

BIG W WAGE INCREASE - JULY 2023

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The Fair Work Commission handed down its Annual Wage Review decision, announcing massive pay rises for millions of workers.

This increase will also apply in full to Big W workers from 3 July, being the start of your pay week. You will see the difference on your payslip in the week commencing 10 July.

From 3 July the your rates of pay will increase by 5.75%.

This equates to an extra \$1.35 in pay per hour for adult Level 1 workers.

In addition, from 1 July the employer superannuation contribution will increase from 10.5% to 11%.

This pay rise was won by SDA members and the union movement as we put forward strong arguments to the Fair Work Commission in the Annual Wage Review.

While employer groups argued for pay rises as low as 3%, we campaigned out in stores and in your communities to ensure you received a real and immediate pay rise.

The new rates of pay applying from 3 July 2023 are as follows:

STORE TEAM MEMBER LEVEL 1 - FULL-TIME AND PART-TIME

Age	Weekly Rate	Base Rate	Mon – Fri 6pm – 11pm	Saturday 7am – 11pm	Sunday 9am – 11pm	Public Holiday	Overtime		
							M-Sat: First 3 Hours	M-Sat: Thereafter & Sunday	Public Holiday
16 yrs & under	\$472.09	\$12.4234	\$15.53	\$15.53	\$18.64	\$27.95	\$18.64	\$24.85	\$31.06
17 years	\$566.51	\$14.9081	\$18.64	\$18.64	\$22.36	\$33.54	\$22.36	\$29.82	\$37.27
18 years	\$660.92	\$17.3928	\$21.74	\$21.74	\$26.09	\$39.13	\$26.09	\$34.79	\$43.48
19 years	\$755.34	\$19.8775	\$24.85	\$24.85	\$29.82	\$44.72	\$29.82	\$39.75	\$49.69
20 years & Adult	\$944.18	\$24.8468	\$31.06	\$31.06	\$37.27	\$55.91	\$37.27	\$49.69	\$62.12

STORE TEAM MEMBER LEVEL 1 - CASUAL

Age	Casual Base Rate	Mon – Fri 6pm – 11pm	Saturday 7am – 11pm	Sunday 9am – 11pm	Public Holidays	Overtime		
						M-Sat: First 3 Hours	M-Sat: Thereafter & Sunday	Public Holidays
16 years and under	\$15.53	\$ 18.64	\$ 18.64	\$21.74	\$31.06	\$21.74	\$27.95	\$34.16
17 years	\$18.64	\$ 22.36	\$ 22.36	\$26.09	\$37.27	\$26.09	\$33.54	\$41.00
18 years	\$21.74	\$ 26.09	\$ 26.09	\$30.44	\$43.48	\$30.44	\$39.13	\$47.83
19 years	\$24.85	\$ 29.82	\$ 29.82	\$34.79	\$49.69	\$34.79	\$44.72	\$54.66
20 years & Adult	\$31.06	\$ 37.27	\$ 37.27	\$43.48	\$62.12	\$43.48	\$55.91	\$68.33

FULL-TIME & PART-TIME

Age	Weekly Rate	Base Rate	Mon – Fri 6pm – 11pm	Saturday 7am – 11pm	Sunday 9am – 11pm	Public Holidays	Overtime		
							M-Sat: First 3 Hours	M-Sat: Thereafter & Sunday	Public Holidays
Store Team Member Level 2									
All years	\$965.89	\$25.4182	\$31.77	\$31.77	\$38.13	\$57.19	\$38.13	\$50.84	\$63.55
Store Team Member Level 3									
All years	\$981.05	\$25.8171	\$32.77	\$32.77	\$38.73	\$58.09	\$38.73	\$51.63	\$69.50
Store Team Member Level 4									
All years	\$1013.57	\$26.6729	\$33.34	\$33.34	\$40.01	\$60.01	\$40.01	\$53.35	\$66.68
Store Team Member Level 5									
All years	\$1041.25	\$27.4013	\$34.25	\$34.25	\$41.10	\$61.65	\$41.10	\$54.80	\$68.50
Store Team Member Level 6									
All years	\$1056.41	\$27.8003	\$34.75	\$34.75	\$41.70	\$62.55	\$41.70	\$55.60	\$69.50

CASUAL

Age	Casual Base Rate	Mon – Fri 6pm – 11pm	Saturday 7am – 11pm	Sunday 9am - 11pm	Public Holid ay	Overtime		
						M-Sat: First 3 Hours	M-Sat: Thereafter & Sunday	Public Holid ay
Store Team Member Level 2								
All years	\$31.77	\$38.13	\$38.13	\$44.48	\$63.55	\$44.48	\$57.19	\$69.90
Store Team Member Level 3								
All years	\$32.77	\$38.73	\$38.73	\$45.18	\$64.54	\$45.18	\$58.09	\$71.00
Store Team Member Level 4								
All years	\$33.34	\$40.01	\$40.01	\$46.68	\$66.68	\$46.68	\$60.01	\$73.35
Store Team Member Level 5								

All years	\$34.25	\$41.10	\$41.10	\$47.95	\$68.50	\$47.95	\$61.65	\$75.35
Store Team Member Level 6								
All years	\$34.75	\$41.70	\$41.70	\$48.65	\$69.50	\$48.65	\$62.55	\$76.45

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.

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		
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	\$12.94
Meal Allowance	more than 1 hour overtime	\$21.57
	more than 4 hours overtime	\$19.56
Transport	Allowance per kilometre	\$0.95
Recall	Minimum 3 hours at members rate	
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

This wages bulletin is intended as general information for SDA members. Please note the information contained in this bulletin is subject to change from time to time. If you are unsure about how it applies to your situation, please contact the SDA. There may be minor differences in rounding between the numbers displayed on this wages sheet and what is displayed on your payslip.

UNION BENEFITS

The SDA is the union that best represents and protects the wages and working conditions of all Big W workers. If you know any fellow Big W 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.



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To join, visit www.sdavic.org or call the SDA on (03) 9698 1400 or Freecall 1800 133 048.

