



COLES SUPERMARKETS WAGE INCREASE - JULY 2024

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All team members covered by the new Coles Retail Enterprise Agreement 2024 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 for Coles team members before the new Coles Retail 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 retail 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 AND PART-TIME TEAM MEMBERS

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 Full-time and Part-time Team Member - Store team member, Store cleaner, Trolley Collector									
Under 16 years	\$463.36	\$12.19	\$15.24	\$15.24	\$18.29	\$27.44	\$18.29	\$24.39	\$30.48
16 years	\$508.20	\$13.37	\$16.72	\$16.72	\$20.06	\$30.09	\$20.06	\$26.75	\$33.43
17 years	\$607.84	\$16.00	\$19.99	\$19.99	\$23.99	\$35.99	\$23.99	\$31.99	\$39.99
18 years	\$707.49	\$18.62	\$23.27	\$23.27	\$27.93	\$41.89	\$27.93	\$37.24	\$46.55
19 years	\$802.15	\$21.11	\$26.39	\$26.39	\$31.66	\$47.50	\$31.66	\$42.22	\$52.77
20 years and adult	\$996.46	\$26.22	\$32.78	\$32.78	\$39.33	\$59.00	\$39.33	\$52.45	\$65.56
Level 2 Team Member – Store Team Member (ride on trolley collector), Coles Services vehicle operators									
18 years	\$724.31	\$19.06	\$23.83	\$23.83	\$28.59	\$42.89	\$28.59	\$38.12	\$47.65
19 years	\$821.22	\$21.61	\$27.01	\$27.01	\$32.42	\$48.63	\$32.42	\$43.22	\$54.03
20 years & Adult	\$1,020.15	\$26.84	\$33.56	\$33.56	\$40.27	\$60.40	\$40.27	\$53.69	\$67.12
Level 3 Team Member- Skilled non-tradesperson, Second In Charge (non-trades), Customer Service Agent									
18 years	\$735.67	\$19.36	\$24.20	\$24.20	\$29.04	\$43.56	\$29.04	\$38.72	\$48.40
19 years	\$834.10	\$21.95	\$27.44	\$27.44	\$32.93	\$49.39	\$32.93	\$43.90	\$54.88
20 years & Adult	\$1,036.15	\$27.27	\$34.08	\$34.08	\$40.90	\$61.35	\$40.90	\$54.53	\$68.17
Level 4 Team Member – Baker, Administration Assistant, Service Supervisor (supervising up to 15 team members)									
All years	\$1,056.52	\$27.80	\$34.75	\$34.75	\$41.70	\$62.56	\$41.70	\$55.61	\$69.51
Level 5 Team Member – Service Supervisor (supervising over 15 team members), Second In Charge (trades)									
All years	\$1,099.67	\$28.9387	\$36.17	\$36.17	\$43.41	\$65.11	\$43.41	\$57.88	\$72.35
Level 6 Team Member – Office In Charge, Department Manager/Team Leader (trades), Department Manager/Team Leader (non-trades), Duty Manager									
All years	\$1,116.16	\$29.3726	\$36.72	\$36.72	\$44.06	\$66.09	\$44.06	\$58.75	\$73.43

CASUAL TEAM MEMBERS

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	\$15.24	\$18.29	\$18.29	\$21.34	\$30.48	\$21.34	\$27.44	\$33.53
16 years	\$16.72	\$20.06	\$20.06	\$23.40	\$33.43	\$23.40	\$30.09	\$36.78
17 years	\$19.99	\$23.99	\$23.99	\$27.99	\$39.99	\$27.99	\$35.99	\$43.99
18 years	\$23.27	\$27.93	\$27.93	\$32.58	\$46.55	\$32.58	\$41.89	\$51.20
19 years	\$26.39	\$31.66	\$31.66	\$36.94	\$52.77	\$36.94	\$47.50	\$58.05
20 years and adult	\$32.78	\$39.33	\$39.33	\$45.89	\$65.56	\$45.89	\$59.00	\$72.11
Level 2 Team Member – Store Team Member (ride on trolley collector), Coles Services vehicle operators								
18 years	\$23.83	\$28.59	\$28.59	\$33.36	\$47.65	\$33.36	\$42.89	\$52.42
19 years	\$27.01	\$32.42	\$32.42	\$37.82	\$54.03	\$37.82	\$48.63	\$59.43
20 years & Adult	\$33.56	\$40.27	\$40.27	\$46.98	\$67.12	\$46.98	\$60.40	\$73.83
Level 3 Team Member- Skilled non-tradesperson, Second In Charge (non-trades), Customer Service Agent								
18 years	\$24.20	\$29.04	\$29.04	\$33.88	\$48.40	\$33.88	\$43.56	\$53.24
19 years	\$27.44	\$32.93	\$32.93	\$38.41	\$54.88	\$38.41	\$49.39	\$60.36
20 years & Adult	\$34.08	\$40.90	\$40.90	\$47.72	\$68.17	\$47.72	\$61.35	\$74.98
Level 4 Team Member – Baker, Administration Assistant, Service Supervisor (supervising up to 15 team members)								
All years	\$34.75	\$41.70	\$41.70	\$48.66	\$69.51	\$48.66	\$62.56	\$76.46
Level 5 Team Member – Service Supervisor (supervising over 15 team members), Second In Charge (trades)								
All years	\$36.17	\$43.41	\$43.41	\$50.64	\$72.35	\$50.64	\$65.11	\$79.58
Level 6 Team Member – Office In Charge, Department Manager/Team Leader (trades), Department Manager/Team Leader (non-trades), Duty Manager								
All years	\$36.72	\$44.06	\$44.06	\$51.40	\$73.43	\$51.40	\$66.09	\$80.77

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%

OVERTIME

Time	Full-time and Part-time	Casual
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 time.

ALLOWANCES

Allowance		Rate
First Aid	per week	\$ 13.42
Cold Work	per hour	\$ 0.35
	below Zero degrees per hour	\$ 0.54
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	

***TOP UP SCHEME PAYMENT SCHEME**

Under the new Coles Retail Enterprise Agreement 2024, the 'Protected Pay Rate' system which applied to Coles Supermarket team members employed on or before 25 February 2018 will be wound down.

The Protected Pay Rate system was designed to preserve the rates of pay for Coles Supermarket team members following changes to the wage structure upon commencement of the Coles Supermarkets Enterprise Agreement 2017, and has been in effect for the past six years.

Team members still receiving a Top-Up Payment in their weekly pay as part of this system will continue to receive this without change until the commencement of the new Agreement, at which time it will cease.

However, following the commencement of the new Agreement on 7 October 2024, any Coles Supermarket team members who received Top-Up Pay between 1 July 2024 and 29 September 2024 will receive an additional one-off payment no later than 1 December 2024 so long as they remain employed at that date.

The additional payment will be equivalent to the total gross amount of the Top-Up Pay the Supermarket team member earned in that period between the beginning of July and end of September.

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 Coles employees.

If you know any fellow Coles 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.

To join, 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

Not a member?

Scan here to join.



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.

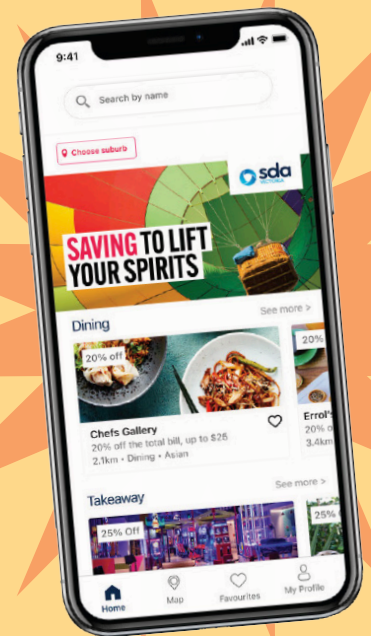
SDA members are entitled to access Maurice Blackburn's No-Win/No-Charge policy*.

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**

