



# 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  
20 February 2006

Wage Rates and work related allowances have been increased to give effect to the State Wage Case 2006. Details are set out below:

<b>Group No.</b>	<b>Description</b>	<b>Old Rate per week \$</b>	<b>SWC 2005 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.	525.80	17.00	542.80

Group No.	Description	Old Rate per week \$	SWC 2005 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	531.80	17.00	548.80
3	Branch supervisor shop assistants engaged in supervising branch grocery shops	536.60	17.00	553.60
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:			
	(ii) With the duty of buying:			
	In charge of 0 to 4 assistants	536.70	17.00	553.70
	In charge of 5 to 12 assistants	545.10	17.00	562.10
	In charge of 13 to 25 assistants	555.70	17.00	572.70
	In charge of over 25 assistants	563.50	17.00	580.50
	In charge of 0 to 4 assistants	538.20	17.00	555.20
	In charge of 5 to 12 assistants	547.50	17.00	564.50
	In charge of 13 to 25 assistants	559.90	17.00	576.90
	In charge of over 25 assistants	566.90	17.00	583.90

Group No.	Description	Old Rate per week \$	SWC 2005 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	543.20	17.00	560.20
6	Retail Merchandiser as defined by subclause (xi) of clause 2 - definitions	525.80	17.00	542.80

**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
	Percentage of Group 6 Adult rate %
<b>Retail Merchandiser - Juniors</b>	
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

	Percentage of Group 1 Adult rate %
<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
<b>Improver</b>	
Percentage of Group 1 Adult rate %	
1-3 months	78.5
2-3 months	82.5
Thereafter	100

Junior rates shall be calculated to the nearest five cents, any part of five cents not exceeding half of five cents to be disregarded.

**Notation:** Hourly rates of pay for full-time, part-time and casual employees shall be calculated to the nearest half cent.

### Allowances and Additional Rates

Item No	Clause No	Brief Description	Amount \$
1	5(a)	Night Interval Employees	2.00 per shift (N/C)
2	5(a)	Night Interval employees (working one night per week)	3.16 per shift (N/C)
3	6(i)(b)(c) 36(i)(d) 36(ii)(a)	Meal Allowances	10.80
4	6(ii) 16(vii)	Breakfast Allowance	5.80

Item No	Clause No	Brief Description	Amount \$
5	14(a)(ii)	General Shops	
		Loading for casual employees working on a Saturday:	
		Engagements up to and including 4 hours	5.90 per shift <b>(N/C)</b>
		Adult employees	
		Employees under 21 years of age	3.90 per shift <b>(N/C)</b>
	14(a)(iii)	Engagements exceeding 4 hours:	1
		Adult employees	2.00 per shift <b>(N/C)</b>
		Employees under 21 years of age	6.60 per shift <b>(N/C)</b>
		Special and Confection Shops	
		Loading for casual employees working on a Saturday:	
6	14(c)(ii)	Adult employees	5.90 per shift <b>(N/C)</b>
		Employees under 21 years of age	3.90 per shift <b>(N/C)</b>
7	25(i)	Confection Shop employees working after 10:00 pm on any night	1.64 each night <b>(N/C)</b>
7	25(i)	Laundrying Allowance	
		Full-time employee	8.80 per week
		Part-time and casual employee	3.00 per shift
7	25(i)	Maximum Payment	8.80 per week
		Laundrying Allowance for articles which do not require ironing:	
		Full-time employee	5.35 per week
7	25(i)	Part-time and casual employee	1.80 per shift
		Maximum Payment	5.35 per week
		Window dressers under the age of 21	8.10 per week <b>(N/C)</b>
8	38(1)(i)(2)(b)		
9	35(i)(a)	Section Head	11.70 per week
10	35(i)(b)	Qualified adult automotive parts and accessories salesperson	26.70 per week

Item No	Clause No	Brief Description	Amount \$
11	35(1)(c)	Employees with a licence under the Liquor Act 1982	18.30 per week <b>(N/C)</b>
12	35(ii)(a)	Employee delivering goods	4.00 per week <b>(N/C)</b>
13	35(ii)(b)	Employee engaged in photographic or other modelling	38.80 per week <b>(N/C)</b> 7.76 per day <b>(N/C)</b>
14	35(ii)(c)	First-aid attendant	1.54 per day <b>(N/C)</b>
15	35(ii)(d)	Employee engaged to speak a second language	7.80 per week <b>(N/C)</b>
16	35(ii)(e)	Ticket writer with TAFE qualification At or over 21 years of age Under 21 years of age	15.70 per week <b>(N/C)</b> 7.85 per week <b>(N/C)</b>
17	35(iv)	Bicycle allowance Motorcycle allowance	10.70 per week 32.00 per week
18	35(iv)	Motor car allowance Up to and including 2000cc Over 2000cc Allowance per kilometre travelled	111.70 per week 133.10 per week 33 cents per km
19	35(iv)	Allowance for each kilometre travelled: Car under and including 2000cc Car over 2000cc	51 cents per km 55 cents per km
	35(iv)	Part-time or Casual Retail Merchandiser local or country, for the use of his/her car	60.6 cents per km
20	35(v)(a)(1)	Disability allowance for employees working in freezer room	7.50 per week <b>(N/C)</b>
21	35(v)(b)(1)	Disability allowance for employees working in public dairy room	11.25 per week <b>(N/C)</b>
22	35(v)(c)(1)	Disability allowance for employees backfilling in a freezer room	15.00 per week <b>(N/C)</b>

Item No	Clause No	Brief Description	Amount \$
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	13.64 per hour <b>(N/C)</b>
	Under 19 years of age	13.34 per hour <b>(N/C)</b>	
	36(ii)(b)	Saturday Penalty Rates	
Adult Employees		5.90 <b>(N/C)</b>	
Under 21 years		3.90 <b>(N/C)</b>	

## 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 \$5.90 for adults and \$3.90 for juniors, for the day.
- (b) Casual employees working on Saturdays for engagements exceeding 4 hours \$12.00 for adults and \$6.60 for juniors, for the day.

### Special and Confection Shops

Casual employees working on Saturday shall receive an additional fixed loading of \$5.90 for adults and \$3.90 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.