



BUNNINGS RETAIL WAGE INCREASE SEPTEMBER 2025

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3% WAGE INCREASE AFTER 1 SEPTEMBER

Bunnings Retail team members will receive a pay rise from the first full pay cycle after 1 September 2025, in line with the *Bunnings Retail Enterprise Agreement 2023* negotiated by the SDA.

The Base Rates of Pay for each classification will **increase by 3%**.

Team members on a higher Contract Rate will be tied to their 2025 performance grading above the Base Rate of Pay.

Permanent team members will also receive an increase in their annual leave accrual per annum **from 4.8 weeks to 5 weeks per year** from the first full pay cycle after 1 September 2025.

FROM 1 JULY, BUNNINGS' COMPULSORY SUPERANNUATION CONTRIBUTION TO YOUR SUPER FUND WILL INCREASE FROM 11.5% TO 12%.

From the first full pay cycle after 1 July 2025, all team members received an **increase to the employer superannuation contribution from 11.5% to 12%** in line with changes to superannuation legislation.

The new Base Rates of Pay and Incentive Rates (Penalty Rates) are as follows:

WAGE INCREASE - SEPTEMBER 2025

NEW MINIMUM HOURLY BASE RATES OF PAY

Grade	Age	Hourly Rate Full/Part-Time	Hourly Rate Casual
Team Member	15 years and under	\$15.75	\$19.30
	16 years	\$17.19	\$21.05
	17 years	\$21.48	\$26.31
	18 years and over	\$28.64	\$35.09
Team Member (Expert)	15 years and under	\$16.01	\$19.61
	16 years	\$17.46	\$21.39
	17 years	\$21.83	\$26.74
	18 years and over	\$29.10	\$35.65
Specialist	All years	\$29.86	\$36.58
Specialist (fork lift coach, trade qualified team member, trade specialist)	All years	\$30.15	\$36.93
Supervisor	All years	\$30.78	\$37.70

INCENTIVE RATES (PENALTY RATES)

The Incentive Rates (Penalty Rates) apply for work performed during the following times:

Day	Time Period (Warehouse)	Time Period (Trade)	Incentive Rate (Permanent)	Incentive Rate (Casual)
Monday to Friday	5:00am to before 7:00am		30%	52.5%
	7:00am to before 6:00pm		N/A	22.5% (casual loading only)
	6:00pm to before 11:00pm	6:00pm to before 9:00pm	15%	37.5%
Saturday	5:00am to before 7:00am	6:00am to before 7:00am	40%	62.5%
	7:00am to before 11:00pm	7:00am to before 6:00pm	17.5%	40%
Sunday	5:00am to before 6:00am	Not applicable (refer to work outside Trade Span of Ordinary Hours below)	100%	100%
	6:00am to before 7:00am		80%	110%
	7:00am to before 9:00am		65%	110%
	9:00am to before 9:00pm	9:00am to before 6:00pm	50%	62.5%
	9:00pm to before 10:00pm	Not applicable (refer to work outside Trade Span of Ordinary Hours below)	75%	75%
	10:00pm to before 11:00pm			100%
Public Holiday	Midnight to before midnight		125%	147.5%

The Incentive Rates are calculated on, and apply in addition to, the Team Member's Contract Rate. If the Incentive Rate overlap, the Team member will receive the more beneficial incentive rate (but not both).

Rates Outside of the Span of Hours		
Work performed (Mon to Sat) outside the: <ul style="list-style-type: none"> • Trade Span of Ordinary Hours; or • Warehouse Span of Ordinary Hours. 	40% for the first two hours; and 90% thereafter	62.5% for the first two hours; and 112.5% thereafter
Work performed (on Sunday) outside the: <ul style="list-style-type: none"> • Trade Span of Ordinary Hours; or • Warehouse Span of Ordinary Hours. 	100%	122.5%

SPAN OF HOURS

Warehouse		Trade	
Monday – Friday	5am to 11pm	Monday – Friday	5am to 9pm
Saturday	5am to 11pm	Saturday	6am to 6pm
Sunday	5am to 11pm	Sunday	7am to 6pm

PERFORMANCE PAY INCREASE

The performance pay system applied by Bunnings may result in Team Members being paid a Contract Rate that is higher than the Base Rates of Pay outlined above.

Team Member's annual performance is rated on the following scale:

- Standout
- Goes the Extra Mile
- Nailed it
- Areas to Improve; and
- Change Needed

For 2025, the minimum performance pay increases are follows:

Wage Relativity	First full pay cycle after 1 September 2025 minimum increase
Team Member's Contract Rate is less than or equal to 10% above the Base Rate for their Role.	2.5%
Team Member's Contract Rate is more than 10% above the Base Rate for their Role.	2.0%

A Team Member will not be entitled to a performance pay increase outlined in the above table if they receive a rating of Areas to Improve or Change Needed (as determined by their leader).

ANNUAL LEAVE INCREASE

The Bunnings Retail Agreement provides for an increase to the amount of accrued annual leave accrued per year over the life of the Agreement as follows:

Period	Rate of Annual Leave Accrual per year of Continuous Service
From the first full pay cycle after 1 September 2023	4.4 weeks
From the first full pay cycle after 1 September 2024	4.8 weeks
From the first full pay cycle after 1 September 2025	5 weeks

The material contained in this wages summary is made available only for the purpose of providing SDA members with general information and is not intended to be comprehensive. The information contained in the material may be subject to change. There may be minor differences in rounding between the numbers displayed on this wages sheet and what is displayed on your payslip.

UNION BENEFITS

Through the efforts of the SDA, employees working under the *Bunnings Retail Enterprise Agreement 2023* are protected by the benefits of this Agreement. The SDA is the union that best represents and protects the wages and working conditions of all retail employees. If you know any fellow retail employees who are not currently a member of the SDA, you can help them protect their interests by encouraging them to join the SDA.

**Not a member?
Scan here to join:**



**Alternatively,
Visit www.sdavic.org
or call the SDA on (03) 9698 1400
or Free Call 1800 133 048**

Authorised by: Michael Donovan, SDA State Secretary

