

General Retail Industry Award Rates effective from 1 September 2021

C L A S S I F I C A T I O N	Mon-Fri	Mon-Fri	Saturday	Saturday	Sunday	Sunday	Overtime	Overtime	Overtime	Overtime	Overtime	Overtime	Public Hol	Public Hol	Public Hol	Public Hol	Late Night	Late Night	
	Full-time		Full-time		Full-time		Full-time Part-time	Full-time Part-time	Full-time Part-time				Full-time Part-Time		Full-time Part-Time		Full-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 6pm	
		Casual*		Casual*		Casual*	Mon- Sat	Mon- Sat	Sunday, RDO	Mon- Sat Casual*	Mon- Sat Casual*	Sun, RDO Casual*		Casual*		Casual*	After 6pm	Mon-Fri 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	2.5	2.75	1.25	1.45
RETAIL EMPLOYEE LEVEL 1																			
Retail Employee Level 1	22.33	27.91	27.91	33.50	33.50	39.08	33.50	44.66	44.66	39.08	50.24	50.24	50.24	55.83	55.83	61.41	27.91	32.38	
RETAIL EMPLOYEE LEVEL 2																			
Retail Employee Level 2	22.86	28.58	28.58	34.29	34.29	40.01	34.29	45.72	45.72	40.01	51.44	51.44	51.44	57.15	57.15	62.87	28.58	33.15	
RETAIL EMPLOYEE LEVEL 3																			
Retail Employee Level 3	23.22	29.03	29.03	34.83	34.83	40.64	34.83	46.44	46.44	40.64	52.25	52.25	52.25	58.05	58.05	63.86	29.03	33.67	
RETAIL EMPLOYEE LEVEL 4																			
Retail Employee Level 4	23.67	29.59	29.59	35.51	35.51	41.42	35.51	47.34	47.34	41.42	53.26	53.26	53.26	59.18	59.18	65.09	29.59	34.32	
RETAIL EMPLOYEE LEVEL 5																			
Retail Employee Level 5	24.64	30.80	30.80	36.96	36.96	43.12	36.96	49.28	49.28	43.12	55.44	55.44	55.44	61.60	61.60	67.76	30.80	35.73	
RETAIL EMPLOYEE LEVEL 6																			
Retail Employee Level 6	25.00	31.25	31.25	37.50	37.50	43.75	37.50	50.00	50.00	43.75	56.25	56.25	56.25	62.50	62.50	68.75	31.25	36.25	
RETAIL EMPLOYEE LEVEL 7																			
Retail Employee Level 7	26.26	32.83	32.83	39.39	39.39	45.96	39.39	52.52	52.52	45.96	59.09	59.09	59.09	65.65	65.65	72.22	32.83	38.08	
RETAIL EMPLOYEE LEVEL 8																			
Retail Employee Level 8	27.32	34.15	34.15	40.98	40.98	47.81	40.98	54.64	54.64	47.81	61.47	61.47	61.47	68.30	68.30	75.13	34.15	39.61	



**Restaurant
& Catering**

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CLASSIFICATION	Mon-Fri	Mon-Fri	Saturday	Saturday	Sunday	Sunday	Overtime	Overtime	Overtime	Overtime	Overtime	Overtime	Public Hol	Public Hol	Public Hol	Public Hol	Late Night	Late Night
	Full-time		Full-time		Full-time		Full-time Part-time	Full-time Part-time	Full-time Part-time				Full-time Part-Time		Full-time Part-time		Full-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 6pm
	Hourly	Casual		Casual*		Casual*	Mon-Sat	Mon-Sat	Sunday, RDO	Mon-Sat Casual*	Mon-Sat Casual*	Sun, RDO Casual*		Casual		Casual*	After 6pm	Mon-Fri Casual*
		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	1.45
UNDER 16 YEARS OF AGE																		
Retail Employee Level 1	10.05	12.56	12.56	15.08	15.08	17.59	15.08	20.10	20.10	17.59	22.61	22.61	22.61	25.13	25.13	27.64	12.56	14.57
Retail Employee Level 2	10.29	12.86	12.86	15.44	15.44	18.01	15.44	20.58	20.58	18.01	23.15	23.15	23.15	25.73	25.73	28.30	12.86	14.92
Retail Employee Level 3	10.45	13.06	13.06	15.68	15.68	18.29	15.68	20.90	20.90	18.29	23.51	23.51	23.51	26.13	26.13	28.74	13.06	15.15
16 YEARS OF AGE																		
Retail Employee Level 1	11.16	13.95	13.95	16.74	16.74	19.53	16.74	22.32	22.32	19.53	25.11	25.11	25.11	27.90	27.90	30.69	13.95	16.18
Retail Employee Level 2	11.43	14.29	14.29	17.15	17.15	20.00	17.15	22.86	22.86	20.00	25.72	25.72	25.72	28.58	28.58	31.43	14.29	16.57
Retail Employee Level 3	11.61	14.51	14.51	17.42	17.42	20.32	17.42	23.22	23.22	20.32	26.12	26.12	26.12	29.03	29.03	31.93	14.51	16.83
17 YEARS OF AGE																		
Retail Employee Level 1	13.40	16.75	16.75	20.10	20.10	23.45	20.10	26.80	26.80	23.45	30.15	30.15	30.15	33.50	33.50	36.85	16.75	19.43
Retail Employee Level 2	13.72	17.15	17.15	20.58	20.58	24.01	20.58	27.44	27.44	24.01	30.87	30.87	30.87	34.30	34.30	37.73	17.15	19.89
Retail Employee Level 3	13.93	17.41	17.41	20.90	20.90	24.38	20.90	27.86	27.86	24.38	31.34	31.34	31.34	34.83	34.83	38.31	17.41	20.20
18 YEARS OF AGE																		
Retail Employee Level 1	15.63	19.54	19.54	23.45	23.45	27.35	23.45	31.26	31.26	27.35	35.17	35.17	35.17	39.08	39.08	42.98	19.54	22.66
Retail Employee Level 2	16.00	20.00	20.00	24.00	24.00	28.00	24.00	32.00	32.00	28.00	36.00	36.00	36.00	40.00	40.00	44.00	20.00	23.20
Retail Employee Level 3	16.25	20.31	20.31	24.38	24.38	28.44	24.38	32.50	32.50	28.44	36.56	36.56	36.56	40.63	40.63	44.69	20.31	23.56
19 YEARS OF AGE																		
Retail Employee Level 1	17.86	22.33	22.33	26.79	26.79	31.26	26.79	35.72	35.72	31.26	40.19	40.19	40.19	44.65	44.65	49.12	22.33	25.90
Retail Employee Level 2	18.29	22.86	22.86	27.44	27.44	32.01	27.44	36.58	36.58	32.01	41.15	41.15	41.15	45.73	45.73	50.30	22.86	26.52
Retail Employee Level 3	18.57	23.21	23.21	27.86	27.86	32.50	27.86	37.14	37.14	32.50	41.78	41.78	41.78	46.43	46.43	51.07	23.21	26.93
20 YEARS OF AGE EMPLOYED FOR LESS THAN 6 MONTHS																		
Retail Employee Level 1	20.10	25.13	25.13	30.15	30.15	35.18	30.15	40.20	40.20	35.18	45.23	45.23	45.23	50.25	50.25	55.28	25.13	29.15
Retail Employee Level 2	20.58	25.73	25.73	30.87	30.87	36.02	30.87	41.16	41.16	36.02	46.31	46.31	46.31	51.45	51.45	56.60	25.73	29.84
Retail Employee Level 3	20.90	26.13	26.13	31.35	31.35	36.58	31.35	41.80	41.80	36.58	47.03	47.03	47.03	52.25	52.25	57.48	26.13	30.31
20 YEARS OF AGE EMPLOYED FOR MORE THAN 6 MONTHS																		
Retail Employee Level 1	22.33	27.91	27.91	33.50	33.50	39.08	33.50	44.66	44.66	39.08	50.24	50.24	50.24	55.83	55.83	61.41	27.91	32.38
Retail Employee Level 2	22.86	28.58	28.58	34.29	34.29	40.01	34.29	45.72	45.72	40.01	51.44	51.44	51.44	57.15	57.15	62.87	28.58	33.15
Retail Employee Level 3	23.22	29.03	29.03	34.83	34.83	40.64	34.83	46.44	46.44	40.64	52.25	52.25	52.25	58.05	58.05	63.86	29.03	33.67

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 FY20-21 tab