



BIG W

CHRISTMAS HOLIDAYS AND AUSTRALIA DAY 2023/2024

All team members covered by the Big W Stores Agreement should be aware of their entitlements for the Christmas Holiday period and Australia Day.

CHRISTMAS DAY - MONDAY 25 DECEMBER 2023

Monday 25th December is a public holiday and a non-trading day. Stores are required to close. Full-time and part-time team members who do not work on Christmas Day will have the day off at their ordinary base rate of pay.

OTHER PUBLIC HOLIDAYS

- Tuesday, 26th December 2023 - Boxing Day
- Monday, 1st January 2024 - New Year's Day
- Friday, 26th January 2024 - Australia Day

Stores may open (except Christmas Day), however work is voluntary for all team members under the Big W Agreement.

All work on a public holiday is paid at the rate of 225% for full-time and part-time team members (250% for casuals) with a minimum engagement of four hours for full-time and three hours for part-time and casual team members. Full-time and part-time team members who do not work on a public holiday will have the day off at their ordinary base rate of pay.

CHRISTMAS EVE AND NEW YEAR'S EVE

For a team member working after 6pm on New Year's Eve or Christmas Eve, work is voluntary provided there are enough volunteers to meet operational needs, subject to the following:

- (i) At least 4 weeks' prior team members must advise Big W that they do not want to work. At the same time, Big W will start to assess the number of team member volunteers that will be required to work; and
- (ii) If there are not enough volunteers, Big W will first ask casual team members to work hours, and then ask full-time and part-time team members.

Where Big W is open for trade and a team member takes the benefit of this clause in order to take time off instead of working a normally rostered shift or part of a normally rostered shift after 6pm on New Year's Eve or Christmas Eve, the time is unpaid time and the team member will only be paid for hours actually worked. A team member can request to take paid annual leave for the hours *not* worked.

ROSTER CHANGES

An employee's roster may not be changed with the intent of avoiding payment of penalties, loadings or other benefits applicable. Should such circumstances arise the employee shall be entitled to such penalty, loading or benefit as if the roster had not been changed.

PUBLIC HOLIDAY RATES OF PAY:

Level 1 – Team Member

Age	Permanent: 225%	Casual: 250%
16 years & under	\$27.95	\$31.06
17 years	\$33.54	\$37.27
19 years	\$39.13	\$43.48
19 years	\$44.72	\$49.69
20 years & over	\$55.91	\$62.12

Level 2 – Ride on Equipment Operator

Age	Permanent: 225%	Casual: 250%
All Ages	\$57.19	\$63.55

Level 3 – Senior Sales Person/ 2IC to Department Manager/ Opening and Closing Premises/Security of Cash

Age	Permanent: 225%	Casual: 250%
All Ages	\$58.09	\$64.54

Level 4 – Service Supervisor (up to 15 people)

Age	Permanent: 225%	Casual: 250%
All Ages	\$60.01	\$66.68

Level 5 – Service Supervisor (more than 15 people)

Age	Permanent: 225%	Casual: 250%
All Ages	\$61.65	\$68.50

Level 6 – Department Manager

Age	Permanent: 225%	Casual: 250%
All Ages	\$62.55	\$69.50

UNION BENEFITS

Through the efforts of the SDA, employees working under the Big W Agreement 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 employee who is 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 below to join.



Alternatively,

Visit www.sdavic.org

or call the SDA on (03) 9698 1400

Or Freecall 1800 133 048

Authorised by: Michael Donovan, SDA State Secretary



**Not a member?
SCAN HERE TO JOIN**

