



**Fair Work**  
OMBUDSMAN

## **Pay Guide - General Retail Industry Award**

**[MA000004]**

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2018.

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**Rates of pay**  
**Adult**  
**Full-time & part-time**

**Table 1 of 3**

| <b>Classification</b>   | <b>Weekly pay rate</b> | <b>Hourly pay rate</b> | <b>Evening - Monday to Friday after 6pm</b> | <b>Saturday - not shiftworkers</b> | <b>Sunday - not shiftworkers</b> | <b>Public holiday - not shiftworkers</b> |
|-------------------------|------------------------|------------------------|---|------------------------------------|----------------------------------|--|
| Retail employee level 1 | \$789.90               | \$20.79                | \$25.99                                     | \$25.99                            | \$37.42                          | \$46.78                                  |
| Retail employee level 2 | \$808.70               | \$21.28                | \$26.60                                     | \$26.60                            | \$38.30                          | \$47.88                                  |
| Retail employee level 3 | \$821.40               | \$21.62                | \$27.03                                     | \$27.03                            | \$38.92                          | \$48.65                                  |
| Retail employee level 4 | \$837.40               | \$22.04                | \$27.55                                     | \$27.55                            | \$39.67                          | \$49.59                                  |
| Retail employee level 5 | \$871.80               | \$22.94                | \$28.68                                     | \$28.68                            | \$41.29                          | \$51.62                                  |
| Retail employee level 6 | \$884.50               | \$23.28                | \$29.10                                     | \$29.10                            | \$41.90                          | \$52.38                                  |
| Retail employee level 7 | \$928.80               | \$24.44                | \$30.55                                     | \$30.55                            | \$43.99                          | \$54.99                                  |
| Retail employee level 8 | \$966.50               | \$25.43                | \$31.79                                     | \$31.79                            | \$45.77                          | \$57.22                                  |

**Table 2 of 3**

| <b>Classification</b>   | <b>Shiftwork - Monday to Friday - non-baking production employees</b> | <b>Early morning shift - baking production employees</b> | <b>Night shift - baking production employees</b> | <b>Saturday - shiftworkers</b> | <b>Sunday - shiftworkers</b> |
|-------------------------|---|--|--|--------------------------------|------------------------------|
| Retail employee level 1 | \$27.03   | \$23.39  | \$27.03  | \$31.19                        | \$41.58                      |
| Retail employee level 2 | \$27.66   | \$23.94  | \$27.66  | \$31.92                        | \$42.56                      |
| Retail employee level 3 | \$28.11   | \$24.32  | \$28.11  | \$32.43                        | \$43.24                      |
| Retail employee level 4 | \$28.65   | \$24.80  | \$28.65  | \$33.06                        | \$44.08                      |
| Retail employee level 5 | \$29.82   | \$25.81  | \$29.82  | \$34.41                        | \$45.88                      |
| Retail employee level 6 | \$30.26   | \$26.19  | \$30.26  | \$34.92                        | \$46.56                      |
| Retail employee level 7 | \$31.77   | \$27.50  | \$31.77  | \$36.66                        | \$48.88                      |
| Retail employee level 8 | \$33.06   | \$28.61  | \$33.06  | \$38.15                        | \$50.86                      |

**Table 3 of 3**

| <b>Classification</b>   | <b>Public holiday - shiftworkers</b> | <b>Overtime - Monday to Saturday - first 3 hours</b> | <b>Overtime - Monday to Saturday - after 3 hours</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> |
|-------------------------|--------------------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$46.78                              | \$31.19  | \$41.58  | \$41.58                  | \$51.98                          |
| Retail employee level 2 | \$47.88                              | \$31.92  | \$42.56  | \$42.56                  | \$53.20                          |
| Retail employee level 3 | \$48.65                              | \$32.43  | \$43.24  | \$43.24                  | \$54.05                          |
| Retail employee level 4 | \$49.59                              | \$33.06  | \$44.08  | \$44.08                  | \$55.10                          |
| Retail employee level 5 | \$51.62                              | \$34.41  | \$45.88  | \$45.88                  | \$57.35                          |
| Retail employee level 6 | \$52.38                              | \$34.92  | \$46.56  | \$46.56                  | \$58.20                          |
| Retail employee level 7 | \$54.99                              | \$36.66  | \$48.88  | \$48.88                  | \$61.10                          |
| Retail employee level 8 | \$57.22                              | \$38.15  | \$50.86  | \$50.86                  | \$63.58                          |

## Casual

Table 1 of 3

| Classification          | Hourly pay rate | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers | Shiftwork - Monday to Friday - non-baking production employees |
|-------------------------|-----------------|-----------------------------|---------------------------|-----------------------------------|--|
| Retail employee level 1 | \$25.99         | \$28.07                     | \$38.46                   | \$51.98                           | \$32.22  |
| Retail employee level 2 | \$26.60         | \$28.73                     | \$39.37                   | \$53.20                           | \$32.98  |
| Retail employee level 3 | \$27.03         | \$29.19                     | \$40.00                   | \$54.05                           | \$33.51  |
| Retail employee level 4 | \$27.55         | \$29.75                     | \$40.77                   | \$55.10                           | \$34.16  |
| Retail employee level 5 | \$28.68         | \$30.97                     | \$42.44                   | \$57.35                           | \$35.56  |
| Retail employee level 6 | \$29.10         | \$31.43                     | \$43.07                   | \$58.20                           | \$36.08  |
| Retail employee level 7 | \$30.55         | \$32.99                     | \$45.21                   | \$61.10                           | \$37.88  |
| Retail employee level 8 | \$31.79         | \$34.33                     | \$47.05                   | \$63.58                           | \$39.42  |

Table 2 of 3

| Classification          | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers | Public holiday - shiftworkers |
|-------------------------|---|---|-------------------------|-----------------------|-------------------------------|
| Retail employee level 1 | \$28.59   | \$32.22                                   | \$36.38                 | \$46.78               | \$51.98                       |
| Retail employee level 2 | \$29.26   | \$32.98                                   | \$37.24                 | \$47.88               | \$53.20                       |
| Retail employee level 3 | \$29.73   | \$33.51                                   | \$37.84                 | \$48.65               | \$54.05                       |
| Retail employee level 4 | \$30.31   | \$34.16                                   | \$38.57                 | \$49.59               | \$55.10                       |
| Retail employee level 5 | \$31.54   | \$35.56                                   | \$40.15                 | \$51.62               | \$57.35                       |
| Retail employee level 6 | \$32.01   | \$36.08                                   | \$40.74                 | \$52.38               | \$58.20                       |
| Retail employee level 7 | \$33.61   | \$37.88                                   | \$42.77                 | \$54.99               | \$61.10                       |
| Retail employee level 8 | \$34.97   | \$39.42                                   | \$44.50                 | \$57.22               | \$63.58                       |

**Table 3 of 3**

| <b>Classification</b>   | <b>Overtime - Monday to Saturday - first 3 hours</b> | <b>Overtime - Monday to Saturday - after 3 hours</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> |
|-------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$36.38  | \$46.78  | \$46.78                  | \$57.17                          |
| Retail employee level 2 | \$37.24  | \$47.88  | \$47.88                  | \$58.52                          |
| Retail employee level 3 | \$37.84  | \$48.65  | \$48.65                  | \$59.46                          |
| Retail employee level 4 | \$38.57  | \$49.59  | \$49.59                  | \$60.61                          |
| Retail employee level 5 | \$40.15  | \$51.62  | \$51.62                  | \$63.09                          |
| Retail employee level 6 | \$40.74  | \$52.38  | \$52.38                  | \$64.02                          |
| Retail employee level 7 | \$42.77  | \$54.99  | \$54.99                  | \$67.21                          |
| Retail employee level 8 | \$44.50  | \$57.22  | \$57.22                  | \$69.93                          |

## Junior - Full-time & part-time - Under 16 years

Table 1 of 3

| Classification          | Weekly pay rate | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-------------------------|-----------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Retail employee level 1 | \$355.46        | \$9.35          | \$11.69                              | \$11.69                     | \$16.83                   | \$21.04                           |
| Retail employee level 2 | \$363.92        | \$9.58          | \$11.98                              | \$11.98                     | \$17.24                   | \$21.56                           |
| Retail employee level 3 | \$369.63        | \$9.73          | \$12.16                              | \$12.16                     | \$17.51                   | \$21.89                           |
| Retail employee level 4 | \$376.83        | \$9.92          | \$12.40                              | \$12.40                     | \$17.86                   | \$22.32                           |
| Retail employee level 5 | \$392.31        | \$10.32         | \$12.90                              | \$12.90                     | \$18.58                   | \$23.22                           |
| Retail employee level 6 | \$398.03        | \$10.47         | \$13.09                              | \$13.09                     | \$18.85                   | \$23.56                           |
| Retail employee level 7 | \$417.96        | \$11.00         | \$13.75                              | \$13.75                     | \$19.80                   | \$24.75                           |
| Retail employee level 8 | \$434.93        | \$11.45         | \$14.31                              | \$14.31                     | \$20.61                   | \$25.76                           |

Table 2 of 3

| Classification          | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-------------------------|--|---|---|-------------------------|-----------------------|
| Retail employee level 1 | \$12.16  | \$10.52   | \$12.16                                   | \$14.03                 | \$18.70               |
| Retail employee level 2 | \$12.45  | \$10.78   | \$12.45                                   | \$14.37                 | \$19.16               |
| Retail employee level 3 | \$12.65  | \$10.95   | \$12.65                                   | \$14.60                 | \$19.46               |
| Retail employee level 4 | \$12.90  | \$11.16   | \$12.90                                   | \$14.88                 | \$19.84               |
| Retail employee level 5 | \$13.42  | \$11.61   | \$13.42                                   | \$15.48                 | \$20.64               |
| Retail employee level 6 | \$13.61  | \$11.78   | \$13.61                                   | \$15.71                 | \$20.94               |
| Retail employee level 7 | \$14.30  | \$12.38   | \$14.30                                   | \$16.50                 | \$22.00               |
| Retail employee level 8 | \$14.89  | \$12.88   | \$14.89                                   | \$17.18                 | \$22.90               |

**Table 3 of 3**

| <b>Classification</b>   | <b>Public holiday - shiftworkers</b> | <b>Overtime - Monday to Saturday - first 3 hours</b> | <b>Overtime - Monday to Saturday - after 3 hours</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> |
|-------------------------|--------------------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$21.04                              | \$14.03  | \$18.70  | \$18.70                  | \$23.38                          |
| Retail employee level 2 | \$21.56                              | \$14.37  | \$19.16  | \$19.16                  | \$23.95                          |
| Retail employee level 3 | \$21.89                              | \$14.60  | \$19.46  | \$19.46                  | \$24.33                          |
| Retail employee level 4 | \$22.32                              | \$14.88  | \$19.84  | \$19.84                  | \$24.80                          |
| Retail employee level 5 | \$23.22                              | \$15.48  | \$20.64  | \$20.64                  | \$25.80                          |
| Retail employee level 6 | \$23.56                              | \$15.71  | \$20.94  | \$20.94                  | \$26.18                          |
| Retail employee level 7 | \$24.75                              | \$16.50  | \$22.00  | \$22.00                  | \$27.50                          |
| Retail employee level 8 | \$25.76                              | \$17.18  | \$22.90  | \$22.90                  | \$28.63                          |

**Junior - Full-time & part-time - 16 years****Table 1 of 3**

| <b>Classification</b>   | <b>Weekly pay rate</b> | <b>Hourly pay rate</b> | <b>Evening - Monday to Friday after 6pm</b> | <b>Saturday - not shiftworkers</b> | <b>Sunday - not shiftworkers</b> | <b>Public holiday - not shiftworkers</b> |
|-------------------------|------------------------|------------------------|---|------------------------------------|----------------------------------|--|
| Retail employee level 1 | \$394.95               | \$10.39                | \$12.99                                     | \$12.99                            | \$18.70                          | \$23.38                                  |
| Retail employee level 2 | \$404.35               | \$10.64                | \$13.30                                     | \$13.30                            | \$19.15                          | \$23.94                                  |
| Retail employee level 3 | \$410.70               | \$10.81                | \$13.51                                     | \$13.51                            | \$19.46                          | \$24.32                                  |
| Retail employee level 4 | \$418.70               | \$11.02                | \$13.78                                     | \$13.78                            | \$19.84                          | \$24.80                                  |
| Retail employee level 5 | \$435.90               | \$11.47                | \$14.34                                     | \$14.34                            | \$20.65                          | \$25.81                                  |
| Retail employee level 6 | \$442.25               | \$11.64                | \$14.55                                     | \$14.55                            | \$20.95                          | \$26.19                                  |
| Retail employee level 7 | \$464.40               | \$12.22                | \$15.28                                     | \$15.28                            | \$22.00                          | \$27.50                                  |
| Retail employee level 8 | \$483.25               | \$12.72                | \$15.90                                     | \$15.90                            | \$22.90                          | \$28.62                                  |

**Table 2 of 3**

| <b>Classification</b>   | <b>Shiftwork - Monday to Friday - non-baking production employees</b> | <b>Early morning shift - baking production employees</b> | <b>Night shift - baking production employees</b> | <b>Saturday - shiftworkers</b> | <b>Sunday - shiftworkers</b> |
|-------------------------|---|--|--|--------------------------------|------------------------------|
| Retail employee level 1 | \$13.51   | \$11.69  | \$13.51  | \$15.59                        | \$20.78                      |
| Retail employee level 2 | \$13.83   | \$11.97  | \$13.83  | \$15.96                        | \$21.28                      |
| Retail employee level 3 | \$14.05   | \$12.16  | \$14.05  | \$16.22                        | \$21.62                      |
| Retail employee level 4 | \$14.33   | \$12.40  | \$14.33  | \$16.53                        | \$22.04                      |
| Retail employee level 5 | \$14.91   | \$12.90  | \$14.91  | \$17.21                        | \$22.94                      |
| Retail employee level 6 | \$15.13   | \$13.10  | \$15.13  | \$17.46                        | \$23.28                      |
| Retail employee level 7 | \$15.89   | \$13.75  | \$15.89  | \$18.33                        | \$24.44                      |
| Retail employee level 8 | \$16.54   | \$14.31  | \$16.54  | \$19.08                        | \$25.44                      |

**Table 3 of 3**

| <b>Classification</b>   | <b>Public holiday - shiftworkers</b> | <b>Overtime - Monday to Saturday - first 3 hours</b> | <b>Overtime - Monday to Saturday - after 3 hours</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> |
|-------------------------|--------------------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$23.38                              | \$15.59  | \$20.78  | \$20.78                  | \$25.98                          |
| Retail employee level 2 | \$23.94                              | \$15.96  | \$21.28  | \$21.28                  | \$26.60                          |
| Retail employee level 3 | \$24.32                              | \$16.22  | \$21.62  | \$21.62                  | \$27.03                          |
| Retail employee level 4 | \$24.80                              | \$16.53  | \$22.04  | \$22.04                  | \$27.55                          |
| Retail employee level 5 | \$25.81                              | \$17.21  | \$22.94  | \$22.94                  | \$28.68                          |
| Retail employee level 6 | \$26.19                              | \$17.46  | \$23.28  | \$23.28                  | \$29.10                          |
| Retail employee level 7 | \$27.50                              | \$18.33  | \$24.44  | \$24.44                  | \$30.55                          |
| Retail employee level 8 | \$28.62                              | \$19.08  | \$25.44  | \$25.44                  | \$31.80                          |



## Junior - Full-time & part-time - 17 years

Table 1 of 3

| Classification          | Weekly pay rate | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-------------------------|-----------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Retail employee level 1 | \$473.94        | \$12.47         | \$15.59                              | \$15.59                     | \$22.45                   | \$28.06                           |
| Retail employee level 2 | \$485.22        | \$12.77         | \$15.96                              | \$15.96                     | \$22.99                   | \$28.73                           |
| Retail employee level 3 | \$492.84        | \$12.97         | \$16.21                              | \$16.21                     | \$23.35                   | \$29.18                           |
| Retail employee level 4 | \$502.44        | \$13.22         | \$16.53                              | \$16.53                     | \$23.80                   | \$29.75                           |
| Retail employee level 5 | \$523.08        | \$13.77         | \$17.21                              | \$17.21                     | \$24.79                   | \$30.98                           |
| Retail employee level 6 | \$530.70        | \$13.97         | \$17.46                              | \$17.46                     | \$25.15                   | \$31.43                           |
| Retail employee level 7 | \$557.28        | \$14.67         | \$18.34                              | \$18.34                     | \$26.41                   | \$33.01                           |
| Retail employee level 8 | \$579.90        | \$15.26         | \$19.08                              | \$19.08                     | \$27.47                   | \$34.34                           |

Table 2 of 3

| Classification          | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-------------------------|--|---|---|-------------------------|-----------------------|
| Retail employee level 1 | \$16.21  | \$14.03   | \$16.21                                   | \$18.71                 | \$24.94               |
| Retail employee level 2 | \$16.60  | \$14.37   | \$16.60                                   | \$19.16                 | \$25.54               |
| Retail employee level 3 | \$16.86  | \$14.59   | \$16.86                                   | \$19.46                 | \$25.94               |
| Retail employee level 4 | \$17.19  | \$14.87   | \$17.19                                   | \$19.83                 | \$26.44               |
| Retail employee level 5 | \$17.90  | \$15.49   | \$17.90                                   | \$20.66                 | \$27.54               |
| Retail employee level 6 | \$18.16  | \$15.72   | \$18.16                                   | \$20.96                 | \$27.94               |
| Retail employee level 7 | \$19.07  | \$16.50   | \$19.07                                   | \$22.01                 | \$29.34               |
| Retail employee level 8 | \$19.84  | \$17.17   | \$19.84                                   | \$22.89                 | \$30.52               |

**Table 3 of 3**

| <b>Classification</b>   | <b>Public holiday - shiftworkers</b> | <b>Overtime - Monday to Saturday - first 3 hours</b> | <b>Overtime - Monday to Saturday - after 3 hours</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> |
|-------------------------|--------------------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$28.06                              | \$18.71  | \$24.94  | \$24.94                  | \$31.18                          |
| Retail employee level 2 | \$28.73                              | \$19.16  | \$25.54  | \$25.54                  | \$31.93                          |
| Retail employee level 3 | \$29.18                              | \$19.46  | \$25.94  | \$25.94                  | \$32.43                          |
| Retail employee level 4 | \$29.75                              | \$19.83  | \$26.44  | \$26.44                  | \$33.05                          |
| Retail employee level 5 | \$30.98                              | \$20.66  | \$27.54  | \$27.54                  | \$34.43                          |
| Retail employee level 6 | \$31.43                              | \$20.96  | \$27.94  | \$27.94                  | \$34.93                          |
| Retail employee level 7 | \$33.01                              | \$22.01  | \$29.34  | \$29.34                  | \$36.68                          |
| Retail employee level 8 | \$34.34                              | \$22.89  | \$30.52  | \$30.52                  | \$38.15                          |

**Junior - Full-time & part-time - 18 years****Table 1 of 3**

| <b>Classification</b>   | <b>Weekly pay rate</b> | <b>Hourly pay rate</b> | <b>Evening - Monday to Friday after 6pm</b> | <b>Saturday - not shiftworkers</b> | <b>Sunday - not shiftworkers</b> | <b>Public holiday - not shiftworkers</b> |
|-------------------------|------------------------|------------------------|---|------------------------------------|----------------------------------|--|
| Retail employee level 1 | \$552.93               | \$14.55                | \$18.19                                     | \$18.19                            | \$26.19                          | \$32.74                                  |
| Retail employee level 2 | \$566.09               | \$14.90                | \$18.63                                     | \$18.63                            | \$26.82                          | \$33.53                                  |
| Retail employee level 3 | \$574.98               | \$15.13                | \$18.91                                     | \$18.91                            | \$27.23                          | \$34.04                                  |
| Retail employee level 4 | \$586.18               | \$15.43                | \$19.29                                     | \$19.29                            | \$27.77                          | \$34.72                                  |
| Retail employee level 5 | \$610.26               | \$16.06                | \$20.08                                     | \$20.08                            | \$28.91                          | \$36.14                                  |
| Retail employee level 6 | \$619.15               | \$16.29                | \$20.36                                     | \$20.36                            | \$29.32                          | \$36.65                                  |
| Retail employee level 7 | \$650.16               | \$17.11                | \$21.39                                     | \$21.39                            | \$30.80                          | \$38.50                                  |
| Retail employee level 8 | \$676.55               | \$17.80                | \$22.25                                     | \$22.25                            | \$32.04                          | \$40.05                                  |

**Table 2 of 3**

| <b>Classification</b>   | <b>Shiftwork - Monday to Friday - non-baking production employees</b> | <b>Early morning shift - baking production employees</b> | <b>Night shift - baking production employees</b> | <b>Saturday - shiftworkers</b> | <b>Sunday - shiftworkers</b> |
|-------------------------|---|--|--|--------------------------------|------------------------------|
| Retail employee level 1 | \$18.92   | \$16.37  | \$18.92  | \$21.83                        | \$29.10                      |
| Retail employee level 2 | \$19.37   | \$16.76  | \$19.37  | \$22.35                        | \$29.80                      |
| Retail employee level 3 | \$19.67   | \$17.02  | \$19.67  | \$22.70                        | \$30.26                      |
| Retail employee level 4 | \$20.06   | \$17.36  | \$20.06  | \$23.15                        | \$30.86                      |
| Retail employee level 5 | \$20.88   | \$18.07  | \$20.88  | \$24.09                        | \$32.12                      |
| Retail employee level 6 | \$21.18   | \$18.33  | \$21.18  | \$24.44                        | \$32.58                      |
| Retail employee level 7 | \$22.24   | \$19.25  | \$22.24  | \$25.67                        | \$34.22                      |
| Retail employee level 8 | \$23.14   | \$20.03  | \$23.14  | \$26.70                        | \$35.60                      |

**Table 3 of 3**

| <b>Classification</b>   | <b>Public holiday - shiftworkers</b> | <b>Overtime - Monday to Saturday - first 3 hours</b> | <b>Overtime - Monday to Saturday - after 3 hours</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> |
|-------------------------|--------------------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$32.74                              | \$21.83  | \$29.10  | \$29.10                  | \$36.38                          |
| Retail employee level 2 | \$33.53                              | \$22.35  | \$29.80  | \$29.80                  | \$37.25                          |
| Retail employee level 3 | \$34.04                              | \$22.70  | \$30.26  | \$30.26                  | \$37.83                          |
| Retail employee level 4 | \$34.72                              | \$23.15  | \$30.86  | \$30.86                  | \$38.58                          |
| Retail employee level 5 | \$36.14                              | \$24.09  | \$32.12  | \$32.12                  | \$40.15                          |
| Retail employee level 6 | \$36.65                              | \$24.44  | \$32.58  | \$32.58                  | \$40.73                          |
| Retail employee level 7 | \$38.50                              | \$25.67  | \$34.22  | \$34.22                  | \$42.78                          |
| Retail employee level 8 | \$40.05                              | \$26.70  | \$35.60  | \$35.60                  | \$44.50                          |

## Junior - Full-time & part-time - 19 years

Table 1 of 3

| Classification          | Weekly pay rate | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-------------------------|-----------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Retail employee level 1 | \$631.92        | \$16.63         | \$20.79                              | \$20.79                     | \$29.93                   | \$37.42                           |
| Retail employee level 2 | \$646.96        | \$17.03         | \$21.29                              | \$21.29                     | \$30.65                   | \$38.32                           |
| Retail employee level 3 | \$657.12        | \$17.29         | \$21.61                              | \$21.61                     | \$31.12                   | \$38.90                           |
| Retail employee level 4 | \$669.92        | \$17.63         | \$22.04                              | \$22.04                     | \$31.73                   | \$39.67                           |
| Retail employee level 5 | \$697.44        | \$18.35         | \$22.94                              | \$22.94                     | \$33.03                   | \$41.29                           |
| Retail employee level 6 | \$707.60        | \$18.62         | \$23.28                              | \$23.28                     | \$33.52                   | \$41.90                           |
| Retail employee level 7 | \$743.04        | \$19.55         | \$24.44                              | \$24.44                     | \$35.19                   | \$43.99                           |
| Retail employee level 8 | \$773.20        | \$20.35         | \$25.44                              | \$25.44                     | \$36.63                   | \$45.79                           |

Table 2 of 3

| Classification          | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-------------------------|--|---|---|-------------------------|-----------------------|
| Retail employee level 1 | \$21.62  | \$18.71   | \$21.62                                   | \$24.95                 | \$33.26               |
| Retail employee level 2 | \$22.14  | \$19.16   | \$22.14                                   | \$25.55                 | \$34.06               |
| Retail employee level 3 | \$22.48  | \$19.45   | \$22.48                                   | \$25.94                 | \$34.58               |
| Retail employee level 4 | \$22.92  | \$19.83   | \$22.92                                   | \$26.45                 | \$35.26               |
| Retail employee level 5 | \$23.86  | \$20.64   | \$23.86                                   | \$27.53                 | \$36.70               |
| Retail employee level 6 | \$24.21  | \$20.95   | \$24.21                                   | \$27.93                 | \$37.24               |
| Retail employee level 7 | \$25.42  | \$21.99   | \$25.42                                   | \$29.33                 | \$39.10               |
| Retail employee level 8 | \$26.46  | \$22.89   | \$26.46                                   | \$30.53                 | \$40.70               |

**Table 3 of 3**

| Classification          | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-------------------------|-------------------------------|---|---|-------------------|---------------------------|
| Retail employee level 1 | \$37.42                       | \$24.95                                       | \$33.26                                       | \$33.26           | \$41.58                   |
| Retail employee level 2 | \$38.32                       | \$25.55                                       | \$34.06                                       | \$34.06           | \$42.58                   |
| Retail employee level 3 | \$38.90                       | \$25.94                                       | \$34.58                                       | \$34.58           | \$43.23                   |
| Retail employee level 4 | \$39.67                       | \$26.45                                       | \$35.26                                       | \$35.26           | \$44.08                   |
| Retail employee level 5 | \$41.29                       | \$27.53                                       | \$36.70                                       | \$36.70           | \$45.88                   |
| Retail employee level 6 | \$41.90                       | \$27.93                                       | \$37.24                                       | \$37.24           | \$46.55                   |
| Retail employee level 7 | \$43.99                       | \$29.33                                       | \$39.10                                       | \$39.10           | \$48.88                   |
| Retail employee level 8 | \$45.79                       | \$30.53                                       | \$40.70                                       | \$40.70           | \$50.88                   |

**Junior - Full-time & part-time - 20 years, employed by the employer for 6 months or less****Table 1 of 3**

| Classification          | Weekly pay rate | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-------------------------|-----------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Retail employee level 1 | \$710.91        | \$18.71         | \$23.39                              | \$23.39                     | \$33.68                   | \$42.10                           |
| Retail employee level 2 | \$727.83        | \$19.15         | \$23.94                              | \$23.94                     | \$34.47                   | \$43.09                           |
| Retail employee level 3 | \$739.26        | \$19.45         | \$24.31                              | \$24.31                     | \$35.01                   | \$43.76                           |
| Retail employee level 4 | \$753.66        | \$19.83         | \$24.79                              | \$24.79                     | \$35.69                   | \$44.62                           |
| Retail employee level 5 | \$784.62        | \$20.65         | \$25.81                              | \$25.81                     | \$37.17                   | \$46.46                           |
| Retail employee level 6 | \$796.05        | \$20.95         | \$26.19                              | \$26.19                     | \$37.71                   | \$47.14                           |
| Retail employee level 7 | \$835.92        | \$22.00         | \$27.50                              | \$27.50                     | \$39.60                   | \$49.50                           |
| Retail employee level 8 | \$869.85        | \$22.89         | \$28.61                              | \$28.61                     | \$41.20                   | \$51.50                           |

**Table 2 of 3**

| <b>Classification</b>   | <b>Shiftwork - Monday to Friday - non-baking production employees</b> | <b>Early morning shift - baking production employees</b> | <b>Night shift - baking production employees</b> | <b>Saturday - shiftworkers</b> | <b>Sunday - shiftworkers</b> |
|-------------------------|---|--|--|--------------------------------|------------------------------|
| Retail employee level 1 | \$24.32   | \$21.05  | \$24.32  | \$28.07                        | \$37.42                      |
| Retail employee level 2 | \$24.90   | \$21.54  | \$24.90  | \$28.73                        | \$38.30                      |
| Retail employee level 3 | \$25.29   | \$21.88  | \$25.29  | \$29.18                        | \$38.90                      |
| Retail employee level 4 | \$25.78   | \$22.31  | \$25.78  | \$29.75                        | \$39.66                      |
| Retail employee level 5 | \$26.85   | \$23.23  | \$26.85  | \$30.98                        | \$41.30                      |
| Retail employee level 6 | \$27.24   | \$23.57  | \$27.24  | \$31.43                        | \$41.90                      |
| Retail employee level 7 | \$28.60   | \$24.75  | \$28.60  | \$33.00                        | \$44.00                      |
| Retail employee level 8 | \$29.76   | \$25.75  | \$29.76  | \$34.34                        | \$45.78                      |

**Table 3 of 3**

| <b>Classification</b>   | <b>Public holiday - shiftworkers</b> | <b>Overtime - Monday to Saturday - first 3 hours</b> | <b>Overtime - Monday to Saturday - after 3 hours</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> |
|-------------------------|--------------------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$42.10                              | \$28.07  | \$37.42  | \$37.42                  | \$46.78                          |
| Retail employee level 2 | \$43.09                              | \$28.73  | \$38.30  | \$38.30                  | \$47.88                          |
| Retail employee level 3 | \$43.76                              | \$29.18  | \$38.90  | \$38.90                  | \$48.63                          |
| Retail employee level 4 | \$44.62                              | \$29.75  | \$39.66  | \$39.66                  | \$49.58                          |
| Retail employee level 5 | \$46.46                              | \$30.98  | \$41.30  | \$41.30                  | \$51.63                          |
| Retail employee level 6 | \$47.14                              | \$31.43  | \$41.90  | \$41.90                  | \$52.38                          |
| Retail employee level 7 | \$49.50                              | \$33.00  | \$44.00  | \$44.00                  | \$55.00                          |
| Retail employee level 8 | \$51.50                              | \$34.34  | \$45.78  | \$45.78                  | \$57.23                          |

## Junior - Full-time & part-time - 20 years, employed by the employer for more than 6 months

Table 1 of 3

| Classification          | Weekly pay rate | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-------------------------|-----------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Retail employee level 1 | \$789.90        | \$20.79         | \$25.99                              | \$25.99                     | \$37.42                   | \$46.78                           |
| Retail employee level 2 | \$808.70        | \$21.28         | \$26.60                              | \$26.60                     | \$38.30                   | \$47.88                           |
| Retail employee level 3 | \$821.40        | \$21.62         | \$27.03                              | \$27.03                     | \$38.92                   | \$48.65                           |
| Retail employee level 4 | \$837.40        | \$22.04         | \$27.55                              | \$27.55                     | \$39.67                   | \$49.59                           |
| Retail employee level 5 | \$871.80        | \$22.94         | \$28.68                              | \$28.68                     | \$41.29                   | \$51.62                           |
| Retail employee level 6 | \$884.50        | \$23.28         | \$29.10                              | \$29.10                     | \$41.90                   | \$52.38                           |
| Retail employee level 7 | \$928.80        | \$24.44         | \$30.55                              | \$30.55                     | \$43.99                   | \$54.99                           |
| Retail employee level 8 | \$966.50        | \$25.43         | \$31.79                              | \$31.79                     | \$45.77                   | \$57.22                           |

**Table 2 of 3**

| <b>Classification</b>   | <b>Shiftwork - Monday to Friday - non-baking production employees</b> | <b>Early morning shift - baking production employees</b> | <b>Night shift - baking production employees</b> | <b>Saturday - shiftworkers</b> | <b>Sunday - shiftworkers</b> |
|-------------------------|---|--|--|--------------------------------|------------------------------|
| Retail employee level 1 | \$27.03   | \$23.39  | \$27.03  | \$31.19                        | \$41.58                      |
| Retail employee level 2 | \$27.66   | \$23.94  | \$27.66  | \$31.92                        | \$42.56                      |
| Retail employee level 3 | \$28.11   | \$24.32  | \$28.11  | \$32.43                        | \$43.24                      |
| Retail employee level 4 | \$28.65   | \$24.80  | \$28.65  | \$33.06                        | \$44.08                      |
| Retail employee level 5 | \$29.82   | \$25.81  | \$29.82  | \$34.41                        | \$45.88                      |
| Retail employee level 6 | \$30.26   | \$26.19  | \$30.26  | \$34.92                        | \$46.56                      |
| Retail employee level 7 | \$31.77   | \$27.50  | \$31.77  | \$36.66                        | \$48.88                      |
| Retail employee level 8 | \$33.06   | \$28.61  | \$33.06  | \$38.15                        | \$50.86                      |

**Table 3 of 3**

| <b>Classification</b>   | <b>Public holiday - shiftworkers</b> | <b>Overtime - Monday to Saturday - first 3 hours</b> | <b>Overtime - Monday to Saturday - after 3 hours</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> |
|-------------------------|--------------------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$46.78                              | \$31.19  | \$41.58  | \$41.58                  | \$51.98                          |
| Retail employee level 2 | \$47.88                              | \$31.92  | \$42.56  | \$42.56                  | \$53.20                          |
| Retail employee level 3 | \$48.65                              | \$32.43  | \$43.24  | \$43.24                  | \$54.05                          |
| Retail employee level 4 | \$49.59                              | \$33.06  | \$44.08  | \$44.08                  | \$55.10                          |
| Retail employee level 5 | \$51.62                              | \$34.41  | \$45.88  | \$45.88                  | \$57.35                          |
| Retail employee level 6 | \$52.38                              | \$34.92  | \$46.56  | \$46.56                  | \$58.20                          |
| Retail employee level 7 | \$54.99                              | \$36.66  | \$48.88  | \$48.88                  | \$61.10                          |
| Retail employee level 8 | \$57.22                              | \$38.15  | \$50.86  | \$50.86                  | \$63.58                          |



## Junior - Casual - Under 16 years

Table 1 of 3

| Classification          | Hourly pay rate | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers | Shiftwork - Monday to Friday - non-baking production employees |
|-------------------------|-----------------|-----------------------------|---------------------------|-----------------------------------|--|
| Retail employee level 1 | \$11.69         | \$12.62                     | \$17.30                   | \$23.38                           | \$14.49  |
| Retail employee level 2 | \$11.98         | \$12.93                     | \$17.72                   | \$23.95                           | \$14.85  |
| Retail employee level 3 | \$12.16         | \$13.14                     | \$18.00                   | \$24.33                           | \$15.08  |
| Retail employee level 4 | \$12.40         | \$13.39                     | \$18.35                   | \$24.80                           | \$15.38  |
| Retail employee level 5 | \$12.90         | \$13.93                     | \$19.09                   | \$25.80                           | \$16.00  |
| Retail employee level 6 | \$13.09         | \$14.13                     | \$19.37                   | \$26.18                           | \$16.23  |
| Retail employee level 7 | \$13.75         | \$14.85                     | \$20.35                   | \$27.50                           | \$17.05  |
| Retail employee level 8 | \$14.31         | \$15.46                     | \$21.18                   | \$28.63                           | \$17.75  |

Table 2 of 3

| Classification          | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers | Public holiday - shiftworkers |
|-------------------------|---|---|-------------------------|-----------------------|-------------------------------|
| Retail employee level 1 | \$12.86   | \$14.49                                   | \$16.36                 | \$21.04               | \$23.38                       |
| Retail employee level 2 | \$13.17   | \$14.85                                   | \$16.77                 | \$21.56               | \$23.95                       |
| Retail employee level 3 | \$13.38   | \$15.08                                   | \$17.03                 | \$21.89               | \$24.33                       |
| Retail employee level 4 | \$13.64   | \$15.38                                   | \$17.36                 | \$22.32               | \$24.80                       |
| Retail employee level 5 | \$14.19   | \$16.00                                   | \$18.06                 | \$23.22               | \$25.80                       |
| Retail employee level 6 | \$14.40   | \$16.23                                   | \$18.32                 | \$23.56               | \$26.18                       |
| Retail employee level 7 | \$15.13   | \$17.05                                   | \$19.25                 | \$24.75               | \$27.50                       |
| Retail employee level 8 | \$15.74   | \$17.75                                   | \$20.04                 | \$25.76               | \$28.63                       |

**Table 3 of 3**

| <b>Classification</b>   | <b>Overtime - Monday to Saturday - first 3 hours</b> | <b>Overtime - Monday to Saturday - after 3 hours</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> |
|-------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$16.36  | \$21.04  | \$21.04                  | \$25.71                          |
| Retail employee level 2 | \$16.77  | \$21.56  | \$21.56                  | \$26.35                          |
| Retail employee level 3 | \$17.03  | \$21.89  | \$21.89                  | \$26.76                          |
| Retail employee level 4 | \$17.36  | \$22.32  | \$22.32                  | \$27.28                          |
| Retail employee level 5 | \$18.06  | \$23.22  | \$23.22                  | \$28.38                          |
| Retail employee level 6 | \$18.32  | \$23.56  | \$23.56                  | \$28.79                          |
| Retail employee level 7 | \$19.25  | \$24.75  | \$24.75                  | \$30.25                          |
| Retail employee level 8 | \$20.04  | \$25.76  | \$25.76                  | \$31.49                          |

**Junior - Casual - 16 years****Table 1 of 3**

| <b>Classification</b>   | <b>Hourly pay rate</b> | <b>Saturday - not shiftworkers</b> | <b>Sunday - not shiftworkers</b> | <b>Public holiday - not shiftworkers</b> | <b>Shiftwork - Monday to Friday - non-baking production employees</b> |
|-------------------------|------------------------|------------------------------------|----------------------------------|--|---|
| Retail employee level 1 | \$12.99                | \$14.03                            | \$19.22                          | \$25.98                                  | \$16.10   |
| Retail employee level 2 | \$13.30                | \$14.36                            | \$19.68                          | \$26.60                                  | \$16.49   |
| Retail employee level 3 | \$13.51                | \$14.59                            | \$20.00                          | \$27.03                                  | \$16.76   |
| Retail employee level 4 | \$13.78                | \$14.88                            | \$20.39                          | \$27.55                                  | \$17.08   |
| Retail employee level 5 | \$14.34                | \$15.48                            | \$21.22                          | \$28.68                                  | \$17.78   |
| Retail employee level 6 | \$14.55                | \$15.71                            | \$21.53                          | \$29.10                                  | \$18.04   |
| Retail employee level 7 | \$15.28                | \$16.50                            | \$22.61                          | \$30.55                                  | \$18.94   |
| Retail employee level 8 | \$15.90                | \$17.17                            | \$23.53                          | \$31.80                                  | \$19.72   |

**Table 2 of 3**

| <b>Classification</b>   | <b>Early morning shift - baking production employees</b> | <b>Night shift - baking production employees</b> | <b>Saturday - shiftworkers</b> | <b>Sunday - shiftworkers</b> | <b>Public holiday - shiftworkers</b> |
|-------------------------|--|--|--------------------------------|------------------------------|--------------------------------------|
| Retail employee level 1 | \$14.29  | \$16.10  | \$18.18                        | \$23.38                      | \$25.98                              |
| Retail employee level 2 | \$14.63  | \$16.49  | \$18.62                        | \$23.94                      | \$26.60                              |
| Retail employee level 3 | \$14.86  | \$16.76  | \$18.92                        | \$24.32                      | \$27.03                              |
| Retail employee level 4 | \$15.15  | \$17.08  | \$19.29                        | \$24.80                      | \$27.55                              |
| Retail employee level 5 | \$15.77  | \$17.78  | \$20.07                        | \$25.81                      | \$28.68                              |
| Retail employee level 6 | \$16.01  | \$18.04  | \$20.37                        | \$26.19                      | \$29.10                              |
| Retail employee level 7 | \$16.80  | \$18.94  | \$21.39                        | \$27.50                      | \$30.55                              |
| Retail employee level 8 | \$17.49  | \$19.72  | \$22.26                        | \$28.62                      | \$31.80                              |

**Table 3 of 3**

| <b>Classification</b>   | <b>Overtime - Monday to Saturday - first 3 hours</b> | <b>Overtime - Monday to Saturday - after 3 hours</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> |
|-------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$18.18  | \$23.38  | \$23.38                  | \$28.57                          |
| Retail employee level 2 | \$18.62  | \$23.94  | \$23.94                  | \$29.26                          |
| Retail employee level 3 | \$18.92  | \$24.32  | \$24.32                  | \$29.73                          |
| Retail employee level 4 | \$19.29  | \$24.80  | \$24.80                  | \$30.31                          |
| Retail employee level 5 | \$20.07  | \$25.81  | \$25.81                  | \$31.54                          |
| Retail employee level 6 | \$20.37  | \$26.19  | \$26.19                  | \$32.01                          |
| Retail employee level 7 | \$21.39  | \$27.50  | \$27.50                  | \$33.61                          |
| Retail employee level 8 | \$22.26  | \$28.62  | \$28.62                  | \$34.98                          |

## Junior - Casual - 17 years

Table 1 of 3

| Classification          | Hourly pay rate | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers | Shiftwork - Monday to Friday - non-baking production employees |
|-------------------------|-----------------|-----------------------------|---------------------------|-----------------------------------|--|
| Retail employee level 1 | \$15.59         | \$16.83                     | \$23.07                   | \$31.18                           | \$19.33  |
| Retail employee level 2 | \$15.96         | \$17.24                     | \$23.62                   | \$31.93                           | \$19.79  |
| Retail employee level 3 | \$16.21         | \$17.51                     | \$23.99                   | \$32.43                           | \$20.10  |
| Retail employee level 4 | \$16.53         | \$17.85                     | \$24.46                   | \$33.05                           | \$20.49  |
| Retail employee level 5 | \$17.21         | \$18.59                     | \$25.47                   | \$34.43                           | \$21.34  |
| Retail employee level 6 | \$17.46         | \$18.86                     | \$25.84                   | \$34.93                           | \$21.65  |
| Retail employee level 7 | \$18.34         | \$19.80                     | \$27.14                   | \$36.68                           | \$22.74  |
| Retail employee level 8 | \$19.08         | \$20.60                     | \$28.23                   | \$38.15                           | \$23.65  |

Table 2 of 3

| Classification          | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers | Public holiday - shiftworkers |
|-------------------------|---|---|-------------------------|-----------------------|-------------------------------|
| Retail employee level 1 | \$17.15   | \$19.33                                   | \$21.82                 | \$28.06               | \$31.18                       |
| Retail employee level 2 | \$17.56   | \$19.79                                   | \$22.35                 | \$28.73               | \$31.93                       |
| Retail employee level 3 | \$17.83   | \$20.10                                   | \$22.70                 | \$29.18               | \$32.43                       |
| Retail employee level 4 | \$18.18   | \$20.49                                   | \$23.14                 | \$29.75               | \$33.05                       |
| Retail employee level 5 | \$18.93   | \$21.34                                   | \$24.10                 | \$30.98               | \$34.43                       |
| Retail employee level 6 | \$19.21   | \$21.65                                   | \$24.45                 | \$31.43               | \$34.93                       |
| Retail employee level 7 | \$20.17   | \$22.74                                   | \$25.67                 | \$33.01               | \$36.68                       |
| Retail employee level 8 | \$20.98   | \$23.65                                   | \$26.71                 | \$34.34               | \$38.15                       |

**Table 3 of 3**

| <b>Classification</b>   | <b>Overtime - Monday to Saturday - first 3 hours</b> | <b>Overtime - Monday to Saturday - after 3 hours</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> |
|-------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$21.82  | \$28.06  | \$28.06                  | \$34.29                          |
| Retail employee level 2 | \$22.35  | \$28.73  | \$28.73                  | \$35.12                          |
| Retail employee level 3 | \$22.70  | \$29.18  | \$29.18                  | \$35.67                          |
| Retail employee level 4 | \$23.14  | \$29.75  | \$29.75                  | \$36.36                          |
| Retail employee level 5 | \$24.10  | \$30.98  | \$30.98                  | \$37.87                          |
| Retail employee level 6 | \$24.45  | \$31.43  | \$31.43                  | \$38.42                          |
| Retail employee level 7 | \$25.67  | \$33.01  | \$33.01                  | \$40.34                          |
| Retail employee level 8 | \$26.71  | \$34.34  | \$34.34                  | \$41.97                          |

**Junior - Casual - 18 years****Table 1 of 3**

| <b>Classification</b>   | <b>Hourly pay rate</b> | <b>Saturday - not shiftworkers</b> | <b>Sunday - not shiftworkers</b> | <b>Public holiday - not shiftworkers</b> | <b>Shiftwork - Monday to Friday - non-baking production employees</b> |
|-------------------------|------------------------|------------------------------------|----------------------------------|--|---|
| Retail employee level 1 | \$18.19                | \$19.64                            | \$26.92                          | \$36.38                                  | \$22.55   |
| Retail employee level 2 | \$18.63                | \$20.12                            | \$27.57                          | \$37.25                                  | \$23.10   |
| Retail employee level 3 | \$18.91                | \$20.43                            | \$27.99                          | \$37.83                                  | \$23.45   |
| Retail employee level 4 | \$19.29                | \$20.83                            | \$28.55                          | \$38.58                                  | \$23.92   |
| Retail employee level 5 | \$20.08                | \$21.68                            | \$29.71                          | \$40.15                                  | \$24.89   |
| Retail employee level 6 | \$20.36                | \$21.99                            | \$30.14                          | \$40.73                                  | \$25.25   |
| Retail employee level 7 | \$21.39                | \$23.10                            | \$31.65                          | \$42.78                                  | \$26.52   |
| Retail employee level 8 | \$22.25                | \$24.03                            | \$32.93                          | \$44.50                                  | \$27.59   |

**Table 2 of 3**

| <b>Classification</b>   | <b>Early morning shift - baking production employees</b> | <b>Night shift - baking production employees</b> | <b>Saturday - shiftworkers</b> | <b>Sunday - shiftworkers</b> | <b>Public holiday - shiftworkers</b> |
|-------------------------|--|--|--------------------------------|------------------------------|--------------------------------------|
| Retail employee level 1 | \$20.01  | \$22.55  | \$25.46                        | \$32.74                      | \$36.38                              |
| Retail employee level 2 | \$20.49  | \$23.10  | \$26.08                        | \$33.53                      | \$37.25                              |
| Retail employee level 3 | \$20.80  | \$23.45  | \$26.48                        | \$34.04                      | \$37.83                              |
| Retail employee level 4 | \$21.22  | \$23.92  | \$27.00                        | \$34.72                      | \$38.58                              |
| Retail employee level 5 | \$22.08  | \$24.89  | \$28.11                        | \$36.14                      | \$40.15                              |
| Retail employee level 6 | \$22.40  | \$25.25  | \$28.51                        | \$36.65                      | \$40.73                              |
| Retail employee level 7 | \$23.53  | \$26.52  | \$29.94                        | \$38.50                      | \$42.78                              |
| Retail employee level 8 | \$24.48  | \$27.59  | \$31.15                        | \$40.05                      | \$44.50                              |

**Table 3 of 3**

| <b>Classification</b>   | <b>Overtime - Monday to Saturday - first 3 hours</b> | <b>Overtime - Monday to Saturday - after 3 hours</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> |
|-------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$25.46  | \$32.74  | \$32.74                  | \$40.01                          |
| Retail employee level 2 | \$26.08  | \$33.53  | \$33.53                  | \$40.98                          |
| Retail employee level 3 | \$26.48  | \$34.04  | \$34.04                  | \$41.61                          |
| Retail employee level 4 | \$27.00  | \$34.72  | \$34.72                  | \$42.43                          |
| Retail employee level 5 | \$28.11  | \$36.14  | \$36.14                  | \$44.17                          |
| Retail employee level 6 | \$28.51  | \$36.65  | \$36.65                  | \$44.80                          |
| Retail employee level 7 | \$29.94  | \$38.50  | \$38.50                  | \$47.05                          |
| Retail employee level 8 | \$31.15  | \$40.05  | \$40.05                  | \$48.95                          |

## Junior - Casual - 19 years

Table 1 of 3

| Classification          | Hourly pay rate | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers | Shiftwork - Monday to Friday - non-baking production employees |
|-------------------------|-----------------|-----------------------------|---------------------------|-----------------------------------|--|
| Retail employee level 1 | \$20.79         | \$22.45                     | \$30.77                   | \$41.58                           | \$25.78  |
| Retail employee level 2 | \$21.29         | \$22.99                     | \$31.51                   | \$42.58                           | \$26.40  |
| Retail employee level 3 | \$21.61         | \$23.34                     | \$31.99                   | \$43.23                           | \$26.80  |
| Retail employee level 4 | \$22.04         | \$23.80                     | \$32.62                   | \$44.08                           | \$27.33  |
| Retail employee level 5 | \$22.94         | \$24.77                     | \$33.95                   | \$45.88                           | \$28.44  |
| Retail employee level 6 | \$23.28         | \$25.14                     | \$34.45                   | \$46.55                           | \$28.86  |
| Retail employee level 7 | \$24.44         | \$26.39                     | \$36.17                   | \$48.88                           | \$30.30  |
| Retail employee level 8 | \$25.44         | \$27.47                     | \$37.65                   | \$50.88                           | \$31.54  |

Table 2 of 3

| Classification          | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers | Public holiday - shiftworkers |
|-------------------------|---|---|-------------------------|-----------------------|-------------------------------|
| Retail employee level 1 | \$22.87   | \$25.78                                   | \$29.10                 | \$37.42               | \$41.58                       |
| Retail employee level 2 | \$23.42   | \$26.40                                   | \$29.80                 | \$38.32               | \$42.58                       |
| Retail employee level 3 | \$23.77   | \$26.80                                   | \$30.26                 | \$38.90               | \$43.23                       |
| Retail employee level 4 | \$24.24   | \$27.33                                   | \$30.85                 | \$39.67               | \$44.08                       |
| Retail employee level 5 | \$25.23   | \$28.44                                   | \$32.11                 | \$41.29               | \$45.88                       |
| Retail employee level 6 | \$25.60   | \$28.86                                   | \$32.59                 | \$41.90               | \$46.55                       |
| Retail employee level 7 | \$26.88   | \$30.30                                   | \$34.21                 | \$43.99               | \$48.88                       |
| Retail employee level 8 | \$27.98   | \$31.54                                   | \$35.61                 | \$45.79               | \$50.88                       |

**Table 3 of 3**

| <b>Classification</b>   | <b>Overtime - Monday to Saturday - first 3 hours</b> | <b>Overtime - Monday to Saturday - after 3 hours</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> |
|-------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$29.10  | \$37.42  | \$37.42                  | \$45.73                          |
| Retail employee level 2 | \$29.80  | \$38.32  | \$38.32                  | \$46.83                          |
| Retail employee level 3 | \$30.26  | \$38.90  | \$38.90                  | \$47.55                          |
| Retail employee level 4 | \$30.85  | \$39.67  | \$39.67                  | \$48.48                          |
| Retail employee level 5 | \$32.11  | \$41.29  | \$41.29                  | \$50.46                          |
| Retail employee level 6 | \$32.59  | \$41.90  | \$41.90                  | \$51.21                          |
| Retail employee level 7 | \$34.21  | \$43.99  | \$43.99                  | \$53.76                          |
| Retail employee level 8 | \$35.61  | \$45.79  | \$45.79                  | \$55.96                          |

**Junior - Casual - 20 years, employed by the employer for 6 months or less****Table 1 of 3**

| <b>Classification</b>   | <b>Hourly pay rate</b> | <b>Saturday - not shiftworkers</b> | <b>Sunday - not shiftworkers</b> | <b>Public holiday - not shiftworkers</b> | <b>Shiftwork - Monday to Friday - non-baking production employees</b> |
|-------------------------|------------------------|------------------------------------|----------------------------------|--|---|
| Retail employee level 1 | \$23.39                | \$25.26                            | \$34.61                          | \$46.78                                  | \$29.00   |
| Retail employee level 2 | \$23.94                | \$25.85                            | \$35.43                          | \$47.88                                  | \$29.68   |
| Retail employee level 3 | \$24.31                | \$26.26                            | \$35.98                          | \$48.63                                  | \$30.15   |
| Retail employee level 4 | \$24.79                | \$26.77                            | \$36.69                          | \$49.58                                  | \$30.74   |
| Retail employee level 5 | \$25.81                | \$27.88                            | \$38.20                          | \$51.63                                  | \$32.01   |
| Retail employee level 6 | \$26.19                | \$28.28                            | \$38.76                          | \$52.38                                  | \$32.47   |
| Retail employee level 7 | \$27.50                | \$29.70                            | \$40.70                          | \$55.00                                  | \$34.10   |
| Retail employee level 8 | \$28.61                | \$30.90                            | \$42.35                          | \$57.23                                  | \$35.48   |



**Table 2 of 3**

| <b>Classification</b>   | <b>Early morning shift - baking production employees</b> | <b>Night shift - baking production employees</b> | <b>Saturday - shiftworkers</b> | <b>Sunday - shiftworkers</b> | <b>Public holiday - shiftworkers</b> |
|-------------------------|--|--|--------------------------------|------------------------------|--------------------------------------|
| Retail employee level 1 | \$25.73  | \$29.00  | \$32.74                        | \$42.10                      | \$46.78                              |
| Retail employee level 2 | \$26.33  | \$29.68  | \$33.51                        | \$43.09                      | \$47.88                              |
| Retail employee level 3 | \$26.74  | \$30.15  | \$34.04                        | \$43.76                      | \$48.63                              |
| Retail employee level 4 | \$27.27  | \$30.74  | \$34.70                        | \$44.62                      | \$49.58                              |
| Retail employee level 5 | \$28.39  | \$32.01  | \$36.14                        | \$46.46                      | \$51.63                              |
| Retail employee level 6 | \$28.81  | \$32.47  | \$36.66                        | \$47.14                      | \$52.38                              |
| Retail employee level 7 | \$30.25  | \$34.10  | \$38.50                        | \$49.50                      | \$55.00                              |
| Retail employee level 8 | \$31.47  | \$35.48  | \$40.06                        | \$51.50                      | \$57.23                              |

**Table 3 of 3**

| <b>Classification</b>   | <b>Overtime - Monday to Saturday - first 3 hours</b> | <b>Overtime - Monday to Saturday - after 3 hours</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> |
|-------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$32.74  | \$42.10  | \$42.10                  | \$51.45                          |
| Retail employee level 2 | \$33.51  | \$43.09  | \$43.09                  | \$52.66                          |
| Retail employee level 3 | \$34.04  | \$43.76  | \$43.76                  | \$53.49                          |
| Retail employee level 4 | \$34.70  | \$44.62  | \$44.62                  | \$54.53                          |
| Retail employee level 5 | \$36.14  | \$46.46  | \$46.46                  | \$56.79                          |
| Retail employee level 6 | \$36.66  | \$47.14  | \$47.14                  | \$57.61                          |
| Retail employee level 7 | \$38.50  | \$49.50  | \$49.50                  | \$60.50                          |
| Retail employee level 8 | \$40.06  | \$51.50  | \$51.50                  | \$62.95                          |

## Junior - Casual - 20 years, employed by the employer for more than 6 months

Table 1 of 3

| Classification          | Hourly pay rate | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers | Shiftwork - Monday to Friday - non-baking production employees |
|-------------------------|-----------------|-----------------------------|---------------------------|-----------------------------------|--|
| Retail employee level 1 | \$25.99         | \$28.07                     | \$38.46                   | \$51.98                           | \$32.22  |
| Retail employee level 2 | \$26.60         | \$28.73                     | \$39.37                   | \$53.20                           | \$32.98  |
| Retail employee level 3 | \$27.03         | \$29.19                     | \$40.00                   | \$54.05                           | \$33.51  |
| Retail employee level 4 | \$27.55         | \$29.75                     | \$40.77                   | \$55.10                           | \$34.16  |
| Retail employee level 5 | \$28.68         | \$30.97                     | \$42.44                   | \$57.35                           | \$35.56  |
| Retail employee level 6 | \$29.10         | \$31.43                     | \$43.07                   | \$58.20                           | \$36.08  |
| Retail employee level 7 | \$30.55         | \$32.99                     | \$45.21                   | \$61.10                           | \$37.88  |
| Retail employee level 8 | \$31.79         | \$34.33                     | \$47.05                   | \$63.58                           | \$39.42  |

Table 2 of 3

| Classification          | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers | Public holiday - shiftworkers |
|-------------------------|---|---|-------------------------|-----------------------|-------------------------------|
| Retail employee level 1 | \$28.59   | \$32.22                                   | \$36.38                 | \$46.78               | \$51.98                       |
| Retail employee level 2 | \$29.26   | \$32.98                                   | \$37.24                 | \$47.88               | \$53.20                       |
| Retail employee level 3 | \$29.73   | \$33.51                                   | \$37.84                 | \$48.65               | \$54.05                       |
| Retail employee level 4 | \$30.31   | \$34.16                                   | \$38.57                 | \$49.59               | \$55.10                       |
| Retail employee level 5 | \$31.54   | \$35.56                                   | \$40.15                 | \$51.62               | \$57.35                       |
| Retail employee level 6 | \$32.01   | \$36.08                                   | \$40.74                 | \$52.38               | \$58.20                       |
| Retail employee level 7 | \$33.61   | \$37.88                                   | \$42.77                 | \$54.99               | \$61.10                       |
| Retail employee level 8 | \$34.97   | \$39.42                                   | \$44.50                 | \$57.22               | \$63.58                       |

**Table 3 of 3**

| <b>Classification</b>   | <b>Overtime - Monday to Saturday - first 3 hours</b> | <b>Overtime - Monday to Saturday - after 3 hours</b> | <b>Overtime - Sunday</b> | <b>Overtime - public holiday</b> |
|-------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$36.38  | \$46.78  | \$46.78                  | \$57.17                          |
| Retail employee level 2 | \$37.24  | \$47.88  | \$47.88                  | \$58.52                          |
| Retail employee level 3 | \$37.84  | \$48.65  | \$48.65                  | \$59.46                          |
| Retail employee level 4 | \$38.57  | \$49.59  | \$49.59                  | \$60.61                          |
| Retail employee level 5 | \$40.15  | \$51.62  | \$51.62                  | \$63.09                          |
| Retail employee level 6 | \$40.74  | \$52.38  | \$52.38                  | \$64.02                          |
| Retail employee level 7 | \$42.77  | \$54.99  | \$54.99                  | \$67.21                          |
| Retail employee level 8 | \$44.50  | \$57.22  | \$57.22                  | \$69.93                          |

## Apprentice - 4 year apprenticeship - Started before 1 Jan 2014

Table 1 of 3

| Classification        | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$11.02         | \$13.78                              | \$13.78                     | \$19.84                   | \$24.80                           |
| Apprentice - 2nd year | \$13.22         | \$16.53                              | \$16.53                     | \$23.80                   | \$29.75                           |
| Apprentice - 3rd year | \$17.63         | \$22.04                              | \$22.04                     | \$31.73                   | \$39.67                           |
| Apprentice - 4th year | \$19.84         | \$24.80                              | \$24.80                     | \$35.71                   | \$44.64                           |

Table 2 of 3

| Classification        | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$14.33  | \$12.40   | \$14.33                                   | \$16.53                 | \$22.04               |
| Apprentice - 2nd year | \$17.19  | \$14.87   | \$17.19                                   | \$19.83                 | \$26.44               |
| Apprentice - 3rd year | \$22.92  | \$19.83   | \$22.92                                   | \$26.45                 | \$35.26               |
| Apprentice - 4th year | \$25.79  | \$22.32   | \$25.79                                   | \$29.76                 | \$39.68               |

Table 3 of 3

| Classification        | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$24.80                       | \$16.53                                       | \$22.04                                       | \$22.04           | \$27.55                   |
| Apprentice - 2nd year | \$29.75                       | \$19.83                                       | \$26.44                                       | \$26.44           | \$33.05                   |
| Apprentice - 3rd year | \$39.67                       | \$26.45                                       | \$35.26                                       | \$35.26           | \$44.08                   |
| Apprentice - 4th year | \$44.64                       | \$29.76                                       | \$39.68                                       | \$39.68           | \$49.60                   |

## Apprentice - 4 year apprenticeship - Started after 1 Jan 2014 - Did not complete year 12

Table 1 of 3

| Classification        | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$11.02         | \$13.78                              | \$13.78                     | \$19.84                   | \$24.80                           |
| Apprentice - 2nd year | \$13.22         | \$16.53                              | \$16.53                     | \$23.80                   | \$29.75                           |
| Apprentice - 3rd year | \$17.63         | \$22.04                              | \$22.04                     | \$31.73                   | \$39.67                           |
| Apprentice - 4th year | \$19.84         | \$24.80                              | \$24.80                     | \$35.71                   | \$44.64                           |

Table 2 of 3

| Classification        | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$14.33  | \$12.40   | \$14.33                                   | \$16.53                 | \$22.04               |
| Apprentice - 2nd year | \$17.19  | \$14.87   | \$17.19                                   | \$19.83                 | \$26.44               |
| Apprentice - 3rd year | \$22.92  | \$19.83   | \$22.92                                   | \$26.45                 | \$35.26               |
| Apprentice - 4th year | \$25.79  | \$22.32   | \$25.79                                   | \$29.76                 | \$39.68               |

Table 3 of 3

| Classification        | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$24.80                       | \$16.53                                       | \$22.04                                       | \$22.04           | \$27.55                   |
| Apprentice - 2nd year | \$29.75                       | \$19.83                                       | \$26.44                                       | \$26.44           | \$33.05                   |
| Apprentice - 3rd year | \$39.67                       | \$26.45                                       | \$35.26                                       | \$35.26           | \$44.08                   |
| Apprentice - 4th year | \$44.64                       | \$29.76                                       | \$39.68                                       | \$39.68           | \$49.60                   |

## Apprentice - 4 year apprenticeship - Started after 1 Jan 2014 - Completed year 12

Table 1 of 3

| Classification        | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$12.12         | \$15.15                              | \$15.15                     | \$21.82                   | \$27.27                           |
| Apprentice - 2nd year | \$14.33         | \$17.91                              | \$17.91                     | \$25.79                   | \$32.24                           |
| Apprentice - 3rd year | \$17.63         | \$22.04                              | \$22.04                     | \$31.73                   | \$39.67                           |
| Apprentice - 4th year | \$19.84         | \$24.80                              | \$24.80                     | \$35.71                   | \$44.64                           |

Table 2 of 3

| Classification        | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$15.76  | \$13.64   | \$15.76                                   | \$18.18                 | \$24.24               |
| Apprentice - 2nd year | \$18.63  | \$16.12   | \$18.63                                   | \$21.50                 | \$28.66               |
| Apprentice - 3rd year | \$22.92  | \$19.83   | \$22.92                                   | \$26.45                 | \$35.26               |
| Apprentice - 4th year | \$25.79  | \$22.32   | \$25.79                                   | \$29.76                 | \$39.68               |

Table 3 of 3

| Classification        | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$27.27                       | \$18.18                                       | \$24.24                                       | \$24.24           | \$30.30                   |
| Apprentice - 2nd year | \$32.24                       | \$21.50                                       | \$28.66                                       | \$28.66           | \$35.83                   |
| Apprentice - 3rd year | \$39.67                       | \$26.45                                       | \$35.26                                       | \$35.26           | \$44.08                   |
| Apprentice - 4th year | \$44.64                       | \$29.76                                       | \$39.68                                       | \$39.68           | \$49.60                   |

## Apprentice - 3 year apprenticeship - Started before 1 Jan 2014

Table 1 of 3

| Classification        | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$11.02         | \$13.78                              | \$13.78                     | \$19.84                   | \$24.80                           |
| Apprentice - 2nd year | \$13.22         | \$16.53                              | \$16.53                     | \$23.80                   | \$29.75                           |
| Apprentice - 3rd year | \$17.63         | \$22.04                              | \$22.04                     | \$31.73                   | \$39.67                           |

Table 2 of 3

| Classification        | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$14.33  | \$12.40   | \$14.33                                   | \$16.53                 | \$22.04               |
| Apprentice - 2nd year | \$17.19  | \$14.87   | \$17.19                                   | \$19.83                 | \$26.44               |
| Apprentice - 3rd year | \$22.92  | \$19.83   | \$22.92                                   | \$26.45                 | \$35.26               |

Table 3 of 3

| Classification        | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$24.80                       | \$16.53                                       | \$22.04                                       | \$22.04           | \$27.55                   |
| Apprentice - 2nd year | \$29.75                       | \$19.83                                       | \$26.44                                       | \$26.44           | \$33.05                   |
| Apprentice - 3rd year | \$39.67                       | \$26.45                                       | \$35.26                                       | \$35.26           | \$44.08                   |

## Apprentice - 3 year apprenticeship - Started after 1 Jan 2014 - Did not complete year 12

Table 1 of 3

| Classification        | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$11.02         | \$13.78                              | \$13.78                     | \$19.84                   | \$24.80                           |
| Apprentice - 2nd year | \$13.22         | \$16.53                              | \$16.53                     | \$23.80                   | \$29.75                           |
| Apprentice - 3rd year | \$17.63         | \$22.04                              | \$22.04                     | \$31.73                   | \$39.67                           |

Table 2 of 3

| Classification        | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$14.33  | \$12.40   | \$14.33                                   | \$16.53                 | \$22.04               |
| Apprentice - 2nd year | \$17.19  | \$14.87   | \$17.19                                   | \$19.83                 | \$26.44               |
| Apprentice - 3rd year | \$22.92  | \$19.83   | \$22.92                                   | \$26.45                 | \$35.26               |

Table 3 of 3

| Classification        | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$24.80                       | \$16.53                                       | \$22.04                                       | \$22.04           | \$27.55                   |
| Apprentice - 2nd year | \$29.75                       | \$19.83                                       | \$26.44                                       | \$26.44           | \$33.05                   |
| Apprentice - 3rd year | \$39.67                       | \$26.45                                       | \$35.26                                       | \$35.26           | \$44.08                   |



## Apprentice - 3 year apprenticeship - Started after 1 Jan 2014 - Completed year 12

Table 1 of 3

| Classification        | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$12.12         | \$15.15                              | \$15.15                     | \$21.82                   | \$27.27                           |
| Apprentice - 2nd year | \$14.33         | \$17.91                              | \$17.91                     | \$25.79                   | \$32.24                           |
| Apprentice - 3rd year | \$17.63         | \$22.04                              | \$22.04                     | \$31.73                   | \$39.67                           |

Table 2 of 3

| Classification        | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$15.76  | \$13.64   | \$15.76                                   | \$18.18                 | \$24.24               |
| Apprentice - 2nd year | \$18.63  | \$16.12   | \$18.63                                   | \$21.50                 | \$28.66               |
| Apprentice - 3rd year | \$22.92  | \$19.83   | \$22.92                                   | \$26.45                 | \$35.26               |

Table 3 of 3

| Classification        | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$27.27                       | \$18.18                                       | \$24.24                                       | \$24.24           | \$30.30                   |
| Apprentice - 2nd year | \$32.24                       | \$21.50                                       | \$28.66                                       | \$28.66           | \$35.83                   |
| Apprentice - 3rd year | \$39.67                       | \$26.45                                       | \$35.26                                       | \$35.26           | \$44.08                   |

## Adult apprentice - 4 year apprenticeship - Started before 1 Jan 2014

Table 1 of 3

| Classification        | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$11.02         | \$13.78                              | \$13.78                     | \$19.84                   | \$24.80                           |
| Apprentice - 2nd year | \$13.22         | \$16.53                              | \$16.53                     | \$23.80                   | \$29.75                           |
| Apprentice - 3rd year | \$17.63         | \$22.04                              | \$22.04                     | \$31.73                   | \$39.67                           |
| Apprentice - 4th year | \$19.84         | \$24.80                              | \$24.80                     | \$35.71                   | \$44.64                           |

Table 2 of 3

| Classification        | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$14.33  | \$12.40   | \$14.33                                   | \$16.53                 | \$22.04               |
| Apprentice - 2nd year | \$17.19  | \$14.87   | \$17.19                                   | \$19.83                 | \$26.44               |
| Apprentice - 3rd year | \$22.92  | \$19.83   | \$22.92                                   | \$26.45                 | \$35.26               |
| Apprentice - 4th year | \$25.79  | \$22.32   | \$25.79                                   | \$29.76                 | \$39.68               |

Table 3 of 3

| Classification        | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$24.80                       | \$16.53                                       | \$22.04                                       | \$22.04           | \$27.55                   |
| Apprentice - 2nd year | \$29.75                       | \$19.83                                       | \$26.44                                       | \$26.44           | \$33.05                   |
| Apprentice - 3rd year | \$39.67                       | \$26.45                                       | \$35.26                                       | \$35.26           | \$44.08                   |
| Apprentice - 4th year | \$44.64                       | \$29.76                                       | \$39.68                                       | \$39.68           | \$49.60                   |

## Adult apprentice - 4 year apprenticeship - Started after 1 Jan 2014

Table 1 of 3

| Classification        | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$17.63         | \$22.04                              | \$22.04                     | \$31.73                   | \$39.67                           |
| Apprentice - 2nd year | \$20.79         | \$25.99                              | \$25.99                     | \$37.42                   | \$46.78                           |
| Apprentice - 3rd year | \$20.79         | \$25.99                              | \$25.99                     | \$37.42                   | \$46.78                           |
| Apprentice - 4th year | \$20.79         | \$25.99                              | \$25.99                     | \$37.42                   | \$46.78                           |

Table 2 of 3

| Classification        | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$22.92  | \$19.83   | \$22.92                                   | \$26.45                 | \$35.26               |
| Apprentice - 2nd year | \$27.03  | \$23.39   | \$27.03                                   | \$31.19                 | \$41.58               |
| Apprentice - 3rd year | \$27.03  | \$23.39   | \$27.03                                   | \$31.19                 | \$41.58               |
| Apprentice - 4th year | \$27.03  | \$23.39   | \$27.03                                   | \$31.19                 | \$41.58               |

Table 3 of 3

| Classification        | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$39.67                       | \$26.45                                       | \$35.26                                       | \$35.26           | \$44.08                   |
| Apprentice - 2nd year | \$46.78                       | \$31.19                                       | \$41.58                                       | \$41.58           | \$51.98                   |
| Apprentice - 3rd year | \$46.78                       | \$31.19                                       | \$41.58                                       | \$41.58           | \$51.98                   |
| Apprentice - 4th year | \$46.78                       | \$31.19                                       | \$41.58                                       | \$41.58           | \$51.98                   |

## Adult apprentice - 3 year apprenticeship - Started before 1 Jan 2014

Table 1 of 3

| Classification        | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$11.02         | \$13.78                              | \$13.78                     | \$19.84                   | \$24.80                           |
| Apprentice - 2nd year | \$13.22         | \$16.53                              | \$16.53                     | \$23.80                   | \$29.75                           |
| Apprentice - 3rd year | \$17.63         | \$22.04                              | \$22.04                     | \$31.73                   | \$39.67                           |

Table 2 of 3

| Classification        | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$14.33  | \$12.40   | \$14.33                                   | \$16.53                 | \$22.04               |
| Apprentice - 2nd year | \$17.19  | \$14.87   | \$17.19                                   | \$19.83                 | \$26.44               |
| Apprentice - 3rd year | \$22.92  | \$19.83   | \$22.92                                   | \$26.45                 | \$35.26               |

Table 3 of 3

| Classification        | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$24.80                       | \$16.53                                       | \$22.04                                       | \$22.04           | \$27.55                   |
| Apprentice - 2nd year | \$29.75                       | \$19.83                                       | \$26.44                                       | \$26.44           | \$33.05                   |
| Apprentice - 3rd year | \$39.67                       | \$26.45                                       | \$35.26                                       | \$35.26           | \$44.08                   |

## Adult apprentice - 3 year apprenticeship - Started after 1 Jan 2014

Table 1 of 3

| Classification        | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$17.63         | \$22.04                              | \$22.04                     | \$31.73                   | \$39.67                           |
| Apprentice - 2nd year | \$20.79         | \$25.99                              | \$25.99                     | \$37.42                   | \$46.78                           |
| Apprentice - 3rd year | \$20.79         | \$25.99                              | \$25.99                     | \$37.42                   | \$46.78                           |

Table 2 of 3

| Classification        | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$22.92  | \$19.83   | \$22.92                                   | \$26.45                 | \$35.26               |
| Apprentice - 2nd year | \$27.03  | \$23.39   | \$27.03                                   | \$31.19                 | \$41.58               |
| Apprentice - 3rd year | \$27.03  | \$23.39   | \$27.03                                   | \$31.19                 | \$41.58               |

Table 3 of 3

| Classification        | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$39.67                       | \$26.45                                       | \$35.26                                       | \$35.26           | \$44.08                   |
| Apprentice - 2nd year | \$46.78                       | \$31.19                                       | \$41.58                                       | \$41.58           | \$51.98                   |
| Apprentice - 3rd year | \$46.78                       | \$31.19                                       | \$41.58                                       | \$41.58           | \$51.98                   |

## Allowances

| Allowances   | Rate  |
|--|---|
| Apprentice training fees and textbook costs reimbursement  | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks  |
| Apprentice travel to block release training reimbursement  | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training  |
| Cold work allowance - 0°C and above  | \$0.29 per hour while so employed   |
| Cold work allowance - below 0°C  | \$0.73 per hour while so employed   |
| District allowance - Broken Hill   | \$0.94 per hour   |
| First aid allowance  | \$10.89 per week  |
| Laundry allowance - full-time employees  | \$6.25 per week   |
| Laundry allowance - part-time or casual employees  | \$1.25 per shift  |
| Liquor licence allowance   | \$0.68 per hour up to a maximum of \$25.96 per week   |
| Meal allowance   | \$18.29 for the first meal and \$16.57 for an extra meal if overtime worked is more than 4 hours  |
| Protective or special clothing reimbursement   | reimbursement for the cost of purchasing protective or special clothing such as a uniform, dress or other clothing and the cost of replacement items, when replacement is due to normal wear and tear |
| Recall allowance   | the appropriate rate for all hours worked with a minimum of 3 hours on each occasion  |
| <b>Travelling / transport</b>  |   |
| Excess travelling costs - temporary transfer to another branch or shop   | reimbursement of all extra transport costs  |
| Transport reimbursement - starting or finishing after 10pm or before 7am - normal means of transport unavailable | reimbursement for the cost of a taxi fare from the place of employment to the usual place of residence  |
| Vehicle allowance  | \$0.78 per km   |
| Working away from usual workplace - travelling time reimbursement - Monday to Saturday                           | payment at the minimum hourly rate for time spent travelling in excess of time normally spent travelling between home and the usual place of employment   |
| Working away from usual workplace - travelling time reimbursement - Sunday and public holiday                    | payment at the minimum hourly rate + 50% for time spent travelling in excess of time normally spent travelling between home and the usual place of employment   |

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