





Volume No: 51 Issue No: 172 Date Issued: September 2024

State Secretary: Michael Donovan

BUNNINGS WAREHOUSE

BUNNINGS RETAIL WAGE INCREASE AFTER 1 SEPTEMBER 2024

Bunnings Retail team members will receive a pay rise from the first full pay cycle after 1 September 2024 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 2024 performance grading above the Base Rate of Pay.

Permanent team members will also receive an increase in their annual leave accrual per annum from 4.4 weeks to 4.8 weeks per year after 1 September 2024.

From the first full pay cycle after 1 July 2024, all team members received an increase to the employer superannuation contribution from 11% to 11.5% in line with changes to superannuation legislation.

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

NEW MINIMUM HOURLY BASE RATES OF PAY

Grade	Age	Hourly rate Full/Part-time	Hourly rate Casual
	15 years and under	\$15.30	\$18.74
Team Member	16 years	\$16.69	\$20.44
	17 years	\$20.86	\$25.55
	18 years and over	\$27.81	\$34.07
Team Member (Expert)	15 years and under	\$15.54	\$19.04
	16 years	\$16.95	\$20.77
	17 years	\$21.19	\$25.96
	18 years and over	\$28.25	\$34.61
Specialist	All years	\$28.99	\$35.52
Specialist (fork lift coach, trade qualified team member, trade specialist)	All years	\$29.27	\$35.86
Supervisor	All years	\$29.88	\$36.60

Free Call: 1800 133 048 Fax: (03) 9698 1401 Email: info@sdavic.org

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)
	5:00am to before 7:00am		30%	52.5%
Monday to Friday	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	100%	100%
	6.00am to before 7.00am	Span of Ordinary Hours below)	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 continued to the	75%	75%
	10.00pm to before 11.00pm	Not applicable (refer to work outside Trade Span of Ordinary Hours below)	100%	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 the Span of Hours		
 Work performed (Monday to Saturday) outside the: 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: Trade Span of Ordinary Hours; or Warehouse Span of Ordinary Hours.	100%	122.5%

SPAN OF HOURS

Warel	nouse	Tra	de
Monday to Friday	5am to 11pm	Monday to 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 2024, the minimum performance pay increases are follows:

Wage Relativity	First full pay cycle after 1 September 2024 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.

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 employee who is not currently a member of the SDA, you can help them protect their interests by encouraging them to join the SDA.

To join, visit www.sdavic.org/join or call the SDA on (03) 9698 1400 or Freecall 1800 133 048. or Scan the QR Code on the back cover

Authorised by: Michael Donovan, SDA State Secretary

Myer David Jones Kmart Spotlight Distribution Omni Fulfilment Centre Costco Australia Woolworths Metro Ikea Furniture K Hub Target Distribution Centre Harris Scarfe Terang Co-op CFC (DOS) Coles Supa IGA Harris Scarfe Distribution Campbells C & C Sims Supermarkets Officeworks Hometown Asian Supermarket EG Fuel IGA Tusk Coles Liquor DC Savers Bunnings Spotlight Hardings Hardware Lotte Duty Free Crown Asian Supermarket TANG - The Asia Emporium Chemist Warehouse W.Lane Factory X BWS Woolworths Petrol One Woman Tarae Supermarket The Reject Shop Michaels a & Vide David Jones Kmart Spotlight Distribution re Costco Australia Woolworths Metro Ikea Furniture K Hub Target Distribution (ang Co-op CFC (DOS) Coles Supa IGA harkets Officeworks Hometown Asian Supermarket Myer David Jones Kmart Sp Omni Fulfilment Centre Costco Australia Woolworths Metro Ikea Furniture K Hub Target entre Harris Scarfe Terang Co-op CFC (DOS) Coles Supa IGA Harris Scarfe Distribution Campbells C & C Sims Supermarkets Officeworks Hometown Asian Supermarket EG Fuel IGA Tusk Coles Liquor DC Savers Bunnings Spotlight Hardings Hardware Lotte Duty Free Crown Asian Supermarket TANG - The Asia Factory X BWS Woolworths Petrol One Woman Target Adecco Aust P/I Perfect Potion International Coomart Asian Supermarket The Reject Shop David Jones Kmart Spotlight Australia Woolworths Metro Ikea Furniture K Hub Target Distrib D CFC (DOS) Coles Supa IGA ficeworks Hometown Asian Supermarket Myer David Jor ent Centre Costco Australia Woolworths Metro Ikea Furnitura Kulta Tergot Distribution Sorte Original Tergot Distribution Sorte Distribution Sorte Original Tergot Distribution Sorte Ori Asian Supermarket EG Fuel IGA Tusk Coles Liquor DC Savers Bunnings Spotlight Hardings Hardware Lotte Factory X BWS Woolworths Petrol One Woman Target Country Best & Less Salvation Army Family Stores Adecco Aust P/I Perfect Potion Australian Skin Clinics Radio Parts Aesop BR International Coomart Asian Supermarket The Reject Shop Michaels Camera & Video Barkly Square Pharmacy McDonalds Myer David Jones Kmart Spotlight Distribution Omni Fulfilment Centre Costco Australia Woolworths Metro re Harris Scarfe Terang Co-op CFC (DOS) Coles Supa IGA Ikea Furniture K Hub Target Distribution Harris Scarfe Distribution Campbe NOT& a member fixets Officeworks Hometown Asian Supermarket Myer David Jones Kmart Spotligi n Omni Fulfilment Centre Costco Australia Woolworths Metro Ikea Furniture King Coles Supa IGA Harris Scarfe Distrib NAT PIERE TOTO IN Carfe Terang Co-op CFC (DOS)
Norther Extension of the Company o Savers Bunnings Spotlight Hardings Hardware Lotte Duty Free Crown Asian Supermarket TANG - The Asian Food Emporium Chemist Warehouse W.Lane Factory X BWS Woolworths Petrol One Woman Target Country Best & Less Salvation Army Family Stores Adecco Aust P/I Perfect Potion Australian Skin Clinics Radio Parts Aesop BR International Coomart Asian

Supermarket The Reject Shop Michaels David Jones Kmart Spotlight Distribution (Kea Furniture K Hub Target Distribution C Harris Scarfe Distribution Campbells Supermarket Myer David Jones Kmart Woolworths Metro Ikea Furniture K Hub To Coles Supa IGA Harris Scarfe Distribution Asian Supermarket EG Fuel IGA Tusk Cole Duty Free Crown Asian Supermarket TA Factory X BWS Woolworths Petrol One W Adecco Aust P/I Perfect Potion Australia

e Costco Australia Woolworths Metro ng Co-op CFC (DOS) Coles Supa IGA arkets Officeworks Hometown Asian hni Fulfilment Centre Costco Australia Harris Scarfe Terang Co-op CFC (DOS) Supermarkets Officeworks Hometown ngs Spotlight Hardings Hardware Lotte mporium Chemist Warehouse W.Lane est & Less Salvation Army Family Stores

Adecco Aust P/I Perfect Potion Australia
Supermarket The Reject Shop Michaels Carnera & Viaco Barky Square Pharmacy McDonalds Myer
David Jones Kmart Spotlight Distribution Omni Fulfilment Centre Costco Australia Woolworths Metro
Ikea Furniture K Hub Target Distribution Centre Harris Scarfe Terang Co-op CFC (DOS) Coles Supa IGA
Harris Scarfe Distribution Campbells C & C Sims Supermarkets Officeworks Hometown Asian
Supermarket Myer David Jones Kmart Spotlight Distribution Omni Fulfilment Centre Costco Australia
Woolworths Metro Ikea Furniture K Hub Target Distribution Centre Harris Scarfe Terang Co-op CFC (DOS)
Coles Supa IGA Harris Scarfe Distribution Campbells C & C Sims Supermarkets Officeworks Hometown
Asian Supermarket EG Fuel IGA Tusk Coles Liquor DC Savers Bunnings Spotlight Hardings Hardware Lotte