



WOOLWORTHS WAGE INCREASE JULY 2025

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3.5% WAGE INCREASE FROM 1 JULY

The Fair Work Commission's Annual Wage Review (AWR) has delivered a **3.5% minimum wage increase** following strong union submissions for real pay rises. Employer groups pushed for little or no increase in real wages, **but thanks to the SDA and the union movement, workers will see a real wage increase from the first full pay period on or after 1 July 2025.**

As a result of the SDA's campaign, this increase will flow through to Woolworths team members covered by the *Woolworths Australian Food Group Enterprise Agreement 2024*, which ensures wages move in line with AWR decisions.

ALSO FROM 1 JULY 2025, THE SUPERANNUATION GUARANTEE – YOUR EMPLOYER'S COMPULSORY CONTRIBUTION TO YOUR SUPER FUND – WILL INCREASE FROM 11.5% TO 12%

This is part of a decades-long, **union-led campaign** to improve retirement outcomes for working people. It means more money going into your superannuation account every pay cycle, helping to build a more secure future.

These increases are important wins for SDA members—delivered through your union membership and support.

More in your take home pay and more in your Super.

WAGE INCREASE - JULY 2025

FULL-TIME AND PART-TIME EMPLOYEES

Age	Full-Time Weekly Base Rate	Base Rate	Mon - Fri 6pm - 11pm	Saturday 7am - 11pm	Sunday 9am - 11pm	Public Holiday	Overtime		
							Mon-Sat: First 3 Hours	Mon-Sat: Thereafter & Sunday	Public Holiday
Store Team Member Level 1 & Clerical Assistant Level 1									
16 years and under	\$512.62	\$13.49	\$16.86	\$16.86	\$20.24	\$30.35	\$20.24	\$26.98	\$33.73
17 years	\$615.14	\$16.19	\$20.23	\$20.23	\$24.28	\$36.42	\$24.28	\$32.38	\$40.47
18 years	\$717.66	\$18.89	\$23.61	\$23.61	\$28.33	\$42.49	\$28.33	\$37.77	\$47.21
19 years	\$820.18	\$21.58	\$26.98	\$26.98	\$32.38	\$48.56	\$32.38	\$43.17	\$53.96
20 years and adult	\$1,025.23	\$26.98	\$33.72	\$33.72	\$40.47	\$60.70	\$40.47	\$53.96	\$67.45
Store Team Member Level 2 – Trolley Collector (ride-on equipment)									
All years	\$1,048.40	\$27.59	\$34.49	\$34.49	\$41.38	\$62.08	\$41.38	\$55.18	\$68.97
Store Team Member Level 3 – Team Support / Stocktake Team Support / Team Leader / Skilled non-tradesperson (eg. Meat Slicer)									
All years	\$1,064.87	\$28.02	\$35.03	\$35.03	\$42.03	\$63.05	\$42.03	\$56.05	\$70.06
Store Team Member Level 4 – Service Supervisor (up to 15 team members)									
All years	\$1,085.73	\$28.57	\$35.71	\$35.71	\$42.86	\$64.29	\$42.86	\$57.14	\$71.43
Store Team Member Level 5 – Service Supervisor (more than 15 team members)									
All years	\$1,129.85	\$29.73	\$37.17	\$37.17	\$44.60	\$66.90	\$44.60	\$59.47	\$74.33
Store Team Member Level 6 – Team Manager (TM) / Duty Manager (DM)									
All years	\$1,152.65	\$30.33	\$37.92	\$37.92	\$45.50	\$68.25	\$45.50	\$60.67	\$75.83
Clerical Officer Level 2 – Store Services Assistant									
All years	\$1,079.91	\$28.42	\$35.52	\$35.52	\$42.63	\$63.94	\$42.63	\$56.84	\$71.05
Clerical Officer Level 3 – Store Services Compliance Officer									
All years	\$1,132.77	\$29.81	\$37.26	\$37.26	\$44.71	\$67.07	\$44.71	\$59.62	\$74.52
Tradesperson Level 4 – Qualified Tradesperson (eg. Qualified Baker or Butcher)									
All years	\$1,128.41	\$29.69	\$37.12	\$37.12	\$44.54	\$66.81	\$44.54	\$59.39	\$74.24
Tradesperson Level 5 – Qualified Tradesperson Team Support									
All years	\$1,147.26	\$30.19	\$37.74	\$37.74	\$45.29	\$67.93	\$45.29	\$60.39	\$75.48

CASUAL EMPLOYEES

Age	Casual Base Rate	Mon - Fri 6pm -11pm	Saturday 7am -11pm	Sunday 9am - 11pm	Public Holiday	Overtime		
						Mon-Sat: First 3 Hours	Mon-Sat: Thereafter & Sunday	Public Holiday
Level 1 Retail Employee & Clerical Assistant Full-Time and Part-Time								
16 years and under	\$16.86	\$20.24	\$20.24	\$23.61	\$33.73	\$23.61	\$30.35	\$37.10
17 years	\$20.24	\$24.28	\$24.28	\$28.33	\$40.47	\$28.33	\$36.42	\$44.52
18 years	\$23.61	\$28.33	\$28.33	\$33.05	\$47.21	\$33.05	\$42.49	\$51.94
19 years	\$26.98	\$32.38	\$32.38	\$37.77	\$53.96	\$37.77	\$48.56	\$59.36
20 years & Adult	\$33.73	\$40.47	\$40.47	\$47.22	\$67.45	\$47.21	\$60.70	\$74.20
Retail Employee Level 2 - Forklift Operator								
All years	\$34.49	\$41.38	\$41.38	\$48.28	\$68.97	\$48.28	\$62.08	\$75.87
Retail Employee Level 3 - Senior Salesperson, 2IC to Department Manager								
All years	\$35.03	\$42.03	\$42.03	\$49.04	\$70.06	\$49.04	\$63.05	\$77.06
Retail Employee Level 4 – Service Supervisor (up to 15 team members)								
All years	\$35.71	\$42.86	\$42.86	50.00	\$71.43	\$50.00	\$64.29	\$78.57
Retail Employee Level 5 – Service Supervisor (more than 15 team members)								
All years	\$37.17	\$44.60	\$44.60	\$52.03	\$74.33	\$52.03	\$66.90	\$81.77
Retail Employee Level 6 – Team Manager (TM) / Duty Manager (DM)								
All years	\$37.92	\$45.50	\$45.50	\$53.08	\$75.83	\$53.08	\$68.25	\$83.42
Clerical Officer Level 2 – Store Services Assistant								
All years	\$35.52	\$42.63	\$42.63	\$56.84	\$71.05	\$49.73	\$63.94	\$78.15
Clerical Officer Level 3 – Store Services Compliance Officer								
All years	\$37.26	\$44.71	\$44.71	\$52.17	\$74.52	\$52.17	\$67.07	\$81.98
Tradesperson Level 4 – Qualified Tradesperson (eg. Qualified Baker or Butcher)								
All years	\$37.12	\$44.54	\$44.54	\$51.97	\$74.24	\$51.97	\$66.81	\$81.66
Tradesperson Level 5 – Qualified Tradesperson Team Support								
All years	\$37.74	\$45.29	\$45.29	\$52.84	\$75.48	\$52.84	\$67.93	\$83.03

SCHEDULE B MEAT TEAM MEMBERS

To ensure that no employee in the meat department was disadvantaged by the change to one set of national wage rates under the Woolworths Supermarkets Agreement 2018, various savings clauses to protect the wages apply.

Schedule B Employees	Savings	
Allowance	Saturday full-time only per hour	Sunday full-time, part-time & casual per hour
1 July 2022 to 30 June 2025	\$4.50	\$4.50
1 July 2025 to 30 June 2026	\$1.75	\$2.50
From 1 July 2026 allowance ceases	n/a	n/a

Schedule B Employees means meat department employees employed before 26 September 2011 who had elected to have their penalties/loadings saved under the Woolworths Meat Agreement 2008.

PENALTY RATES

Time	Full-Time and Part-Time	Casual
Monday to Friday	Ordinary Rate	+25%
Monday to Friday 6pm to 11pm	+25%	+50%
Saturday 7am to 11pm	+25%	+50%
Sunday 9am to 11pm	+50%	+75%
Public Holiday	+125%	+150%
OVERTIME		
First 3 hours of overtime	+50%	+75%
After first 3 hours of overtime	+100%	+125%
Overtime on Sundays	+100%	+125%
Overtime on Public Holidays	+150%	+175%

SPAN OF HOURS

Days	Spread of Hours
Monday - Friday	7am – 11pm
Saturday	7am – 11pm
Sunday	9am – 11pm

All work performed outside of the span of hours is paid at the relevant overtime time.

ALLOWANCES

Allowance		Rate
Uniform	Full-time – per week	\$6.25
	Casual & part-time – per shift	\$1.25
First Aid	Per week	\$13.89
Fridge	Per hour	\$0.37
Freezer	Per hour (includes fridge allowance)	\$0.93
Meal Allowance	More than 1 hour overtime	\$23.59
	More than 4 hours overtime	\$21.39
Transport	Allowance per kilometre	\$0.98
Recall	Minimum 3 hours at members rate	
Liquor Licence	Per week	\$33.12
Higher Duties	Less than two hours = Higher base rate + TTR (if applicable)	Higher base rate for time worked
	More than two hours = Higher base rate + TTR (if applicable)	Higher base rate for shift

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.

UNION BENEFITS

Through the efforts of the SDA, employees working under the Woolworths 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 here to join:**



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

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