

General Retail Industry Award
General Retail Industry Award Rates effective from 1 July 2023



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	Full-time	Full-time	Full-time	Full-time	Full-time	Full-time	Full-time	Full-time	Full-time	Full-time	Full-time
	Part-time		Part-time		Part-time		Part-time	Part-time	Part-time	Part-time	Part-time	Part-time	Part-time	Part-time	Part-time	Part-time	Part-time	Part-time
		Casual*		Casual*		Casual*	Mon-Sat	Mon-Sat	Sunday, RDO	First 3 Hours Mon-Sat	After 3 Hours Mon-Sat	Excess Sun, RDO		Casual*	Overtime	Casual*	After 6pm	Mon-Fri After 6pm
	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	1.45
RETAIL EMPLOYEE LEVEL 1																		
Retail Employee Level 1	24.72	30.90	30.90	37.08	37.08	43.26	37.08	49.44	49.44	43.26	55.62	55.62	55.62	61.80	61.80	67.98	30.90	35.84
RETAIL EMPLOYEE LEVEL 2																		
Retail Employee Level 2	25.29	31.61	31.61	37.94	37.94	44.26	37.94	50.58	50.58	44.26	56.90	56.90	56.90	63.23	63.23	69.55	31.61	36.67
RETAIL EMPLOYEE LEVEL 3																		
Retail Employee Level 3	25.68	32.10	32.10	38.52	38.52	44.94	38.52	51.36	51.36	44.94	57.78	57.78	57.78	64.20	64.20	70.62	32.10	37.24
RETAIL EMPLOYEE LEVEL 4																		
Retail Employee Level 4	26.18	32.73	32.73	39.27	39.27	45.82	39.27	52.36	52.36	45.82	58.91	58.91	58.91	65.45	65.45	72.00	32.73	37.96
RETAIL EMPLOYEE LEVEL 5																		
Retail Employee Level 5	27.26	34.08	34.08	40.89	40.89	47.71	40.89	54.52	54.52	47.71	61.34	61.34	61.34	68.15	68.15	74.97	34.08	39.53
RETAIL EMPLOYEE LEVEL 6																		
Retail Employee Level 6	27.66	34.58	34.58	41.49	41.49	48.41	41.49	55.32	55.32	48.41	62.24	62.24	62.24	69.15	69.15	76.07	34.58	40.11
RETAIL EMPLOYEE LEVEL 7																		
Retail Employee Level 7	29.04	36.30	36.30	43.56	43.56	50.82	43.56	58.08	58.08	50.82	65.34	65.34	65.34	72.60	72.60	79.86	36.30	42.11
RETAIL EMPLOYEE LEVEL 8																		
Retail Employee Level 8	30.22	37.78	37.78	45.33	45.33	52.89	45.33	60.44	60.44	52.89	68.00	68.00	68.00	75.55	75.55	83.11	37.78	43.82

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JUNIOR RATES

CLASSIFICATION	Mon-Fri Full-time	Mon-Fri Part-time	Saturday Full-time	Saturday Part-time	Sunday Full-time	Sunday Part-time	Overtime Full-time Part-time First 3 Hours	Overtime Full-time Part-time After 3 Hours	Overtime Full-time Part-time Excess	Overtime First 3 Hours	Overtime After 3 Hours	Overtime Excess	Public Hol Full-time Part-Time	Public Hol	Public Hol Full-time Part-time	Public Hol Overtime	Late Night Full-time Part-Time	Late Night
	Hourly	Casual	Casual*	Casual*	Casual*	Casual*	Mon-Sat	Mon-Sat	Sunday, RDO	Mon-Sat Casual*	Mon-Sat Casual*	Sun, RDO Casual*	2.25	Casual	2.5	Casual*	Mon-Fri After 6pm	Mon-Fri Casual*
	1.25	1.25	1.5	1.5	1.5	1.5	1.5	2	2	1.75	2.25	2.25	2.25	2.5	2.5	2.75	1.25	1.45
	1.25	1.25	1.5	1.5	1.5	1.5	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	11.13	13.91	13.91	16.70	16.70	19.48	16.70	22.26	22.26	19.48	25.04	25.04	25.04	27.83	27.83	30.61	13.91	16.14
Retail Employee Level 2	11.38	14.23	14.23	17.07	17.07	19.92	17.07	22.76	22.76	19.92	25.61	25.61	25.61	28.45	28.45	31.30	14.23	16.50
Retail Employee Level 3	11.56	14.45	14.45	17.34	17.34	20.23	17.34	23.12	23.12	20.23	26.01	26.01	26.01	28.90	28.90	31.79	14.45	16.76
16 YEARS OF AGE																		
Retail Employee Level 1	12.36	15.45	15.45	18.54	18.54	21.63	18.54	24.72	24.72	21.63	27.81	27.81	27.81	30.90	30.90	33.99	15.45	17.92
Retail Employee Level 2	12.65	15.81	15.81	18.98	18.98	22.14	18.98	25.30	25.30	22.14	28.46	28.46	28.46	31.63	31.63	34.79	15.81	18.34
Retail Employee Level 3	12.84	16.05	16.05	19.26	19.26	22.47	19.26	25.68	25.68	22.47	28.89	28.89	28.89	32.10	32.10	35.31	16.05	18.62
17 YEARS OF AGE																		
Retail Employee Level 1	14.84	18.55	18.55	22.26	22.26	25.97	22.26	29.68	29.68	25.97	33.39	33.39	33.39	37.10	37.10	40.81	18.55	21.52
Retail Employee Level 2	15.18	18.98	18.98	22.77	22.77	26.57	22.77	30.36	30.36	26.57	34.16	34.16	34.16	37.95	37.95	41.75	18.98	22.01
Retail Employee Level 3	15.41	19.26	19.26	23.12	23.12	26.97	23.12	30.82	30.82	26.97	34.67	34.67	34.67	38.53	38.53	42.38	19.26	22.34
18 YEARS OF AGE																		
Retail Employee Level 1	17.31	21.64	21.64	25.97	25.97	30.29	25.97	34.62	34.62	30.29	38.95	38.95	38.95	43.28	43.28	47.60	21.64	25.10
Retail Employee Level 2	17.70	22.13	22.13	26.55	26.55	30.98	26.55	35.40	35.40	30.98	39.83	39.83	39.83	44.25	44.25	48.68	22.13	25.67
Retail Employee Level 3	17.98	22.48	22.48	26.97	26.97	31.47	26.97	35.96	35.96	31.47	40.46	40.46	40.46	44.95	44.95	49.45	22.48	26.07
19 YEARS OF AGE																		
Retail Employee Level 1	19.78	24.73	24.73	29.67	29.67	34.62	29.67	39.56	39.56	34.62	44.51	44.51	44.51	49.45	49.45	54.40	24.73	28.68
Retail Employee Level 2	20.23	25.29	25.29	30.35	30.35	35.40	30.35	40.46	40.46	35.40	45.52	45.52	45.52	50.58	50.58	55.63	25.29	29.33
Retail Employee Level 3	23.12	28.90	28.90	34.68	34.68	40.46	34.68	46.24	46.24	40.46	52.02	52.02	52.02	57.80	57.80	63.58	28.90	33.52
20 YEARS OF AGE EMPLOYED FOR LESS THAN 6 MONTHS																		
Retail Employee Level 1	22.25	27.81	27.81	33.38	33.38	38.94	33.38	44.50	44.50	38.94	50.06	50.06	50.06	55.63	55.63	61.19	27.81	32.26
Retail Employee Level 2	22.76	28.45	28.45	34.14	34.14	39.83	34.14	45.52	45.52	39.83	51.21	51.21	51.21	56.90	56.90	62.59	28.45	33.00
Retail Employee Level 3	23.12	28.90	28.90	34.68	34.68	40.46	34.68	46.24	46.24	40.46	52.02	52.02	52.02	57.80	57.80	63.58	28.90	33.52
20 YEARS OF AGE EMPLOYED FOR MORE THAN 6 MONTHS																		
Retail Employee Level 1	24.73	30.91	30.91	37.10	37.10	43.28	37.10	49.46	49.46	43.28	55.64	55.64	55.64	61.83	61.83	68.01	30.91	35.86
Retail Employee Level 2	25.29	31.61	31.61	37.94	37.94	44.26	37.94	50.58	50.58	44.26	56.90	56.90	56.90	63.23	63.23	69.55	31.61	36.67
Retail Employee Level 3	25.68	32.10	32.10	38.52	38.52	44.94	38.52	51.36	51.36	44.94	57.78	57.78	57.78	64.20	64.20	70.62	32.10	37.24

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 FY23-24 tab for the applicable adult rates of pay.