

QUESTIONS ON NOTICE

Cover to Amended Attachment D
Retail and Fast Food Workers Union
Questions on Notice
31 August 2017

1. The next 11 pages provide summary calculations for the scenarios previously submitted at Attachment D to the union's submission to the Senate Committee Inquiry into Penalty Rates.
2. In addition, we have included:
 - a. Amended summary for the three rosters described by Mr David Suter at the Hearing of the Inquiry on 18 August 2017;
 - b. Summary for the roster worked by Ms Ganga Dissanayake and referred to at the Hearing of the Inquiry on 18 August 2017;
 - c. Summary for the roster worked by Ms Michael Hargreaves and referred to at the Hearing of the Inquiry on 18 August 2017; and
 - d. The roster of Mr Michael Johnstone referred to at the Hearing of the Inquiry on 18 August 2017 which was part of the original submission dated 1 August 2017.
3. In addition, we have undertaken an analysis of the wages that would have been payable at a number of retail establishments as compared to the Award for the rosters described by the SDAEA in its submission to the "Inquiry into Workplace Agreement" dated August 2005.
4. That analysis is at pages 9 through 12 of this document. The employers used are from Wesfarmers (Coles, Coles Liquor, Officeworks) and Woolworths (Woolworths, Big W.)
5. The first analysis (page 9) is of a roster described by SDAEA in 2005 as a "typical scenarios for a part time employee" (see page 39 of SDAEA 2005 submission.)
6. The analysis by SDAEA in its 2005 submission identified workers would be 12.6% worse off.
7. The SDAEA describes the arrangements paid under the AWA at page 36 of its submission as:

"However not only is the AWA a monumental con job but it is absolutely clear that in promoting the Framework AWA and in giving automatic approval of AWA's which are copies of the framework AWA that the Employment Advocate is ignoring his statutory duties and in fact is operating in breach of his statutory duties."
8. As can be seen on page 9, paid wages not including allowances are between 7.2% and 18% worse off under this roster when we analyse the agreements the SDAEA has negotiated and for which SDAEA has supported approval.
9. The analysis at pages 10 through 12 is of other rosters analysed in that submission (see page 45 of SDAEA 2005 submission.) They show an even higher detriment.

ATTACHMENT D

Analysis of Wages Paid to Mr David Suter - Coles Yarraville - "A" Roster As At 1 July 2017

	Hours	2011		Paid Rates		Modern		
		Agreement	Pay	Rates	Pay	Award	Pay	
Base rate		20.36		21.92895		20.08		
Weeknight penalty	4	100%	81.44	100%	87.72	125%	100.40	
Saturday penalty	4	100%	81.44	100%	87.72	125%	100.40	
Sunday penalty	4	150%	122.16	150%	131.57	195%	156.62	
Cold work allowance	12	Prorated \$10.35				1.3% of \$809.10 (/hr)		
			3.27			3.57		3.32
Laundry allowance	3 shifts		0			0	\$1.25 per shift	3.75
Total			288.31		310.58		364.50	

Comparison (Including Allowances)			
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 53.92	-17.36%	-\$ 2,803.85
Agreement v Award	-\$ 76.19	-24.53%	-\$ 3,961.65

Comparison (Not Including Allowances)			
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 50.42	-16.42%	-\$ 2,621.77
Agreement v Award	-\$ 72.38	-25.39%	-\$ 3,763.97

Shifts were 6pm to 10pm Monday, 11am to 3pm Saturday and Sunday, no allowance is made for lost rest breaks under the Agreement

Analysis of Wages Paid to Mr David Suter - Coles Yarraville - "B" Roster worked July/August 2017

	Hours	2011		Paid Rates		Modern		
		Agreement	Pay	Rates	Pay	Award	Pay	
Base rate		20.36		21.92895		20.08		
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00	
Saturday penalty	6.5	100%	132.34	100%	142.54	125%	163.15	
Sunday penalty	5	150%	152.7	150%	164.47	195%	195.78	
Cold work allowance	11.5	Prorated \$10.35				1.3% of \$809.10 (/hr)		
			3.13			3.42		3.18
Laundry allowance	2 shifts		0			0	\$1.25 per shift	2.50
Total			288.17		310.43		364.61	

Comparison (Including Allowances)			
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 54.19	-17.46%	-\$ 2,817.70
Agreement v Award	-\$ 76.44	-24.62%	-\$ 3,974.85

Comparison (Not Including Allowances)			
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 51.92	-16.91%	-\$ 2,700.08
Agreement v Award	-\$ 73.89	-25.92%	-\$ 3,842.28

Shifts were 10am to 5pm Saturday (1/2 hour unpaid meal break) and 12pm to 5pm Sunday

Analysis of Wages Paid to Mr David Suter - Coles Abbotsford - "C" Roster As At 24 August 2017

	Hours	2011		Paid Rates		Modern		
		Agreement	Pay	Rates	Pay	Award	Pay	
Base rate		20.36		21.92895		20.08		
Weeknight penalty	7	100%	142.52	100%	153.50	125%	175.70	
Saturday before 10pm	2	100%	40.72	100%	43.86	125%	50.20	
Saturday 10pm to 11pm	1	125%	25.45	125%	27.41	125%	25.10	
Saturday 11pm to 12am	1	125%	25.45	125%	27.41	150%	30.12	
Weekday After 11pm	1	100%	20.36	100%	21.93	150%	30.12	
Sunday penalty	0	150%	0	150%	0.00	195%	0.00	
Cold work allowance	12	Prorated \$10.35				1.3% of \$809.10 (/hr)		
			3.27			3.57		3.32
Laundry allowance	3 shifts		0			0	\$1.25 per shift	3.75
Total			257.77		277.68		318.31	

Comparison (Including Allowances)			
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 40.63	-14.63%	-\$ 2,112.74
Agreement v Award	-\$ 60.54	-21.80%	-\$ 3,148.16

Comparison (Not Including Allowances)			
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 37.13	-13.54%	-\$ 1,930.66
Agreement v Award	-\$ 56.74	-22.29%	-\$ 2,950.48

Shifts are 7pm to 11pm Tuesday and 8pm to 12am Thursday and Saturday, no allowance is made for lost rest breaks under the Agreement

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Analysis of Wages Paid Fortnightly to Ms Ganga Dissanayake - Coles Essendon Fields - As At 1 July 2017

	2011		Paid		Modern	
	Hours	Agreement	Pay	Rates	Pay	Award
						Pay
Base rate		20.36		21.93		20.08
Weeknight penalty	15	100%	305.4	100%	328.93	125%
Saturday penalty	10	100%	203.6	100%	219.29	125%
Sunday penalty	8	150%	244.32	150%	263.15	195%
Weekday Normal	12	100%	244.32	100%	263.15	100%
Laundry allowance	9 shifts		0		0	\$1.25/shift
Total			997.64		1074.52	1192.96

	Comparison (Including Allowances)		
	Fortnightly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 118.44	-11.02%	-\$ 3,079.43
Agreement v Award	-\$ 195.32	-19.58%	-\$ 5,078.27
	Comparison (Not Including Allowances)		
	Fortnightly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 107.19	-9.98%	-\$ 2,786.93
Agreement v Award	-\$ 184.07	-18.45%	-\$ 4,785.77

Ganga works across a fortnight:

Tuesday from 1pm to 9pm with a meal break between 4pm and 5pm
 Wednesday from 4pm to 9pm
 Thursday from 4pm to 9pm
 Saturday from 11am to 4pm
 Sunday from 5pm to 9pm
 Tuesday from 4pm to 9pm
 Wednesday from 4pm to 9pm
 Saturday from 4pm to 9pm
 Sunday from 5pm to 9pm

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Analysis of Wages Paid Fortnightly to Mr William Smith - Coles Pinelands - As At 1 July 2017

	2011		Paid		Modern		Comparison (Including Allowances)		
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Fortnightly Loss	% Loss	Annual Loss
Base rate		20.36	21.93		20.08				
Weeknight penalty	21.5	100%	437.74	100%	471.47	125%			
Saturday penalty	5	100%	101.8	100%	109.64	125%			
Sunday penalty	9	150%	274.86	150%	296.04	195%			
Weekday Normal	8.5	100%	173.06	100%	186.40	100%			
Laundry allowance	8 shifts		0		0	\$1.25/shift			
Total			987.46		1063.55				1198.23

Comparison (Including Allowances)			
	Fortnightly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 134.68	-12.66%	-\$ 3,501.68
Agreement v Award	-\$ 210.77	-21.35%	-\$ 5,480.12

Comparison (Not Including Allowances)			
	Fortnightly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 124.68	-11.72%	-\$ 3,241.68
Agreement v Award	-\$ 200.77	-20.33%	-\$ 5,220.12

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Analysis of Wages Paid to Michael Johnstone - Woolworths Barkly Square - As At 1 July 2017

	Hours	2011 Agreement	Pay	Paid Rates	Pay	Modern Award	Pay
Base rate		21.24		22.17		20.08	
Weekday	2	100%	42.48	100%	44.34	100%	40.16
Weeknight penalty	8	100%	169.92	100%	177.36	125%	200.80
Saturday penalty	0	100%	0	100%	0.00	125%	0.00
Sunday penalty	0	150%	0	150%	0.00	195%	0.00
Laundry allowance	2 shifts		0		0	\$1.25 per shift	2.5
Total			212.40		221.70		243.46

	Comparison (Including Allowances)		
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 21.76	-9.82%	-\$ 1,131.52
Agreement v Award	-\$ 31.06	-14.01%	-\$ 1,615.12
	Comparison (Not Including Allowances)		
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 19.26	-8.69%	-\$ 1,001.52
Agreement v Award	-\$ 28.56	-13.45%	-\$ 1,485.12

Note: Michael works Thursday and Friday night, 5pm to 10pm

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Analysis of Wages Paid to Michael Hargreaves - Woolworths Brunswick - As At 1 July 2017

	Hours	2011 Agreement	Pay	Paid Rates	Pay	Modern Award	Pay
Base rate		21.24		22.17		20.08	
Weekday	3	100%	63.72	100%	66.51	100%	60.24
Weeknight penalty	2	100%	42.48	100%	44.34	125%	50.20
Saturday penalty	5	100%	106.2	100%	110.85	125%	125.50
Sunday penalty	0	150%	0	150%	0.00	195%	0.00
Laundry allowance	2 shifts		0		0	\$1.25 per shift	2.5
Total			212.40		221.70		238.44

Note: Michael works 3pm to 8pm Tuesday and 4pm to 9pm Saturday

	Comparison (Including Allowances)		
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 16.74	-7.55%	-\$ 870.48
Agreement v Award	-\$ 26.04	-11.75%	-\$ 1,354.08
	Comparison (Not Including Allowances)		
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 14.24	-6.42%	-\$ 740.48
Agreement v Award	-\$ 23.54	-11.08%	-\$ 1,224.08

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Analysis of Wages Paid Weekly - 2 Examples - McDonald's (NSW store) - As At May 2016

Adult part-time employee	Hours	2013		Paid		Pay	
		Agreement	Pay	Rates	Pay		
Base rate		20.33		20.33		18.99	
Weeknight penalty	3.5	100%	71.16	100%	71.16	110%	73.11
Week morning penalty (note)	0	110%	13.42	110%	13.42	115%	0.00
Saturday penalty	7.5	100%	152.48	100%	152.48	125%	178.03
Sunday penalty	7.5	100%	152.48	100%	152.48	150%	213.64
Weekday Normal	0	100%	0	100%	0.00	100%	0.00
Laundry allowance	4 shifts		0		0	\$1.25/shift	5
Total			389.52		389.52		469.78

Note: Rates are from May 2016 as the roster, payslips and timesheets are from that point in time.

Note: Agreement and Paid Rates are between 12am and 5am on mornings, whereas 12am to 6am under the Award

Note: Allowance included at Week Morning for 6 hours of weekend morning shifts under EBA

17 year old casual employee	Hours	2013		Paid		Pay	
		Agreement	Pay	Rates	Pay		
Base rate		12.20		12.20		11.39	
Weeknight penalty	0	125%	0	125%	0.00	135%	0.00
Week morning penalty	0	135%	0	135%	0.00	140%	0.00
Saturday penalty	0	125%	0	125%	0.00	150%	0.00
Sunday penalty	7.5	125%	114.356	125%	114.36	175%	149.55
Weekday Normal	0	125%	0	125%	0.00	125%	0.00
Laundry allowance	1 shifts		0		0	\$1.25/shift	1.25
Total			114.36		114.36		150.80

Note: Rates are from May 2016 as the roster, payslips and timesheets are from that point in time.

Note: Agreement and Paid Rates are between 12am and 5am on mornings, whereas 12am to 6am under the Award

	Comparison (Including Allowances)		
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 80.26	-20.60%	-\$ 4,173.39
Agreement v Award	-\$ 80.26	-20.60%	-\$ 4,173.39
Comparison (Not Including Allowances)			
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 75.26	-19.32%	-\$ 3,913.39
Agreement v Award	-\$ 75.26	-19.32%	-\$ 3,913.39

	Comparison (Including Allowances)		
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 36.44	-31.87%	-\$ 1,894.88
Agreement v Award	-\$ 36.44	-31.87%	-\$ 1,894.88
Comparison (Not Including Allowances)			
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 35.19	-30.77%	-\$ 1,829.88
Agreement v Award	-\$ 35.19	-30.77%	-\$ 1,829.88

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Analysis of Wages Paid Weekly - 2 Examples - Hungry Jacks (Victorian store) - As At August 2016

Adult part-time employee	Hours	2011 Agreement		Paid Rates		Modern Award	
		Pay	Pay	Pay	Pay		
Base rate		11.25		20.60		19.44	
Weeknight penalty	0	100%	0	100%	0.00	110%	0.00
Week morning penalt	0	100%	0	100%	0.00	115%	0.00
Saturday penalty	0	100%	0	100%	0.00	125%	0.00
Sunday penalty	8	100%	90	100%	164.80	150%	233.28
Weekday Normal	0	100%	0	100%	0.00	100%	0.00
Laundry allowance	1 shifts		0		0	\$1.25/shift	1.25
Total			90.00		164.80		234.53

	Comparison (Including Allowances)		
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 69.73	-42.31%	-\$ 3,625.96
Agreement v Award	-\$ 144.53	-160.59%	-\$ 7,515.56
Comparison (Not Including Allowances)			
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 68.48	-41.55%	-\$ 3,560.96
Agreement v Award	-\$ 143.28	-159.20%	-\$ 7,450.56

Note: Rates are from August 2016 as the roster, payslips and timesheets are from that point in time. The Agreement base rate of pay is replaced by the Award base rate by s.206 and this is not shown here.

Adult part-time employee	Hours	2011 Agreement		Paid Rates		Modern Award	
		Pay	Pay	Pay	Pay		
Base rate		11.25		20.60		19.44	
Weeknight penalty	6	100%	67.5	100%	123.60	110%	128.30
Week morning penalt	4	100%	45	100%	82.40	115%	89.42
Saturday penalty	4	100%	45	100%	82.40	125%	97.20
Sunday penalty	3	100%	33.75	100%	61.80	150%	87.48
Weekday Normal	0	100%	0	100%	0.00	100%	0.00
Laundry allowance	5 shifts		0		0	\$1.25/shift	6.25
Total			191.25		350.20		408.66

	Comparison (Including Allowances)		
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 58.46	-16.69%	-\$ 3,039.82
Agreement v Award	-\$ 217.41	-113.68%	-\$ 11,305.22
Comparison (Not Including Allowances)			
	Weekly Loss	% Loss	Annual Loss
Paid Rates v Award	-\$ 52.21	-14.91%	-\$ 2,714.82
Agreement v Award	-\$ 211.16	-110.41%	-\$ 10,980.22

Note: Rates are from August 2016 as the roster, payslips and timesheets are from that point in time. The Agreement base rate of pay is replaced by the Award base rate by s.206 and this is not shown here.

ATTACHMENT D

Analysis of Wages Paid Across Four Weeks on Basis of SDAEA "Typical Scenario" - As At 1 July 2017

Coles	2011			Paid		Modern		Comparison (Including Allowances)			
	Hours	Agreement	Pay	Rates	Pay	Award	Pay	Four Week Loss	% Loss	Annual Loss	
Base rate		20.36		21.93		20.08					
Weeknight penalty	6	100%	122.16	100%	131.57	125%	150.60	Paid Rates v Award	-\$ 108.95	-9.20% -\$ 1,416.33	
Saturday penalty	12	100%	244.32	100%	263.15	125%	301.20	Agreement v Award	-\$ 193.67	-17.62% -\$ 2,517.74	
Sunday penalty	12	150%	366.48	150%	394.72	195%	469.87	Comparison (Not Including Allowances)			
Weekday Normal	18	100%	366.48	100%	394.72	100%	361.44	Four Week Loss		% Loss	Annual Loss
Laundry allowance	8 shifts		0		0	\$1.25/shift	10	Paid Rates v Award	-\$ 98.95	-8.36% -\$ 1,286.33	
Total			1099.44		1184.16		1293.11	Agreement v Award	-\$ 183.67	-16.71% -\$ 2,387.74	

This analysis is based on the roster scenario identified by SDA in its August 2005 Submission to the Senate Committee Inquiry into Workplace Agreement "Typical scenarios for a part-time employee"
 SDAEA made no allowance for meal breaks so none is made here.
 Week 1 Thursday 9am to 3pm and Friday 3pm to 9pm
 Week 2 Friday 3pm to 9pm and Saturday 9am to 3pm
 Week 3 Saturday 9am to 3pm and Sunday 9am to 3pm
 Week 4 Sunday 9am to 3pm and Monday 9am to 3pm

Woolworths	2012			Paid		Modern		Comparison (Including Allowances)			
	Hours	Agreement	Pay	Rates	Pay	Award	Pay	Four Week Loss	% Loss	Annual Loss	
Base rate		21.24		22.17		20.08					
Weeknight penalty	6	100%	127.44	100%	133.02	125%	150.60	Paid Rates v Award	-\$ 95.93	-8.01% -\$ 1,247.12	
Saturday penalty	12	100%	254.88	100%	266.04	125%	301.20	Agreement v Award	-\$ 146.15	-12.74% -\$ 1,899.98	
Sunday penalty	12	150%	382.32	150%	399.06	195%	469.87	Comparison (Not Including Allowances)			
Weekday Normal	18	100%	382.32	100%	399.06	100%	361.44	Four Week Loss		% Loss	Annual Loss
Laundry allowance	8 shifts		0		0	\$1.25/shift	10	Paid Rates v Award	-\$ 85.93	-7.18% -\$ 1,117.12	
Total			1146.96		1197.18		1293.11	Agreement v Award	-\$ 136.15	-11.87% -\$ 1,769.98	

Officeworks	2012			Legal		Modern		Comparison (Including Allowances)			
	Hours	Agreement	Pay	Rates	Pay	Award	Pay	Four Week Loss	% Loss	Annual Loss	
Base rate		20.03		20.08		20.08					
Weeknight penalty	6	100%	120.18	100%	120.48	125%	150.60	Legal Rates v Award	-\$ 208.79	-19.26% -\$ 2,714.30	
Saturday penalty	12	100%	240.36	100%	240.96	125%	301.20	Agreement v Award	-\$ 211.49	-19.55% -\$ 2,749.40	
Sunday penalty	12	150%	360.54	150%	361.44	195%	469.87	Comparison (Not Including Allowances)			
Weekday Normal	18	100%	360.54	100%	361.44	100%	361.44	Four Week Loss		% Loss	Annual Loss
Laundry allowance	8 shifts		0		0	\$1.25/shift	10	Legal Rates v Award	-\$ 198.79	-18.33% -\$ 2,584.30	
Total			1081.62		1084.32		1293.11	Agreement v Award	-\$ 201.49	-18.63% -\$ 2,619.40	

Big W	2012			Legal		Modern		Comparison (Including Allowances)			
	Hours	Agreement	Pay	Rates	Pay	Award	Pay	Four Week Loss	% Loss	Annual Loss	
Base rate		20.15		20.15		20.08					
Weeknight penalty	6	100%	120.9	100%	120.90	125%	150.60	Legal Rates v Award	-\$ 205.01	-18.84% -\$ 2,665.16	
Saturday penalty	12	100%	241.8	100%	241.80	125%	301.20	Agreement v Award	-\$ 205.01	-18.84% -\$ 2,665.16	
Sunday penalty	12	150%	362.7	150%	362.70	195%	469.87	Comparison (Not Including Allowances)			
Weekday Normal	18	100%	362.7	100%	362.70	100%	361.44	Four Week Loss		% Loss	Annual Loss
Laundry allowance	8 shifts		0		0	\$1.25/shift	10	Legal Rates v Award	-\$ 195.01	-17.92% -\$ 2,535.16	
Total			1088.10		1088.10		1293.11	Agreement v Award	-\$ 195.01	-17.92% -\$ 2,535.16	

Coles Liquor	2014			Paid		Modern		Comparison (Including Allowances)			
	Hours	Agreement	Pay	Rates	Pay	Award	Pay	Four Week Loss	% Loss	Annual Loss	
Base rate		21.5		21.50		20.08					
Weeknight penalty	6	100%	129	100%	129.00	125%	150.60	Paid Rates v Award	-\$ 132.11	-11.38% -\$ 1,717.46	
Saturday penalty	12	100%	258	100%	258.00	125%	301.20	Agreement v Award	-\$ 132.11	-11.38% -\$ 1,717.46	
Sunday penalty	12	150%	387	150%	387.00	195%	469.87	Comparison (Not Including Allowances)			
Weekday Normal	18	100%	387	100%	387.00	100%	361.44	Four Week Loss		% Loss	Annual Loss
Laundry allowance	8 shifts		0		0	\$1.25/shift	10	Paid Rates v Award	-\$ 122.11	-10.52% -\$ 1,587.46	
Total			1161.00		1161.00		1293.11	Agreement v Award	-\$ 122.11	-10.52% -\$ 1,587.46	

ATTACHMENT D

Analysis of Wages Paid Across Four Weeks on Basis of SDAEA "Sunday Worker" - As At 1 July 2017

Coles	2011		Paid		Modern		Comparison (Including Allowances)		
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Four Week Loss	% Loss	Annual Loss
Base rate		20.36	21.93		20.08				
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00		
Saturday penalty	0	100%	0	100%	0.00	125%	0.00		
Sunday penalty	24	150%	732.96	150%	789.44	195%	939.74		
Weekday Normal	0	100%	0	100%	0.00	100%	0.00		
Laundry allowance	4 shifts		0		0	\$1.25/shift	5		
Total			732.96		789.44		944.74		
Paid Rates v Award							-\$ 155.30	-19.67%	-\$ 2,018.92
Agreement v Award							-\$ 211.78	-28.89%	-\$ 2,753.19
Comparison (Not Including Allowances)									
Four Week Loss % Loss Annual Loss									
Paid Rates v Award							-\$ 150.30	-19.04%	-\$ 1,953.92
Agreement v Award							-\$ 206.78	-28.21%	-\$ 2,688.19

This analysis is based on the roster scenario identified by SDA in its August 2005 Submission to the Senate Committee Inquiry into Workplace Agreement
 "An employee predominantly working weekends" identified on page 45 of the August 2005 submission
 SDAEA made no allowance for meal breaks so none is made here.
 All Weeks 6 hours on a Sunday

Woolworths	2012		Paid		Modern		Comparison (Including Allowances)		
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Four Week Loss	% Loss	Annual Loss
Base rate		21.24	22.17		20.08				
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00		
Saturday penalty	0	100%	0	100%	0.00	125%	0.00		
Sunday penalty	24	150%	764.64	150%	798.12	195%	939.74		
Weekday Normal	0	100%	0	100%	0.00	100%	0.00		
Laundry allowance	4 shifts		0		0	\$1.25/shift	5		
Total			764.64		798.12		944.74		
Paid Rates v Award							-\$ 146.62	-18.37%	1,906.11
Agreement v Award							-\$ 180.10	-23.55%	2,341.35
Comparison (Not Including Allowances)									
Four Week Loss % Loss Annual Loss									
Paid Rates v Award							-\$ 141.62	-17.74%	1,841.11
Agreement v Award							-\$ 175.10	-22.90%	2,276.35

Officeworks	2012		Legal		Modern		Comparison (Including Allowances)		
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Four Week Loss	% Loss	Annual Loss
Base rate		20.03	20.08		20.08				
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00		
Saturday penalty	0	100%	0	100%	0.00	125%	0.00		
Sunday penalty	24	150%	721.08	150%	722.88	195%	939.74		
Weekday Normal	0	100%	0	100%	0.00	100%	0.00		
Laundry allowance	4 shifts		0		0	\$1.25/shift	5		
Total			721.08		722.88		944.74		
Legal Rates v Award							-\$ 221.86	-30.69%	2,884.23
Agreement v Award							-\$ 223.66	-31.02%	2,907.63
Comparison (Not Including Allowances)									
Four Week Loss % Loss Annual Loss									
Legal Rates v Award							-\$ 216.86	-30.00%	2,819.23
Agreement v Award							-\$ 218.66	-30.32%	2,842.63

Big W	2012		Legal		Modern		Comparison (Including Allowances)		
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Four Week Loss	% Loss	Annual Loss
Base rate		20.15	20.15		20.08				
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00		
Saturday penalty	0	100%	0	100%	0.00	125%	0.00		
Sunday penalty	24	150%	725.4	150%	725.40	195%	939.74		
Weekday Normal	0	100%	0	100%	0.00	100%	0.00		
Laundry allowance	4 shifts		0		0	\$1.25/shift	5		
Total			725.40		725.40		944.74		
Legal Rates v Award							-\$ 219.34	-30.24%	2,851.47
Agreement v Award							-\$ 219.34	-30.24%	2,851.47
Comparison (Not Including Allowances)									
Four Week Loss % Loss Annual Loss									
Legal Rates v Award							-\$ 214.34	-29.55%	2,786.47
Agreement v Award							-\$ 214.34	-29.55%	2,786.47

Coles Liquor	2014		Paid		Modern		Comparison (Including Allowances)		
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Four Week Loss	% Loss	Annual Loss
Base rate		21.50	21.50		20.08				
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00		
Saturday penalty	0	100%	0	100%	0.00	125%	0.00		
Sunday penalty	24	150%	774	150%	774.00	195%	939.74		
Weekday Normal	0	100%	0	100%	0.00	100%	0.00		
Laundry allowance	4 shifts		0		0	\$1.25/shift	5		
Total			774.00		774.00		944.74		
Paid Rates v Award							-\$ 170.74	-22.06%	2,219.67
Agreement v Award							-\$ 170.74	-22.06%	2,219.67
Comparison (Not Including Allowances)									
Four Week Loss % Loss Annual Loss									
Paid Rates v Award							-\$ 165.74	-21.41%	2,154.67
Agreement v Award							-\$ 165.74	-21.41%	2,154.67

ATTACHMENT D

Analysis of Wages Paid Across Four Weeks on Basis of SDAEA "Saturday Worker" - As At 1 July 2017

Coles	2011		Paid		Modern		Comparison (Including Allowances)			
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Four Week Loss	% Loss	Annual Loss	
Base rate		20.36	21.93		20.08					
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00			
Saturday penalty	24	100%	488.64	100%	526.29	125%	602.40	Paid Rates v Award	-\$ 81.11 -15.41% -\$ 1,054.37	
Sunday penalty	0	150%	0	150%	0.00	195%	0.00	Agreement v Award	-\$ 118.76 -24.30% -\$ 1,543.88	
Weekday Normal	0	100%	0	100%	0.00	100%	0.00	Comparison (Not Including Allowances)		
Laundry allowance	4 shifts		0		0	\$1.25/shift	5	Four Week Loss	% Loss	Annual Loss
Total			488.64		526.29		607.40	Paid Rates v Award	-\$ 76.11 -14.46% -\$ 989.37	
								Agreement v Award	-\$ 113.76 -23.28% -\$ 1,478.88	

This analysis is based on the roster scenario identified by SDA in its August 2005 Submission to the Senate Committee Inquiry into Workplace Agreement:
 "An employee predominantly working weekends" identified on page 45 of the August 2005 submission
 SDAEA made no allowance for meal breaks so none is made here.
 All Weeks 6 hours on a Saturday

Woolworths	2012		Paid		Modern		Comparison (Including Allowances)			
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Four Week Loss	% Loss	Annual Loss	
Base rate		21.24	22.17		20.08					
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00			
Saturday penalty	24	100%	509.76	100%	532.08	125%	602.40	Paid Rates v Award	-\$ 75.32 -14.16% -\$ 979.16	
Sunday penalty	0	150%	0	150%	0.00	195%	0.00	Agreement v Award	-\$ 97.64 -19.15% -\$ 1,269.32	
Weekday Normal	0	100%	0	100%	0.00	100%	0.00	Comparison (Not Including Allowances)		
Laundry allowance	4 shifts		0		0	\$1.25/shift	5	Four Week Loss	% Loss	Annual Loss
Total			509.76		532.08		607.40	Paid Rates v Award	-\$ 70.32 -13.22% -\$ 914.16	
								Agreement v Award	-\$ 92.64 -18.17% -\$ 1,204.32	

Officeworks	2012		Legal		Modern		Comparison (Including Allowances)			
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Four Week Loss	% Loss	Annual Loss	
Base rate		20.03	20.08		20.08					
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00			
Saturday penalty	24	100%	480.72	100%	481.92	125%	602.40	Legal Rates v Award	-\$ 125.48 -26.04% -\$ 1,631.24	
Sunday penalty	0	150%	0	150%	0.00	195%	0.00	Agreement v Award	-\$ 126.68 -26.35% -\$ 1,646.84	
Weekday Normal	0	100%	0	100%	0.00	100%	0.00	Comparison (Not Including Allowances)		
Laundry allowance	4 shifts		0		0	\$1.25/shift	5	Four Week Loss	% Loss	Annual Loss
Total			480.72		481.92		607.40	Legal Rates v Award	-\$ 120.48 -25.00% -\$ 1,566.24	
								Agreement v Award	-\$ 121.68 -25.31% -\$ 1,581.84	

Big W	2012		Legal		Modern		Comparison (Including Allowances)			
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Four Week Loss	% Loss	Annual Loss	
Base rate		20.15	20.15		20.08					
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00			
Saturday penalty	24	100%	483.6	100%	483.60	125%	602.40	Legal Rates v Award	-\$ 123.80 -25.60% -\$ 1,609.40	
Sunday penalty	0	150%	0	150%	0.00	195%	0.00	Agreement v Award	-\$ 123.80 -25.60% -\$ 1,609.40	
Weekday Normal	0	100%	0	100%	0.00	100%	0.00	Comparison (Not Including Allowances)		
Laundry allowance	4 shifts		0		0	\$1.25/shift	5	Four Week Loss	% Loss	Annual Loss
Total			483.60		483.60		607.40	Legal Rates v Award	-\$ 118.80 -24.57% -\$ 1,544.40	
								Agreement v Award	-\$ 118.80 -24.57% -\$ 1,544.40	

Coles Liquor	2014		Paid		Modern		Comparison (Including Allowances)			
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Four Week Loss	% Loss	Annual Loss	
Base rate		21.5	21.50		20.08					
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00			
Saturday penalty	24	100%	516	100%	516.00	125%	602.40	Paid Rates v Award	-\$ 91.40 -17.71% -\$ 1,188.20	
Sunday penalty	0	150%	0	150%	0.00	195%	0.00	Agreement v Award	-\$ 91.40 -17.71% -\$ 1,188.20	
Weekday Normal	0	100%	0	100%	0.00	100%	0.00	Comparison (Not Including Allowances)		
Laundry allowance	4 shifts		0		0	\$1.25/shift	5	Four Week Loss	% Loss	Annual Loss
Total			516.00		516.00		607.40	Paid Rates v Award	-\$ 86.40 -16.74% -\$ 1,123.20	
								Agreement v Award	-\$ 86.40 -16.74% -\$ 1,123.20	

ATTACHMENT D

Analysis of Wages Paid Across Four Weeks on Basis of SDAEA "Sat-Sun Worker" - As At 1 July 2017

Coles	2011		Paid		Modern		Comparison (Including Allowances)		
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Four Week Loss	% Loss	Annual Loss
Base rate		20.36	21.93		20.08				
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00		
Saturday penalty	24	100%	488.64	100%	526.29	125%	602.40		
Sunday penalty	24	150%	732.96	150%	789.44	195%	939.74		
Weekday Normal	0	100%	0	100%	0.00	100%	0.00		
Laundry allowance	8 shifts		0		0	\$1.25/shift	10		
Total			1221.60		1315.74		1552.14		
							Comparison (Including Allowances)		
							Four Week Loss	% Loss	Annual Loss
Paid Rates v Award							-\$ 236.41	-17.97%	-\$ 3,073.29
Agreement v Award							-\$ 330.54	-27.06%	-\$ 4,297.07
							Comparison (Not Including Allowances)		
							Four Week Loss	% Loss	Annual Loss
Paid Rates v Award							-\$ 226.41	-17.21%	-\$ 2,943.29
Agreement v Award							-\$ 320.54	-26.24%	-\$ 4,167.07

This analysis is based on the roster scenario identified by SDA in its August 2005 Submission to the Senate Committee Inquiry into Workplace Agreement:
 "An employee predominantly working weekends" identified on page 45 of the August 2005 submission
 SDAEA made no allowance for meal breaks so none is made here.
 All Weeks 6 hours on a Sunday & 6 hours on a Sunday

Woolworths	2012		Paid		Modern		Comparison (Including Allowances)		
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Four Week Loss	% Loss	Annual Loss
Base rate		21.24	22.17		20.08				
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00		
Saturday penalty	24	100%	509.76	100%	532.08	125%	602.40		
Sunday penalty	24	150%	764.64	150%	798.12	195%	939.74		
Weekday Normal	0	100%	0	100%	0.00	100%	0.00		
Laundry allowance	8 shifts		0		0	\$1.25/shift	10		
Total			1274.40		1330.20		1552.14		
							Comparison (Including Allowances)		
							Four Week Loss	% Loss	Annual Loss
Paid Rates v Award							-\$ 221.94	-16.69%	2,885.27
Agreement v Award							-\$ 277.74	-21.79%	3,610.67
							Comparison (Not Including Allowances)		
							Four Week Loss	% Loss	Annual Loss
Paid Rates v Award							-\$ 211.94	-15.93%	2,755.27
Agreement v Award							-\$ 267.74	-21.01%	3,480.67

Officeworks	2012		Legal		Modern		Comparison (Including Allowances)		
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Four Week Loss	% Loss	Annual Loss
Base rate		20.03	20.08		20.08				
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00		
Saturday penalty	24	100%	480.72	100%	481.92	125%	602.40		
Sunday penalty	24	150%	721.08	150%	722.88	195%	939.74		
Weekday Normal	0	100%	0	100%	0.00	100%	0.00		
Laundry allowance	8 shifts		0		0	\$1.25/shift	10		
Total			1201.80		1204.80		1552.14		
							Comparison (Including Allowances)		
							Four Week Loss	% Loss	Annual Loss
Legal Rates v Award							-\$ 347.34	-28.83%	4,515.47
Agreement v Award							-\$ 350.34	-29.15%	4,554.47
							Comparison (Not Including Allowances)		
							Four Week Loss	% Loss	Annual Loss
Legal Rates v Award							-\$ 337.34	-28.00%	4,385.47
Agreement v Award							-\$ 340.34	-28.32%	4,424.47

Big W	2012		Legal		Modern		Comparison (Including Allowances)		
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Four Week Loss	% Loss	Annual Loss
Base rate		20.15	20.15		20.08				
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00		
Saturday penalty	24	100%	483.6	100%	483.60	125%	602.40		
Sunday penalty	24	150%	725.4	150%	725.40	195%	939.74		
Weekday Normal	0	100%	0	100%	0.00	100%	0.00		
Laundry allowance	8 shifts		0		0	\$1.25/shift	10		
Total			1209.00		1209.00		1552.14		
							Comparison (Including Allowances)		
							Four Week Loss	% Loss	Annual Loss
Legal Rates v Award							-\$ 343.14	-28.38%	4,460.87
Agreement v Award							-\$ 343.14	-28.38%	4,460.87
							Comparison (Not Including Allowances)		
							Four Week Loss	% Loss	Annual Loss
Legal Rates v Award							-\$ 333.14	-27.56%	4,330.87
Agreement v Award							-\$ 333.14	-27.56%	4,330.87

Coles Liquor	2014		Paid		Modern		Comparison (Including Allowances)		
	Hours	Agreement Pay	Rates Pay	Pay	Award Pay	Pay	Four Week Loss	% Loss	Annual Loss
Base rate		21.5	21.50		20.08				
Weeknight penalty	0	100%	0	100%	0.00	125%	0.00		
Saturday penalty	24	100%	516	100%	516.00	125%	602.40		
Sunday penalty	24	150%	774	150%	774.00	195%	939.74		
Weekday Normal	0	100%	0	100%	0.00	100%	0.00		
Laundry allowance	8 shifts		0		0	\$1.25/shift	10		
Total			1290.00		1290.00		1552.14		
							Comparison (Including Allowances)		
							Four Week Loss	% Loss	Annual Loss
Paid Rates v Award							-\$ 262.14	-20.32%	3,407.87
Agreement v Award							-\$ 262.14	-20.32%	3,407.87
							Comparison (Not Including Allowances)		
							Four Week Loss	% Loss	Annual Loss
Paid Rates v Award							-\$ 252.14	-19.55%	3,277.87
Agreement v Award							-\$ 252.14	-19.55%	3,277.87