

Thank you for providing these questions on notice regarding the Fair Work Amendment (Protecting Penalty and Overtime Rates) Bill 2025. Below are the responses to the queries raised.

If a business automates certain functions so that casual employees under the award are no longer required to work unsociable hours, or these hours are significantly reduced, would this Bill result in those employees taking home less pay overall?

Q1: The implementation of automation of functions and the reduction of work available to human employees are not functions of this legislation. Automation could occur during all hours, including those without penalty rates.

Would you support a legislated review clause that compels DEWR/FWC to report on impacts on award simplicity, compliance costs, worker earnings and small-business viability – so Parliament can revisit if adverse effects emerge?

Q2: The legislation is not altering any award entitlement but rather maintaining the status quo. This legislation will ensure workers have security in knowing their penalty rates and overtime rates are protected into the future. Reviews can be set up by various bodies at any time under their current powers if there is a need.

The SDA models losses for some retail workers of up to \$16,000 per year under the ARA's proposed salary buyout model. Could you provide the underlying assumptions used to produce these figures, as well as the full range of modelling outcomes, including whether any workers may be financially better off under this model?

Q3: Attached is the methodology explanation detailing how the SDA undertook the examination of the proposal from the employers. This also includes items not considered in the calculations, such as allowances, and highlights the difficulty in evaluating items like the removal of roster conditions.

Has the SDA previously supported the inclusion of rolled up or flat rate pay arrangements in other awards or enterprise agreements, and if so, can you provide examples and the rationale for supporting them?

Q4: The SDA is unaware of having supported a rolled-up or flat rate in a Modern Award. Regarding current operational agreements, there appear to be none that include a rolled-up or flat rate inclusive of penalty rates. Any new agreement must be voted up by the employees and then approved by the FWC. The application put forth by employers in the GRIA matter goes beyond including penalties into an all-up rate and removes many other entitlements, including items such as rest breaks and maximum hours of work per day or week.

Kind Regards,

Sue-Anne Burnley

National Industrial Officer



Shop, Distributive & Allied Employees' Association
Level 6, 53 Queen Street, Melbourne VIC 3000

SDA Annualised Salary Roster Analysis –

Roster calculations

- a. GRIA Award rates, including base hourly rates, penalty rates, overtime, and allowances.
 - b. Overtime and penalty provisions under the GRIA, where applicable, for specific roster structures.
 - c. ARA proposed rates, based on a 25% loading (or a 35% loading in the case of employees working in retail stores with extended trading hours) on the award base rate up to 43 hours ordinary hours per week.
 - d. Overtime provisions under Amended Proposal J, where applicable.
2. Importantly, the SDA Rosters do not include an entitlement for:
 - a. Annual leave loading (between 1.35% and 3.85% of base salary).
 - b. Allowances, including but not limited to:
 - i. Cold work disability allowance (ranging from 1.29% to 1.99%).
 - ii. Special clothing allowance (\$6.25%).
 - iii. Meal allowance.
 - iv. First aid allowance.
3. All retail employees are entitled to receive annual leave loading. It is also entirely possible that retail employees may be entitled to receive one or more of the allowances above.
4. The SDA Rosters also do not include public holidays.
5. A 'cost' for the loss of paid rest breaks under the ARA proposal has also not been factored into the calculation and comparison.
6. Part time rosters have not been included but these employees are likely to be even more disadvantaged given the predominance of working most of their ordinary hours in penalty times.

Summary of results

7. The rosters provided are not fanciful. These workers are working at reasonably foreseeable times, given the hours at which retail employees are expected to work, which includes nightfill employees in supermarkets or workers in stores such as 7 Eleven.

8. The Employer proposal provides:

17A.4 An employee to whom this clause applies is not entitled to the benefit of the terms and conditions within the following clauses:

- (a) Clause 10.8 to 10.10 – Part-time employees;*
- (b) Clause 15 – Ordinary hours of work and rostering arrangements;*
- (c) Clause 16 – Breaks;*
- (d) Clause 17 – Minimum rates;*
- (e) Clause 19 – Allowances, except that clauses 19.6 – Moving expenses and 19.7 - Motor vehicle allowance will continue to apply;*
- (f) Clause 21 – Overtime;*
- (g) Clause 22 – Penalty Rates;*
- (h) Clause 28.3 – Payment for annual leave loading;*
- (i) Clause 33.3 and 33.4—Payment for work on public holiday or substitute day.*

9. This means that for the purposes of setting employee rosters:

- a. There is no maximum number of hours an employee can be required to work in one day eg a 12 hour shift could be worked.
- b. There is no maximum number of hours an employee can be required to work in one week.
- c. There is no restriction in the consecutive number of days an employee can be required to work (save that an employee “should normally” have a minimum of 16 days off during each 8-week cycle).
- d. Further there is no requirement that shifts have a minimum duration and that work be continuous. These do not lead to lower wages, but might easily result in increased costs to employees (e.g. two starts , short shifts).

10. Given the removal of roster restrictions, the Model Rosters are reasonable and foreseeable. There are many more extreme rosters that the SDA could have produced, working within the roster conditions proposed (or lack of conditions) .

11. Employers may assert that it is not their current practice to roster an employee to work the hours set out in the Model Rosters. But under the proposed variations, rostering

rules in cl 15 of the GRIA would not apply, and employers could roster salaried employees to work outside of standard roster conditions without constraint. It is therefore reasonable to assess the entitlements of employees working the Model Rosters.

12. Further, the ARA “enhanced Proposal” (which provides for a payment of 135% of the GRIA minimum rate) only applies to stores with extended hours of trade. But for a store that closes at 9.00pm, it can roster staff members to work say until 2.00am or later. Employees would not be entitled to a payment of 135%.

Calculations Tables

13. Table 1 is a summary of each worker’s entitlement under the GRIA, compared to Amended Proposal J.

Worker	Annual GRIA Salary	Annual Salary under Proposal J	Difference
BES	\$ 70,466.18	\$ 70,686.15	\$ (219.97)
LAK	\$ 73,475.09	\$ 72,262.94	\$ 1,212.15
WWO	\$ 73,801.46	\$ 72,542.67	\$ 1,258.79
Worker A	\$ 77,204.14	\$ 70,864.30	\$ 6,339.84
Worker B	\$ 78,696.80	\$ 76,533.44	\$ 2,163.36
Worker C	\$ 76,459.24	\$ 76,533.44	\$ (74.20)
Worker D	\$ 81,680.82	\$ 76,533.44	\$ 5,147.38
Worker E	\$ 89,888.24	\$ 76,533.44	\$ 13,354.80

14. Of the three rosters analysed, WWO and LAK are worse off under Amended Proposal J than on under the GRIA. BES is \$220 better off under Amended Proposal J. BES is likely to be worse off if leave loading and allowances are considered.
15. Workers A, B, D and E are worse off under Amended Proposal J than under the Award. Worker C is \$74.20 better off.
16. Table 2 is an analysis of each worker’s entitlements including leave loading, special clothing allowance and first aid allowance. The annual leave loading is calculated as 17.5% of four weeks’ base rate of pay (17.5% x (4 x 38 x base rate of pay)). The special clothing allowance is \$6.25 per week annualised to \$325. The first aid allowance is \$13.42 per week annualised to \$697.84.

Worker	Annual Loss/ Gain under ARA Proposal	Value of Leave Loading (17.5%)	Annual Loss/ Gain under ARA Proposal w Leave Loading only	Value of Special Clothing Allowance	Value of First Aid Allowance	Annual Loss/ Gain under ARA Proposal with ALL and allowances
BES	\$219.98	\$722.72	\$-502.74	\$325.00	\$697.84	\$-1,525.58
LAK	\$-1,212.15	\$763.15	\$-1,975.30	\$325.00	\$697.84	\$-2,998.14
WWO	\$-1,258.79	\$763.15	\$-2,021.94	\$325.00	\$697.84	\$-3,044.78

Worker A	\$-6,339.84	\$763.15	\$-7,102.99	\$325.00	\$697.84	\$-8,125.83
Worker B	\$-2,163.36	\$763.15	\$-2,926.51	\$325.00	\$697.84	\$-3,949.35
Worker C	\$74.20	\$763.15	\$-688.95	\$325.00	\$697.84	\$-1,711.79
Worker D	\$-5,147.38	\$763.15	\$-5,910.53	\$325.00	\$697.84	\$-6,933.37
Worker E	\$-13,354.80	\$763.15	\$-14,117.95	\$325.00	\$697.84	\$-15,140.7

17. All of the workers are worse off overall if annual leave loading is included in the calculations.

Roster calculation explanation

18. The SDA has provided roster calculations for each worker as follows:

- a. At the top of the sheet, the following information is set out:
 - i. Acronym/Model Worker Name.
 - ii. Classification.
 - iii. Workplace.
 - iv. Whether the employee is working in a retail store with extended trading hours.

- v. Rates of pay, including base rate, weekends and overtime.

The sheet then provides:

- a. the dates worked.
- b. the rostered start and finish times for the employee.
- c. the total hours worked
- d. the GRIA calculations, including hours worked that are:
 - vi. Ordinary hours.
 - vii. Evening hours.
 - viii. Saturday hours.
 - ix. Sunday hours.
 - x. Overtime (three hours or fewer).
 - xi. Overtime (more than three hours).
 - xii. Overtime on Sunday.
- e. “Why Overtime Applies”, with reference to the relevant clause in the GRIA.
- f. the daily payment an employee is entitled to under the GRIA.
- g. the total payment entitlements under the GRIA for each week.
- h. Total GRIA payment. This number is calculated by multiplying the weekly totals, and multiplying it (depending on the length of the roster cycle: by 13, 26 or 52) to determine the annual salary over 52 weeks.
- i. the calculations under the ARA Amended Proposal J.
- j. the Proposed Minimum ARA Salary, which is the employee’s minimum weekly rate x 125% (or 135% for retailers with extended trading hours).
- k. any hours worked by an employee that are over an average of 43 hours a week in a roster cycle.
- l. the payment an employee will receive, pursuant to cl 17A.7 of Amended

Proposal J) for working over over an average of 43 hours in a roster cycle.

This number is calculated by multiplying the number of hours in Column S x the base rate of pay x 150%.

- m. a summary, setting out the difference between the Total GRIA Entitlement and the Proposed Permanent Full-Time Entitlement.

Acronym	BES	Extended Span? No									
Classification	Level 4										
Workplace	Supermarket										
Rates of Pay	Base	Saturday and Evening		Sunday	Public Holiday	Overtime <3 hours	Overtime >3 hours and Sunday Overtime				
	\$ 27.17	\$ 33.96	\$ 40.76	\$ 61.13	\$ 40.76	\$ 54.34					
Calculation Variables								Ordinary Hours and Penalty			
								Ordinary	Weekday 6PM to Span End Hours		
	Start 1 Final	End 1 Final	Start 2 Final	End 2 Final	Total Hours Worked	Public Holiday Start Time	Base Rate	Evening Hours			
TOTALS					178.75		152:00	0:00			
Subtotal roster cycle						n/a					
Monday, 1 July 2024	7:00 AM	11:22 AM	12:07 PM	4:30 PM	8:45		8:45				
Tuesday, 2 July 2024	7:00 AM	11:07 AM	11:52 AM	4:00 PM	8:15		8:15				
Wednesday, 3 July 2024	7:00 AM	11:07 AM	11:52 AM	4:00 PM	8:15		8:15				
Thursday, 4 July 2024	7:00 AM	11:07 AM	11:52 AM	4:00 PM	8:15		8:15				
Friday, 5 July 2024	7:00 AM	11:15 AM	12:00 PM	4:15 PM	8:30		8:30				
Saturday, 6 July 2024					0:00						
Sunday, 7 July 2024					0:00						
Subtotal weekly					42:00						
Monday, 8 July 2024	7:00 AM	11:22 AM	12:07 PM	5:00 PM	9:15		9:15				
Tuesday, 9 July 2024	7:00 AM	11:07 AM	11:52 AM	4:30 PM	8:45		8:45				
Wednesday, 10 July 2024	7:00 AM	11:07 AM	11:52 AM	4:30 PM	8:45		8:45				
Thursday, 11 July 2024	7:00 AM	11:07 AM	11:52 AM	4:00 PM	8:15		8:15				
Friday, 12 July 2024	7:00 AM	11:07 AM	11:52 AM	4:00 PM	8:15		8:15				
Saturday, 13 July 2024	7:00 AM	11:07 AM	11:52 AM	4:00 PM	8:15		0:00				
Sunday, 14 July 2024					0:00						
Subtotal weekly					51:30						
Monday, 15 July 2024	7:00 AM	11:22 AM	12:07 PM	4:30 PM	8:45		8:45				
Tuesday, 16 July 2024	7:00 AM	11:07 AM	11:52 AM	4:00 PM	8:15		8:15				
Wednesday, 17 July 2024	7:00 AM	11:07 AM	11:52 AM	4:00 PM	8:15		8:15				
Thursday, 18 July 2024	7:00 AM	11:15 AM	11:45 AM	4:45 PM	9:15		9:15				
Friday, 19 July 2024	7:00 AM	11:15 AM	12:00 PM	4:15 PM	8:30		0:00				
Saturday, 20 July 2024					0:00						
Sunday, 21 July 2024					0:00						

Subtotal weekly					43:00			
Monday, 22 July 2024	7:00 AM	11:22 AM	12:07 PM	4:45 PM	9:00 0:00 8:45 8:45 8:45 7:00 0:00		9:00	
Tuesday, 23 July 2024								
Wednesday, 24 July 2024	7:00 AM	11:22 AM	12:07 PM	4:30 PM			8:45	
Thursday, 25 July 2024	7:00 AM	11:22 AM	12:07 PM	4:30 PM			8:45	
Friday, 26 July 2024	7:00 AM	11:22 AM	12:07 PM	4:30 PM			5:45	
Saturday, 27 July 2024	6:30 AM	10:00 AM	10:30 AM	2:00 PM			0:00	
Sunday, 28 July 2024								
Subtotal weekly					42:15			

GRIA Calculations								
Periods (Clause 22)		Overtime Periods (Clause 21)						17A.1 Salary
Saturday	Sunday		OT Mon-Sat < 3 Hours	OT Mon-Sat > 3 Hours	OT Sunday			
Saturday Hours	Sunday Hours	Why Overtime Applies	<3 Hours	>3 Hours	Sun Hours	GRIA Entitlement	Total GRIA Entitlement	Proposed Minimum ARA Salary
0:00	0:00		12:00	14:45	0:00		\$ 70,466.18	\$ 67,109.90
							\$ 5,420.48	
			0:00	0:00		\$ 237.74		
			0:00	0:00		\$ 224.15		
			0:00	0:00		\$ 224.15		
			0:00	0:00		\$ 224.15		
			0:00	0:00		\$ 230.95		
						#		
						#		
							\$ 1,141.14	\$ 1,290.58
			0:00	0:00		\$ 251.32		
			0:00	0:00		\$ 237.74		
			0:00	0:00		\$ 237.74		
			0:00	0:00		\$ 224.15		
			0:00	0:00		\$ 224.15		
		Maximum roster days (cl 15.7c)	3:00	5:15		\$ 407.57		
						#		
							\$ 1,582.67	\$ 1,290.58
			0:00	0:00		\$ 237.74		
			0:00	0:00		\$ 224.15		
			0:00	0:00		\$ 224.15		
			0:00	0:00		\$ 251.32		
		Maximum roster days (cl 15.7c)	3:00	5:30		\$ 421.15		
						#		
						#		

							\$ 1,358.52	\$ 1,290.58
			0:00	0:00		\$	244.53	
						#		
			0:00	0:00		\$	237.74	
			0:00	0:00		\$	237.74	
		Maximum Ordinary Hours per Cycle (cl 15.6a)	3:00	0:00		\$	278.51	
		Maximum Ordinary Hours per Cycle (cl 15.6a)	3:00	4:00		\$	339.64	
						#		
							\$ 1,338.15	\$ 1,565.67

ARA Calculations		
17A.7 Hours above 43	ARA >43 Hours OT Pay	
		Entitlement Difference Between GRIA and Proposed Clauses
		\$ (219.98)

Employment Type	Total Entitlement
GRIA Clause Permanent Full-Time	\$ 70,466.18
Proposed Clause Permanent Full-Time	\$ 70,686.15
Difference	-\$ 219.98

		\$ 149.44
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	\$ -	\$ (292.09)
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		\$ (67.94)
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6.75	\$ 275.10	
		\$ 227.52

Acronym	LAK	Extended Span?						No	
Classification	Level 6								
Workplace	Department Store								
Rates of Pay	Base	Saturday and Evening	Sunday	Public Holiday	Overtime <3 hours	Overtime >3 hours and Sunday Overtime			
	\$ 28.69	\$ 35.86	\$ 43.04	\$ 64.55	\$ 43.04	\$ 57.38			
Calculation Variables								Ordin	
								Ordinary	
	Start 1 Final	End 1 Final	Start 2 Final	End 2 Final	Total Hours Worked	Public Holiday Start Time	Base Rate		
TOTALS					87.25		67:30		
Subtotal roster cycle						n/a			
Monday, 1 July 2024					0:00				
Tuesday, 2 July 2024	8:00	12:00	12:30	17:45		9:15	9:15		
Wednesday, 3 July 2024	8:00	12:00	12:30	17:45		9:15	9:00		
Thursday, 4 July 2024	8:00	12:00	12:30	16:00		7:30	7:30		
Friday, 5 July 2024	8:00	12:00	12:30	17:45		9:15	9:00		
Saturday, 6 July 2024						0:00			
Sunday, 7 July 2024						0:00			
Subtotal weekly						35:15			
Monday, 8 July 2024	8:00	12:00	12:30	17:45	9:15		9:15		
Tuesday, 9 July 2024	8:00	12:00	12:30	17:45		9:15	9:00		
Wednesday, 10 July 2024	8:00	12:00	12:30	17:45		9:15	9:00		
Thursday, 11 July 2024	12:00	16:00	16:30	21:15		8:45	5:30		

Friday, 12 July 2024					0:00		
Saturday, 13 July 2024	8:00	12:00	12:30	17:15	8:45		0:00
Sunday, 14 July 2024	10:00	14:00	14:30	17:15	6:45		0:00
Subtotal weekly					52:00		

GRIA Calculations

ary Hours and Penalty Periods (Clause 22)

Overtime Periods (Clause 21)

Weekday 6PM to Span End Hours	Saturday	Sunday		OT Mon-Sat < 3 Hours	OT Mon-Sat > 3 Hours	OT Sunday	
Evening Hours	Saturday Hours	Sunday Hours	Why Overtime Applies	<3 Hours	>3 Hours	Sun Hours	GRIA Entitlement
3:00	5:30	0:00		4:15	0:15	6:45	
							#
0:00	0:00	0:00	Maximum daily hours (cl 15.4)	0:00	0:00	0:00	\$ 265.38
0:00	0:00	0:00		0:15	0:00	0:00	\$ 268.97
0:00	0:00	0:00	Maximum daily hours (cl 15.4)	0:00	0:00	0:00	\$ 215.18
0:00	0:00	0:00		0:15	0:00	0:00	\$ 268.97
							#
							#
0:00	0:00	0:00	Maximum daily hours (cl 15.4)	0:00	0:00	0:00	\$ 265.38
0:00	0:00	0:00		0:15	0:00	0:00	\$ 268.97
0:00	0:00	0:00	Maximum daily hours (cl 15.4)	0:15	0:00	0:00	\$ 268.97
3:00	0:00	0:00	15 minutes after the span of hours (cl 15.1)	0:15	0:00	0:00	\$ 276.14

							#
0:00	5:30	0:00	Maximum Ordinary Hours per Cycle (cl 15.6a)	3:00	0:15	0:00	\$ 340.70
0:00	0:00	0:00	Maximum Ordinary Hours per Cycle (cl 15.6a)	0:00	0:00	6:45	\$ 387.32

	ARA Calculations			
	17A.1 Salary	17A.7 Hours above 43	ARA >43 Hours OT Pay	
Total GRIA Entitlement	Proposed Minimum ARA Salary			Entitlement Difference Between GRIA and Proposed Clauses
\$ 73,475.09	\$ 70,864.30			\$ 1,212.15
\$ 2,825.97				

\$ 1,018.50	\$ 1,362.78			\$ 344.28
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		1.25 \$		53.79	
\$	1,807.47	\$	1,416.57		\$ (390.90)

Employment Type	Total Entitlement
GRIA Clause Permanent Full-Time	\$ 73,475.09
Proposed Clause Permanent Full-Time	\$ 72,262.94
Difference	\$ 1,212.15

Acronym	Worker A	Extended Span?						No	
Classification	Level 6								
Workplace	Supermarket								
Rates of Pay	Base	Saturday and Evening	Sunday	Public Holiday	Overtime <3 hours	Overtime >3 hours and Sunday Overtime			
	\$ 28.69	\$ 35.86	\$ 43.04	\$ 64.55	\$ 43.04	\$ 57.38			
Calculation Variables								Ordin	
								Ordinary	
	Start 1 Final	End 1 Final	Start 2 Final	End 2 Final	Total Hours Worked	Public Holiday Start Time	Base Rate		
TOTALS							15:30		
Subtotal roster cycle						n/a			
Monday, 1 July 2024					0:00 0:00 5:30 9:30 9:30 8:30 8:30				
Tuesday, 2 July 2024									
Wednesday, 3 July 2024	3:00 PM	5:00 PM	5:30 PM	9:00 PM			2:30		
Thursday, 4 July 2024	11:00 AM	3:00 PM	3:30 PM	9:00 PM			6:30		
Friday, 5 July 2024	11:00 AM	3:00 PM	3:30 PM	9:00 PM			6:30		
Saturday, 6 July 2024	9:00 AM	1:00 PM	1:30 PM	6:00 PM			0:00		
Sunday, 7 July 2024	9:00 AM	1:00 PM	1:30 PM	6:00 PM			0:00		
Subtotal weekly					41:30				

GRIA Calculations

ary Hours and Penalty Periods (Clause 22)

Overtime Periods (Clause 21)

Weekday 6PM to Span End Hours	Saturday	Sunday		OT Mon-Sat < 3 Hours	OT Mon-Sat > 3 Hours	OT Sunday	
Evening Hours	Saturday Hours	Sunday Hours	Why Overtime Applies	<3 Hours	>3 Hours	Sun Hours	GRIA Entitlement
8:30	8:30	5:30		0:30	0:00	3:00	
			Maximum daily hours (cl 15.4)				#
							#
3:00	0:00	0:00		0:00			\$ 179.31
3:00	0:00	0:00		0:00			\$ 294.07
2:30	0:00	0:00		0:30			\$ 297.66
0:00	8:30	0:00		0:00			\$ 304.81
0:00	0:00	5:30		0:00		3:00	\$ 408.86

	ARA Calculations			
	17A.1 Salary	17A.7 Hours above 43	ARA >43 Hours OT Pay	
Total GRIA Entitlement	Proposed Minimum ARA Salary			Entitlement Difference Between GRIA and Proposed Clauses
\$ 77,204.14	\$ 70,864.30			\$ 6,339.84
\$ 1,484.70				

\$ 1,484.70	\$ 1,362.78			\$ (121.92)
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Employment Type	Total Entitlement
GRIA Clause Permanent Full-Time	\$ 77,204.14
Proposed Clause Permanent Full-Time	\$ 70,864.30
Difference	\$ 6,339.84

Acronym	Worker B	Extended Span?						Yes	
Classification	Level 6								
Workplace	Supermarket								
Rates of Pay	Base	Saturday and Evening	Sunday	Public Holiday	Overtime <3 hours	Overtime >3 hours and Sunday Overtime			
	\$ 28.69	\$ 35.86	\$ 43.04	\$ 64.55	\$ 43.04	\$ 57.38			
Calculation Variables								Ordin	
								Ordinary	
	Start 1 Final	End 1 Final	Start 2 Final	End 2 Final	Total Hours Worked	Public Holiday Start Time	Base Rate		
TOTALS								3:00	
Subtotal roster cycle						n/a			
Monday, 1 July 2024					0:00 0:00 5:30 6:30 6:30 10:30 10:30				
Tuesday, 2 July 2024									
Wednesday, 3 July 2024	5:00 PM	7:00 PM	7:30 PM	11:00 PM			1:00		
Thursday, 4 July 2024	5:00 PM	7:00 PM	7:30 PM	12:00 AM			1:00		
Friday, 5 July 2024	5:00 PM	7:00 PM	7:30 PM	12:00 AM			1:00		
Saturday, 6 July 2024	1:00 PM	5:00 PM	5:30 PM	12:00 AM			0:00		
Sunday, 7 July 2024	1:00 PM	5:00 PM	5:30 PM	12:00 AM			0:00		
Subtotal weekly					39:30				

GRIA Calculations

ary Hours and Penalty Periods (Clause 22)

Overtime Periods (Clause 21)

Weekday 6PM to Span End Hours	Saturday	Sunday		OT Mon-Sat < 3 Hours	OT Mon-Sat > 3 Hours	OT Sunday	
Evening Hours	Saturday Hours	Sunday Hours	Why Overtime Applies	<3 Hours	>3 Hours	Sun Hours	GRIA Entitlement
13:30	9:30	9:00		3:00	0:00	1:30	
			Hours outside of the span of hours (cl 15.1) Hours outside of the span of hours (cl 15.1) Hours outside of the span of hours (cl 15.1) Maximum daily hours (cl 15.4) / Hours outside of the span of hours (cl 15.1)				#
							#
4:30	0:00	0:00		0:00	0:00	0:00	\$ 190.06
4:30	0:00	0:00		1:00	0:00	0:00	\$ 233.10
4:30	0:00	0:00		1:00	0:00	0:00	\$ 233.10
0:00	9:30	0:00		1:00	0:00	0:00	\$ 383.71
0:00	0:00	9:00		0:00	0:00	1:30	\$ 473.43

	ARA Calculations			
	17A.1 Salary	17A.7 Hours above 43	ARA >43 Hours OT Pay	
Total GRIA Entitlement	Proposed Minimum ARA Salary			Entitlement Difference Between GRIA and Proposed Clauses
\$ 78,696.80	\$ 76,533.44			\$ 2,163.36
\$ 1,513.40				

\$ 1,513.40	\$ 1,471.80			\$ (41.60)
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Employment Type	Total Entitlement
GRIA Clause Permanent Full-Time	\$ 78,696.80
Proposed Clause Permanent Full-Time	\$ 76,533.44
Difference	\$ 2,163.36

Acronym	Worker C	Extended Span?						Yes	
Classification	Level 6								
Workplace	Supermarket								
Rates of Pay	Base	Saturday and Evening	Sunday	Public Holiday	Overtime <3 hours	Overtime >3 hours and Sunday Overtime			
	\$ 28.69	\$ 35.86	\$ 43.04	\$ 64.55	\$ 43.04	\$ 57.38			
Calculation Variables								Ordin	
								Ordinary	
	Start 1 Final	End 1 Final	Start 2 Final	End 2 Final	Total Hours Worked	Public Holiday Start Time	Base Rate		
TOTALS								9:00	
Subtotal roster cycle						n/a			
Monday, 1 July 2024					8:00	0:00			
Tuesday, 2 July 2024						0:00			
Wednesday, 3 July 2024	3:00 PM	7:00 PM	8:00 PM	12:00 AM		8:00	3:00		
Thursday, 4 July 2024	3:00 PM	7:00 PM	8:00 PM	12:00 AM		8:00	3:00		
Friday, 5 July 2024	3:00 PM	7:00 PM	8:00 PM	12:00 AM		8:00	3:00		
Saturday, 6 July 2024	3:00 PM	7:00 PM	8:00 PM	12:00 AM		8:00	0:00		
Sunday, 7 July 2024	3:00 PM	7:00 PM	8:00 PM	12:00 AM		8:00	0:00		
Subtotal weekly					40:00				

GRIA Calculations

ary Hours and Penalty Periods (Clause 22)

Overtime Periods (Clause 21)

Weekday 6PM to Span End Hours	Saturday	Sunday		OT Mon-Sat < 3 Hours	OT Mon-Sat > 3 Hours	OT Sunday	
Evening Hours	Saturday Hours	Sunday Hours	Why Overtime Applies	<3 Hours	>3 Hours	Sun Hours	GRIA Entitlement
12:00	7:00	7:00		4:00	0:00	1:00	
			Hours outside of the span of hours (cl 15.1)				#
							#
4:00	0:00	0:00		1:00	0:00	0:00	\$ 272.55
4:00	0:00	0:00		1:00	0:00	0:00	\$ 272.55
4:00	0:00	0:00		1:00	0:00	0:00	\$ 272.55
0:00	7:00	0:00		1:00	0:00	0:00	\$ 294.06
0:00	0:00	7:00		0:00	0:00	1:00	\$ 358.66

	ARA Calculations			
	17A.1 Salary	17A.7 Hours above 43	ARA >43 Hours OT Pay	
Total GRIA Entitlement	Proposed Minimum ARA Salary			Entitlement Difference Between GRIA and Proposed Clauses
\$ 76,459.24	\$ 76,533.44			\$ (74.20)
\$ 1,470.37				

\$ 1,470.37	\$ 1,471.80			\$ 1.43
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Employment Type	Total Entitlement
GRIA Clause Permanent Full-Time	\$ 76,459.24
Proposed Clause Permanent Full-Time	\$ 76,533.44
Difference	\$ (74.20)

Acronym	Worker D	Extended Span?						Yes	
Classification	Level 6								
Workplace	Supermarket								
Rates of Pay	Base	Saturday and Evening	Sunday	Public Holiday	Overtime <3 hours	Overtime >3 hours and Sunday Overtime			
	\$ 28.69	\$ 35.86	\$ 43.04	\$ 64.55	\$ 43.04	\$ 57.38			
Calculation Variables								Ordin	
								Ordinary	
	Start 1 Final	End 1 Final	Start 2 Final	End 2 Final	Total Hours Worked	Public Holiday Start Time	Base Rate		
TOTALS							2:30		
						n/a			
Monday, 1 July 2024					0:00				
Tuesday, 2 July 2024	5:30 PM	8:00 PM	9:00 PM	2:00 AM			0:30		
Wednesday, 3 July 2024	5:00 PM	8:00 PM	9:00 PM	2:00 AM			1:00		
Thursday, 4 July 2024	5:30 PM	8:00 PM	9:00 PM	2:00 AM			0:30		
Friday, 5 July 2024	5:30 PM	8:00 PM	9:00 PM	2:00 AM			0:30		
Saturday, 6 July 2024	3:00 PM	8:00 PM	9:00 PM	2:00 AM			0:00		
Sunday, 7 July 2024									
Subtotal weekly						40:30			

GRIA Calculations

ary Hours and Penalty Periods (Clause 22)

Overtime Periods (Clause 21)

Weekday 6PM to Span End Hours	Saturday	Sunday		OT Mon-Sat < 3 Hours	OT Mon-Sat > 3 Hours	OT Sunday	
Evening Hours	Saturday Hours	Sunday Hours	Why Overtime Applies	<3 Hours	>3 Hours	Sun Hours	GRIA Entitlement
16:00	7:00	0:00		13:00	0:00	2:00	
			Hours outside of the span of hours (cl 15.1)				#
4:00	0:00	0:00		3:00			\$ 286.91
4:00	0:00	0:00		3:00			\$ 301.25
4:00	0:00	0:00		3:00			\$ 286.91
4:00	0:00	0:00		3:00			\$ 286.91
0:00	7:00	0:00		1:00		2:00	\$ 408.82
							#

	ARA Calculations			
	17A.1 Salary	17A.7 Hours above 43	ARA >43 Hours OT Pay	
Total GRIA Entitlement	Proposed Minimum ARA Salary			Entitlement Difference Between GRIA and Proposed Clauses
\$ 81,680.82	\$ 76,533.44			\$ 5,147.38
\$ 1,570.79				

\$ 1,570.79	\$ 1,471.80			\$ (98.99)
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Employment Type	Total Entitlement
GRIA Clause Permanent Full-Time	\$ 81,680.82
Proposed Clause Permanent Full-Time	\$ 76,533.44
Difference	\$ 5,147.38

Acronym	Worker E	Extended Span?										Yes	
Classification	Level 6												
Workplace	Supermarket												
Rates of Pay	Base	Saturday and Evening		Sunday		Public Holiday		Overtime <3 hours		Overtime >3 hours and Sunday Overtime		Ordinary	
	\$	28.69	\$	35.86	\$	43.04	\$	64.55	\$	43.04	\$		57.38
Calculation Variables													
												Ordinary	
			</										

GRIA Calculations

ary Hours and Penalty Periods (Clause 22)

Overtime Periods (Clause 21)

Weekday 6PM to Span End Hours	Saturday	Sunday		OT Mon-Sat < 3 Hours	OT Mon-Sat > 3 Hours	OT Sunday	
Evening Hours	Saturday Hours	Sunday Hours	Why Overtime Applies	<3 Hours	>3 Hours	Sun Hours	GRIA Entitlement
12:00	7:00	7:00		12:00	0:00	3:00	
			Hours outside of the span of hours (cl 15.1)				#
							#
4:00	0:00	0:00		3:00			\$ 301.25
4:00	0:00	0:00		3:00			\$ 286.91
4:00	0:00	0:00		3:00			\$ 286.91
0:00	7:00	0:00		1:00		2:00	\$ 408.82
0:00	0:00	7:00		2:00		1:00	\$ 444.74

	ARA Calculations			
	17A.1 Salary	17A.7 Hours above 43	ARA >43 Hours OT Pay	
Total GRIA Entitlement	Proposed Minimum ARA Salary			Entitlement Difference Between GRIA and Proposed Clauses
\$ 89,888.24	\$ 76,533.44			\$ 13,354.80
\$ 1,728.62				

\$ 1,728.62	\$ 1,471.80			\$ (256.82)
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Employment Type	Total Entitlement
GRIA Clause Permanent Full-Time	\$ 89,888.24
Proposed Clause Permanent Full-Time	\$ 76,533.44
Difference	\$ 13,354.80

Acronym	WWO	Extended Span?						No	
Classification	Level 6								
Workplace	Specialty Retailer								
Rates of Pay	Base	Saturday and Evening		Sunday	Public Holiday		Overtime <3 hours	Overtime >3 hours and Sunday Overtime	Ordinary
	\$ 28.69	\$ 35.86	\$ 43.04	\$ 64.55	\$ 43.04	\$ 57.38			
Calculation Variables									Ordinary
	Start 1 Final	End 1 Final	Start 2 Final	End 2 Final	Total Hours Worked	Public Holiday Start Time	Base Rate		
TOTALS					175		134:30		
Subtotal roster cycle						n/a			
Monday, 1 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		8:45		
Tuesday, 2 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM			8:45		
Wednesday, 3 July 2024						0:00			
Thursday, 4 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM		8:45		8:45	
Friday, 5 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM		8:45		8:45	
Saturday, 6 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM		8:45		0:00	
Sunday, 7 July 2024						0:00			
Subtotal weekly					43:45				
Monday, 8 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		8:45		
Tuesday, 9 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		8:45		
Wednesday, 10 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		8:45		
Thursday, 11 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		8:45		
Friday, 12 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		8:45		

Saturday, 13 July 2024					0:00		
Sunday, 14 July 2024					0:00		
Subtotal weekly					43:45		
Monday, 15 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		8:45
Tuesday, 16 July 2024					0:00		
Wednesday, 17 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		8:45
Thursday, 18 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		8:45
Friday, 19 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		8:45
Saturday, 20 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		0:00
Sunday, 21 July 2024					0:00		
Subtotal weekly					43:45		
Monday, 22 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		8:45
Tuesday, 23 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		8:45
Wednesday, 24 July 2024					0:00		
Thursday, 25 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		3:15
Friday, 26 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		0:00
Saturday, 27 July 2024	8:30 AM	12:30 PM	1:00 PM	5:45 PM	8:45		0:00
Sunday, 28 July 2024					0:00		
Subtotal weekly					43:45		

GRIA Calculations

ary Hours and Penalty Periods (Clause 22)

Overtime Periods (Clause 21)

Weekday 6PM to Span End Hours	Saturday	Sunday		OT Mon-Sat < 3 Hours	OT Mon-Sat > 3 Hours	OT Sunday	
Evening Hours	Saturday Hours	Sunday Hours	Why Overtime Applies	<3 Hours	>3 Hours	Sun Hours	GRIA Entitlement
0:00	17:30	0:00		9:00	14:00	0:00	
	0:00			0:00	0:00		\$ 251.04
	0:00			0:00	0:00		\$ 251.04
							#
	0:00			0:00	0:00		\$ 251.04
	0:00			0:00	0:00		\$ 251.04
	8:45			0:00	0:00		\$ 313.78
							#
	0:00			0:00	0:00		\$ 251.04
	0:00			0:00	0:00		\$ 251.04
	0:00			0:00	0:00		\$ 251.04
	0:00			0:00	0:00		\$ 251.04
	0:00			0:00	0:00		\$ 251.04

							#
							#
	0:00			0:00	0:00		\$ 251.04
							#
	0:00			0:00	0:00		\$ 251.04
	0:00			0:00	0:00		\$ 251.04
	0:00			0:00	0:00		\$ 251.04
	8:45			0:00	0:00		\$ 313.78
							#
	0:00			0:00	0:00		\$ 251.04
	0:00			0:00	0:00		\$ 251.04
							#
	0:00		Maximum Ordinary Hours per Cycle (cl 15.6a)	3:00	2:30		\$ 365.81
	0:00		Maximum Ordinary Hours per Cycle (cl 15.6a)	3:00	5:45		\$ 459.06
	0:00		Maximum Ordinary Hours per Cycle (cl 15.6a)	3:00	5:45		\$ 459.06
							#

	ARA Calculations			
	17A.1 Salary	17A.7 Hours above 43	ARA >43 Hours OT Pay	
Total GRIA Entitlement	Proposed Minimum ARA Salary			Entitlement Difference Between GRIA and Proposed Clauses
\$ 73,801.46	\$ 70,864.30			\$ 1,258.79
\$ 5,677.04				

\$ 1,317.93	\$ 1,362.78			\$ 44.85
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\$ -				
\$ 1,255.19	\$ 1,362.78			\$ 107.59

\$ 1,317.93	\$ 1,362.78			\$ 44.85
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3 \$ 129.11				
\$ 1,786.00	\$ 1,491.88			\$ (294.12)

Employment Type	Total Entitlement
GRIA Clause Permanent Full-Time	\$ 73,801.46
Proposed Clause Permanent Full-Time	\$ 72,542.67
Difference	\$ 1,258.79

Level	Date	Base	Evening	Saturday	Sunday	Public Ho	Overtime	Overtime	OT SUN	OT PH
1	1/07/2024	\$25.65	32.06	32.06	38.48	57.71	\$38.48	51.30	51.30	64.13
2	1/07/2024	\$26.24	32.80	32.80	39.36	59.04	\$39.36	52.48	52.48	65.60
3	1/07/2024	\$26.65	33.31	33.31	39.98	59.96	\$39.98	53.30	53.30	66.63
4	1/07/2024	\$27.17	33.96	33.96	40.76	61.13	\$40.76	54.34	54.34	67.93
5	1/07/2024	\$28.28	35.35	35.35	42.42	63.63	\$42.42	56.56	56.56	70.70
6	1/07/2024	\$28.69	35.86	35.86	43.04	64.55	\$43.04	57.38	57.38	71.73
7	1/07/2024	\$30.13	37.66	37.66	45.20	67.79	\$45.20	60.26	60.26	75.33
8	1/07/2024	\$31.36	39.20	39.20	47.04	70.56	\$47.04	62.72	62.72	78.40

Summary of Annualised Allowances

Worker	Level	Annual Loss/ Gain under ARA Proposal	Value of Leave Loading (17.5%)	Annual Loss/ Gain under ARA Proposal w Leave Loading	Value of Special Clothing Allowance	Value of First Aid Allowance	Annual Loss/ Gain under ARA Proposal w Leave Loading, Special Clothing and First Aid Allowance
BES	4	\$219.98	\$722.72	\$-502.74	\$325.00	\$697.84	\$-1,525.58
LAK	6	\$-1,212.15	\$763.15	\$-1,975.30	\$325.00	\$697.84	\$-2,998.14
WWO	6	\$-1,258.79	\$763.15	\$-2,021.94	\$325.00	\$697.84	\$-3,044.78
Worker A	6	\$-6,339.84	\$763.15	\$-7,102.99	\$325.00	\$697.84	\$-8,125.83
Worker B	6	\$-2,163.36	\$763.15	\$-2,926.51	\$325.00	\$697.84	\$-3,949.35
Worker C	6	\$74.20	\$763.15	\$-688.95	\$325.00	\$697.84	\$-1,711.79
Worker D	6	\$-5,147.38	\$763.15	\$-5,910.53	\$325.00	\$697.84	\$-6,933.37
Worker E	6	\$-13,354.80	\$763.15	\$-14,117.95	\$325.00	\$697.84	\$-15,140.79