

General Retail Industry Award
General Retail Industry Award Rates effective from 1 July 2024



CLASSIFICATION	Mon-Fri Full-time Part-time	Mon-Fri Casual*	Saturday Full-time Part-time	Saturday Casual*	Sunday Full-time Part-time	Sunday Casual*	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 Casual*	Public Hol Full-time Part-Time Overtime	Public Hol Overtime	Late Night Full-time Part-Time Mon-Fri After 6pm	Late Night 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	2.75	1.25	1.5
RETAIL EMPLOYEE LEVEL 1																		
Retail Employee Level 1	25.65	32.06	32.06	38.48	38.48	44.89	38.48	51.30	51.30	44.89	57.71	57.71	57.71	64.13	64.13	70.54	32.06	38.48
RETAIL EMPLOYEE LEVEL 2																		
Retail Employee Level 2	26.24	32.80	32.80	39.36	39.36	45.92	39.36	52.48	52.48	45.92	59.04	59.04	59.04	65.60	65.60	72.16	32.80	39.36
RETAIL EMPLOYEE LEVEL 3																		
Retail Employee Level 3	26.65	33.31	33.31	39.98	39.98	46.64	39.98	53.30	53.30	46.64	59.96	59.96	59.96	66.63	66.63	73.29	33.31	39.98
RETAIL EMPLOYEE LEVEL 4																		
Retail Employee Level 4	27.17	33.96	33.96	40.76	40.76	47.55	40.76	54.34	54.34	47.55	61.13	61.13	61.13	67.93	67.93	74.72	33.96	40.76
RETAIL EMPLOYEE LEVEL 5																		
Retail Employee Level 5	28.28	35.35	35.35	42.42	42.42	49.49	42.42	56.56	56.56	49.49	63.63	63.63	63.63	70.70	70.70	77.77	35.35	42.42
RETAIL EMPLOYEE LEVEL 6																		
Retail Employee Level 6	28.69	35.86	35.86	43.04	43.04	50.21	43.04	57.38	57.38	50.21	64.55	64.55	64.55	71.73	71.73	78.90	35.86	43.04
RETAIL EMPLOYEE LEVEL 7																		
Retail Employee Level 7	30.13	37.66	37.66	45.20	45.20	52.73	45.20	60.26	60.26	52.73	67.79	67.79	67.79	75.33	75.33	82.86	37.66	45.20
RETAIL EMPLOYEE LEVEL 8																		
Retail Employee Level 8	31.36	39.20	39.20	47.04	47.04	54.88	47.04	62.72	62.72	54.88	70.56	70.56	70.56	78.40	78.40	86.24	39.20	47.04

Restaurant
& Catering

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JUNIOR RATES

CLASSIFICATION	Mon-Fri Full-time Part-time Hourly	Mon-Fri Casual 1.25	Saturday Full-time Part-time 1.25	Saturday Casual* 1.5	Sunday Full-time Part-time 1.5	Sunday Casual* 1.75	Overtime Full-time Part-time First 3 Hours 1.5	Overtime Full-time Part-time After 3 Hours 2	Overtime Full-time Part-time Excess 2	Overtime First 3 Hours 1.75	Overtime After 3 Hours 2.25	Overtime Excess 2.25	Public Hol Full-time Part-Time 2.25	Public Hol Casual 2.5	Public Hol Full-time Part-time Overtime 2.5	Public Hol Casual* 2.75	Late Night Full-time Part-Time Mon-Fri After 6pm 1.25	Late Night After 6pm 1.5
UNDER 16 YEARS OF AGE																		
Retail Employee Level 1	11.54	14.43	14.43	17.31	17.31	20.20	17.31	23.08	23.08	20.20	25.97	25.97	25.97	28.85	28.85	31.74	14.43	17.31
Retail Employee Level 2	11.81	14.76	14.76	17.72	17.72	20.67	17.72	23.62	23.62	20.67	26.57	26.57	26.57	29.53	29.53	32.48	14.76	17.72
Retail Employee Level 3	11.99	14.99	14.99	17.99	17.99	20.98	17.99	23.98	23.98	20.98	26.98	26.98	26.98	29.98	29.98	32.97	14.99	17.99
16 YEARS OF AGE																		
Retail Employee Level 1	12.83	16.04	16.04	19.25	19.25	22.45	19.25	25.66	25.66	22.45	28.87	28.87	28.87	32.08	32.08	35.28	16.04	19.25
Retail Employee Level 2	13.12	16.40	16.40	19.68	19.68	22.96	19.68	26.24	26.24	22.96	29.52	29.52	29.52	32.80	32.80	36.08	16.40	19.68
Retail Employee Level 3	13.32	16.65	16.65	19.98	19.98	23.31	19.98	26.64	26.64	23.31	29.97	29.97	29.97	33.30	33.30	36.63	16.65	19.98
17 YEARS OF AGE																		
Retail Employee Level 1	15.39	19.24	19.24	23.09	23.09	26.93	23.09	30.78	30.78	26.93	34.63	34.63	34.63	38.48	38.48	42.32	19.24	23.09
Retail Employee Level 2	15.74	19.68	19.68	23.61	23.61	27.55	23.61	31.48	31.48	27.55	35.42	35.42	35.42	39.35	39.35	43.29	19.68	23.61
Retail Employee Level 3	15.99	19.99	19.99	23.99	23.99	27.98	23.99	31.98	31.98	27.98	35.98	35.98	35.98	39.98	39.98	43.97	19.99	23.99
18 YEARS OF AGE																		
Retail Employee Level 1	17.96	22.45	22.45	26.94	26.94	31.43	26.94	35.92	35.92	31.43	40.41	40.41	40.41	44.90	44.90	49.39	22.45	26.94
Retail Employee Level 2	18.37	22.96	22.96	27.56	27.56	32.15	27.56	36.74	36.74	32.15	41.33	41.33	41.33	45.93	45.93	50.52	22.96	27.56
Retail Employee Level 3	18.65	23.31	23.31	27.98	27.98	32.64	27.98	37.30	37.30	32.64	41.96	41.96	41.96	46.63	46.63	51.29	23.31	27.98
19 YEARS OF AGE																		
Retail Employee Level 1	20.52	25.65	25.65	30.78	30.78	35.91	30.78	41.04	41.04	35.91	46.17	46.17	46.17	51.30	51.30	56.43	25.65	30.78
Retail Employee Level 2	20.99	26.24	26.24	31.49	31.49	36.73	31.49	41.98	41.98	36.73	47.23	47.23	47.23	52.48	52.48	57.72	26.24	31.49
Retail Employee Level 3	21.32	26.65	26.65	31.98	31.98	37.31	31.98	42.64	42.64	37.31	47.97	47.97	47.97	53.30	53.30	58.63	26.65	31.98
20 YEARS OF AGE EMPLOYED FOR LESS THAN 6 MONTHS																		
Retail Employee Level 1	23.09	28.86	28.86	34.64	34.64	40.41	34.64	46.18	46.18	40.41	51.95	51.95	51.95	57.73	57.73	63.50	28.86	34.64
Retail Employee Level 2	23.62	29.53	29.53	35.43	35.43	41.34	35.43	47.24	47.24	41.34	53.15	53.15	53.15	59.05	59.05	64.96	29.53	35.43
Retail Employee Level 3	23.98	29.98	29.98	35.97	35.97	41.97	35.97	47.96	47.96	41.97	53.96	53.96	53.96	59.95	59.95	65.95	29.98	35.97
20 YEARS OF AGE EMPLOYED FOR MORE THAN 6 MONTHS																		
Retail Employee Level 1	25.65	32.06	32.06	38.48	38.48	44.89	38.48	51.30	51.30	44.89	57.71	57.71	57.71	64.13	64.13	70.54	32.06	38.48
Retail Employee Level 2	26.24	32.80	32.80	39.36	39.36	45.92	39.36	52.48	52.48	45.92	59.04	59.04	59.04	65.60	65.60	72.16	32.80	39.36
Retail Employee Level 3	26.65	33.31	33.31	39.98	39.98	46.64	39.98	53.30	53.30	46.64	59.96	59.96	59.96	66.63	66.63	73.29	33.31	39.98

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.

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