



# SHOP EMPLOYEES (STATE) AWARD WAGE SCHEDULE

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**WAGE RATES**

**DATE OF OPERATION:** from the first pay period to commence on or after 28 July 2008

Wage Rates and work related allowances have been increased to give effect to the State Wage Case 2008. Details are set out below:

<b>Group No.</b>	<b>Description</b>	<b>Old Rate per week \$</b>	<b>SWC 2008 Increase \$</b>	<b>New Rate per week \$</b>
1	Shop Assistants, Demonstrators, trolley collector, salespersons outdoor, employees driving a forklift or using mechanical equipment as required, the role of Santa Claus, ticket writers, mannequins, order hands, reserve stock hands (including reserve stock hands in theatre distributing services), employees delivering goods (other than newspapers and the like) by bicycle or tricycle, employees engaged in the cooking or the preparation of provisions for sale in the shop of the employer, cashiers in special shops, persons employed on information desks and/or on customer services or as full-time messengers, employees engaged in the installation (other than installation requiring trade skill), servicing, stocking, collection of money from, and preparation of, commodities for sale in automatic vending devices, employees engaged in pre-packing, weighing, pricing of fruit and/or vegetables on the shop premises, employees principally engaged in hiring out activities in a shop, and waitresses in confection shops employed waiting on tables for two hours or more per day.	582.80	23.30	606.10

Group No.	Description	Old Rate per week \$	SWC 2008 Adjustment \$	New Rate per week \$
2	a) Window Dresser employees principally engaged in dressing windows b) Window Dressers under 21 years of age shall be paid as per item 8 of Table 2 – Other Rates and Allowances, of Part B Monetary Rates, in addition to the rates prescribed by subclause (c) of Clause 38 - Wages	588.80	23.60	612.40
3	Branch supervisor shop assistants engaged in supervising branch grocery shops	593.60	23.70	617.30
4	Shop Assistants in charge of a shop or department in a shop not being a shop assistant temporarily in charge during the absence of persons ordinarily in charge of the shop or department, but including employees employed as relieving shop assistants in charge of a shop:			
	(i) Without the duty of buying:			
	In charge of 0 to 4 assistants	593.70	23.70	617.30
	In charge of 5 to 12 assistants	602.10	24.10	626.20
	In charge of 13 to 25 assistants	612.70	24.50	637.20
	In charge of over 25 assistants	620.50	24.80	645.30
	(ii) With the duty of buying:			
	In charge of 0 to 4 assistants	595.20	23.80	619.00
	In charge of 5 to 12 assistants	604.50	24.20	628.70
	In charge of 13 to 25 assistants	616.90	24.70	641.60
	In charge of over 25 assistants	623.90	25.00	648.90

Group No.	Description	Old Rate per week \$	SWC 2008 Adjustment \$	New Rate per week \$
5	Employees in charge of a motor vehicle and/or horse drawn vehicle selling stock carried on the vehicle products of a kind which usually are sold by confection/take away food shops. Employees under the age of 21 years but not less than the age of 18 years shall be paid the percentages of the rate for an adult contained in (ii) of Table 1 – Clause 38 - Wages	600.20	24.00	624.20
6	Retail Merchandiser as defined by subclause (xi) of clause 2 - definitions	582.80	23.30	606.10

### Junior Rates

	Percentage of Group 5 Adult rate %
<b>Junior – selling from vehicle</b>	
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90
	<b>Percentage of Group 6 Adult rate %</b>
<b>Retail Merchandiser - Juniors</b>	
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90
	<b>Percentage of Group 1 Adult rate %</b>
<b>Shop Assistants, etc - Juniors</b>	
Under 16 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90



Item No	Clause No	Brief Description	Amount \$
6	14(c)(ii)	Confection Shop employees working after 10:00 pm on any night	1.84 each night
7	25(i)	Laundering Allowance Full-time employee	9.20 per week(N/C)
		Part-time and casual employee	3.15 per shift(N/C)
		Maximum Payment	9.20 per week(N/C)
7	25(i)	Laundering Allowance for articles which do not require ironing: Full-time employee	5.50 per week(N/C)
		Part-time and casual employee	1.90 per shift(N/C)
		Maximum Payment	5.50 per week(N/C)
8	38(1)(i)(2)(b)	Window dressers under the age of 21	9.10 per week
9	35(i)(a)	Section Head	13.20 per week
10	35(i)(b)	Qualified adult automotive parts and accessories salesperson	30.10 per week
11	35(1)(c)	Employees with a licence under the Liquor Act 1982	20.60 per week
12	35(ii)(a)	Employee delivering goods	4.60 per week
13	35(ii)(b)	Employee engaged in photographic or other modelling	43.70 per week 8.74 per day
14	35(ii)(c)	First-aid attendant	1.72 per day
15	35(ii)(d)	Employee engaged to speak a second language	8.70 per week
16	35(ii)(e)	Ticket writer with TAFE qualification At or over 21 years of age	17.70 per week
		Under 21 years of age	8.85 per week
17	35(iv)	Bicycle allowance	11.40 per week
		Motorcycle allowance	34.10 per week
18	35(iv)	Motor car allowance Up to and including 2000cc	119.10 per week
		Over 2000cc	141.90 per week
		Allowance per kilometre travelled	35 cents per km

Item No	Clause No	Brief Description	Amount \$
19	35(iv)	Allowance for each kilometre travelled: Car under and including 2000cc	55 cents per km
		Car over 2000cc	59 cents per km
	35(iv)	Part-time or Casual Retail Merchandiser local or country, for the use of his/her car	64.60 cents per km
20	35(v)(a)(1)	Disability allowance for employees working in freezer room	8.40 per week
21	35(v)(b)(1)	Disability allowance for employees working in public dairy room	12.60 per week
22	35(v)(c)(1)	Disability allowance for employees backfilling in a freezer room	16.80 per week
23	36(i)(a)	Casual hourly rate of pay for persons employed at trade fairs, etc. between 9:00 am and 6:00 pm with a minimum payment of six hours	
		At 19 years of age and over	15.31 per hour
		Under 19 years of age	15.01 per hour
	36(ii)(b)	Saturday Penalty Rates	
		Adult Employees	6.30(N/C)
		Under 21 years	4.20(N/C)

## PART-TIME AND CASUAL RATES

### General Shops

Part-time employees, one-thirty-eighth of weekly rate

Casual employees, one-thirty-eighth of weekly rate plus 15% loading

### Special and Confectionary Shops

Part-time employees, one-thirty-eighth of weekly rate.

Casual employees, one--thirty-eighth of weekly rate plus 15% loading

### General shops

(a) Casual employees working on Saturday for engagements up to and including 4 hours shall receive an additional fixed loading of \$6.30 for adults and \$4.20 for juniors, for the day.

(b) Casual employees working on Saturdays for engagements exceeding 4 hours \$12.90 for adults and \$7.10 for juniors, for the day.

**Special and Confection Shops**

Casual employees working on Saturday shall receive an additional fixed loading of \$6.30 for adults and \$4.20 for juniors.

**Notation:** Casual employees are entitled to pro-rata payment in lieu of annual leave at the end of each engagement pursuant to the Annual Holidays Act, 1944.