



# SHOP EMPLOYEES (STATE) AWARD WAGE SCHEDULE

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**PAY RATES**

Effective from the first pay period to commence on or after 28 July 2001.

Wage Rates and work related allowances have been increased to give effect to the State Wage Case 2001. Details are set out below:

<b>Group No.</b>	<b>Description</b>	<b>Old rate per week \$</b>	<b>SWC 2001 adjustment \$</b>	<b>New rate per week \$</b>
1	Shop Assistants, Demonstrators, etc.	458.80	13.00	471.80
2	Window Dresser	464.80	13.00	477.80
3	Branch Supervisor	469.60	13.00	482.60
4	Shop Assistants in charge			
	(i) Without the duty of buying:			
	In charge of from 0 to 4 assistants	469.70	13.00	482.70
	In charge of from 5 to 12 assistants	478.10	13.00	491.10
	In charge of from 13 to 25 assistants	488.70	13.00	501.70
	In charge of over 25 assistants	494.50	15.00	509.50
	(ii) With the duty of buying:			
	In charge of from 0 to 4 assistants	471.20	13.00	484.20
	In charge of from 5 to 12 assistants	480.50	13.00	493.50
	In charge of from 13 to 25 assistants	490.90	15.00	505.90
	In charge of over 25 assistants	497.90	15.00	519.90
5	Employees in charge of vehicle, etc.	476.20	13.00	489.20
6	Retail Merchandiser	458.80	13.00	471.80

**Junior Rates**

	<b>Percentage of adult rate %</b>	<b>Rate per week \$</b>
<b>Junior – Selling from a vehicle</b>		
<i>At 18 years of age</i>	70	330.25
<i>At 19 years of age</i>	80	377.45
At 20 years of age	90	424.60
<b>Retail Merchandiser - Juniors</b>		
At 18 years of age	70	330.25
At 19 years of age	80	377.45
At 20 years of age	90	424.60
<b>Shop Assistants, etc – Juniors</b>		
Under 16 years of age	40	188.70
At 16 years of age	50	235.90
At 17 years of age	60	283.10
At 18 years of age	70	330.25
At 19 years of age	80	377.45
At 20 years of age	90	424.60

**Improver Waitress - Juniors**

1 <sup>st</sup> 3 months	78.5	370.35
2 <sup>nd</sup> 3 months	82.5	389.25
Thereafter	100	471.80

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

**Allowances and Additional Rates**

<b>Item No.</b>	<b>Clause No.</b>	<b>Brief Description</b>	<b>Amount \$</b>
1	5(a)	Night interval employees	1.76 per shift
2	5(a)	Night interval employees (working one night per week)	2.76 per shift
3	34(1)(ii)	Window dressers under the age of 21	7.10 per week
4	37(i)(a)	Hourly rate of pay for persons employed at trade fair, etc:	
		At 19 years of age and over	11.85 per hour
		Under 19 years of age	11.57 per hour
5	36(i)(a)	Section Head	10.30 per week
6	36(i)(b)	Qualified adult automotive parts and accessories salesman	23.40 per week
7	36(i)(c)	Employee with a licence under the Liquor Act 1972	16.10 per week
10	36(ii)(a)	Employee delivering goods	3.60 per week
11	36(ii)(b)	Employee engaged in photographs, etc.	34.10 per week
			6.82 per day
12	36(ii)(c)	First-aid attendant	1.36 per day
13	36(ii)(d)	Employees employed to speak a second language	6.90 per week
14	36(ii)(e)	Ticketwriter:	
		At or over 21 years of age	13.70 per week
		Under 21 years of age	6.85 per week
16	36(iv)	Bicycle allowance	9.60 per week
		Motorcycle allowance	28.70 per week

Item No.	Clause No.	Brief Description	Amount \$
17	36(iv)	Motor Car Allowance:	
		Up to and including 2000cc	99.90 per week
		Over 2000cc	119.10 per week
		Allowance per kilometre travelled	30 cents per km
18	36(iv)	Allowance for each kilometre travelled:	
		Car under and including 2000cc	46 cents per km
		Car over 2000cc	50 cents per km
		Part-time or casual retail merchandiser local or country, for the use of his/her vehicle	0.542 cents per km
19	24(i)	Laundering Allowance:	
		Full-time employees	7.80
		Part-time and casual employees	2.62
		Maximum payment	7.80
		Laundering allowance for articles which do not require ironing:	
		Full-time employees	4.70
		Part-time and casual employees	1.54
		Maximum payment	4.70
20	36(v)(a)(1)	Disability allowance for employees working in a freezer room	6.60
21	36(v)(b)(1)	Disability allowance for employees working in public dairy rooms	9.90
22	36(v)(c)(1)	Disability allowance for employees backfilling in a freezer room	13.20

<b>Item No.</b>	<b>Clause No.</b>	<b>Brief Description</b>	<b>Amount \$</b>
24	14(ii)(b)	General Shops – Loading for Casual employees working on a Saturday:	
		Engagements up to and including four hours:	
			5.10
		Adult employees	3.40
		Employees under 21 years of age	
		Engagements exceeding four hours:	10.40
		Adult employees	5.75
25	14(iii)	Special and Confection Shops – Loading for Casual employees working on a Saturday	
			5.10
		Adult employees	3.40
		Employees under 21 years of age	
26	14(c)(ii)	Confection Shops – Employees working after 10.00 p.m. on any night	1.44 each night
27	6(i)(b)&(c) 37(i)(d) 37(ii)(a)	Meal Allowance	9.10
28	6(ii)	Breakfast allowance	4.80
30	37(i)(b) & (ii)(b)	Saturday Penalty rates for persons employed at trade fair, etc.	
		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 four hours shall receive an additional fixed loading.

**\$5.10** for adults and **\$3.40** for juniors, for the day

- (b) Casual employees working on Saturdays for engagements exceeding four 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.