

2.4% WAGE LIFT TO RETAIL EMPLOYEES

In June 2016, the Fair Work Commission (FWC) issued its Annual Wage Review decision regarding minimum Award pay rates. The General Retail Industry Award 2010 is affected by this increase.

The FWC's decision will increase the minimum wage rates in Awards by 2.4%. This change takes effect from the first full pay period on or after 1 July 2016.

The new minimum wage rates for employees covered by the General Retail Industry Award 2010 from 1 July 2016 are:

<i>Award Classification</i>	Minimum Weekly Pay Rate Based on a 38 hour week	Minimum Hourly Rate	Minimum Hourly Rate Inclusive of 25% casual loading
Retail Employee Level 1	\$738.80	\$19.44	\$24.30
Retail Employee Level 2	\$756.40	\$19.91	\$24.89
Retail Employee Level 3	\$768.20	\$20.22	\$25.28
Retail Employee Level 4	\$783.30	\$20.61	\$25.76
Retail Employee Level 5	\$815.40	\$21.46	\$26.83
Retail Employee Level 6	\$827.30	\$21.77	\$27.21
Retail Employee Level 7	\$868.70	\$22.86	\$28.58
Retail Employee Level 8	\$904.00	\$23.79	\$29.74

You can download a copy of the Fair Work Ombudsman, Pay Guide – General Retail Industry Award 2010 via this link:

<https://www.fairwork.gov.au/ArticleDocuments/872/general-retail-industry-award-ma000004-pay-guide.docx.aspx>

You are not required to pass on increases if your employees are already being paid more than the new minimum pay rates.

It is important to note that higher rates will be payable when an employee performs work:

- Outside their ordinary hours of work, and/or
- On days and times that attract 'penalty rates'

In addition, permanent employees are also entitled to receive 'annual leave loading' when taking annual leave.

You are required to keep a copy of the Award in your post office, or to otherwise make it available to your employees in electronic form.

All employees **must** be assigned to the appropriate Award classification, and employees **must** be informed of their Award classification,

This is just another reason Retail employees should join together – and join the CWU!

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