

General Retail Industry Award 2010 – CASUAL EMPLOYEES

The below wages commence from the first full pay period starting on or after 1 February 2021.

From 1 February 2021	Full-time weekly rate	Ordinary hourly rate (permanent staff)	Casual Ordinary hourly rate	Monday – Friday after 6pm***	Saturday	Sunday	Public Holidays	Overtime Mon-Sat first 3 hours	Overtime Mon-Sat after 3 hours & Sunday	Overtime Public Holidays
All loadings are calculated on the ordinary hourly rate										
Loading			25%	45%	50%	75%	150%	75%	125%	175%
Retail Employee Level 1										
Adult*	\$827.80	\$21.78	\$27.23	\$31.58	\$32.67	\$38.12	\$54.45	\$38.12	\$49.01	\$59.90
20 years of age (employed for 6 months or less)	\$745.02	\$19.61	\$24.51	\$28.43	\$29.42	\$34.32	\$49.03	\$34.32	\$44.12	\$53.93
19 years of age	\$662.24	\$17.43	\$21.79	\$25.27	\$26.15	\$30.50	\$43.58	\$30.51	\$39.22	\$47.94
18 years of age	\$579.46	\$15.25	\$19.06	\$22.11	\$22.88	\$26.69	\$38.13	\$26.69	\$34.31	\$41.94
17 years of age	\$496.68	\$13.07	\$16.34	\$18.95	\$19.61	\$22.87	\$32.68	\$22.88	\$29.41	\$35.94
16 years of age	\$413.90	\$10.89	\$13.61	\$15.79	\$16.34	\$19.06	\$27.23	\$19.06	\$24.50	\$29.95
Under 16 years of age	\$372.51	\$9.80	\$12.25	\$14.21	\$14.70	\$17.15	\$24.50	\$17.15	\$22.05	\$26.95
Retail Employee Level 2										
Adult	\$847.60	\$22.31	\$27.89	\$32.35	\$33.47	\$39.04	\$55.78	\$39.05	\$50.20	\$61.36
Retail Employee Level 3										
Adult	\$860.80	\$22.65	\$28.31	\$32.84	\$33.98	\$39.64	\$56.63	\$39.64	\$50.96	\$62.29
Retail Employee Level 4										
Adult	\$877.60	\$23.09	\$28.86	\$33.48	\$34.64	\$40.41	\$57.73	\$40.41	\$51.95	\$63.50
Retail Employee Level 5										
Adult	\$913.70	\$24.04	\$30.05	\$34.86	\$36.06	\$42.07	\$60.10	\$42.07	\$54.09	\$66.11
Retail Employee Level 6										
Adult	\$926.90	\$24.39	\$30.49	\$35.37	\$36.59	\$42.68	\$60.98	\$42.69	\$54.88	\$67.08
Retail Employee Level 7										
Adult	\$973.40	\$25.62	\$32.03	\$37.15	\$38.43	\$44.84	\$64.05	\$44.84	\$57.65	\$70.46
Retail Employee Level 8										
Adult	\$1,012.90	\$26.66	\$33.33	\$38.66	\$39.99	\$46.66	\$66.65	\$46.66	\$59.99	\$73.32

*The hourly rate is based on DIVIDING the full-time rate by 38. NOT the hourly rate multiplied by 38.

**A 20-year-old employee will receive 90% of the full adult rate until they have worked for 6 months in your store. An existing employee, 20 years of age, who has worked more than 6 months within your store, will receive 100% of the adult rate immediately.

*** Please note that there will be a further increase to the penalty rate for work performed on Monday – Friday after 6 pm, starting from 1 March 2021.