

ANNEXURE TO SUBMISSION OF RETAIL AND FAST FOOD WORKERS UNION

1. On 1 May 2017, we made a submission to the Senate Standing Committee on Education and Employment Inquiry into the Fair Work Amendment (Pay Protection) Bill 2017.
2. Attached to this note is a set of three tables which identify the wages payable under the workplace instruments in force at major fast food and retail employers in Australia.
3. We acknowledge some employers pay more than these rates but these rates are the enforceable agreement rate under the Fair Work Act.
4. Tables 1 and 3 are based on the lowest Award classifications and the minimum weekly adult rates of pay. Table 2 identifies the lowest retail Award classifications and the minimum weekly rate of pay for a 17 year old.
5. None of these rates of pay deal with savings, transitional or other boutique arrangements.
6. None of these rates of pay deal with overtime.
7. Highlighting is explained in notes.
8. Blue highlighting is of the Award rates.
9. "Expiry" refers to the year in which the agreement expired or is scheduled to expire.



ANNEXURE A - TABLE 1 - GENERAL RETAIL INDUSTRY AWARD AND EMPLOYERS (ADULT WAGE)

Employer	Expiry	Workplace Instrument	Wage Rate	Weekday 7am to 6pm	Weekday 6pm to 11pm	Saturday 7am to 6pm	Sunday 9am to 6pm
Modern Award	N/A	General Retail Industry Award 2010	Non-Casual Adult	19.44	24.30	24.30	38.88
Coles Supermarkets	2014	Coles Supermarkets Australia Pty Ltd and Bi-Lo Pty Limited Retail Agreement 2011	Non-Casual Adult	20.36	20.36	20.36	30.54
Woolworths Supermarkets (Level 2)	2015	Woolworths National Supermarket Agreement 2012	Non-Casual Adult	21.24	21.24	21.24	31.87
Kmart	2016	Kmart Australia Ltd Agreement 2012	Non-Casual Adult	20.62	20.62	20.62	30.94
Bunnings Warehouse	2016	Bunnings Warehouse/Small Format Stores Agreement 2013	Non-Casual Adult	21.72	21.72	21.72	32.59
Big W	2015	Big W Stores Certified Agreement 2012	Non-Casual Adult	20.15	20.15	20.15	30.23
BWS	2016	BWS Enterprise Agreement 2013	Non-Casual Adult	21.82	21.82	21.82	32.73
Liquorland	2017	Coles Liquor Group Retail Agreement 2014	Non-Casual Adult	21.19	21.19	21.19	31.79
Officeworks	2015	Officeworks Agreement 2012	Non-Casual Adult	20.03	20.03	20.03	30.05
Target	2016	Target Australia Retail Agreement 2012	Non-Casual Adult	20.68	20.68	20.68	31.02
Modern Award	N/A	General Retail Industry Award 2010	Casual Adult	24.30	24.30	26.24	38.88
Coles Supermarkets	2014	Coles Supermarkets Australia Pty Ltd and Bi-Lo Pty Limited Retail Agreement 2011	Casual Adult	24.44	24.44	24.44	34.62
Woolworths Supermarkets (Level 2)	2015	Woolworths National Supermarket Agreement 2012	Casual Adult	25.49	25.49	25.49	36.11
Kmart	2016	Kmart Australia Ltd Agreement 2012	Casual Adult	24.75	24.75	24.75	35.06
Bunnings Warehouse	2016	Bunnings Warehouse/Small Format Stores Agreement 2013	Casual Adult	26.61	26.61	26.61	32.59
Big W	2015	Big W Stores Certified Agreement 2012	Casual Adult	24.18	24.18	24.18	34.26
BWS	2016	BWS Enterprise Agreement 2013	Casual Adult	26.18	26.18	26.18	37.09
Liquorland	2017	Coles Liquor Group Retail Agreement 2014	Casual Adult	25.42	25.42	25.42	33.90
Officeworks	2015	Officeworks Agreement 2012	Casual Adult	25.04	25.04	25.04	30.05
Target	2016	Target Australia Retail Agreement 2012	Casual Adult	24.82	24.82	24.82	35.16

Note All rates are lower than the Award on Saturdays (7am to 6pm) and Sundays except casual staff at Bunnings (37c per hour on Saturday & fewer than 1/3 of Bunnings staff
All non-casual rates are lower than the Award on Weeknights, Saturdays (7am to 6pm) and Sundays
All award rates are lowest level (REL 1) and equivalent agreement rates (although Woolworths has a lower level for cleaners, trolley collectors and new staff)

EBA Less than Award Non-Penalty Times

EBA Will Be Less Than Award Non-Penalty Times with 2.4% Increase to Award

Weekday 6pm to 10pm rate

ANNEXURE A - TABLE 2 - GENERAL RETAIL INDUSTRY AWARD AND EMPLOYERS (17 YEAR OLDS)

Employer	Expiry	Workplace Instrument	Wage Rate	Weekday 7am to 6pm	Weekday 6pm to 11pm	Saturday 7am to 6pm	Sunday 9am to 6pm
Modern Award	N/A	General Retail Industry Award 2010	Non-Casual 17yo	11.66	14.58	14.58	23.33
Coles Supermarkets	2014	Coles Supermarkets Australia Pty Ltd and Bi-Lo Pty Limited Retail Agreement 2011	Non-Casual 17yo	11.20	11.20	11.20	16.80
Woolworths Supermarkets (Level 2)	2015	Woolworths National Supermarket Agreement 2012	Non-Casual 17yo	11.68	11.68	11.68	17.53
Kmart	2016	Kmart Australia Ltd Agreement 2012	Non-Casual 17yo	11.86	11.86	11.86	17.79
Bunnings Warehouse	2016	Bunnings Warehouse/Small Format Stores Agreement 2013	Non-Casual 17yo	11.95	11.95	11.95	17.92
Big W	2015	Big W Stores Certified Agreement 2012	Non-Casual 17yo	12.09	12.09	12.09	18.14
BWS	2016	BWS Enterprise Agreement 2013					
Liquorland	2017	Coles Liquor Group Retail Agreement 2014					
Officeworks	2015	Officeworks Agreement 2012	Non-Casual 17yo	12.02	12.02	12.02	18.03
Target	2016	Target Australia Retail Agreement 2012	Non-Casual 17yo	11.37	11.37	11.37	17.06
Modern Award	N/A	General Retail Industry Award 2010	Casual 17yo	14.58	14.58	15.74	23.33
Coles Supermarkets	2014	Coles Supermarkets Australia Pty Ltd and Bi-Lo Pty Limited Retail Agreement 2011	Casual 17yo	13.44	13.44	13.44	19.04
Woolworths Supermarkets (Level 2)	2015	Woolworths National Supermarket Agreement 2012	Casual 17yo	14.02	14.02	14.02	19.86
Kmart	2016	Kmart Australia Ltd Agreement 2012	Casual 17yo	14.23	14.23	14.23	20.16
Bunnings Warehouse	2016	Bunnings Warehouse/Small Format Stores Agreement 2013	Casual 17yo	14.63	14.63	14.63	17.92
Big W	2015	Big W Stores Certified Agreement 2012	Casual 17yo	14.51	14.51	14.51	20.56
BWS	2016	BWS Enterprise Agreement 2013					
Liquorland	2017	Coles Liquor Group Retail Agreement 2014					
Officeworks	2015	Officeworks Agreement 2012	Casual 17yo	15.02	15.02	15.02	18.03
Target	2016	Target Australia Retail Agreement 2012	Casual 17yo	13.65	13.65	13.65	19.34

Note The SDA practice of reducing 17 yo (and 18 yo) junior rates results in many workers being entitled to less than the minimum award rate even at non-penalty times
All rates are lower than the Award on Saturdays (7am to 6pm) and Sundays
All non-casual rates are lower than the Award on Weeknights, Saturdays (7am to 6pm) and Sundays
All rates are lower than the Award on weeknights except casual 17yo staff at Bunnings (5c per hour) and Officeworks (44c per hour)
All award rates are lowest level (REL 1) and equivalent agreement rates (although Woolworths has a lower level for cleaners, trolley collectors and new staff)
EBA Less than Award Non-Penalty Times
EBA Will Be Less Than Award Non-Penalty Times with 2.4% Increase to Award
Weekday 6pm to 10pm rate

ANNEXURE A - TABLE 3 - FAST FOOD INDUSTRY AWARD AND EMPLOYERS

Employer	Expiry	Workplace Instrument	Wage Rate	Between 1am & 5am				
				Weekday 6am to 9pm	Weekday 9pm to 12am	Weekday 12am to 6am	Saturday 6am to 9pm	Sunday
Modern Award	N/A	Fast Food Industry Award	Non-Casual Adult	19.44	21.38	22.36	24.30	29.16
McDonald's	2017	McDonald's Australia Enterprise Agreement 2013	Non-Casual Adult	20.92	20.92	23.01	20.92	20.92
Hungry Jack's	2002	The SDA Hungry Jack's Victoria Agreement 1999	Non-Casual Adult	11.25	11.25	11.25	11.25	11.25
Modern Award	N/A	Fast Food Industry Award	Casual Adult	24.30	26.24	27.22	29.16	34.02
McDonald's	2017	McDonald's Australia Enterprise Agreement 2013	Casual Adult	26.15	26.15	28.24	26.15	26.15
Hungry Jack's	2002	The SDA Hungry Jack's Victoria Agreement 1999	Casual Adult	13.78	13.78	13.78	13.78	13.78

Note All rates are lower than the Award on Weeknights (9pm to 12am), Saturdays (6am to 9pm) and Sundays
All rates at Hungry Jack's are lower
All award rates are lowest level (FFE 1) and equivalent agreement rates
1am to 5am rate