

General Retail Industry Award 2020 – PERMANENT 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	Mon-Fri 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%	50%	125%	50%	100%	150%
Retail Employee Level 1								
Adult*	\$827.80	\$21.78	\$27.23	\$32.67	\$49.01	\$32.67	\$43.56	\$54.45
20 years of age (employed for 6 months or less)**	\$745.02	\$19.61	\$24.51	\$29.42	\$44.12	\$29.42	\$39.22	\$49.03
19 years of age	\$662.24	\$17.43	\$21.79	\$26.15	\$39.22	\$26.15	\$34.86	\$43.58
18 years of age	\$579.46	\$15.25	\$19.06	\$22.88	\$34.31	\$22.88	\$30.50	\$38.13
17 years of age	\$496.68	\$13.07	\$16.34	\$19.61	\$29.41	\$19.61	\$26.14	\$32.68
16 years of age	\$413.90	\$10.89	\$13.61	\$16.34	\$24.50	\$16.34	\$21.78	\$27.23
Under 16 years of age	\$372.51	\$9.80	\$12.25	\$14.70	\$22.05	\$14.70	\$19.60	\$24.50
Retail Employee Level 2								
Adult	\$847.60	\$22.31	\$27.89	\$33.47	\$50.20	\$33.47	\$44.62	\$55.78
Retail Employee Level 3								
Adult	\$860.80	\$22.65	\$28.31	\$33.98	\$50.96	\$33.98	\$45.30	\$56.63
Retail Employee Level 4								
Adult	\$877.60	\$23.09	\$28.86	\$34.64	\$51.95	\$34.64	\$46.18	\$57.73
Retail Employee Level 5								
Adult	\$913.70	\$24.04	\$30.05	\$36.06	\$54.09	\$36.06	\$48.08	\$60.10
Retail Employee Level 6								
Adult	\$926.90	\$24.39	\$30.49	\$36.59	\$54.88	\$36.59	\$48.78	\$60.98
Retail Employee Level 7								
Adult	\$973.40	\$25.62	\$32.03	\$38.43	\$57.65	\$38.43	\$51.24	\$64.05
Retail Employee Level 8								
Adult	\$1,012.90	\$26.66	\$33.33	\$39.99	\$59.99	\$39.99	\$53.32	\$66.65

* 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 of 20 years of age who has worked more than 6 months, will receive 100% of the adult rate immediately.