

General Retail Industry Award 2010 – CASUAL EMPLOYEES

The below wages commence from 1 March 2020.

Please note: Penalty rates for Mon-Fri after 6pm and Sat will increase from 1 October 2020.

From 1 July 2019	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%	40%	50%	75%	150%	75%	125%	175%
Retail Employee Level 1										
Adult*	\$813.60	\$21.41	\$26.76	\$29.97	\$32.12	\$37.47	\$53.53	\$37.47	\$48.17	\$58.88
20 years of age (employed for 6 months or less)	\$732.24	\$19.27	\$24.09	\$26.98	\$28.91	\$33.72	\$48.18	\$33.72	\$43.36	\$52.99
19 years of age	\$650.88	\$17.13	\$21.41	\$23.98	\$25.70	\$29.98	\$42.83	\$29.98	\$38.54	\$47.11
18 years of age	\$569.52	\$14.99	\$18.74	\$20.99	\$22.49	\$26.23	\$37.48	\$26.23	\$33.73	\$41.22
17 years of age	\$488.16	\$12.85	\$16.06	\$17.99	\$19.28	\$22.49	\$32.13	\$22.49	\$28.91	\$35.34
16 years of age	\$406.80	\$10.71	\$13.39	\$14.99	\$16.07	\$18.74	\$26.78	\$18.74	\$24.10	\$29.45
Under 16 years of age	\$366.12	\$9.63	\$12.04	\$13.48	\$14.45	\$16.85	\$24.08	\$16.85	\$21.67	\$26.48
Retail Employee Level 2										
Adult	\$833.00	\$21.92	\$27.40	\$30.69	\$32.88	\$38.36	\$54.80	\$38.36	\$49.32	\$60.28
Retail Employee Level 3										
Adult	\$846.00	\$22.26	\$27.83	\$31.16	\$33.39	\$38.96	\$55.65	\$38.96	\$50.09	\$61.22
Retail Employee Level 4										
Adult	\$862.50	\$22.70	\$28.38	\$31.78	\$34.05	\$39.73	\$56.75	\$39.73	\$51.08	\$62.43
Retail Employee Level 5										
Adult	\$898.00	\$23.63	\$29.54	\$33.08	\$35.45	\$41.35	\$59.08	\$41.35	\$53.17	\$64.98
Retail Employee Level 6										
Adult	\$911.00	\$23.97	\$29.96	\$33.56	\$35.96	\$41.95	\$59.93	\$41.95	\$53.93	\$65.92
Retail Employee Level 7										
Adult	\$956.70	\$25.18	\$31.48	\$35.25	\$37.77	\$44.07	\$62.95	\$44.07	\$56.66	\$69.25
Retail Employee Level 8										
Adult	\$995.50	\$26.20	\$32.75	\$36.68	\$39.30	\$45.85	\$65.50	\$45.85	\$58.95	\$72.05

*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.