

Award information for NANA Members



NANA since 1891

General Retail Industry Award 2020 Wage Rate Update

**Operative Date: The first full pay period to
commence on or after
1 September 2021**

These rates include the 2.5% increase arising from the Fair Work Commission's Annual Wage Review for 2021.

The 2.5% increase which is delayed until 1 September 2021 applies from the first complete pay period to commence on or after 1 September 2021.

The following wage rate information applies to employers who engage employees under the General Retail Industry Award 2020.

This Award applies in New South Wales and the Australian Capital Territory. The Award applies to businesses including Newsagencies that are primarily engaged in the sale or hire of goods and services to final consumers for personal, household or business consumption and newspaper delivery drivers employed by a Newsagency.

The considerations in relation to the rates of pay for junior employees, particularly 20-year-old employees continues to apply.

In addition to wage rates, allowances appear on pages 10, 11 and 12.

Drivers and other staff who use their own vehicles are entitled to an allowance that is contained in the schedule of allowances which appears on page 10 (an increase to 82 cents per kilometer).

Employers are required to provide access to a copy of the Award and National Employment Standards (NES) – either a hard print copy or electronic versions. Copies of both the Award and NES are available from NANA as are instructions on providing electronic access.

NANA provides Award information and employment relations advice to Members.
Members who require assistance should contact NANA on 1300 113 044.

Wage Rates for Adults (21 years of age and older) whose shift commences after 5:00AM*

Adult	Base Rate					225%
	Full time & part time*	Ordinary Hourly Rate Mon-Fri	Work After 6pm Mon-Fri	Saturday 5am to 6pm	Sunday 5am to 6pm	
Level 1		22.33	27.91	27.91	33.50	50.24
Level 2		22.86	28.58	28.58	34.29	51.44
Level 3		23.22	29.03	29.03	34.83	52.25
Level 4		23.67	29.59	29.59	35.51	53.26
Level 5		24.64	30.80	30.80	36.96	55.44
Level 6		25.00	31.25	31.25	37.50	56.25
Level 7		26.26	32.83	32.83	39.39	59.09
Level 8		27.32	34.15	34.15	40.98	61.47

Adult	125%				150%				175%				250%				
	Casual* Mon-Fri	Casual Rate Mon-Fri	Work After 6pm Mon-Fri	Saturday 5am to 6pm	Casual* Mon-Fri	Casual Rate Mon-Fri	Work After 6pm Mon-Fri	Saturday 5am to 6pm	Casual* Mon-Fri	Casual Rate Mon-Fri	Work After 6pm Mon-Fri	Saturday 5am to 6pm	Casual* Mon-Fri	Casual Rate Mon-Fri	Work After 6pm Mon-Fri	Saturday 5am to 6pm	Public Holidays
Level 1	27.91	27.91	33.50	33.50	39.08	39.08	47.81	47.81	55.83	55.83	68.30	68.30	85.38	85.38	102.85	102.85	128.56
Level 2	28.58	28.58	34.29	34.29	40.01	40.01	49.01	49.01	57.15	57.15	59.09	59.09	71.32	71.32	85.38	85.38	106.35
Level 3	29.03	29.03	34.83	34.83	40.64	40.64	49.64	49.64	58.05	58.05	61.47	61.47	74.25	74.25	88.75	88.75	109.88
Level 4	29.59	29.59	35.51	35.51	41.42	41.42	50.42	50.42	59.18	59.18	62.50	62.50	75.75	75.75	90.63	90.63	112.50
Level 5	30.80	30.80	36.96	36.96	43.12	43.12	52.12	52.12	61.60	61.60	65.65	65.65	78.75	78.75	94.38	94.38	116.25
Level 6	31.25	31.25	37.50	37.50	43.75	43.75	52.75	52.75	62.50	62.50	66.65	66.65	80.25	80.25	96.38	96.38	118.75
Level 7	32.83	32.83	39.39	39.39	45.96	45.96	55.96	55.96	65.65	65.65	69.65	69.65	83.25	83.25	99.38	99.38	122.50
Level 8	34.15	34.15	40.98	40.98	47.81	47.81	58.81	58.81	68.30	68.30	72.38	72.38	86.25	86.25	102.38	102.38	126.25

For Overtime Rates for Casual Employees, see pages 7, 8 and 9

WARNING

This summary information is based on the provisions of the General Retail Industry Award 2020. This information in no way replaces any Award provision.

If in doubt about any aspect of this information, check the Award or contact NANA on 1300 113 044.

NANA is able to assist Members with access to official copies of the Award and the NES.

Contact NANA on 1300 113 044 for further assistance.

This information is provided for the convenience of Members and is intended for reference only. The information contained is believed to be accurate however, neither NANA nor its agents give any warranty as to the accuracy of the information neither are they liable for errors, omissions or loss or damage suffered as a result of any person acting in reliance thereon.

Classification descriptions are contained in the General Retail Industry Award 2020 at Schedule A – Classification Definitions. NANA is able to provide members with guidance on appropriate Award classifications.

Wage Rates for Juniors – Level 1 (under 21 years of age) whose shift commences after 5:00AM*

Level 1 Junior e.g. shop assistant					
Full time & part time*	Base Rate	125%	125%	150%	225%
	Ordinary Hourly Rate Mon-Fri	Work after 6pm Mon-Fri	Saturday 5am to 6pm	Sunday 5am to 6pm	Public Holidays
Under 16	10.05	12.56	12.56	15.08	22.61
16 years	11.16	13.95	13.95	16.74	25.11
17 years	13.40	16.75	16.75	20.10	30.15
18 years	15.63	19.54	19.54	23.45	35.17
19 years	17.86	22.33	22.33	26.79	40.19
20 years, employed by the employer for less than 6 months	20.10	25.13	25.13	30.15	45.23
20 years, employed by the employer for more than 6 months	22.33	27.91	27.91	33.50	50.24

Employees 20 Years of Age

Clause 17.2 Junior Rates of the General Retail Industry Award 2020 prescribes different rates depending on the length of employment with the employer.

20 year old employees with less than six months of employment with the employer are paid the lower rate.

20 year old employees with more than six months of employment with the employer are paid at the higher rate.

Level 1 Junior e.g. shop assistant					
Casual*	125%	150%	150%	175%	250%
	Casual Rate Mon to Fri	Work after 6pm Mon-Fri	Saturday 5am to 6pm	Sunday 5am to 6pm	Public Holidays
Under 16	12.56	15.08	15.08	17.59	25.13
16 years	13.95	16.74	16.74	19.53	27.90
17 years	16.75	20.10	20.10	23.45	33.50
18 years	19.54	23.45	23.45	27.35	39.08
19 years	22.33	26.79	26.79	31.26	44.65
20 years, employed by the employer for 6 months or less	25.13	30.15	30.15	35.18	50.25
20 years, employed by the employer for more than 6 months	27.91	33.50	33.50	39.08	55.83

For Overtime Rates for Casual Employees, see pages 7, 8 and 9

Wage Rates for Juniors – Level 3 (under 21 years of age) whose shift commences after 5:00AM*

Level 3 junior	Base Rate		125%	125%	150%	225%
	Ordinary Hourly Rate Mon-Fri	Public Holidays				
Under 16	10.45	13.06	13.06	14.51	15.68	23.51
16 years	11.61	14.51	14.51	17.41	17.42	26.12
17 years	13.93	17.41	17.41	20.31	20.90	31.34
18 years	16.25	20.31	20.31	23.21	24.38	36.56
19 years	18.57	23.21	23.21	26.13	27.86	41.78
20 years, employed by the employer for 6 months or less	20.90	26.13	26.13	31.35	31.35	47.03
20 years, employed by the employer for more than 6 months	23.22	29.03	29.03	34.83	34.83	52.25

Rationale for application of Level 3 to a Junior employee who opens or closes premises and is responsible for associated security:

Schedule A.3.2 Retail Employee Level 3 of the Award prescribes that opening and closing of premises and associated security, is a function of a Level 3 employee.

Junior Employees 20 Years of Age

Clause 17.2 Junior Rates of the General Retail Industry Award 2020 prescribes different rates depending on the length of employment with the employer.

20 year old employees with less than six months of employment with the employer are paid the lower rate.

20 year old employees with more than six months employment with the employer are paid at the higher rate.

Level 3 junior	125%		150%		175%		250%	
	Mon to Fri	Work after 6pm Mon-Fri	Saturday 5am to 6pm	Sunday 5am to 6pm	Public Holidays	Public Holidays	Public Holidays	Public Holidays
Casual*								
Under 16	13.06	15.68	15.68	18.29	18.29	26.13	26.13	26.13
16 years	14.51	17.42	17.42	20.32	20.32	29.03	29.03	29.03
17 years	17.41	20.90	20.90	24.38	24.38	34.83	34.83	34.83
18 years	20.31	24.38	24.38	28.44	28.44	40.63	40.63	40.63
19 years	23.21	27.86	27.86	32.50	32.50	46.43	46.43	46.43
20 years, employed by the employer for 6 months or less	26.13	31.35	31.35	36.58	36.58	52.25	52.25	52.25
20 years, employed by the employer for more than 6 months	29.03	34.83	34.83	40.64	40.64	58.05	58.05	58.05

Wage Rates for Adults (21 years of age and older) whose shift commences before 5:00AM*

Adult	130%			150%		175%		225%	
	Shiftwork Rate		Shiftwork Rate	Shiftwork Rate		Shiftwork Rate		Shiftwork Rate	
Full time & part time*	Mon-Fri		Saturday	Sunday		Public Holidays			
Level 1 (drivers)	29.03		33.50	39.08		50.24			
Level 2	29.72		34.29	40.01		51.44			
Level 3	30.19		34.83	40.64		52.25			
Level 4	30.77		35.51	41.42		53.26			
Level 5	32.03		36.96	43.12		55.44			
Level 6	32.50		37.50	43.75		56.25			
Level 7	34.14		39.39	45.96		59.09			
Level 8	35.52		40.98	47.81		61.47			

Adult	155%		175%		200%		250%	
	Casual Shiftwork Rate		Casual Shiftwork Rate		Casual Shiftwork Rate		Casual Shiftwork Rate	
Level 1 (drivers)	Mon to Fri		Saturday		Sunday		Public Holidays	
Level 1 (drivers)	34.61		39.08		44.66		55.83	
Level 2	35.43		40.01		45.72		57.15	
Level 3	35.99		40.64		46.44		58.05	
Level 4	36.69		41.42		47.34		59.18	
Level 5	38.19		43.12		49.28		61.60	
Level 6	38.75		43.75		50.00		62.50	
Level 7	40.70		45.96		52.52		65.65	
Level 8	42.35		47.81		54.64		68.30	

Shift Work

Part 6 - Shiftwork of the General Retail Industry Award 2020 provides that all shift work shall be paid at the appropriate shiftwork rate, not just for the time worked between 6:00PM and 5:00PM, but for all time worked.

If an employee commences a shift before 5:00AM, they are entitled to the shiftwork rate for all time work.

This provision of the Award typically applies to drivers covered by the General Retail Industry Award 2020. This provision relates especially to retail Newsagents which do deliveries.

Different Award provisions may apply to distribution only Newsagents.

Check with NANA for further information on 1300 113 044.

For Overtime Rates for Casual Employees, see pages 7, 8 and 9

Wage Rates for Juniors (under 21 years of age and older) whose shift commences before 5:00AM – drivers and retail workers*

Level 1 Junior e.g. driver, retail worker				
Full time & part time*	130%	150%	175%	225%
	Shiftwork Rate	Shiftwork Rate	Shiftwork Rate	Shiftwork Rate
	Mon-Fri	Saturday	Sunday	Public Holidays
Under 16	13.07	15.08	17.59	22.61
16 years	14.51	16.74	19.53	25.11
17 years	17.42	20.10	23.45	30.15
18 years	20.32	23.45	27.35	35.17
19 years	23.22	26.79	31.26	40.19
20 years employed 6 months or less	26.13	30.15	35.18	45.23
20 years employed more than 6 months	29.03	33.50	39.08	50.24

Junior Employees

Employees 20 Years of Age

Clause 17.2 Junior Rates of the General Retail Industry Award 2020 prescribes different rates depending on the length of employment with the employer.

20 year old employees with **less than six months** of employment with the employer are **paid the lower rate.**

20 year old employees with **more than six months** employment with the employer are **paid at the higher rate.**

Level 1 Junior e.g. driver, retail worker

Casual*	155%		175%		200%		250%	
	Casual Shiftwork Rate		Casual Shiftwork Rate		Casual Shiftwork Rate		Casual Shiftwork Rate	
	Mon-Fri	Saturday	Mon-Fri	Saturday	Sunday	Sunday	Public holidays	Public holidays
Under 16	15.58	17.59	17.59	20.10	20.10	25.13	25.13	25.13
16 years	17.30	19.53	19.53	22.32	22.32	27.90	27.90	27.90
17 years	20.77	23.45	23.45	26.80	26.80	33.50	33.50	33.50
18 years	24.23	27.35	27.35	31.26	31.26	39.08	39.08	39.08
19 years	27.68	31.26	31.26	35.72	35.72	44.65	44.65	44.65
20 years employed 6 months or less	31.16	35.18	35.18	40.20	40.20	50.25	50.25	50.25
20 years employed more than 6 months	34.61	39.08	39.08	44.66	44.66	55.83	55.83	55.83

Shift Work

Part 6 - Shiftwork of the General Retail Industry Award 2020 provides that all shift work shall be paid at the appropriate shiftwork rate, not just for the time worked between 6:00PM and 5:00PM, but for all time worked.

If an employee commences a shift before 5:00AM, they are entitled to the shiftwork rate for all time work.

This provision of the Award typically applies to drivers covered by the General Retail Industry Award 2020. This provision relates especially to retail Newsagents which do deliveries.

For Overtime Rates for Casual Employees, see pages 7, 8 and 9



Overtime for Casual Employees – Adult (Non-Shift)						
Casual*	175%	225%	175%	225%	225%	275%
	Casual Overtime Per Hour Mon-Fri – 0 to 3 Hours	Casual Overtime Per Hour Mon-Fri – 3+ Hours	Casual Overtime Per Hour Saturday – 0 to 3 Hours	Casual Overtime Per Hour Saturday – 3+ Hours	Casual Overtime Per Hour Sunday	Casual Overtime Per Hour Public Holidays
Level 1	39.08	50.24	39.08	50.24	50.24	61.41
Level 2	40.01	51.44	40.01	51.44	51.44	62.87
Level 3	40.64	52.25	40.64	52.25	52.25	63.86
Level 4	41.42	53.26	41.42	53.26	53.26	65.09
Level 5	43.12	55.44	43.12	55.44	55.44	68.39
Level 6	43.75	56.25	43.75	56.25	56.25	68.75
Level 7	45.69	59.09	45.69	59.09	59.09	71.95
Level 8	47.81	61.57	47.81	61.47	61.47	75.13

Overtime for Casual Employees - Level 1 Junior e.g. shop assistant (Non-Shift)						
Casual*	175%	225%	175%	225%	225%	275%
	Casual Overtime Per Hour Mon-Fri – 0 to 3 Hours	Casual Overtime Per Hour Mon-Fri – 3+ Hours	Casual Overtime Per Hour Saturday – 0 to 3 Hours	Casual Overtime Per Hour Saturday – 3+ Hours	Casual Overtime Per Hour Sunday	Casual Overtime Per Hour Public Holidays
Under 16	17.59	22.61	17.59	22.61	22.61	27.64
16 years	19.53	25.11	19.53	25.11	25.11	30.69
17 years	23.45	30.15	23.45	30.15	30.15	36.85
18 years	27.35	35.17	27.35	35.17	35.17	42.98
19 years	31.26	40.19	31.26	40.19	40.19	48.94
20 years, employed for 6 months or less	35.18	45.23	35.18	45.23	45.23	55.28
20 years, employed for more than 6 months	39.08	50.24	39.08	50.24	50.24	61.41



Overtime for casual Employees - Level 3 junior (non-Shift)						
Casual*	175%	225%	175%	225%	225%	275%
	Casual Overtime Per Hour Mon-Fri – 0 to 3 Hours	Casual Overtime Per Hour Mon-Fri – 3+ Hours	Casual Overtime Per Hour Saturday – 0 to 3 Hours	Casual Overtime Per Hour Saturday – 3+ Hours	Casual Overtime Per Hour Sunday	Casual Overtime Per Hour Public Holidays
Under 16	18.29	23.51	18.29	23.51	23.51	28.74
16 years	20.32	26.12	20.32	26.12	26.12	31.93
17 years	24.38	31.34	24.38	31.34	31.34	38.31
18 years	28.44	36.56	28.44	36.58	36.58	44.69
19 years	32.50	41.78	32.50	41.78	41.78	51.07
20 years, employed for 6 months or less	36.58	47.03	36.58	47.03	47.03	57.48
20 years, employed for more than 6 months	40.64	52.25	40.64	52.25	52.25	63.86

Overtime for Casual Employees – Adult (Shift)						
Casual*	175%	225%	175%	225%	225%	275%
	Casual - Shift Overtime Per Hour Mon-Fri – 0 to 3 Hours	Casual - Shift Overtime Per Hour Mon-Fri – 3+ Hours	Casual - Shift Overtime Per Hour Saturday – 0 to 3 Hours	Casual - Shift Overtime Per Hour Saturday – 3+ Hours	Casual - Shift Overtime Per Hour Sunday	Casual - Shift Overtime Per Hour Public Holidays
Level 1 (drivers)	39.08	50.24	39.08	50.24	50.24	61.41
Level 2	40.01	51.44	40.01	51.44	51.44	62.87
Level 3	40.64	52.25	40.64	52.25	52.25	63.86
Level 4	41.42	53.26	41.42	53.26	53.26	65.09
Level 5	43.12	55.44	43.12	55.44	55.44	67.76
Level 6	43.75	56.25	43.75	56.25	56.25	68.75
Level 7	45.96	59.09	45.96	59.09	59.09	72.22
Level 8	47.18	61.47	47.18	61.47	61.47	75.13



Overtime for Casual Employees - Level 1 Junior e.g. driver, retail worker (Shift)						
	175%	225%	175%	225%	275%	
Casual*	Casual - Shift Overtime Per Hour Mon-Fri – 0 to 3 Hours	Casual - Shift Overtime Per Hour Mon-Fri – 3+ Hours	Casual - Shift Overtime Per Hour Saturday – 0 to 3 Hours	Casual - Shift Overtime Per Hour Saturday – 3+ Hours	Casual - Shift Overtime Per Hour Sunday	Casual - Shift Overtime Per Hour Public Holidays
Under 16	17.59	22.61	17.59	22.61	22.61	27.64
16 years	19.53	25.11	19.53	25.11	25.11	30.69
17 years	23.45	30.15	23.45	30.15	30.15	36.85
18 years	27.35	35.17	27.35	35.17	35.17	42.98
19 years	31.26	40.19	31.26	40.19	40.19	49.12
20 years employed 6 months or less	35.18	45.23	35.18	45.23	45.23	55.28
20 years employed more than 6 months	39.08	50.24	39.08	50.24	50.24	61.41

* This wage rate summary and the wage rates contained herein should not be taken as a statement of the law.

This wage rate summary and the wage rates contained herein should not be taken as a substitute for your own calculations.

This wage rate summary and the wage rates contained herein are intended as guides only.

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Allowances and Special Rates

Description	Frequency	Amount
Meal allowance (where employee cannot reasonably return home)		
An employee required to work not less than one-hour overtime after their ordinary time of ending work shall be paid a meal allowance where 24 hours' notice has not been given	Per meal	\$19.45
Provided that where such overtime work exceeds four hours a further meal allowance	Per meal	\$17.63
Special Clothing allowance (where the employee has supplied or paid for the garment)		
Where the employer requires the employee to wear any protective or special clothing such as a uniform, dress or other clothing	Per garment	Reimburse cost of purchasing item
Where the employer requires an employee to wear any protective or special clothing such as a uniform, dress or other clothing and the item needs replacing due to normal wear and tear	Per garment	Reimburse cost of replacing item
Laundry allowance		
Where an employee is required to launder any special uniform, dress or other clothing and is a full-time employee	Per week	\$6.25
Where an employee is required to launder any special uniform, dress or other clothing and is a part-time employee or casual employee	Per shift	\$1.25
Cold Work Disability allowance		
Employees principally employed on any day to enter cold chambers and/or to stock and refill refrigerated storages such as dairy cases or freezer cabinets	Per hour	\$0.30 (1.3% of the Standard Rate)
Provided that where the employee is required to work in a cold chamber where the temperature is below 0 Degrees Celsius	Per hour	\$0.45 (2.0% of the Standard Rate)
Transport allowance		
Where an employer requests an employee to use their own motor vehicle in the performance of their duties	Per km	\$0.82

Excess Travelling Costs allowance		
Where an employee is required by their employer to move temporarily from one branch or shop to another for a period not exceeding 3 weeks	Per shift	Reimburse cost of additional transport
An employee who on any day is required to work at a place away from their usual place of employment and travel time is in excess of the time normally spent travelling to and from their home to their usual place of employment	Per excess time/fare	Ordinary rate of pay (150% on Sundays or Public Holidays) + Cost of excess fare
An employee who on any day is required to work at a place away from their usual place of employment and the employer provides transport to and from a pick-up point	Per travelling time	Ordinary rate of pay (150% on Sundays or Public Holidays)
Transfer of Employee Reimbursement		
Where an employer transfers an employee from one township to another	Per move	Reimburse all moving expenses incurred (including fares and transport charges of the employee + family)
Transport of Employee Reimbursement (where not a shift worker)		
Where an employee commences and/or ceases work after 10PM or prior to 7AM on any day AND the employee's regular means of transport is not available/ the employee is unable to arrange their own alternative transport AND the employer does not provide adequate transport to the employee	Per taxi fare	Reimburse cost to and from the place of employment to the employee's usual place of residence
First Aid allowance		
Where an employee who holds an appropriate first aid qualification is appointed by the employer to perform first aid duty	Per week	\$11.21 per week - \$0.295 per hour (An additional 1.3% of the Standard Rate)
Recall allowance		
Unless otherwise agreed an employee recalled to work for any reason, before or after completing their normal roster or on a day in which they did not work	Per call out	Ordinary rate of pay from time left home until the time the employee's home - (3 hours minimum payment)



Higher Duties allowance		
Employees engaged for more than two hours during one day or shift on duties carrying a higher rate than their ordinary classification	Per day/shift	Paid at the higher rate
Employees engaged for two hours or less during one day or shift on duties carrying a higher rate than their ordinary classification	Per time worked	Paid at the higher rate
District allowance		
<u>New South Wales</u> Employees in the County of Yancowinna in New South Wales (Broken Hill) receive an allowance for the exigencies of working in Broken Hill	Per hour	\$0.97 (An additional 4.28% of the Standard Rate)

Standard Rate means the minimum weekly wage for a Retail Employee Level 4 in clause 17.1 Adult Rates, Table 4 – Minimum Rates. Where an allowance is provided for on an hourly basis, a reference to Standard Rate means 1/38th of the weekly wage referred to above.



Newsagents
Association
of NSW & ACT Limited

NANA since 1891