



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 21 March 2003.

This award was varied by Commissioner McLeay of the Industrial Relations Commission of New South Wales to increase rates of pay and allowances in accordance with the movements in the CPI up to and including the December 2002 quarter CPI Increases. There has been no increase to wage rates or work related allowances. Details are as set out below.

Group No.	Description	Old Rate per week \$	SWC 2002 Adjustment \$	New Rate per week \$
1	Shop Assistants, Demonstrators, etc.	471.80	18.00	489.80
2	Window Dresser	477.80	18.00	495.80
3	Branch supervisor	482.60	18.00	500.60
4	Shop Assistants in charge			
	(i) Without the duty of buying:			
	In charge of 0 to 4 assistants	482.70	18.00	500.70
	In charge of 5 to 12 assistants	491.10	18.00	509.10
	In charge of 13 to 25 assistants	501.70	18.00	519.70
	In charge of over 25 assistants	509.50	18.00	527.50
	(ii) With the duty of buying:			
	In charge of 0 to 4 assistants	484.20	18.00	502.20
	In charge of 5 to 12 assistants	493.50	18.00	511.50
	In charge of 13 to 25 assistants	505.90	18.00	523.90
	In charge of over 25 assistants	512.90	18.00	530.90
5	Employees in charge of vehicle, etc.	489.20	18.00	507.20
6	Retail Merchandiser	471.80	18.00	489.80

Junior Rates

	Percentage of adult rate %	Rate per week \$
Junior – selling from vehicle		
At 18 years of age	70	342.85
At 19 years of age	80	391.85
At 20 years of age	90	440.80
Retail Merchandiser - Juniors		
At 18 years of age	70	342.85
At 19 years of age	80	391.85
At 20 years of age	90	440.80
Shop Assistants, etc - Juniors		
Under 16 years of age	40	195.90
At 16 years of age	50	244.90
At 17 years of age	60	293.90
At 18 years of age	70	342.85
At 19 years of age	80	391.85
At 20 years of age	90	440.80
Improver Waitress - Juniors		
1 st 3 months	78.50	384.50
2 nd 3 months	82.50	404.10
Thereafter	100	489.80

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

Item No	Clause No	Brief Description	Amount \$
7	25(i)	Laundering Allowance for articles which do not require ironing: Full-time employee Part-time and casual employee Maximum Payment	5.00 per week 1.65 per shift 5.00 per week
8	38(1)(i)(2)(b)	Window dressers under the age of 21	7.35 per week
9	35(i)(a)	Section Head	10.70 per week
10	35(i)(b)	Qualified adult automotive parts and accessories salesperson	24.20 per week
11	35(1)(c)	Employees with a licence under the Liquor Act 1982	16.70 per week
12	35(ii)(a)	Employee delivering goods	3.70 per week
13	35(ii)(b)	Employee engaged in photographic or other modelling	35.30 per week 7.06 per day
14	35(ii)(c)	First-aid attendant	1.40 per day
15	35(ii)(d)	Employee engaged to speak a second language	7.10 per week
16	35(ii)(e)	Ticket writer with TAFE qualification At or over 21 years of age Under 21 years of age	14.20 per week 7.10 per week
17	35(iv)	Bicycle allowance Motorcycle allowance	9.80 per week 29.40 per week
18	35(iv)	Motor car allowance Up to and including 2000cc Over 2000cc Allowance per kilometre travelled	102.50 per week 122.20 per week 31 cents per km

Item No	Clause No	Brief Description	Amount \$
19	35(iv)	Allowance for each kilometre travelled: Car under and including 2000cc	47 cents per km
	35(iv)	Car over 2000cc Part-time or Casual Retail Merchandiser local or country, for the use of his/her car	51 cents per km 0.556 per km
20	35(v)(a)(1)	Disability allowance for employees working in freezer room	6.85 per week
21	35(v)(b)(1)	Disability allowance for employees working in public dairy room	10.30 per week
22	35(v)(c)(1)	Disability allowance for employees backfilling in a freezer room	13.70 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	12.26 per hour
		Under 19 years of age	11.97 per hour
	36(ii)(b)	Saturday Penalty Rates	
		Adult Employees	4.80
		Under 21 years	3.20

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 \$5.10 for adults and \$3.40 for juniors, for the day.
- (b) Casual employees working on Saturdays for engagements exceeding 4 hours \$10.40 for adults and \$5.75 for juniors, for the day.

Special and Confection Shops

Casual employees working on Saturday shall receive an additional fixed loading of \$5.10 for adults and \$3.40 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.