

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION
LEGISLATION COMMITTEE**

**2003-2004 SUPPLEMENTARY BUDGET ESTIMATES HEARING
6 NOVEMBER 2003**

OFFICE OF THE EMPLOYMENT ADVOCATE

QUESTIONS ON NOTICE

Question Number: W144-04

Question:

Senator Collins asked at *Hansard* page 16:

Could the OEA provide the Committee with a copy of the retail template? What is the rate and what methodology was used to reach it?

Answer:

A copy of the retail template AWA – including pay rates - is attached.

Broadly, the methodology used to devise the rates in the template was as follows:

A realistic range of opening hours for a small retail business was determined for a 52-week period.

Two AWA rates were then calculated:

Option 1:

The AWA rate was loaded to take account of award penalties, allowances and leave loading.

Option 2:

The AWA rate was further loaded for the encashment of leave entitlements.