.96	\$59.95

Casuals - Ordinary and Penalty Rates						
Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Friday after 6.00pm	Saturday	Sunday	Public holidays
	100%	125%	150%	150%	175%	250%
Retail Employee Level 1	\$23.09	\$28.86	\$34.64	\$34.64	\$40.41	\$57.73
Retail Employee Level 2	\$23.62	\$29.53	\$35.43	\$35.43	\$41.34	\$59.05
Retail Employee Level 3	\$23.98	\$29.98	\$35.97	\$35.97	\$41.97	\$59.95

Casual - Overtime rates						
Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday - First 3 hours	Monday to Saturday - After 3 hours	Sunday - all day	Public Holiday
	100%	125%	175%	225%	225%	275%
Retail Employee Level 1	\$23.09	\$28.86	\$40.41	\$51.95	\$51.95	\$63.49
Retail Employee Level 2	\$23.62	\$29.53	\$41.34	\$53.15	\$53.15	\$64.94
Retail Employee Level 3	\$23.98	\$29.98	\$41.97	\$53.96	\$53.96	\$65.95

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

Full-time and Part-time Ordinary and Penalty Rates						
Employee Classification	Weekly Rate	Ordinary Hourly rate	Monday to Friday after 6.00pm	Saturday	Sunday	Public holidays
	38 hours	100%	125%	125%	150%	225%
Retail Employee Level 1	\$779.84	\$20.52	\$25.65	\$25.65	\$30.78	\$46.17
Retail Employee Level 2	\$797.68	\$20.99	\$26.24	\$26.24	\$31.49	\$47.23
Retail Employee Level 3	\$810.08	\$21.32	\$26.65	\$26.65	\$31.98	\$47.97

Full-time and Part-time Overtime rates					
Employee Classification	Ordinary Hourly rate	Monday to Saturday - First 3 hours	Monday to Saturday - After 3 hours	Sunday - all day	Public Holiday
	100%	150%	200%	200%	250%
Retail Employee Level 1	\$20.52	\$30.78	\$41.04	\$41.04	\$51.30
Retail Employee Level 2	\$20.99	\$31.49	\$41.98	\$41.98	\$52.48
Retail Employee Level 3	\$21.32	\$31.98	\$42.64	\$42.64	\$53.30

Casuals - Ordinary and Penalty Rates						
Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Friday after 6.00pm	Saturday	Sunday	Public holidays
	100%	125%	150%	150%	175%	250%
Retail Employee Level 1	\$20.52	\$25.65	\$30.78	\$30.78	\$35.91	\$51.30
Retail Employee Level 2	\$20.99	\$26.24	\$31.49	\$31.49	\$36.73	\$52.48
Retail Employee Level 3	\$21.32	\$26.65	\$31.98	\$31.98	\$37.31	\$53.30

Casual - Overtime rates						
Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday - First 3 hours	Monday to Saturday - After 3 hours	Sunday - all day	Public Holiday
	100%	125%	175%	225%	225%	275%
Retail Employee Level 1	\$20.52	\$25.65	\$35.91	\$46.17	\$46.17	\$56.44
Retail Employee Level 2	\$20.99	\$26.24	\$36.73	\$47.23	\$47.23	\$57.73
Retail Employee Level 3	\$21.32	\$26.65	\$37.31	\$47.97	\$47.97	\$58.62

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

<b>Full-time and Part-time Ordinary and Penalty Rates</b>						
<b>Employee Classification</b>	<b>Weekly Rate</b>	<b>Ordinary Hourly rate</b>	<b>Monday to Friday after 6.00pm</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holidays</b>
	<b>38 hours</b>	<b>100%</b>	<b>125%</b>	<b>125%</b>	<b>150%</b>	<b>225%</b>
Retail Employee Level 1	\$682.36	\$17.96	\$22.45	\$22.45	\$26.94	\$40.41
Retail Employee Level 2	\$697.97	\$18.37	\$22.96	\$22.96	\$27.56	\$41.33
Retail Employee Level 3	\$708.82	\$18.65	\$23.31	\$23.31	\$27.98	\$41.96

<b>Full-time and Part-time Overtime rates</b>					
<b>Employee Classification</b>	<b>Ordinary Hourly rate</b>	<b>Monday to Saturday - First 3 hours</b>	<b>Monday to Saturday - After 3 hours</b>	<b>Sunday - all day</b>	<b>Public Holiday</b>
	<b>100%</b>	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
Retail Employee Level 1	\$17.96	\$26.94	\$35.92	\$35.92	\$44.90
Retail Employee Level 2	\$18.37	\$27.56	\$36.74	\$36.74	\$45.93
Retail Employee Level 3	\$18.65	\$27.98	\$37.31	\$37.31	\$46.63

<b>Casuals - Ordinary and Penalty Rates</b>						
<b>Employee Classification</b>	<b>Ordinary Hourly rate</b>	<b>Casual Hourly rate</b>	<b>Monday to Friday after 6.00pm</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Public holidays</b>
	<b>100%</b>	<b>125%</b>	<b>150%</b>	<b>150%</b>	<b>175%</b>	<b>250%</b>
Retail Employee Level 1	\$17.96	\$22.45	\$26.94	\$26.94	\$31.43	\$44.90
Retail Employee Level 2	\$18.37	\$22.96	\$27.56	\$27.56	\$32.15	\$45.93
Retail Employee Level 3	\$18.65	\$23.31	\$27.98	\$27.98	\$32.64	\$46.63

<b>Casual - Overtime rates</b>						
<b>Employee Classification</b>	<b>Ordinary Hourly rate</b>	<b>Casual Hourly rate</b>	<b>Monday to Saturday - First 3 hours</b>	<b>Monday to Saturday - After 3 hours</b>	<b>Sunday - all day</b>	<b>Public Holiday</b>
	<b>100%</b>	<b>125%</b>	<b>175%</b>	<b>225%</b>	<b>225%</b>	<b>275%</b>
Retail Employee Level 1	\$17.96	\$22.45	\$31.43	\$40.41	\$40.41	\$49.38
Retail Employee Level 2	\$18.37	\$22.96	\$32.15	\$41.33	\$41.33	\$50.51
Retail Employee Level 3	\$18.65	\$23.31	\$32.64	\$41.96	\$41.96	\$51.30

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

Full-time and Part-time Ordinary and Penalty Rates						
Employee Classification	Weekly Rate	Ordinary Hourly rate	Monday to Friday after 6.00pm	Saturday	Sunday	Public holidays
	38 hours	100%	125%	125%	150%	225%
Retail Employee Level 1	\$584.88	\$15.39	\$19.24	\$19.24	\$23.09	\$34.63
Retail Employee Level 2	\$598.26	\$15.74	\$19.68	\$19.68	\$23.61	\$35.42
Retail Employee Level 3	\$607.56	\$15.99	\$19.99	\$19.99	\$23.99	\$35.98

Full-time and Part-time Overtime rates					
Employee Classification	Ordinary Hourly rate	Monday to Saturday - First 3 hours	Monday to Saturday - After 3 hours	Sunday - all day	Public Holiday
	100%	150%	200%	200%	250%
Retail Employee Level 1	\$15.39	\$23.09	\$30.78	\$30.78	\$38.48
Retail Employee Level 2	\$15.74	\$23.61	\$31.48	\$31.48	\$39.35
Retail Employee Level 3	\$15.99	\$23.99	\$31.98	\$31.98	\$39.98

Casuals - Ordinary and Penalty Rates						
Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Friday after 6.00pm	Saturday	Sunday	Public holidays
	100%	125%	150%	150%	175%	250%
Retail Employee Level 1	\$15.39	\$19.24	\$23.09	\$23.09	\$26.93	\$38.48
Retail Employee Level 2	\$15.74	\$19.68	\$23.61	\$23.61	\$27.55	\$39.35
Retail Employee Level 3	\$15.99	\$19.99	\$23.99	\$23.99	\$27.98	\$39.98

Casual - Overtime rates						
Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday - First 3 hours	Monday to Saturday - After 3 hours	Sunday - all day	Public Holiday
	100%	125%	175%	225%	225%	275%
Retail Employee Level 1	\$15.39	\$19.24	\$26.93	\$34.63	\$34.63	\$42.33
Retail Employee Level 2	\$15.74	\$19.68	\$27.55	\$35.42	\$35.42	\$43.30
Retail Employee Level 3	\$15.99	\$19.99	\$27.98	\$35.98	\$35.98	\$43.97

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

### Full-time and Part-time Ordinary and Penalty Rates

Employee Classification	Weekly Rate	Ordinary Hourly rate	Monday to Friday after 6.00pm	Saturday	Sunday	Public holidays
	38 hours	100%	125%	125%	150%	225%
Retail Employee Level 1	\$487.40	\$12.83	\$16.04	\$16.04	\$19.25	\$28.87
Retail Employee Level 2	\$498.55	\$13.12	\$16.40	\$16.40	\$19.68	\$29.52
Retail Employee Level 3	\$506.30	\$13.32	\$16.65	\$16.65	\$19.98	\$29.97

### Full-time and Part-time Overtime rates

Employee Classification	Ordinary Hourly rate	Monday to Saturday - First 3 hours	Monday to Saturday - After 3 hours	Sunday - all day	Public Holiday
	100%	150%	200%	200%	250%
Retail Employee Level 1	\$12.83	\$19.25	\$25.66	\$25.66	\$32.08
Retail Employee Level 2	\$13.12	\$19.68	\$26.24	\$26.24	\$32.80
Retail Employee Level 3	\$13.32	\$19.98	\$26.64	\$26.64	\$33.30

### Casuals - Ordinary and Penalty Rates

Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Friday after 6.00pm	Saturday	Sunday	Public holidays
	100%	125%	150%	150%	175%	250%
Retail Employee Level 1	\$12.83	\$16.04	\$19.25	\$19.25	\$22.45	\$32.08
Retail Employee Level 2	\$13.12	\$16.40	\$19.68	\$19.68	\$22.96	\$32.80
Retail Employee Level 3	\$13.32	\$16.65	\$19.98	\$19.98	\$23.31	\$33.30

### Casual - Overtime rates

Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday - First 3 hours	Monday to Saturday - After 3 hours	Sunday - all day	Public Holiday
	100%	125%	175%	225%	225%	275%
Retail Employee Level 1	\$12.83	\$16.04	\$22.45	\$28.87	\$28.87	\$35.27
Retail Employee Level 2	\$13.12	\$16.40	\$22.96	\$29.52	\$29.52	\$36.08
Retail Employee Level 3	\$13.32	\$16.65	\$23.31	\$29.97	\$29.97	\$36.64

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**SCHEDULE 9 – UNDER 16 YEARS OF AGE  
45% OF ADULT WAGE RATES**

<b>Full-time and Part-time Ordinary and Penalty Rates</b>						
Employee Classification	Weekly Rate	Ordinary Hourly rate	Monday to Friday after 6.00pm	Saturday	Sunday	Public holidays
	38 hours	100%	125%	125%	150%	225%
Retail Employee Level 1	\$438.66	\$11.54	\$14.43	\$14.43	\$17.31	\$25.97
Retail Employee Level 2	\$448.70	\$11.81	\$14.76	\$14.76	\$17.72	\$26.57
Retail Employee Level 3	\$455.67	\$11.99	\$14.99	\$14.99	\$17.99	\$26.98

<b>Full-time and Part-time Overtime rates</b>					
Employee Classification	Ordinary Hourly rate	Monday to Saturday - First 3 hours	Monday to Saturday - After 3 hours	Sunday - all day	Public Holiday
	100%	150%	200%	200%	250%
Retail Employee Level 1	\$11.54	\$17.31	\$23.08	\$23.08	\$28.85
Retail Employee Level 2	\$11.81	\$17.72	\$23.62	\$23.62	\$29.53
Retail Employee Level 3	\$11.99	\$17.99	\$23.98	\$23.98	\$29.98

<b>Casuals - Ordinary and Penalty Rates</b>						
Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Friday after 6.00pm	Saturday	Sunday	Public holidays
	100%	125%	150%	150%	175%	250%
Retail Employee Level 1	\$11.54	\$14.43	\$17.31	\$17.31	\$20.20	\$28.85
Retail Employee Level 2	\$11.81	\$14.76	\$17.72	\$17.72	\$20.67	\$29.53
Retail Employee Level 3	\$11.99	\$14.99	\$17.99	\$17.99	\$20.98	\$29.98

<b>Casual - Overtime rates</b>						
Employee Classification	Ordinary Hourly rate	Casual Hourly rate	Monday to Saturday - First 3 hours	Monday to Saturday - After 3 hours	Sunday - all day	Public Holiday
	100%	125%	175%	225%	225%	275%
Retail Employee Level 1	\$11.54	\$14.43	\$20.20	\$25.97	\$25.97	\$31.75
Retail Employee Level 2	\$11.81	\$14.76	\$20.67	\$26.57	\$26.57	\$32.47
Retail Employee Level 3	\$11.99	\$14.99	\$20.98	\$26.98	\$26.98	\$32.98

*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.*

## SCHEDULE 10 – ALLOWANCES

Weekly wage-related allowances				
Allowance	Clause	% of Standard weekly rate (Retail Employee Level 4 \$1,032.30)	\$	Payable
First Aid Allowance	19.10(b)	1.3	\$13.42	Per week
Liquor licence Allowance	19.12	3.1	\$32.00	Per week

Hourly wage-related allowances				
Allowance	Clause	% of Standard hourly rate (Retail Employee Level 4 \$27.17)	\$	Payable
Cold work disability allowance – cold chambers, stocking and refilling refrigerated storages	19.9(b)	1.3	\$0.33	Per hour
Cold work disability allowance – cold chambers, below 0°C – additional to above allowance	19.9(c)	2.0	\$0.54	Per hour
Broken Hill	19.13	4.28	\$1.16	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>	\$22.99	per occasion
Meal allowance—further 4 hours' overtime	<a href="#">19.2(c)</a>	\$20.85	per occasion
Special clothing allowance—laundry—full-time employee	<a href="#">19.3(c)(i)</a>	\$6.25	per week
Special clothing allowance—laundry—part-time or casual employee	<a href="#">19.3(c)(ii)</a>	\$1.25	Per shift
Motor vehicle allowance	<a href="#">19.7</a>	\$0.98	per km

## SCHEDULE 11 – PENALTY & OVERTIME RATES

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

<b>PENALTY RATES</b>		
<b>Time of ordinary hours worked</b>	<b>Full-time and part-time employees % of minimum hourly rate</b>	<b>Casual employees % of minimum hourly rate, inclusive of casual loading</b>
Monday to Friday – after 6pm	125%	150%
Saturday – all ordinary hours	125%	150%
Sunday – all ordinary hours	150%	175%
Public holiday – all ordinary hours	225%	250%

## SCHEDULE 12 - CLASSIFICATIONS

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