


DRAFT General Retail Industry Award 2020 – CASUAL EMPLOYEES

	Casual employees Preview of rates potentially coming into effect later in 2023								
	Full-time weekly rate	Ordinary hourly rate (permanent staff)	Casual 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									
% of minimum hourly rate of pay (incl. casual loading)			125%	150%	175%	250%	175%	225%	275%
Retail Employee Level 1									
Adult *	\$939.59	\$24.73	\$30.91	\$37.09	\$43.27	\$61.82	\$43.27	\$55.63	\$68.00
20 years of age (employed for 6 months or less)	\$845.63	\$22.25	\$27.82	\$33.38	\$38.94	\$55.63	\$38.94	\$50.07	\$61.20
19 years of age	\$751.67	\$19.78	\$24.73	\$29.67	\$34.62	\$49.45	\$34.62	\$44.51	\$54.40
18 years of age	\$657.71	\$17.31	\$21.64	\$25.96	\$30.29	\$43.27	\$30.29	\$38.94	\$47.60
17 years of age	\$563.75	\$14.84	\$18.54	\$22.25	\$25.96	\$37.09	\$25.96	\$33.38	\$40.80
16 years of age	\$469.80	\$12.36	\$15.45	\$18.54	\$21.64	\$30.91	\$21.64	\$27.82	\$34.00
Under 16 years of age	\$422.82	\$11.13	\$13.91	\$16.69	\$19.47	\$27.82	\$19.47	\$25.04	\$30.60
Retail Employee Level 2									
Adult	\$961.06	\$25.29	\$31.61	\$37.94	\$44.26	\$63.23	\$44.26	\$56.90	\$69.55
Retail Employee Level 3									
Adult	\$975.97	\$25.68	\$32.10	\$38.53	\$44.95	\$64.21	\$44.95	\$57.79	\$70.63
Retail Employee Level 4									
Adult	\$995.00	\$26.18	\$32.73	\$39.28	\$45.82	\$65.46	\$45.82	\$58.91	\$72.01
Retail Employee Level 5									
Adult	\$1,035.93	\$27.26	\$34.08	\$40.89	\$47.71	\$68.15	\$47.71	\$61.34	\$74.97
Retail Employee Level 6									
Adult	\$1,050.94	\$27.66	\$34.57	\$41.48	\$48.40	\$69.14	\$48.40	\$62.23	\$76.05
Retail Employee Level 7									
Adult	\$1,103.61	\$29.04	\$36.30	\$43.56	\$50.82	\$72.61	\$50.82	\$65.35	\$79.87
Retail Employee Level 8									
Adult	\$1,148.45	\$30.22	\$37.78	\$45.33	\$52.89	\$75.56	\$52.89	\$68.00	\$83.11

* 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.

Published Date: 2 June 2023

Please note these rates are a draft calculation only based on currently available information and are a preliminary preview of what the official wage tables may likely reflect once published by the Fair Work Ombudsman. The rates in the draft tables have been rounded to two decimal places; the official figures to be released by the Fair Work Ombudsman may use different rounding conventions which will result in slight differences in the final official wages. The above wage rates are subject to change and you should not rely on these amounts until you receive a further notification from us to confirm them.

© Master Grocers Australia 2023