



# SHOP EMPLOYEES (STATE) AWARD WAGE SCHEDULE

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Level 3, 222 Pitt Street Sydney NSW 2000

PO Box A2178 Sydney South NSW 1235

Telephone: 02 8267 4365

Fax: 02 8267 4225

**WAGE RATES**

**DATE OF OPERATION:** from the first pay period to commence on or after 28 July 2004.

Wage Rates and work related allowances have been increased to give effect to the State Wage Case 2004. Details are set out below:

<b>Group No.</b>	<b>Description</b>	<b>Old Rate per week \$</b>	<b>SWC 2004 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.	506.80	19.00	525.80

Group No.	Description	Old Rate per week \$	SWC 2004 Adjustment \$	New Rate per week \$
2	<p>Window Dresser employees principally engaged in dressing windows</p> <p>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</p>	512.80	19.00	531.80
3	Branch supervisor shop assistants engaged in supervising branch grocery shops	517.60	19.00	536.60
4	<p>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:</p> <p>(i) Without the duty of buying:</p> <p>In charge of 0 to 4 assistants</p> <p>In charge of 5 to 12 assistants</p> <p>In charge of 13 to 25 assistants</p> <p>In charge of over 25 assistants</p>	<p>517.70</p> <p>526.10</p> <p>536.70</p> <p>544.50</p>	<p>19.00</p> <p>19.00</p> <p>19.00</p> <p>19.00</p>	<p>536.70</p> <p>545.10</p> <p>555.70</p> <p>563.50</p>

Group No.	Description	Old Rate per week \$	SWC 2004 Adjustment \$	New Rate per week \$
	(ii) With the duty of buying: In charge of 0 to 4 assistants In charge of 5 to 12 assistants In charge of 13 to 25 assistants In charge of over 25 assistants	519.20 528.50 540.90 547.90	19.00 19.00 19.00 19.00	538.20 547.50 559.90 566.90
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	524.20	19.00	543.20
6	Retail Merchandiser as defined by subclause (xi) of clause 2 - definitions	506.80	19.00	525.80

### Junior Rates

	Percentage of adult rate %	Rate per week \$
<b>Junior – selling from vehicle</b>		
At 18 years of age	70	380.24
At 19 years of age	80	434.56
At 20 years of age	90	488.88

	Percentage of adult rate %	Rate per week \$
<b>Retail Merchandiser - Juniors</b>		
At 18 years of age	70	368.06
At 19 years of age	80	420.64
At 20 years of age	90	473.22
<b>Shop Assistants, etc - Juniors</b>		
Under 16 years of age	40	210.32
At 16 years of age	50	262.90
At 17 years of age	60	315.48
At 18 years of age	70	368.06
At 19 years of age	80	420.64
At 20 years of age	90	473.22
<b>Improver Waitress - Juniors</b>		
1 <sup>st</sup> 3 months	78.50	412.75
2 <sup>nd</sup> 3 months	82.50	433.78
Thereafter	100	525.80

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

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

#### **Allowances and additional rates – effective from 15 April 2004**

Item No	Clause No	Brief Description	Amount \$
1	5(a)	Night Interval Employees	1.94 per shift
2	5(a)	Night Interval employees working one night per week	3.06 per shift
3	6(i)(b)(c) ) 36(i)(d) 36(ii)(a)	Meal Allowances	10.10
4	6(ii) 16(vii)	Breakfast Allowance	5.40

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 Adult employees Employees under 21 years of age	5.50 per shift 3.65 per shift
	14(a)(iii)	Engagements exceeding 4 hours: Adult employees Employees under 21 years of age Special and Confection Shops Loading for casual employees working on a Saturday: Adult employees Employees under 21 years of age	11.20 per shift 6.15 per shift 5.50 per shift 3.65 per shift
6	14(c)(ii)	Confection Shop employees working after 10:00 pm on any night	1.60 each night
7	25(i)	Laundering Allowance Full-time employee Part-time and casual employee Maximum Payment	8.40 per week 2.85 per shift 8.40 per week
7	25(i)	Laundering Allowance for articles which do not require ironing: Full-time employee Part-time and casual employee Maximum Payment	5.10 per week 1.70 per shift 5.10 per week
8	38(1)(i)(2)(b)	Window dressers under the age of 21	7.85 per week
9	35(i)(a)	Section Head	11.40 per week
10	35(i)(b)	Qualified adult automotive parts and accessories salesperson	25.90 per week
11	35(1)(c)	Employees with a licence under the Liquor Act 1982	17.80 per week
12	35(ii)(a)	Employee delivering goods	3.90 per week

Item No	Clause No	Brief Description	Amount \$
13	35(ii)(b)	Employee engaged in photographic or other modelling	37.70 per week 7.54 per day
14	35(ii)(c)	First-aid attendant	1.50 per day
15	35(ii)(d)	Employee engaged to speak a second language	7.60 per week
16	35(ii)(e)	Ticket writer with TAFE qualification At or over 21 years of age Under 21 years of age	15.20 per week 7.60 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	102.60 per week 122.30 per week 31 cents per km
19	35(iv)  35(iv)	Allowance for each kilometre travelled: Car under and including 2000cc Car over 2000cc Part-time or Casual Retail Merchandiser local or country, for the use of his/her car	47 cents per km 51 cents per km 0.557 per km
20	35(v)(a)(1)	Disability allowance for employees working in freezer room	7.30 per week
21	35(v)(b)(1)	Disability allowance for employees working in public dairy room	10.95 per week
22	35(v)(c)(1)	Disability allowance for employees backfilling in a freezer room	14.60 per week

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	13.19 per hour
		Under 19 years of age	12.89 per hour
	36(ii)(b)	Saturday Penalty Rates	
		Adult Employees	5.50
		Under 21 years	3.65

## **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 \$5.50 for adults and \$3.65 for juniors, for the day.
- (b) Casual employees working on Saturdays for engagements exceeding 4 hours \$11.20 for adults and \$6.15 for juniors, for the day.

### **Special and Confection Shops**

Casual employees working on Saturday shall receive an additional fixed loading of \$5.50 for adults and \$3.65 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.