Australian Government Fair Work OMBUDSMAN

Pay Guide - General Retail Industry Award [MA000004]

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When do the rates in the pay guide apply from? The first full pay period starting on or after 01 July 2026.

What is in this pay guide? It's a summary of the award rates. Go to the award for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our Pay and Conditions Tool can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our website also provides useful templates, best practice guides, fact sheets and online courses.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our Awards page. If our information is inconsistent with the award, then the award applies.

If you need further assistance you can contact us. Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to subscribe to email updates to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

If an apprentice started their apprenticeship before 1 January 2014, please use the Pay and Conditions Tool to calculate minimum rates, penalty rates and overtime.

Adult

Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	$1,056.80	$27.81	$34.76	$34.76	$41.72	$62.57
Retail employee level 2	$1,081.00	$28.45	$35.56	$35.56	$42.68	$64.01
Retail employee level 3	$1,097.80	$28.89	$36.11	$36.11	$43.34	$65.00
Retail employee level 4	$1,119.10	$29.45	$36.81	$36.81	$44.18	$66.26
Retail employee level 5	$1,165.10	$30.66	$38.33	$38.33	$45.99	$68.99
Retail employee level 6	$1,182.10	$31.11	$38.89	$38.89	$46.67	$70.00
Retail employee level 7	$1,241.40	$32.67	$40.84	$40.84	$49.01	$73.51
Retail employee level 8	$1,291.80	$33.99	$42.49	$42.49	$50.99	$76.48

Table 2 of 3

Classification	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	$36.15	$31.29	$36.15	$41.72	$48.67	$62.57
Retail employee level 2	$36.99	$32.01	$36.99	$42.68	$49.79	$64.01
Retail employee level 3	$37.56	$32.50	$37.56	$43.34	$50.56	$65.00
Retail employee level 4	$38.29	$33.13	$38.29	$44.18	$51.54	$66.26
Retail employee level 5	$39.86	$34.49	$39.86	$45.99	$53.66	$68.99
Retail employee level 6	$40.44	$35.00	$40.44	$46.67	$54.44	$70.00
Retail employee level 7	$42.47	$36.75	$42.47	$49.01	$57.17	$73.51
Retail employee level 8	$44.19	$38.24	$44.19	$50.99	$59.48	$76.48

Table 3 of 3

Classification	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$41.72	$55.62	$55.62	$69.53
Retail employee level 2	$42.68	$56.90	$56.90	$71.13
Retail employee level 3	$43.34	$57.78	$57.78	$72.23
Retail employee level 4	$44.18	$58.90	$58.90	$73.63
Retail employee level 5	$45.99	$61.32	$61.32	$76.65
Retail employee level 6	$46.67	$62.22	$62.22	$77.78
Retail employee level 7	$49.01	$65.34	$65.34	$81.68
Retail employee level 8	$50.99	$67.98	$67.98	$84.98

Casual

Table 1 of 3

Classification	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	$34.76	$41.72	$41.72	$48.67	$69.53	$43.11
Retail employee level 2	$35.56	$42.68	$42.68	$49.79	$71.13	$44.10
Retail employee level 3	$36.11	$43.34	$43.34	$50.56	$72.23	$44.78
Retail employee level 4	$36.81	$44.18	$44.18	$51.54	$73.63	$45.65
Retail employee level 5	$38.33	$45.99	$45.99	$53.66	$76.65	$47.52
Retail employee level 6	$38.89	$46.67	$46.67	$54.44	$77.78	$48.22
Retail employee level 7	$40.84	$49.01	$49.01	$57.17	$81.68	$50.64
Retail employee level 8	$42.49	$50.99	$50.99	$59.48	$84.98	$52.68

Table 2 of 3

Classification	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours
Retail employee level 1	$38.24	$43.11	$48.67	$55.62	$69.53	$48.67
Retail employee level 2	$39.12	$44.10	$49.79	$56.90	$71.13	$49.79
Retail employee level 3	$39.72	$44.78	$50.56	$57.78	$72.23	$50.56
Retail employee level 4	$40.49	$45.65	$51.54	$58.90	$73.63	$51.54
Retail employee level 5	$42.16	$47.52	$53.66	$61.32	$76.65	$53.66
Retail employee level 6	$42.78	$48.22	$54.44	$62.22	$77.78	$54.44
Retail employee level 7	$44.92	$50.64	$57.17	$65.34	$81.68	$57.17
Retail employee level 8	$46.74	$52.68	$59.48	$67.98	$84.98	$59.48

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$62.57	$62.57	$76.48
Retail employee level 2	$64.01	$64.01	$78.24
Retail employee level 3	$65.00	$65.00	$79.45
Retail employee level 4	$66.26	$66.26	$80.99
Retail employee level 5	$68.99	$68.99	$84.32
Retail employee level 6	$70.00	$70.00	$85.55
Retail employee level 7	$73.51	$73.51	$89.84
Retail employee level 8	$76.48	$76.48	$93.47

Junior - Full-time & part-time - Under 16 years of age

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	$475.56	$12.51	$15.64	$15.64	$18.77	$28.15
Retail employee level 2	$486.45	$12.80	$16.00	$16.00	$19.20	$28.80
Retail employee level 3	$494.01	$13.00	$16.25	$16.25	$19.50	$29.25

Table 2 of 3

Classification	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	$16.26	$14.07	$16.26	$18.77	$21.89	$28.15
Retail employee level 2	$16.64	$14.40	$16.64	$19.20	$22.40	$28.80
Retail employee level 3	$16.90	$14.63	$16.90	$19.50	$22.75	$29.25

Table 3 of 3

Classification	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$18.77	$25.02	$25.02	$31.28
Retail employee level 2	$19.20	$25.60	$25.60	$32.00
Retail employee level 3	$19.50	$26.00	$26.00	$32.50

Junior - Full-time & part-time - 16 years of age

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	$528.40	$13.91	$17.39	$17.39	$20.87	$31.30
Retail employee level 2	$540.50	$14.22	$17.78	$17.78	$21.33	$32.00
Retail employee level 3	$548.90	$14.44	$18.05	$18.05	$21.66	$32.49

Table 2 of 3

Classification	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	$18.08	$15.65	$18.08	$20.87	$24.34	$31.30
Retail employee level 2	$18.49	$16.00	$18.49	$21.33	$24.89	$32.00
Retail employee level 3	$18.77	$16.25	$18.77	$21.66	$25.27	$32.49

Table 3 of 3

Classification	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$20.87	$27.82	$27.82	$34.78
Retail employee level 2	$21.33	$28.44	$28.44	$35.55
Retail employee level 3	$21.66	$28.88	$28.88	$36.10

Junior - Full-time & part-time - 17 years of age

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	$634.08	$16.69	$20.86	$20.86	$25.04	$37.55
Retail employee level 2	$648.60	$17.07	$21.34	$21.34	$25.61	$38.41
Retail employee level 3	$658.68	$17.33	$21.66	$21.66	$26.00	$38.99

Table 2 of 3

Classification	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	$21.70	$18.78	$21.70	$25.04	$29.21	$37.55
Retail employee level 2	$22.19	$19.20	$22.19	$25.61	$29.87	$38.41
Retail employee level 3	$22.53	$19.50	$22.53	$26.00	$30.33	$38.99

Table 3 of 3

Classification	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$25.04	$33.38	$33.38	$41.73
Retail employee level 2	$25.61	$34.14	$34.14	$42.68
Retail employee level 3	$26.00	$34.66	$34.66	$43.33

Junior - Full-time & part-time - 18 years of age

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	$739.76	$19.47	$24.34	$24.34	$29.21	$43.81
Retail employee level 2	$756.70	$19.91	$24.89	$24.89	$29.87	$44.80
Retail employee level 3	$768.46	$20.22	$25.28	$25.28	$30.33	$45.50

Table 2 of 3

Classification	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	$25.31	$21.90	$25.31	$29.21	$34.07	$43.81
Retail employee level 2	$25.88	$22.40	$25.88	$29.87	$34.84	$44.80
Retail employee level 3	$26.29	$22.75	$26.29	$30.33	$35.39	$45.50

Table 3 of 3

Classification	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$29.21	$38.94	$38.94	$48.68
Retail employee level 2	$29.87	$39.82	$39.82	$49.78
Retail employee level 3	$30.33	$40.44	$40.44	$50.55

Junior - Full-time & part-time - 19 years of age

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	$845.44	$22.25	$27.81	$27.81	$33.38	$50.06
Retail employee level 2	$864.80	$22.76	$28.45	$28.45	$34.14	$51.21
Retail employee level 3	$878.24	$23.11	$28.89	$28.89	$34.67	$52.00

Table 2 of 3

Classification	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	$28.93	$25.03	$28.93	$33.38	$38.94	$50.06
Retail employee level 2	$29.59	$25.61	$29.59	$34.14	$39.83	$51.21
Retail employee level 3	$30.04	$26.00	$30.04	$34.67	$40.44	$52.00

Table 3 of 3

Classification	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$33.38	$44.50	$44.50	$55.63
Retail employee level 2	$34.14	$45.52	$45.52	$56.90
Retail employee level 3	$34.67	$46.22	$46.22	$57.78

Junior - Full-time & part-time - 20 years of age and employed by the employer for 6 months or less

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	$951.12	$25.03	$31.29	$31.29	$37.55	$56.32
Retail employee level 2	$972.90	$25.60	$32.00	$32.00	$38.40	$57.60
Retail employee level 3	$988.02	$26.00	$32.50	$32.50	$39.00	$58.50

Table 2 of 3

Classification	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	$32.54	$28.16	$32.54	$37.55	$43.80	$56.32
Retail employee level 2	$33.28	$28.80	$33.28	$38.40	$44.80	$57.60
Retail employee level 3	$33.80	$29.25	$33.80	$39.00	$45.50	$58.50

Table 3 of 3

Classification	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$37.55	$50.06	$50.06	$62.58
Retail employee level 2	$38.40	$51.20	$51.20	$64.00
Retail employee level 3	$39.00	$52.00	$52.00	$65.00

Junior - Full-time & part-time - 20 years of age and employed by the employer for more than 6 months

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	$1,056.80	$27.81	$34.76	$34.76	$41.72	$62.57
Retail employee level 2	$1,081.00	$28.45	$35.56	$35.56	$42.68	$64.01
Retail employee level 3	$1,097.80	$28.89	$36.11	$36.11	$43.34	$65.00

Table 2 of 3

Classification	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	$36.15	$31.29	$36.15	$41.72	$48.67	$62.57
Retail employee level 2	$36.99	$32.01	$36.99	$42.68	$49.79	$64.01
Retail employee level 3	$37.56	$32.50	$37.56	$43.34	$50.56	$65.00

Table 3 of 3

Classification	Overtime - Monday to Saturday - first 3 hours	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$41.72	$55.62	$55.62	$69.53
Retail employee level 2	$42.68	$56.90	$56.90	$71.13
Retail employee level 3	$43.34	$57.78	$57.78	$72.23

Junior - Casual - Under 16 years of age

Table 1 of 3

Classification	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	$15.64	$18.77	$18.77	$21.89	$31.28	$19.39
Retail employee level 2	$16.00	$19.20	$19.20	$22.40	$32.00	$19.84
Retail employee level 3	$16.25	$19.50	$19.50	$22.75	$32.50	$20.15

Table 2 of 3

Classification	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours
Retail employee level 1	$17.20	$19.39	$21.89	$25.02	$31.28	$21.89
Retail employee level 2	$17.60	$19.84	$22.40	$25.60	$32.00	$22.40
Retail employee level 3	$17.88	$20.15	$22.75	$26.00	$32.50	$22.75

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$28.15	$28.15	$34.40
Retail employee level 2	$28.80	$28.80	$35.20
Retail employee level 3	$29.25	$29.25	$35.75

Junior - Casual - 16 years of age

Table 1 of 3

Classification	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	$17.39	$20.87	$20.87	$24.34	$34.78	$21.56
Retail employee level 2	$17.78	$21.33	$21.33	$24.89	$35.55	$22.04
Retail employee level 3	$18.05	$21.66	$21.66	$25.27	$36.10	$22.38

Table 2 of 3

Classification	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours
Retail employee level 1	$19.13	$21.56	$24.34	$27.82	$34.78	$24.34
Retail employee level 2	$19.55	$22.04	$24.89	$28.44	$35.55	$24.89
Retail employee level 3	$19.86	$22.38	$25.27	$28.88	$36.10	$25.27

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$31.30	$31.30	$38.25
Retail employee level 2	$32.00	$32.00	$39.11
Retail employee level 3	$32.49	$32.49	$39.71

Junior - Casual - 17 years of age

Table 1 of 3

Classification	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	$20.86	$25.04	$25.04	$29.21	$41.73	$25.87
Retail employee level 2	$21.34	$25.61	$25.61	$29.87	$42.68	$26.46
Retail employee level 3	$21.66	$26.00	$26.00	$30.33	$43.33	$26.86

Table 2 of 3

Classification	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours
Retail employee level 1	$22.95	$25.87	$29.21	$33.38	$41.73	$29.21
Retail employee level 2	$23.47	$26.46	$29.87	$34.14	$42.68	$29.87
Retail employee level 3	$23.83	$26.86	$30.33	$34.66	$43.33	$30.33

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$37.55	$37.55	$45.90
Retail employee level 2	$38.41	$38.41	$46.94
Retail employee level 3	$38.99	$38.99	$47.66

Junior - Casual - 18 years of age

Table 1 of 3

Classification	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	$24.34	$29.21	$29.21	$34.07	$48.68	$30.18
Retail employee level 2	$24.89	$29.87	$29.87	$34.84	$49.78	$30.86
Retail employee level 3	$25.28	$30.33	$30.33	$35.39	$50.55	$31.34

Table 2 of 3

Classification	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours
Retail employee level 1	$26.77	$30.18	$34.07	$38.94	$48.68	$34.07
Retail employee level 2	$27.38	$30.86	$34.84	$39.82	$49.78	$34.84
Retail employee level 3	$27.80	$31.34	$35.39	$40.44	$50.55	$35.39

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$43.81	$43.81	$53.54
Retail employee level 2	$44.80	$44.80	$54.75
Retail employee level 3	$45.50	$45.50	$55.61

Junior - Casual - 19 years of age

Table 1 of 3

Classification	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	$27.81	$33.38	$33.38	$38.94	$55.63	$34.49
Retail employee level 2	$28.45	$34.14	$34.14	$39.83	$56.90	$35.28
Retail employee level 3	$28.89	$34.67	$34.67	$40.44	$57.78	$35.82

Table 2 of 3

Classification	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours
Retail employee level 1	$30.59	$34.49	$38.94	$44.50	$55.63	$38.94
Retail employee level 2	$31.30	$35.28	$39.83	$45.52	$56.90	$39.83
Retail employee level 3	$31.78	$35.82	$40.44	$46.22	$57.78	$40.44

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$50.06	$50.06	$61.19
Retail employee level 2	$51.21	$51.21	$62.59
Retail employee level 3	$52.00	$52.00	$63.55

Junior - Casual - 20 years of age and employed by the employer for 6 months or less

Table 1 of 3

Classification	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	$31.29	$37.55	$37.55	$43.80	$62.58	$38.80
Retail employee level 2	$32.00	$38.40	$38.40	$44.80	$64.00	$39.68
Retail employee level 3	$32.50	$39.00	$39.00	$45.50	$65.00	$40.30

Table 2 of 3

Classification	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours
Retail employee level 1	$34.42	$38.80	$43.80	$50.06	$62.58	$43.80
Retail employee level 2	$35.20	$39.68	$44.80	$51.20	$64.00	$44.80
Retail employee level 3	$35.75	$40.30	$45.50	$52.00	$65.00	$45.50

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$56.32	$56.32	$68.83
Retail employee level 2	$57.60	$57.60	$70.40
Retail employee level 3	$58.50	$58.50	$71.50

Junior - Casual - 20 years of age and employed by the employer for more than 6 months

Table 1 of 3

Classification	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	$34.76	$41.72	$41.72	$48.67	$69.53	$43.11
Retail employee level 2	$35.56	$42.68	$42.68	$49.79	$71.13	$44.10
Retail employee level 3	$36.11	$43.34	$43.34	$50.56	$72.23	$44.78

Table 2 of 3

Classification	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours
Retail employee level 1	$38.24	$43.11	$48.67	$55.62	$69.53	$48.67
Retail employee level 2	$39.12	$44.10	$49.79	$56.90	$71.13	$49.79
Retail employee level 3	$39.72	$44.78	$50.56	$57.78	$72.23	$50.56

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Retail employee level 1	$62.57	$62.57	$76.48
Retail employee level 2	$64.01	$64.01	$78.24
Retail employee level 3	$65.00	$65.00	$79.45

Apprentice - 4 year apprenticeship - Started after 1 Jan 2014 - Did not complete year 12

Table 1 of 3

Classification	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
Apprentice - 1st year	$14.73	$18.41	$18.41	$22.10	$33.14	$19.15
Apprentice - 2nd year	$17.67	$22.09	$22.09	$26.51	$39.76	$22.97
Apprentice - 3rd year	$23.56	$29.45	$29.45	$35.34	$53.01	$30.63
Apprentice - 4th year	$26.51	$33.14	$33.14	$39.77	$59.65	$34.46

Table 2 of 3

Classification	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours
Apprentice - 1st year	$16.57	$19.15	$22.10	$25.78	$33.14	$22.10
Apprentice - 2nd year	$19.88	$22.97	$26.51	$30.92	$39.76	$26.51
Apprentice - 3rd year	$26.51	$30.63	$35.34	$41.23	$53.01	$35.34
Apprentice - 4th year	$29.82	$34.46	$39.77	$46.39	$59.65	$39.77

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Apprentice - 1st year	$29.46	$29.46	$36.83
Apprentice - 2nd year	$35.34	$35.34	$44.18
Apprentice - 3rd year	$47.12	$47.12	$58.90
Apprentice - 4th year	$53.02	$53.02	$66.28

Apprentice - 4 year apprenticeship - Started after 1 Jan 2014 - Completed year 12

Table 1 of 3

Classification	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
Apprentice - 1st year	$16.20	$20.25	$20.25	$24.30	$36.45	$21.06
Apprentice - 2nd year	$19.14	$23.93	$23.93	$28.71	$43.07	$24.88
Apprentice - 3rd year	$23.56	$29.45	$29.45	$35.34	$53.01	$30.63
Apprentice - 4th year	$26.51	$33.14	$33.14	$39.77	$59.65	$34.46

Table 2 of 3

Classification	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours
Apprentice - 1st year	$18.23	$21.06	$24.30	$28.35	$36.45	$24.30
Apprentice - 2nd year	$21.53	$24.88	$28.71	$33.50	$43.07	$28.71
Apprentice - 3rd year	$26.51	$30.63	$35.34	$41.23	$53.01	$35.34
Apprentice - 4th year	$29.82	$34.46	$39.77	$46.39	$59.65	$39.77

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Apprentice - 1st year	$32.40	$32.40	$40.50
Apprentice - 2nd year	$38.28	$38.28	$47.85
Apprentice - 3rd year	$47.12	$47.12	$58.90
Apprentice - 4th year	$53.02	$53.02	$66.28

Apprentice - 3 year apprenticeship - Started after 1 Jan 2014 - Did not complete year 12

Table 1 of 3

Classification	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
Apprentice - 1st year	$14.73	$18.41	$18.41	$22.10	$33.14	$19.15
Apprentice - 2nd year	$17.67	$22.09	$22.09	$26.51	$39.76	$22.97
Apprentice - 3rd year	$23.56	$29.45	$29.45	$35.34	$53.01	$30.63

Table 2 of 3

Classification	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours
Apprentice - 1st year	$16.57	$19.15	$22.10	$25.78	$33.14	$22.10
Apprentice - 2nd year	$19.88	$22.97	$26.51	$30.92	$39.76	$26.51
Apprentice - 3rd year	$26.51	$30.63	$35.34	$41.23	$53.01	$35.34

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Apprentice - 1st year	$29.46	$29.46	$36.83
Apprentice - 2nd year	$35.34	$35.34	$44.18
Apprentice - 3rd year	$47.12	$47.12	$58.90

Apprentice - 3 year apprenticeship - Started after 1 Jan 2014 - Completed year 12

Table 1 of 3

Classification	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
Apprentice - 1st year	$16.20	$20.25	$20.25	$24.30	$36.45	$21.06
Apprentice - 2nd year	$19.14	$23.93	$23.93	$28.71	$43.07	$24.88
Apprentice - 3rd year	$23.56	$29.45	$29.45	$35.34	$53.01	$30.63

Table 2 of 3

Classification	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours
Apprentice - 1st year	$18.23	$21.06	$24.30	$28.35	$36.45	$24.30
Apprentice - 2nd year	$21.53	$24.88	$28.71	$33.50	$43.07	$28.71
Apprentice - 3rd year	$26.51	$30.63	$35.34	$41.23	$53.01	$35.34

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Apprentice - 1st year	$32.40	$32.40	$40.50
Apprentice - 2nd year	$38.28	$38.28	$47.85
Apprentice - 3rd year	$47.12	$47.12	$58.90

Adult Apprentice - 4 year apprenticeship - Started after 1 Jan 2014

Table 1 of 3

Classification	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
Apprentice - 1st year	$23.56	$29.45	$29.45	$35.34	$53.01	$30.63
Apprentice - 2nd year	$27.81	$34.76	$34.76	$41.72	$62.57	$36.15
Apprentice - 3rd year	$27.81	$34.76	$34.76	$41.72	$62.57	$36.15
Apprentice - 4th year	$27.81	$34.76	$34.76	$41.72	$62.57	$36.15

Table 2 of 3

Classification	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours
Apprentice - 1st year	$26.51	$30.63	$35.34	$41.23	$53.01	$35.34
Apprentice - 2nd year	$31.29	$36.15	$41.72	$48.67	$62.57	$41.72
Apprentice - 3rd year	$31.29	$36.15	$41.72	$48.67	$62.57	$41.72
Apprentice - 4th year	$31.29	$36.15	$41.72	$48.67	$62.57	$41.72

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Apprentice - 1st year	$47.12	$47.12	$58.90
Apprentice - 2nd year	$55.62	$55.62	$69.53
Apprentice - 3rd year	$55.62	$55.62	$69.53
Apprentice - 4th year	$55.62	$55.62	$69.53

Adult Apprentice - 3 year apprenticeship - Started after 1 Jan 2014

Table 1 of 3

Classification	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
Apprentice - 1st year	$23.56	$29.45	$29.45	$35.34	$53.01	$30.63
Apprentice - 2nd year	$27.81	$34.76	$34.76	$41.72	$62.57	$36.15
Apprentice - 3rd year	$27.81	$34.76	$34.76	$41.72	$62.57	$36.15

Table 2 of 3

Classification	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers	Overtime - Monday to Saturday - first 3 hours
Apprentice - 1st year	$26.51	$30.63	$35.34	$41.23	$53.01	$35.34
Apprentice - 2nd year	$31.29	$36.15	$41.72	$48.67	$62.57	$41.72
Apprentice - 3rd year	$31.29	$36.15	$41.72	$48.67	$62.57	$41.72

Table 3 of 3

Classification	Overtime - Monday to Saturday - after 3 hours	Overtime - Sunday	Overtime - public holiday
Apprentice - 1st year	$47.12	$47.12	$58.90
Apprentice - 2nd year	$55.62	$55.62	$69.53
Apprentice - 3rd year	$55.62	$55.62	$69.53

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Allowances

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Cold work allowance - 0°C and above	$0.38 per hour while so employed
Cold work allowance - below 0°C	$0.97 per hour while so employed
District allowance - Broken Hill	$1.26 per hour
First aid allowance	$14.55 per week
Laundry allowance - full-time employees	$6.42 per week
Laundry allowance - part-time or casual employees	$1.28 per shift
Liquor licence allowance	$34.69 per week
Meal allowance - overtime	$24.56 and a further $22.27 when more than 4 hours of overtime is worked
Protective or special clothing reimbursement	reimbursement for the cost of purchasing protective or special clothing such as a uniform, dress or other clothing and the cost of replacement items, when replacement is due to normal wear and tear
Recall allowance	the appropriate rate for all hours worked with a minimum of 3 hours on each occasion
Travelling / transport	
Excess travelling costs - temporary transfer to another branch or shop	reimbursement of all extra transport costs
Transport reimbursement - starting or finishing after 10pm or before 7am - normal means of transport unavailable	reimbursement for the cost of taking a commercial passenger vehicle from the place of employment to the usual place of residence
Vehicle allowance	$1.00 per km
Working away from usual workplace - travelling time reimbursement - Monday to Saturday	payment at the minimum hourly rate for time spent travelling in excess of time normally spent travelling between home and the usual place of employment
Working away from usual workplace - travelling time reimbursement - Sunday and public holiday	payment at the minimum hourly rate + 50% for time spent travelling in excess of time normally spent travelling between home and the usual place of employment