

HUNGRY JACK'S

HUNGRY JACK'S COMPANY STORES WAGE INCREASE JULY 2024

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The Fair Work Commission recently handed down a 3.75% wage increase from 1 July 2024.

Although the Hungry Jack's National Enterprise Agreement 2019 nominally expired in December 2023, the Company have confirmed it will pass on a 3.75% wage increase from the first full pay period on or after 1 July to all waged crew members, in line with increase recently determined by the Fair Work Commission.

The SDA ran a strong campaign alongside Australian Council of Trade Unions (ACTU) to ensure retail and fast food workers received a pay rise this year.

In addition to this pay rise, the employer superannuation contribution will also increase from 11% to 11.5% from 1 July 2024.

CREW MEMBER - PERMANENT

Age	Hourly Rate	Mon – Fri 10 pm - Midnight	Mon – Fri Midnight – 6 am	Saturday All Day	Sunday All Day	Public Holiday	Overtime	
							First Two Hours	Thereafter and Sunday
Adult	\$25.85	\$28.28	\$29.56	\$32.13	\$32.13	\$57.78	\$38.48	\$51.31
20 years	\$24.55	\$26.87	\$28.09	\$30.52	\$30.52	\$54.90	\$36.56	\$48.74
19 years	\$20.68	\$22.63	\$23.65	\$25.71	\$25.71	\$46.23	\$30.79	\$41.05
18 years	\$18.09	\$19.80	\$20.70	\$22.49	\$22.49	\$40.45	\$26.94	\$35.92
17 years	\$15.51	\$16.97	\$17.74	\$19.28	\$19.28	\$34.67	\$23.09	\$30.78
16 years	\$12.92	\$14.14	\$14.78	\$16.06	\$16.06	\$28.89	\$19.24	\$25.65
Under 16 years	\$10.34	\$11.31	\$11.83	\$12.85	\$12.85	\$23.11	\$15.39	\$20.52

CREW MEMBER - CASUAL

Age	Hourly Rate	Mon – Fri 10 pm - Midnight	Mon – Fri Midnight – 6 am	Saturday All Day	Sunday All Day	Public Holiday	Overtime	
							First Two Hours	Thereafter and Sunday
Adult	\$32.13	\$34.70	\$35.98	\$38.54	\$38.54	\$64.20	\$44.89	\$57.72
20 years	\$30.52	\$32.96	\$34.18	\$36.62	\$36.62	\$60.99	\$42.65	\$54.83
19 years	\$25.71	\$27.76	\$28.78	\$30.84	\$30.84	\$51.36	\$35.92	\$46.18
18 years	\$22.49	\$24.29	\$25.19	\$26.98	\$26.98	\$44.94	\$31.43	\$40.41
17 years	\$19.28	\$20.82	\$21.59	\$23.13	\$23.13	\$38.52	\$26.94	\$34.63
16 years	\$16.06	\$17.35	\$17.99	\$19.27	\$19.27	\$32.10	\$22.45	\$28.86
Under 16 years	\$12.85	\$13.88	\$14.39	\$15.42	\$15.42	\$25.68	\$17.96	\$23.09

PERMANENT EMPLOYEES

Age	Hourly Rate	Mon – Fri 10 pm - Midnight	Mon – Fri Midnight – 6 am	Saturday All Day	Sunday All Day	Public Holiday	Overtime	
							First Two Hours	Thereafter and Sunday
Crew Member - Team Lead								
Adult	\$25.95	\$28.39	\$29.68	\$32.26	\$32.26	\$58.01	\$38.63	\$51.51
20 years	\$24.65	\$26.97	\$28.20	\$30.64	\$30.64	\$55.11	\$36.70	\$48.93
19 years	\$20.76	\$22.71	\$23.74	\$25.80	\$25.80	\$46.41	\$30.90	\$41.21
18 years	\$18.16	\$19.87	\$20.78	\$22.58	\$22.58	\$40.60	\$27.04	\$36.05
17 years	\$15.57	\$17.04	\$17.81	\$19.35	\$19.35	\$34.81	\$23.18	\$30.91
16 years	\$12.97	\$14.20	\$14.84	\$16.13	\$16.13	\$29.00	\$19.31	\$25.75
Under 16 years	\$10.38	\$11.36	\$11.87	\$12.90	\$12.90	\$23.20	\$15.45	\$20.60
Crew Coach								
Adult	\$27.37	\$29.95	\$31.31	\$34.03	\$40.82	\$61.19	\$40.75	\$54.33
20 years	\$26.00	\$28.45	\$29.74	\$32.32	\$38.78	\$58.13	\$38.71	\$51.62
19 years	\$21.89	\$23.96	\$25.05	\$27.22	\$32.65	\$48.95	\$32.60	\$43.46
18 years	\$19.16	\$20.96	\$21.92	\$23.82	\$28.57	\$42.83	\$28.52	\$38.03
17 years	\$16.42	\$17.97	\$18.78	\$20.41	\$24.49	\$36.71	\$24.45	\$32.59
16 years	\$13.69	\$14.98	\$15.66	\$17.01	\$20.41	\$30.60	\$20.38	\$27.17
Under 16 years	\$10.95	\$11.98	\$12.53	\$13.61	\$16.33	\$24.48	\$16.30	\$21.74
Certified Shift Supervisor								
Adult	\$27.58	\$30.34	\$31.72	\$34.48	\$41.38	\$62.06	\$41.38	\$55.17
20 years	\$26.21	\$28.83	\$30.14	\$32.76	\$39.31	\$58.96	\$39.31	\$52.41
19 years	\$22.07	\$24.28	\$25.38	\$27.59	\$33.10	\$49.65	\$33.10	\$44.14
18 years	\$19.31	\$21.24	\$22.20	\$24.13	\$28.96	\$43.44	\$28.96	\$38.62

PERMANENT EMPLOYEES

Age	Hourly Rate	Mon – Fri 10 pm - Midnight	Mon – Fri Midnight – 6 am	Saturday All Day	Sunday All Day	Public Holiday	Overtime	
							First Two Hours	Thereafter and Sunday
Assistant Manager								
Adult	\$28.13	\$30.79	\$32.18	\$34.97	\$41.96	\$62.90	\$41.89	\$55.85
20 years	\$26.73	\$29.25	\$30.57	\$33.22	\$39.86	\$59.75	\$39.79	\$53.05
19 years	\$22.51	\$24.63	\$25.75	\$27.98	\$33.57	\$50.32	\$33.51	\$44.68
18 years	\$19.69	\$21.55	\$22.53	\$24.48	\$29.37	\$44.03	\$29.32	\$39.09
17 years	\$16.88	\$18.47	\$19.31	\$20.99	\$25.17	\$37.74	\$25.13	\$33.51
16 years	\$14.07	\$15.39	\$16.09	\$17.49	\$20.98	\$31.45	\$20.94	\$27.93
Under 16 years	\$11.25	\$12.31	\$12.87	\$13.99	\$16.78	\$25.16	\$16.75	\$22.34
Restaurant Manager								
Adult	\$28.13	\$30.79	\$32.18	\$34.97	\$41.96	\$62.90	\$41.89	\$55.85
20 years	\$26.73	\$29.25	\$30.57	\$33.22	\$39.86	\$59.75	\$39.79	\$53.05
19 years	\$22.51	\$24.63	\$25.75	\$27.98	\$33.57	\$50.32	\$33.51	\$44.68
18 years	\$19.69	\$21.55	\$22.53	\$24.48	\$29.37	\$44.03	\$29.32	\$39.09
17 years	\$16.88	\$18.47	\$19.31	\$20.99	\$25.17	\$37.74	\$25.13	\$33.51
16 years	\$14.07	\$15.39	\$16.09	\$17.49	\$20.98	\$31.45	\$20.94	\$27.93
Under 16 years	\$11.25	\$12.31	\$12.87	\$13.99	\$16.78	\$25.16	\$16.75	\$22.34

CASUAL EMPLOYEES

Age	Hourly Rate	Mon – Fri 10 pm - Midnight	Mon – Fri Midnight – 6 am	Saturday All Day	Sunday All Day	Public Holiday	Overtime	
							First Two Hours	Thereafter and Sunday
Crew Member - Team Lead								
Adult	\$32.26	\$34.83	\$36.12	\$38.69	\$38.69	\$64.45	\$45.07	\$57.94
20 years	\$30.64	\$33.09	\$34.31	\$36.76	\$36.76	\$61.23	\$42.82	\$55.05
19 years	\$25.80	\$27.87	\$28.90	\$30.96	\$30.96	\$51.56	\$36.05	\$46.36
18 years	\$22.58	\$24.38	\$25.28	\$27.08	\$27.08	\$45.11	\$31.55	\$40.56
17 years	\$19.35	\$20.90	\$21.67	\$23.22	\$23.22	\$38.67	\$27.04	\$34.77
16 years	\$16.13	\$17.42	\$18.06	\$19.35	\$19.35	\$32.22	\$22.53	\$28.97
Under 16 years	\$12.90	\$13.93	\$14.45	\$15.48	\$15.48	\$25.78	\$18.03	\$23.18
Crew Coach								
Adult	\$34.03	\$36.74	\$38.10	\$40.82	\$47.61	\$67.98	\$47.54	\$61.12
20 years	\$32.32	\$34.91	\$36.20	\$38.78	\$45.23	\$64.58	\$45.16	\$58.07
19 years	\$27.22	\$29.39	\$30.48	\$32.65	\$38.08	\$54.38	\$38.03	\$48.90
18 years	\$23.82	\$25.72	\$26.67	\$28.57	\$33.33	\$47.59	\$33.28	\$42.79
17 years	\$20.41	\$22.04	\$22.86	\$24.49	\$28.56	\$40.78	\$28.52	\$36.67
16 years	\$17.01	\$18.37	\$19.05	\$20.41	\$23.81	\$33.99	\$23.77	\$30.56
Under 16 years	\$13.61	\$14.70	\$15.24	\$16.33	\$19.05	\$27.20	\$19.02	\$24.45

CASUAL EMPLOYEES

Age	Hourly Rate	Mon – Fri 10 pm - Midnight	Mon – Fri Midnight – 6 am	Saturday All Day	Sunday All Day	Public Holiday	Overtime	
							First Two Hours	Thereafter and Sunday
Certified Shift Supervisor								
Adult	\$34.48	\$37.24	\$38.62	\$41.38	\$48.27	\$68.96	\$48.27	\$62.06
20 years	\$32.76	\$35.38	\$36.69	\$39.31	\$45.86	\$65.51	\$45.86	\$58.96
19 years	\$27.59	\$29.79	\$30.90	\$33.10	\$38.62	\$55.17	\$38.62	\$49.65
18 years	\$24.13	\$26.07	\$27.03	\$28.96	\$33.79	\$48.27	\$33.79	\$43.44
Assistant Manager								
Adult	\$34.97	\$37.77	\$39.16	\$41.96	\$48.94	\$69.88	\$48.87	\$62.83
20 years	\$33.22	\$35.88	\$37.20	\$39.86	\$46.49	\$66.38	\$46.42	\$59.68
19 years	\$27.98	\$30.21	\$31.33	\$33.57	\$39.15	\$55.90	\$39.09	\$50.26
18 years	\$24.48	\$26.44	\$27.42	\$29.37	\$34.26	\$48.92	\$34.21	\$43.98
17 years	\$20.99	\$22.66	\$23.50	\$25.17	\$29.36	\$41.93	\$29.32	\$37.70
16 years	\$17.49	\$18.89	\$19.58	\$20.98	\$24.47	\$34.94	\$24.44	\$31.42
Under 16 years	\$13.99	\$15.11	\$15.66	\$16.78	\$19.57	\$27.95	\$19.54	\$25.13
Restaurant Manager								
Adult	\$34.97	\$37.77	\$39.16	\$41.96	\$48.94	\$69.88	\$48.87	\$62.83
20 years	\$33.22	\$35.88	\$37.20	\$39.86	\$46.49	\$66.38	\$46.42	\$59.68
19 years	\$27.98	\$30.21	\$31.33	\$33.57	\$39.15	\$55.90	\$39.09	\$50.26
18 years	\$24.48	\$26.44	\$27.42	\$29.37	\$34.26	\$48.92	\$34.21	\$43.98
17 years	\$20.99	\$22.66	\$23.50	\$25.17	\$29.36	\$41.93	\$29.32	\$37.70
16 years	\$17.49	\$18.89	\$19.58	\$20.98	\$24.47	\$34.94	\$24.44	\$31.42
Under 16 years	\$13.99	\$15.11	\$15.66	\$16.78	\$19.57	\$27.95	\$19.54	\$25.13

PENALTY RATES AND LOADINGS**

		Permanent Employees	Casual Employees
Mon-Fri	6am - 10pm	Ordinary Rate	+25% Rate
Mon-Fri	10pm - Midnight	+10% Rate	+35% Rate
Mon-Fri	Midnight - 6am	+15% Rate	+40% Rate
Saturday	All hours	+25% Rate	+50% Rate
Sunday	All hours - Crew Members and Crew Members - Team Leads	+25% Rate	+50% Rate
Sunday	All hours - Crew Trainer, Certified Shift Supervisor, Assistant Managers and Restaurant Managers	+50% Rate	+75% Rate
Public Holiday	All hours	+125% Rate	+150% Rate

OVERTIME**

First two hours	+50% Rate	+75% Rate
More than two hours	+100% Rate	+125% Rate
Sunday	+100% Rate	+125%Rate
Public holiday overtime	+150% Rate	+175% Rate

**The rates, penalty rates and overtime rates contained in the *Hungry Jacks National Enterprise Agreement* reflect those in the *Fast Food Industry Award* ('the Award'). Please note the weekly rate and base rate includes a loading of 0.75% (0.25% for casuals) above the equivalent rate in the Award. All penalty hours also attract a loading of 0.25% above the equivalent Award rate. The overtime rates for the relevant classifications are equivalent to those contained in the Award.

ALLOWANCES

Allowances	Rate (\$)
Cold Work Allowance	\$0.35 per hour plus \$0.54 per hour for each hour working in temperatures below 0°
Laundry allowance	
- full-time employees	\$6.25 per week
- part-time or casual employees	\$1.25 per shift
Meal allowance - overtime	\$16.23 for the first meal and \$14.66 for the second meal
Vehicle allowance	
- delivery drivers	\$0.52 per km
- not delivery drivers	\$0.98 per km

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

The SDA is the union that best represents and protects the wages and working conditions of all Hungry Jack's workers. If you know any fellow team members 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

SDA MEMBER SERVICES AND BENEFITS 2024

The SDA provides a wide range of services for all its members. Whether you are a full-time, part-time, or casual employee. Everyone who is a paid-up member has access.

INDUSTRIAL ASSISTANCE

SDA Information Officers receive up to 100 calls every day from members who need our advice or assistance.

90% of these callers receive an answer immediately. The rest receive specialised assistance from Organisers or other Union Officials.

You don't need to have a problem to call us! You may need pre-emptive advice or want to confirm information you already have.

We can advise you on the following topics, and more:

- ✓ Wages
- ✓ Rosters
- ✓ Meal/rest breaks
- ✓ Annual leave
- ✓ Family and domestic violence leave
- ✓ Parental leave

- ✓ Long service leave
- ✓ Sick leave
- ✓ Bullying
- ✓ Sexual harassment

100% confidential

Many members are hesitant to call the Union for advice because they are afraid that their employer will find out. They need not be. Every call to us is completely confidential.

Information Officers give advice to members on Enterprise Agreements, Awards, and much more. We also provide a quick referral to an Organiser, Industrial Officer, or Health and Safety Officer if needed.

Contact an Information Officer on **(03) 9698 1400** or Freecall **1800 133 048**.

We are here to help

ENTERPRISE BARGAINING

One of the SDA's main aims is to improve the wages and working conditions of its members.

Through enterprise bargaining, the Union secures new and improved rates of pay, allowances, leave entitlements and various other work conditions for SDA members.



Free

ACCIDENT INSURANCE

Financial members of the SDA are automatically covered for a sum of up to \$83,000 (subject to sanction exclusions) in the case of death, total and permanent incapacity to work, breaking of bones, and loss of limbs, sight or hearing by violent, external, visible means outside working hours and are not attributable to an illness.*

This scheme also covers knee reconstructions.

If you had to take out this policy yourself, it would cost you more than \$450 a year.

As a member of the SDA, it costs you NOTHING.

For more information, please contact the SDA on **(03) 9698 1400**.

* Conditions apply



EQUITY ADVICE AND REPRESENTATION FOR WOMEN IN NEED

For many years, the SDA has provided specialist support with issues commonly experienced by women in retail, fast food and warehousing.

Key areas where we provide advice include sexual harassment; family and domestic violence leave; equal opportunity; rosters; family, parental and maternity leave; aged care; and discrimination against pregnant women in the workforce.



We can also advise you about what to do if you have been financially disadvantaged due to an unfair dismissal, in particular where the unfair dismissal concerns issues of discrimination or sexual harassment.

FREE LEGAL ADVICE



SDA members can receive **free telephone legal advice through the solicitors at Maurice Blackburn.**

Expert legal advice is available in a wide range of areas, such as road accident injuries, medical negligence, faulty products, and insurance claims.

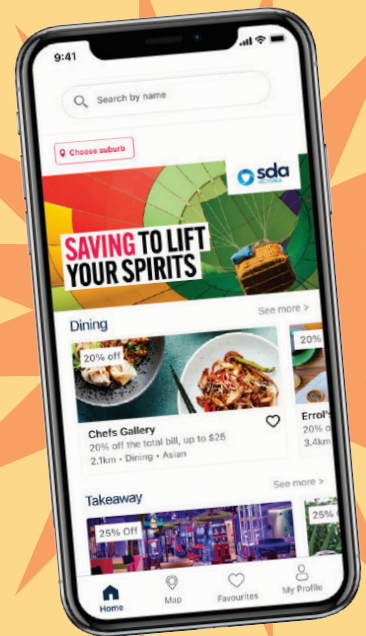
SDA members are entitled to access Maurice Blackburn's No-Win/No-Charge policy*.

To arrange a free first consultation, call Maurice Blackburn on **1800 810 812** (please note, in some areas fees apply after the first free 30 minutes).

If the legal advice is regarding an industrial issue, members need a referral letter from the SDA.

Please ring the us on **(03) 9698 1400** or Freecall **1800 133 048** to find out more.

*Conditions apply



Free

COUNSELLING

Converge International provides an Employee Assistance Program (EAP), a professional counselling service that offers confidential, short-term support for issues that may be affecting you at work or at home. The program gives you access to qualified counselling and psychology professionals who can help with work-related concerns,

conflict, relationship or family issues, mental health concerns including stress and anxiety, alcohol and drug dependence, grief and loss and/or trauma.

SDA members are entitled to three free one-hour counselling sessions per issue with Converge International, upon referral from the SDA.

In the event of a crisis, family members can also receive counselling – this is included in the SDA member's three-session entitlement.

Please contact the SDA on **(03) 9698 1400** or Freecall **1800 133 048** for a referral.

For urgent support after hours, call Converge International directly on **1300 687 327**.

MEMBER DISCOUNTS & BENEFITS APP

Thousands of ways to save with the new SDA Vic Benefits App

If you don't have the SDA APP yet, scan the code to get started



EDUCATION ASSISTANCE SCHOLARSHIP

800 SDA members are selected to receive:

\$150 towards education materials, including:

- ✓ textbooks,
- ✓ stationery,
- ✓ e-books and
- ✓ other supplies each year.

See the following page for details!

Free

STANDARD ONLINE WILL



As an SDA member, you (and your partner) are entitled to a free standard Will. Maurice Blackburn Lawyers' online Will service is fast, easy and includes expert legal advice.

For more information, go to **unionwills.com.au**.



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

