

RosterElf

General Retail Award (MA000004) — Pay Rates 2026/27

Effective the first full pay period on or after 1 July 2026 · Source: Fair Work pay guide (published 24 June 2026)

Adult classification rates

Level	Typical roles	Weekly	Ordinary /hr	Casual /hr
Retail employee level 1	Entry-level: sales assistant, checkout, shelf filler	\$1056.80	\$27.81	\$34.76
Retail employee level 2	Some experience / responsibility (e.g. ordering)	\$1081.00	\$28.45	\$35.56
Retail employee level 3	Trade qualification or specialised duties	\$1097.80	\$28.89	\$36.11
Retail employee level 4	Supervisory / senior sales / department duties	\$1119.10	\$29.45	\$36.81
Retail employee level 5	Supervisor of a section or small store	\$1165.10	\$30.66	\$38.33
Retail employee level 6	Tradesperson / advanced specialised role	\$1182.10	\$31.11	\$38.89
Retail employee level 7	Senior supervisor / coordinator	\$1241.40	\$32.67	\$40.84
Retail employee level 8	Manages a section/store, supervises staff	\$1291.80	\$33.99	\$42.49

Casual /hr includes the 25% casual loading on ordinary hours. Penalties below apply on top.

Penalty rates

When worked	Full-time / part-time	Casual
Evening (Mon–Fri after 6pm)	\$34.76 (125%)	\$41.72 (150%)
Saturday	\$34.76 (125%)	\$41.72 (150%)
Sunday	\$41.72 (150%)	\$48.67 (175%)
Public holiday	\$62.57 (225%)	\$69.53 (250%)

Dollar figures are for Retail employee level 1. Other levels scale from their own ordinary rate above.

Junior rates (% of adult)

Age	% of adult rate
16	50%
17	60%
18	70%
19	80%
20	90%
Under 16	45%

Common allowances

Allowance	Amount
Cold work allowance – 0°C and above	\$0.38 per hour
Cold work allowance – below 0°C	\$0.97 per hour
First aid allowance	\$14.55 per week
Laundry allowance	\$6.42 per week (full-time); \$1.28 per shift (part-time/casual)
Liquor licence allowance	\$34.69 per week
Meal allowance – overtime	\$24.56 (+\$22.27 when more than 4 hours of overtime is worked)
Vehicle allowance	\$1.00 per km

General information only — not legal, payroll, tax or financial advice; do not rely on it for payroll decisions. Rates are indicative FY2026/27 minimums under the General Retail Industry Award 2020 [MA000004] and depend on classification, enterprise agreements and individual circumstances; always confirm against the current Fair Work pay guide before paying wages. RosterElf is not affiliated with, or endorsed by, the Fair Work Ombudsman, and RosterElf Pty Ltd accepts no liability for reliance on this sheet.

Full guide, live calculator & penalty breakdowns: rosterelf.com/guides/award-rates/general-retail