

# TARGET WAGE INCREASE JULY 2025

Volume No: 52 Issue No: 123 Date Issued: June 2025

## 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 Target team members covered by the *Target Australia Retail Enterprise Agreement 2022*, 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 TEAM MEMBERS

| Age                         | Weekly Rate | Base Rate | Mon - Fri<br>6pm - 11pm | Saturday<br>7am - 11pm | Sunday<br>9am - 11pm | Public<br>Holiday | Overtime                  |                                    |                   |
|-----------------------------|-------------|-----------|-------------------------|------------------------|----------------------|-------------------|---------------------------|------------------------------------|-------------------|
|                             |             |           |                         |                        |                      |                   | Mon-Sat:<br>First 3 Hours | Mon-Sat:<br>Thereafter &<br>Sunday | Public<br>Holiday |
| Customer Service Assistant  |             |           |                         |                        |                      |                   |                           |                                    |                   |
| 16<br>years<br>and<br>under | \$505.40    | \$13.30   | \$16.63                 | \$16.63                | \$19.95              | \$29.93           | \$19.95                   | \$26.60                            | \$33.25           |
| 17 years                    | \$606.48    | \$15.96   | \$19.95                 | \$19.95                | \$23.94              | \$35.91           | \$23.94                   | \$31.92                            | \$39.90           |
| 18<br>years                 | \$707.56    | \$18.62   | \$23.28                 | \$23.28                | \$27.93              | \$41.90           | \$27.93                   | \$37.24                            | \$46.55           |
| 19<br>years                 | \$808.64    | \$21.28   | \$26.60                 | \$26.60                | \$31.92              | \$47.88           | \$31.92                   | \$42.56                            | \$53.20           |
| 20<br>years<br>and<br>over  | \$1,010.80  | \$26.60   | \$33.25                 | \$33.25                | \$39.90              | \$59.85           | \$39.90                   | \$53.20                            | \$66.50           |
| Team Leader                 |             |           |                         |                        |                      |                   |                           |                                    |                   |
| All ages                    | \$1,132.10  | \$29.79   | \$37.24                 | \$37.24                | \$44.69              | \$67.03           | \$44.69                   | \$59.58                            | \$74.48           |

## CASUAL TEAM MEMBERS

| Age                        | Casual<br>Base<br>Rate | Mon - Fri<br>6pm -11pm | Saturday<br>7am -11pm | Sunday<br>9am - 11pm | Public<br>Holiday | Overtime                     |                                    |                   |
|----------------------------|------------------------|------------------------|-----------------------|----------------------|-------------------|------------------------------|------------------------------------|-------------------|
|                            |                        |                        |                       |                      |                   | Mon-Sat:<br>First 3<br>Hours | Mon-Sat:<br>Thereafter<br>& Sunday | Public<br>Holiday |
| Customer Service Assistant |                        |                        |                       |                      |                   |                              |                                    |                   |
| 16 years<br>& under        | \$16.63                | \$19.95                | \$19.95               | \$23.28              | \$33.25           | \$23.28                      | \$29.93                            | \$36.58           |
| 17 years                   | \$19.95                | \$23.94                | \$23.94               | \$27.93              | \$39.90           | \$27.93                      | \$35.91                            | \$43.89           |
| 18 years                   | \$23.28                | \$27.93                | \$27.93               | \$32.59              | \$46.55           | \$32.59                      | \$41.90                            | \$51.21           |
| 19 years                   | \$26.60                | \$31.92                | \$31.92               | \$37.24              | \$53.20           | \$37.24                      | \$47.88                            | \$58.52           |
| 20 years<br>& Adult        | \$33.25                | \$39.90                | \$39.90               | \$46.55              | \$66.50           | \$46.55                      | \$59.85                            | \$73.15           |
| Team Leader                |                        |                        |                       |                      |                   |                              |                                    |                   |
| All ages                   | \$37.24                | \$44.69                | \$44.69               | \$52.14              | \$74.48           | \$52.14                      | \$67.03                            | \$81.93           |

## SPREAD OF HOURS

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

## PENALTY RATES

| Time                            | Full-time and Part-time | Casual |
|---------------------------------|-------------------------|--------|
| Monday to Friday                | Ordinary Rate           | +25%   |
| Monday to Friday 6pm to 11 pm   | +25%                    | +50%   |
| Saturday 7am to 11pm            | +25%                    | +50%   |
| Sunday 9am to 11pm              | +50%                    | +75%   |
| Public holiday                  | +125%                   | +150%  |
| <b>OVERTIME</b>                 |                         |        |
| 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%  |

## ALLOWANCES

| Allowance      |                                        | Rate                             |
|----------------|----------------------------------------|----------------------------------|
| Uniform        | Full-time – per week                   | \$6.25                           |
|                | Casual & part-time – per shift         | \$1.25                           |
| First Aid      | Per week                               | \$13.42                          |
| 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 on each occasion       |                                  |
| Higher Duties  | Less than two hours = Higher base rate | Higher base rate for time worked |
|                | More than two hours = Higher base rate | 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. 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, team members working under the Target 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](http://www.sdavic.org)  
or call the SDA on (03) 9698 1400  
or Free Call 1800 133 048**

**Authorised by: Michael Donovan, SDA State Secretary**