GENERAL RETAIL INDUSTRY AWARD General Retail Industry Award Rates - effective from 1 July 2025

Restaurant & Catering

CLASSIFICATION Full-time Full-time Full-time Full-time Part-time P											1		-	1					
CLASSIFICATION Full-time Pail-time Part-time		Mon-Fri	Mon-Fri	Saturday	Saturday	Sunday	Sunday				Overtime	Overtime	Overtime		Public Hol		Public Hol		Late Night
Part-time Part-time <t< th=""><th>CLASSIFICATION</th><th>Full-time</th><th></th><th>Full-time</th><th></th><th>Full-time</th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th>Full-time</th><th></th></t<>	CLASSIFICATION	Full-time		Full-time		Full-time												Full-time	
Part-time Part-time <t< th=""><th>CLACCHICATION</th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th>Part-time</th><th>Firet 3</th><th>After</th><th></th><th>Part-Time</th><th></th><th></th><th></th><th></th><th>1</th></t<>	CLACCHICATION									Part-time	Firet 3	After		Part-Time					1
Lease Casual ^a Casual ^a Casual ^a Casual ^a RDO Casual ^a <tht< th=""><th></th><th>Part-time</th><th></th><th>Part-time</th><th></th><th>Part-time</th><th></th><th></th><th></th><th>Excess</th><th></th><th></th><th>Excess</th><th></th><th></th><th>Overtime</th><th>Overtime</th><th>Mon-Fri</th><th>After 6pm</th></tht<>		Part-time		Part-time		Part-time				Excess			Excess			Overtime	Overtime	Mon-Fri	After 6pm
Casual* After 6pr RETAIL EMPLOYEE LEVEL 1 1.25 1.25 1.5 1.5 1.5 1.5 2 2 1.75 2.25 2.25 2.5																			
Hourly 1.26 1.25 1.5 1.5 1.5 2 2 1.75 2.25 2.25 2.5			Casual*		Casual*		Casual*	Mon-Sat	Mon-Sat						Casual*		Casual*	After 6pm	Mon-Fri
RETAIL EMPLOYEE LEVEL 1 26.55 33.19 33.19 39.83 39.83 46.46 39.83 53.10 53.10 59.74 59.74 59.74 66.38 66.38 73.01 33.19 Retail Employee Level 1 26.55 33.95 33.95 40.74 40.74 47.53 40.74 54.32 54.32 54.32 47.53 61.11 61.11 67.90 74.69 33.95 Retail Employee Level 2 27.16 33.95 33.95 40.74 40.74 47.53 61.12 61.11 61.11 67.90 74.69 33.95 Retail Employee Level 3 27.58 34.48 34.48 41.37 41.37 55.16 55.16 48.27 62.06 62.06 68.95 68.95 75.85 34.48 Retail Employee Level 3 28.12 35.15 42.18 49.21 42.18 56.24 49.21 63.27 63.27 63.27 70.30 70.30 77.33 35.15 Retail Employee Level 4 29.27 36.59 36.59 43.91 51.22 43.91 58.54 58.54 51.22<										RDO	Casual*	Casual*	Casual*						Casual*
RETAIL EMPLOYEE LEVEL 1 26.55 33.19 33.19 39.83 39.83 46.46 39.83 53.10 53.10 59.74 59.74 59.74 66.38 66.38 73.01 33.19 Retail Employee Level 1 26.55 33.95 33.95 40.74 40.74 47.53 40.74 54.32 54.32 54.32 47.53 61.11 61.11 67.90 74.69 33.95 Retail Employee Level 2 27.16 33.95 33.95 40.74 40.74 47.53 61.12 61.11 61.11 67.90 74.69 33.95 Retail Employee Level 3 27.58 34.48 34.48 41.37 41.37 55.16 55.16 48.27 62.06 62.06 68.95 68.95 75.85 34.48 Retail Employee Level 3 28.12 35.15 42.18 49.21 42.18 56.24 49.21 63.27 63.27 63.27 70.30 70.30 77.33 35.15 Retail Employee Level 4 29.27 36.59 36.59 43.91 51.22 43.91 58.54 58.54 51.22<		Handa	4.05	4.05	45		4.75	45			4.75	0.05	0.05	0.05			0.75	4.05	45
Retail Employee Level 1 26.55 33.19 33.19 39.83 39.83 46.46 39.83 53.10 53.10 46.46 59.74 59.74 59.74 66.38 66.38 73.01 33.19 Retail Employee Level 2 27.16 33.95 33.95 40.74 40.74 47.53 40.74 54.32 54.32 47.53 61.11 61.11 61.11 67.90 67.90 74.69 33.95 Retail Employee Level 2 27.58 34.48 34.48 41.37 41.37 48.27 41.37 55.16 55.16 48.27 62.06 62.06 62.06 68.95 68.95 75.85 34.48 Retail Employee Level 3 27.58 34.48 34.48 41.37 41.37 55.16 55.16 48.27 62.06 62.06 62.06 68.95 68.95 75.85 34.48 Retail Employee Level 3 28.12 35.15 42.18 49.21 42.18 56.24 56.24 59.27 63.27 63.27 70.30 70.30 77.33 35.15 Retail Employee Level 5 29.27<		Houriy	1.25	1.25	1.5	1.5	1./5	1.5	2	2	1./5	2.25	2.25	2.25	2.5	2.5	2.75	1.25	1.5
RETAIL EMPLOYEE LEVEL 2 27.16 33.95 33.95 40.74 40.74 47.53 40.74 54.32 54.32 54.32 61.11 61.11 61.11 67.90 67.90 74.69 33.95 Retail Employee Level 2 27.16 33.95 34.48 41.37 41.37 48.27 41.37 55.16 55.16 48.27 62.06 62.06 62.06 68.95 68.95 75.85 34.48 Retail Employee Level 3 27.58 34.48 41.37 41.37 48.27 41.37 55.16 55.16 48.27 63.27 63.27 63.27 70.30 70.30 77.33 35.15 Retail Employee Level 4 28.12 35.15 42.18 49.21 42.18 56.24 49.21 63.27 63.27 63.27 70.30 70.30 77.33 35.15 Retail Employee Level 4 28.12 35.15 42.18 49.21 42.18 56.24 59.40 51.22 65.86 65.86 65.86 73.18 73.18 80.49 36.59 Retail Employee Level 5 29.70 37.13<		26.55	22.10	22.10	20.02	20.02	45.45	20.02	52.10	50.10	45.45	50.74	50.74	50.74	66.00	66.00	72.01	00.40	20.02
Retail Employee Level 2 27.16 33.95 33.95 40.74 40.74 47.53 40.74 54.32 54.32 54.32 47.53 61.11 61.11 67.90 67.90 74.69 33.95 Retail Employee Level 3 27.58 34.48 34.48 41.37 41.37 48.27 41.37 55.16 55.16 48.27 62.06 62.06 68.95 68.95 75.85 34.48 Retail Employee Level 3 28.12 35.15 35.15 42.18 42.18 49.21 42.18 56.24 49.21 63.27 63.27 63.27 70.30 70.30 77.33 35.15 Retail Employee Level 4 28.12 35.15 42.18 49.21 42.18 56.24 56.24 49.21 63.27 63.27 63.27 70.30 70.30 77.33 35.15 Retail Employee Level 4 28.12 36.59 43.91 51.22 43.91 58.54 51.22 65.86 65.86 65.86 73.18 70.18 71.88 80.49 36.59 Retail Employee Level 6 29.70 37.13<		20.55	33.19	33.19	39.83	39.83	40.40	39.83	53.10	53.10	40.40	59.74	59.74	59.74	00.38	00.38	/3.01	33.19	39.83
RETAIL EMPLOYEE LEVEL 3 Retail Employee Level 3 27.58 34.48 34.48 41.37 41.37 48.27 41.37 55.16 55.16 48.27 62.06 62.06 62.06 68.95 68.95 75.85 34.48 Retail Employee Level 3 27.58 34.48 34.48 41.37 41.37 55.16 55.16 48.27 62.06 62.06 68.95 68.95 75.85 34.48 Retail Employee Level 4 28.12 35.15 35.15 42.18 49.21 42.18 56.24 49.21 63.27 63.27 70.30 70.30 77.33 35.15 Retail Employee Level 4 28.12 35.15 42.18 49.21 42.18 56.24 49.21 63.27 63.27 70.30 70.30 77.33 35.15 Retail Employee Level 5 29.27 36.59 43.91 43.91 51.22 43.91 58.54 51.22 65.86 65.86 65.86 73.18 73.18 80.49 36.59 Ret		07.46	22.05	22.05	40.74	40.74	47.50	40.74	54.00	54.00	47.50	64.44	60.00	60.00	67.00	67.00	74.60	00.05	10.71
Retail Employee Level 3 27.58 34.48 34.48 41.37 41.37 48.27 41.37 55.16 55.16 48.27 62.06 62.06 62.06 68.95 68.95 75.85 34.48 RETAIL EMPLOYEE LEVEL 4 Retail Employee Level 4 28.12 35.15 35.15 42.18 49.21 42.18 56.24 59.40 63.27 63.27 63.27 70.30 70.30 77.33 35.15 Retail Employee Level 4 28.12 35.15 42.18 49.21 42.18 56.24 59.40 51.22 63.27 63.27 73.30 70.30 70.30 77.33 35.15 Retail Employee Level 5 29.27 36.59 36.59 43.91 51.22 43.91 58.54 58.54 51.22 65.86 65.86 73.18 73.18 80.49 36.59 Retail Employee Level 6 29.70 37.13 37.13 44.55 51.98 44.55 59.40 59.40 51.98 66.83 66.83 66.83 74.25 74.25 81.68 37.13 Retail Employee Level 6		27.10	33.95	33.95	40.74	40.74	47.53	40.74	54.32	54.32	47.53	01.11	01.11	01.11	67.90	67.90	74.09	33.95	40.74
RETAIL EMPLOYEE LEVEL 4 28.12 35.15 35.15 42.18 49.21 42.18 56.24 56.24 49.21 63.27 63.27 63.27 70.30 70.30 77.33 35.15 Retail Employee Level 4 29.27 36.59 36.59 43.91 51.22 43.91 58.54 58.54 51.22 65.86 65.86 65.86 73.18 73.18 80.49 36.59 Retail Employee Level 5 29.27 36.59 36.59 43.91 51.22 43.91 58.54 58.54 51.22 65.86 65.86 65.86 73.18 73.18 80.49 36.59 Retail Employee Level 5 29.27 36.59 37.13 44.55 51.92 43.91 58.54 58.54 51.22 65.86 65.86 65.86 73.18 73.18 80.49 36.59 Retail Employee Level 6 29.70 37.13 37.13 44.55 51.98 44.55 59.40 59.40 51.98 66.83 66.83 66.83 66.83 74.25 74.25 81.68 37.13 Retail Employee Level 7<		27.59	24.40	24.40	41.07	41.07	40.07	41.07	55.16	55.16	40.07	62.06	62.06	62.06	60.05	60.05	75.05	24.40	44.07
Retail Employee Level 4 28.12 35.15 42.18 42.18 49.21 42.18 56.24 49.21 63.27 63.27 70.30 70.30 77.33 35.15 Retail Employee Level 5 29.27 36.59 36.59 43.91 51.22 43.91 58.54 58.54 51.22 65.86 65.86 65.86 73.18 73.18 80.49 36.59 Retail Employee Level 5 29.27 36.59 43.91 43.91 51.22 43.91 58.54 58.54 51.22 65.86 65.86 65.86 73.18 73.18 80.49 36.59 Retail Employee Level 6 29.70 37.13 37.13 44.55 51.98 44.55 59.40 51.98 66.83 66.83 66.83 74.25 74.25 81.68 37.13 Retail Employee Level 7 31.19 38.99 38.99 46.79 54.58 46.79 62.38 62.38 54.58 70.18 70.18 77.98 77.98 85.77 38.99 Retail Employee Level 7 31.19 38.99 46.79 54.58 46.79<		27.50	34.48	34.48	41.37	41.37	48.27	41.37	55.10	55.10	48.27	02.00	02.00	02.00	08.95	08.95	/5.85	34.48	41.37
Retail Employee Level 5 29.27 36.59 36.59 43.91 51.22 43.91 58.54 58.54 51.22 65.86 65.86 65.86 73.18 73.18 80.49 36.59 Retail Employee Level 5 29.27 36.59 43.91 43.91 51.22 43.91 58.54 58.54 51.22 65.86 65.86 65.86 73.18 80.49 36.59 Retail Employee Level 6 29.70 37.13 37.13 44.55 51.98 44.55 59.40 59.40 51.98 66.83 66.83 66.83 66.83 74.25 74.25 81.68 37.13 Retail Employee Level 6 29.70 37.13 44.55 51.98 44.55 59.40 59.40 51.98 66.83 66.83 66.83 66.83 74.25 74.25 81.68 37.13 Retail Employee Level 7 31.19 38.99 46.79 54.58 46.79 62.38 62.38 54.58 70.18 70.18 77.98 77.98 85.77 38.99 Retail Employee Level 8 K K K <		28.12	35.15	25.15	42.10	43.10	40.21	42.10	56.24	56.24	40.21	62.27	62.27	62.27	70.20	70.20	77 22	25.45	42.18
Retail Employee Level 5 29.27 36.59 36.59 43.91 43.91 51.22 43.91 58.54 58.54 51.22 65.86 65.86 65.86 73.18 73.18 80.49 36.59 RETAIL EMPLOYEE LEVEL 6 Retail Employee Level 6 29.70 37.13 37.13 44.55 51.98 44.55 59.40 51.98 66.83 66.83 66.83 74.25 74.25 81.68 37.13 Retail Employee Level 6 29.70 37.13 37.13 44.55 51.98 44.55 59.40 51.98 66.83 66.83 66.83 74.25 74.25 81.68 37.13 Retail Employee Level 7 31.19 38.99 38.99 46.79 54.58 46.79 62.38 62.38 54.58 70.18 70.18 77.98 77.98 85.77 38.99 RETAIL EMPLOYEE LEVEL 8 V V Retail Employee Level 7 31.19 38.99 36.79 54.58 46.79 62.38 62.38 54.58 70.18 70.18 77.98 85.77		20.12	33.13	55.15	42.10	42.10	45.21	42.10	30.24	30.24	45.21	05.27	05.27	05.27	70.50	70.50	77.55	35.15	42.10
RETAIL EMPLOYEE LEVEL 6 Retail Employee Level 6 29.70 37.13 37.13 44.55 51.98 44.55 59.40 51.98 66.83 66.83 66.83 74.25 74.25 81.68 37.13 Retail Employee Level 6 29.70 37.13 37.13 44.55 51.98 44.55 59.40 51.98 66.83 66.83 66.83 74.25 74.25 81.68 37.13 Retail Employee Level 7 31.19 38.99 46.79 46.79 62.38 62.38 70.18 70.18 77.98 77.98 85.77 38.99 RETAIL EMPLOYEE LEVEL 8 54.58 70.18 70.18 70.18 77.98 85.77 38.99		29.27	36.59	26 50	42.01	42.01	51.22	42.01	50 54	50 54	51.22	65.96	65.96	65.96	72 10	72 10	90.40	26.50	43.91
Retail Employee Level 6 29.70 37.13 37.13 44.55 51.98 44.55 59.40 59.40 51.98 66.83 66.83 66.83 74.25 74.25 81.68 37.13 Retail Employee Level 7 Retail Employee Level 7 31.19 38.99 38.99 46.79 54.58 46.79 62.38 62.38 54.58 70.18 70.18 77.98 77.98 85.77 38.99 RETAIL EMPLOYEE LEVEL 8 K		23.21	30.33	30.33	45.51	43.31	J1.22	43.31	30,34	30,34	J1.22	05.80	05.80	05.80	75.10	73.10	00.49	30.33	43.31
Retail Employee Level 7 31.19 38.99 38.99 46.79 54.58 46.79 62.38 54.58 70.18 70.18 77.98 77.98 85.77 38.99 Retail Employee Level 7 31.19 38.99 38.99 46.79 54.58 46.79 62.38 54.58 70.18 70.18 77.98 77.98 85.77 38.99		29.70	37.13	37 13	44.55	44.55	51.98	44.55	59.40	59.40	51.98	66.83	66.83	66.83	74.25	74.25	81.68	37 13	44.55
Retail Employee Level 7 31.19 38.99 38.99 46.79 54.58 46.79 62.38 54.58 70.18 70.18 77.98 77.98 85.77 38.99 RETAIL EMPLOYEE LEVEL 8		20.10	57.15	57.15	44.55	44.55	51.50	44.55	55.40	55.40	51.50	00.00	00.05	00.05	74.25	74.25	01.00	37.13	44.00
RETAIL EMPLOYEE LEVEL 8		31 10	38.00	38.99	46 79	46 79	54 58	46 79	62.38	62.38	54 58	70 18	70.18	70.18	77 98	77 98	85 77	38.00	46.79
		51.15	30.33	50.55	40.75	40.75	04.00	40.75	02.00	02.00	04.00	70.10	70.10	10.20	11.50	11.50	00.77	30.33	40.10
		32.45	40.56	40.56	48.68	48.68	56.79	48.68	64.90	64.90	56.79	73.01	73.01	73.01	81.13	81.13	89.24	40.56	48.68
		32.43	40.00	40.00	40.00	40.00	50.75	40.00	04.50	04.50	50.75	73.04	75.04	75.04	04.45	04.40	03.24	40.00	40.00





GENERAL RETAIL INDUSTRY AWARD

Junior Rates

General Retail Industry Award Rates - effective from 1 July 2025

	Mon-Fri	Mon-Fri	Saturday	Saturday	Sunday	Sunday	Overtime	Overtime	Overtime	Overtime	Overtime	Overtime	Public Hol	Public Hol		Public Hol	Late Night	Late Nig
CLASSIFICATION	Full-time		Full-time		Full-time		Full-time	Full-time	Full-time				Full-time		Full-time		Full-time	
							Part-time	Part-time	Part-time	Elect 0			Part-Time		Part-time		Part-Time	
	Part-time		Part-time		Part-time		First 3 Hours	After 3 Hours	Excess	First 3 Hours	After 3 Hours	Excess			Overtime	Overtime	Mon-Fri	After 6p
		Casual		Casual*		Casual*	Mon-Sat	Mon-Sat	Sunday, RDO	Mon-Sat Casual*	Mon-Sat Casual*	Sun, RDO Casual*		Casual		Casual*	After 6pm	Mon-Fr Casual
	Hourly	1.25	1.25	1.5	1.5	1.75	1.5	2	2	1.75	2.25	2.25	2.25	2.5	2.5	2.75	1.25	1.5
JNDER 16 YEARS OF AGE																		
Retail Employee Level 1	11.95	14.94	14.94	17.93	17.93	20.91	17.93	23.90	23.90	20.91	26.89	26.89	26.89	29.88	29.88	32.86	14.94	17.93
Retail Employee Level 2	12.22	15.28	15.28	18.33	18.33	21.39	18.33	24.44	24.44	21.39	27.50	27.50	27.50	30.55	30.55	33.61	15.28	18.33
Retail Employee Level 3	12.41	15.51	15.51	18.62	18.62	21.72	18.62	24.82	24.82	21.72	27.92	27.92	27.92	31.03	31.03	34.13	15.51	18.62
16 YEARS OF AGE																		
Retail Employee Level 1	13.28	16.60	16.60	19.92	19.92	23.24	19.92	26.56	26.56	23.24	29.88	29.88	29.88	33.20	33.20	36.52	16.60	19.92
Retail Employee Level 2	13.58	16.98	16.98	20.37	20.37	23.77	20.37	27.16	27.16	23.77	30.56	30.56	30.56	33.95	33.95	37.35	16.98	20.37
Retail Employee Level 3	13.79	17.24	17.24	20.69	20.69	24.13	20.69	27.58	27.58	24.13	31.03	31.03	31.03	34.48	34.48	37.92	17.24	20.69
17 YEARS OF AGE																		
Retail Employee Level 1	15.93	19.91	19.91	23.90	23.90	27.88	23.90	31.86	31.86	27.88	35.84	35.84	35.84	39.83	39.83	43.81	19.91	23.90
Retail Employee Level 2	16.29	20.36	20.36	24.44	24.44	28.51	24.44	32.58	32.58	28.51	36.65	36.65	36.65	40.73	40.73	44.80	20.36	24.44
Retail Employee Level 3	16.55	20.69	20.69	24.83	24.83	28.96	24.83	33.10	33.10	28.96	37.24	37.24	37.24	41.38	41.38	45.51	20.69	24.83
18 YEARS OF AGE																		
Retail Employee Level 1	18.59	23.24	23.24	27.89	27.89	32.53	27.89	37.18	37.18	32.53	41.83	41.83	41.83	46.48	46.48	51.12	23.24	27.89
Retail Employee Level 2	19.01	23.76	23.76	28.52	28.52	33.27	28.52	38.02	38.02	33.27	42.77	42.77	42.77	47.53	47.53	52.28	23.76	28.52
Retail Employee Level 3	19.31	24.14	24.14	28.97	28.97	33.79	28.97	38.62	38.62	33.79	43.45	43.45	43.45	48.28	48.28	53.10	24.14	28.97
19 YEARS OF AGE																		
Retail Employee Level 1	21.24	26.55	26.55	31.86	31.86	37.17	31.86	42.48	42.48	37.17	47.79	47.79	47.79	53.10	53.10	58.41	26.55	31.86
Retail Employee Level 2	21.73	27.16	27.16	32.60	32.60	38.03	32.60	43.46	43.46	38.03	48.89	48.89	48.89	54.33	54.33	59.76	27.16	32.60
Retail Employee Level 3	22.06	27.58	27.58	33.09	33.09	38.61	33.09	44.12	44.12	38.61	49.64	49.64	49.64	55.15	55.15	60.67	27.58	33.09
20 YEARS OF AGE EMPLOYED FOR LESS THA	N 6 MONTHS																	
Retail Employee Level 1	23.90	29.88	29.88	35.85	35.85	41.83	35.85	47.80	47.80	41.83	53.78	53.78	53.78	59.75	59.75	65.73	29.88	35.85
Retail Employee Level 2	24.44	30.55	30.55	36.66	36.66	42.77	36.66	48.88	48.88	42.77	54.99	54.99	54.99	61.10	61.10	67.21	30.55	36.66
Retail Employee Level 3	24.82	31.03	31.03	37.23	37.23	43.44	37.23	49.64	49.64	43.44	55.85	55.85	55.85	62.05	62.05	68.26	31.03	37.23
20 YEARS OF AGE EMPLOYED FOR MORE THA	AN 6 MONTHS																	
Retail Employee Level 1	26.55	33.19	33.19	39.83	39.83	46.46	39.83	53.10	53.10	46.46	59.74	59.74	59.74	66.38	66.38	73.01	33.19	39.83
Retail Employee Level 2	27.16	33.95	33.95	40.74	40.74	47.53	40.74	54.32	54.32	47.53	61.11	61.11	61.11	67.90	67.90	74.69	33.95	40.74
Retail Employee Level 3	27.58	34.48	34.48	41.37	41.37	48.27	41.37	55.16	55.16	48.27	62.06	62.06	62.06	68.95	68.95	75.85	34.48	41.37

Please Note:

From the first full pay period on or after 1 May 2021, junior rates under the General Retail Industry Award do not apply to levels 4 to 8. Please refer to the GRIA FY24-25 tab for the applicable adult rates of pay.