

WOOLWORTHS WAGE INCREASE JULY 2024

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All team members to be covered by the new Woolworths Australian Food Group Agreement (AFG Agreement) negotiated by the SDA, have now received a wage increase of 3.75% from 1 July of this year. The SDA secured this pay increase from Woolworths before the AFG Agreement comes into effect.

This wage increase is in line with the percentage increase handed down by the Fair Work Commission in its 2024 Annual Wage Review (AWR).

The SDA worked hard to secure a new Agreement which includes wage increases in each year of the Agreement in line with the AWR and ran a strong campaign alongside the Australian Council of Trade Unions (ACTU) to ensure workers received a strong pay rise this year.

In addition, from 1 July the employer superannuation contribution increased from 11% to 11.5%.

Your new rates of pay applying from the first full pay period on or after 1 July 2024 are as follows:

FULL-TIME & PART-TIME TEAM MEMBERS

Level 1 Retail Employee & Clerical Assistant - Full-Time and Part-Time

Age	Full-Time Weekly Base Rate	Base Rate Mon - Fri 7am - 6pm	Mon - Fri 6pm - 11pm	Saturday 7am - 11pm	Sunday 9am - 11pm	Public Holiday	Overtime		
							Mon-Sat: First 3 Hours	Mon-Sat: Thereafter & Sunday	Public Holiday
16 years & under	\$495.28	\$13.03	\$16.29	\$16.29	\$19.55	\$29.33	\$19.55	\$26.07	\$32.58
17 years	\$594.34	\$15.64	\$19.55	\$19.55	\$23.46	\$35.19	\$23.46	\$31.28	\$39.10
18 years	\$693.40	\$18.25	\$22.81	\$22.81	\$27.37	\$41.06	\$27.37	\$36.49	\$45.62
19 years	\$792.45	\$20.85	\$26.07	\$26.07	\$31.28	\$46.92	\$31.28	\$41.71	\$52.13
20 years & Adult	\$990.56	\$26.07	\$32.58	\$32.58	\$39.10	\$58.65	\$39.10	\$52.13	\$65.17

Level 1 Casual Retail Employee & Casual Clerical Assistant

Age	Casual Base Rate 7am - 6pm	Mon-Fri 6pm - 11pm	Saturday 7am - 11pm	Sunday 9am - 11pm	Public Holiday	Overtime		
						Mon-Sat: First 3 Hours	Mon-Sat: Thereafter & Sunday	Public Holiday
16 years & under	\$16.29	\$19.55	\$19.55	\$22.81	\$32.58	\$22.81	\$29.33	\$35.84
17 years	\$19.55	\$23.46	\$23.46	\$27.37	\$39.10	\$27.37	\$35.19	\$43.01
18 years	\$22.81	\$27.37	\$27.37	\$31.93	\$45.62	\$31.93	\$41.06	\$50.18
19 years	\$26.07	\$31.28	\$31.28	\$36.49	\$52.13	\$36.49	\$46.92	\$57.35
20 years & Adult	\$32.58	\$39.10	\$39.10	\$45.62	\$65.17	\$45.62	\$58.65	\$71.69

FULL-TIME & PART-TIME TEAM MEMBERS cont.

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
Retail Employee Level 2 – Trolley Collector (ride-on equipment)									
All years	\$1,012.95	\$26.66	\$33.32	\$33.32	\$39.98	\$59.98	\$39.98	\$53.31	\$66.64
Retail Employee Level 3 – Team Support / Stocktake Team Support/Team Leader / Skilled non-tradesperson (eg. Meat Slicer)									
All years	\$1,028.86	\$27.08	\$33.84	\$33.84	\$40.61	\$60.92	\$40.61	\$54.15	\$67.69
Retail Employee Level 4 – Service Supervisor (up to 15 team members)									
All years	\$1,049.01	\$27.61	\$34.51	\$34.51	\$41.41	\$62.11	\$41.41	\$55.21	\$69.01
Retail Employee Level 5 – Service Supervisor (more than 15 team members)									
All years	\$1,091.64	\$28.73	\$35.91	\$35.91	\$43.09	\$64.64	\$43.09	\$57.45	\$71.82
Retail Employee Level 6 – Team Manager / Duty Manager									
All years	\$1,113.67	\$29.31	\$36.63	\$36.63	\$43.96	\$65.94	\$43.96	\$58.61	\$73.27
Clerical Officer Level 2 – Store Services Assistant									
All years	\$1,043.39	\$27.46	\$34.32	\$34.32	\$41.19	\$61.78	\$41.19	\$54.92	\$68.64
Clerical Officer Level 3 – Store Services Compliance Officer									
All years	\$1,094.46	\$28.80	\$36.00	\$36.00	\$43.20	\$64.80	\$43.20	\$57.60	\$72.00
Tradesperson Level 4 – Qualified Tradesperson (eg. Qualified Baker or Butcher)									
All years	\$1,090.25	\$28.69	\$35.86	\$35.86	\$43.04	\$64.55	\$43.04	\$57.38	\$71.73
Tradesperson Level 5 – Qualified Tradesperson Team Support									
All years	\$1,108.52	\$29.17	\$36.46	\$36.46	\$43.76	\$65.64	\$43.76	\$58.34	\$72.93

CASUAL EMPLOYEES

Age	Casual Base Rate	Mon – Fri 6pm – 11pm	Saturday 7am – 11pm	Sunday 9am – 11pm	Public Holiday	Overtime		
						Mon-Sat: First 3 Hours	M-Sat: Thereafter & Sunday	Public Holiday
Retail Employee Level 2 – Trolley Collector (ride-on equipment)								
All years	\$33.32	\$39.98	\$39.98	\$46.65	\$66.64	\$46.65	\$59.98	\$73.31
Retail Employee Level 3 – Team Support / Stocktake Team Support/ Team Leader/ Skilled non-tradesperson (eg. Meat Slicer)								
All years	\$33.84	\$40.61	\$40.61	\$47.38	\$67.69	\$47.38	\$60.92	\$74.46
Retail Employee Level 4 – Service Supervisor (up to 15 team members)								
All years	\$34.51	\$41.41	\$41.41	\$48.31	\$69.01	\$48.31	\$62.11	\$75.92
Retail Employee Level 5 – Service Supervisor (more than 15 team members)								
All years	\$35.91	\$43.09	\$43.09	\$50.27	\$71.82	\$50.27	\$64.64	\$79.00
Retail Employee Level 6 – Team Manager (TM) / Duty Manager (DM)								
All years	\$36.63	\$43.96	\$43.96	\$51.29	\$73.27	\$51.29	\$65.94	\$80.59
Clerical Officer Level 2 – Store Services Assistant								
All years	\$34.32	\$41.19	\$41.19	\$48.05	\$68.64	\$48.05	\$61.78	\$75.51
Clerical Officer Level 3 – Store Services Compliance Officer								
All years	\$36.00	\$43.20	\$43.20	\$50.40	\$72.00	\$50.40	\$64.80	\$79.20
Tradesperson Level 4 – Qualified Tradesperson (eg. Qualified Baker or Butcher)								
All years	\$35.86	\$43.04	\$43.04	\$50.21	\$71.73	\$50.21	\$64.55	\$78.90
Tradesperson Level 5 – Qualified Tradesperson Team Support								
All years	\$36.46	\$43.76	\$43.76	\$51.05	\$72.93	\$51.05	\$65.64	\$80.22

MEAT DEPARTMENTS

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

Schedule A Employees	Savings
Commencement to 30 June 2019	\$50 per week
1 July 2019 – 30 June 2020	\$35 per week
1 July 2010 – 30 June 2021	\$20 per week
1 July 2021	Allowance ceases

Schedule B Employees	Savings	
Allowance	Saturday full-time only per hour	Sunday full-time, part-time & casual per hour
Commencement to 1 July 2019	\$15.00	\$8.50
1 July 2019 – 30 June 2020	\$12.50	\$8.50
1 July 2010 – 30 June 2021	\$10.00	\$8.50
1 July 2021 – 30 June 2022	\$7.25	\$6.50
1 July 2022 onwards	\$4.50	\$4.50

Schedule A Employees means meat department employees who were employed before 26 September 2011 and who had elected to forego the applicable penalties/loadings under the Woolworths Meat Agreement 2008. In addition, all new meat employees employed after 26 September 2011 are Schedule A employees.

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%

SPREAD 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 rate.

ALLOWANCES

Allowance		Rate
Uniform	Full-time – per week	\$6.25
	Casual & part-time – per shift	\$1.25
First Aid	per week	\$13.42
Fridge	per hour	\$0.35
Freezer	per hour (includes fridge allowance)	\$0.89
Meal Allowance	more than 1 hour overtime	\$22.99
	more than 4 hours overtime	\$20.85
Transport	Allowance per Kilometre	\$0.98
Recall	Minimum 3 hours at members rate	
Liquor Licence	Per week	\$32.00
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

The SDA is the union that best represents and protects the wages and working conditions of all Woolworths employees. If you know any fellow Woolworths 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 below to join.**



Authorised by: Michael Donovan, SDA State Secretary