

MA000004 PRXXXXXX

FAIR WORK COMMISSION

DRAFT DETERMINATION

Fair Work Act 2009

s156 – 4 Yearly reviews of modern awards

4 yearly review of modern awards – General Retail Industry Award 2010 (AM2014/270)

GENERAL RETAIL INDUSTRY AWARD 2010

MA000004

Retail industry

Presiding Member

MELBOURNE, DD MM 2019

Review of modern awards to be conducted.

A. Further to the Decision and Reasons for Decision <<DecisionRef>> in <<FileNo>>, it is determined pursuant to section 156(2)(b)(i) of the *Fair Work Act 2009*, that the *General Retail Industry Award 2010* be varied as follows.

1. By deleting Clause 18 and replacing it with

- a. Junior employees employed as a **Retail Employee Level 1** will be paid the following percentage of the appropriate wage rate in clause 17 from the first pay period commencing on or after 1 July 2014:

Age	% of weekly rate of pay
Under 16 years of age	45
16 years of age	50
17 years of age	60
18 years of age	70
19 years of age	80

Age	% of weekly rate of pay
20 years of age, employed by the employer for 6 months or less	90
20 years of age, employed by the employer for more than 6 months	95

- b. Junior employees employed as a **Retail Employee Level 1** will be paid the following percentage of the appropriate wage rate in clause 17 from the first pay period commencing on or after 1 July 2015:

Age	% of weekly rate of pay
Under 16 years of age	45
16 years of age	50
17 years of age	60
18 years of age	70
19 years of age	80
20 years of age, employed by the employer for 6 months or less	90
20 years of age, employed by the employer for more than 6 months	100

2. By deleting Clause 27.2(a) and replacing it with :

(a) Except as provided in clause 27.2(b) ordinary hours of work may be worked within the following span of hours:

Days	
Monday to Friday	7am -10pm
Saturday	7am to 6pm
Sunday	9am to 6pm

3. By deleting Clause 27.2(b)(iii).
4. By adding the following subclauses to clause 34

34.3 Work on a Public Holiday to be at the election of the employee.

34.4 An employee who works on a public holiday may elect to be paid at time and a half and receive an equivalent day or time off in lieu of penalty rate

5. Insert new Clause B1.3:

It shall not be a principal or incidental function of a retail employee to wear or model

clothing (including clothing or badges provided to the employee for promotional purposes) that is of a revealing, offensive or indecent nature.

6. And renumber the subsequent clauses in B1.

B. This determination comes into force on and from DD MM 2019.

PRESIDING MEMBER