



COLES 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 Coles team members covered by the *Coles Retail Enterprise Agreement 2024*, which ensures wages move in line with AWR decisions.

ALSO FROM 1 JULY, YOUR EMPLOYER'S COMPULSORY SUPERANNUATION 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
Level 1 Team Member – Store Team Member, Store Cleaner, Personal Shopper									
Under 16 years	\$479.48	\$12.62	\$15.77	\$15.77	\$18.93	\$28.39	\$18.93	\$25.24	\$31.54
16 years	\$525.88	\$13.84	\$17.30	\$17.30	\$20.76	\$31.14	\$20.76	\$27.68	\$34.60
17 years	\$629.00	\$16.55	\$20.69	\$20.69	\$24.83	\$37.24	\$24.83	\$33.11	\$41.38
18 years	\$732.11	\$19.27	\$24.08	\$24.08	\$28.90	\$43.35	\$28.90	\$38.53	\$48.17
19 years	\$830.07	\$21.84	\$27.30	\$27.30	\$32.77	\$49.15	\$32.77	\$43.69	\$54.61
20 years & Adult	\$1,031.14	\$27.14	\$33.92	\$33.92	\$40.70	\$61.05	\$40.70	\$54.27	\$67.84
Level 2 Team Member – Store Team Member (ride-on trolley collector), Coles Services Vehicle Operators									
18 years	\$749.78	\$19.73	\$24.66	\$24.66	\$29.60	\$44.39	\$29.60	\$39.46	\$49.33
19 years	\$850.10	\$22.37	\$27.96	\$27.96	\$33.56	\$50.34	\$33.56	\$44.74	\$55.93
20 years & Adult	\$1,056.03	\$27.79	\$34.74	\$34.74	\$41.69	\$62.53	\$41.69	\$55.58	\$69.48
Level 3 Team Member – Skilled Non-Tradesperson, Second In Charge (non-trades), Customer Service Agent									
18 years	\$761.37	\$20.04	\$25.05	\$25.05	\$30.05	\$45.08	\$30.05	\$40.07	\$50.09
19 years	\$863.24	\$22.72	\$28.40	\$28.40	\$34.08	\$51.11	\$34.08	\$45.43	\$56.79
20 years & Adult	\$1,072.35	\$28.22	\$35.27	\$35.27	\$42.33	\$63.49	\$42.33	\$56.44	\$70.55
Level 4 Team Member – Baker, Administration Assistant, Service Supervisor (supervising up to 15 team members)									
All years	\$1,093.57	\$28.78	\$35.97	\$35.97	\$43.17	\$64.75	\$43.17	\$57.56	\$71.95
Level 5 Team Member – Service Supervisor (supervising over 15 team members), Second In Charge (trades)									
All years	\$1,138.05	\$29.95	\$37.44	\$37.44	\$44.92	\$67.38	\$44.92	\$59.90	\$74.87
Level 6 Team Member – Office In Charge, Department Manager/Team Leader (trades), Department Manager/Team Leader (non-trades), Duty Manager									
All years	\$1,155.19	\$30.40	\$38.00	\$38.00	\$45.60	\$68.40	\$45.60	\$60.80	\$76.00

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 Team Member – Store Team Member, Store Cleaner, Personal Shopper								
Under 16 years	\$15.77	\$18.93	\$18.93	\$22.08	\$31.54	\$22.08	\$28.39	\$34.70
16 years	\$17.30	\$20.76	\$20.76	\$24.22	\$34.60	\$24.22	\$31.14	\$38.06
17 years	\$20.69	\$24.83	\$24.83	\$28.97	\$41.38	\$28.97	\$37.24	\$45.52
18 years	\$24.08	\$28.90	\$28.90	\$33.72	\$48.17	\$33.72	\$43.35	\$52.98
19 years	\$27.30	\$32.77	\$32.77	\$38.23	\$54.61	\$38.23	\$49.15	\$60.07
20 years & Adult	\$33.92	\$40.70	\$40.70	\$47.49	\$67.84	\$47.49	\$61.05	\$74.62
Level 2 Team Member – Store Team Member (ride-on trolley collector), Coles Services Vehicle Operators								
18 years	\$24.66	\$29.60	\$29.60	\$34.53	\$49.33	\$34.53	\$44.39	\$54.26
19 years	\$27.96	\$33.56	\$33.56	\$39.15	\$55.93	\$39.15	\$50.34	\$61.52
20 years & Adult	\$34.74	\$41.69	\$41.69	\$48.63	\$69.48	\$48.63	\$62.53	\$76.42
Level 3 Team Member – Skilled Non-Tradesperson, Second In Charge (non-trades), Customer Service Agent								
18 years	\$25.05	\$30.05	\$30.05	\$35.06	\$50.09	\$35.06	\$45.08	\$55.10
19 years	\$28.40	\$34.08	\$34.08	\$39.75	\$56.79	\$39.75	\$51.11	\$62.47
20 years & Adult	\$35.27	\$42.33	\$42.33	\$49.38	\$70.55	\$49.38	\$63.49	\$77.60
Level 4 Team Member – Baker, Administration Assistant, Service Supervisor (supervising up to 15 team members)								
All years	\$35.97	\$43.17	\$43.17	\$50.36	\$71.95	\$50.36	\$64.75	\$79.14
Level 5 Team Member – Service Supervisor (supervising over 15 team members), Second In Charge (trades)								
All years	\$37.44	\$44.92	\$44.92	\$52.41	\$74.87	\$52.41	\$67.38	\$82.36
Level 6 Team Member – Office In Charge, Department Manager/Team Leader (trades), Department Manager/Team Leader (non-trades), Duty Manager								
All years	\$38.00	\$45.60	\$45.60	\$53.20	\$76.00	\$53.20	\$68.40	\$83.60

PENALTY RATES

Time	Full-Time and Part-Time	Casual
Monday - Friday 7am - 6pm	Ordinary Rate	+25%
Monday - Friday 6pm - 11pm	+25%	+50%
Saturday 7am - 11pm	+25%	+50%
Sunday 9am - 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	Span 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 rate.

ALLOWANCES

Allowance		Rate
First Aid	Per week	\$13.89
Cold Work	Per hour	\$0.37
	Below zero degrees per hour	\$0.56
Meal Allowance	More than 1 hour overtime	\$23.59
	More than 4 hours overtime	\$21.39
Transport	Allowance per kilometre	\$0.99
Recall	Minimum 3 hours at members rate	

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 *Coles Retail Enterprise 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 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



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SCAN HERE TO JOIN



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