



Fair Work Commission — Annual Wage Review 2016-17
Submission from the Government of South Australia
28 March 2017

Contents

INTRODUCTION 3

THE STATUTORY CONTEXT 4

 South Australia’s Referral of Industrial Relations Powers 4

 Statutory Framework 5

AWARD RELIANCE 7

THE GOVERNMENT OF SOUTH AUSTRALIA POSITION..... 9

CURRENT ECONOMIC FACTORS 12

 International economy 12

 Australian economy 12

 South Australian economy 14

REAL WAGES AND LIVING STANDARDS 15

CONCLUSION 16

ATTACHMENT A 17

INTRODUCTION

1. The Government of South Australia welcomes the opportunity to make this submission to the Expert Panel of the Fair Work Commission (the Panel) for its consideration as part of the Annual Wage Review 2016-17.
2. The Government of South Australia has consistently submitted its view to the Panel that a minimum wage safety net should reflect community standards of decent work for decent wages.
3. That safety net should maintain the real value of minimum wages and address the increasing earnings inequality for the low paid.
4. Statutory arrangements for determining increases to a minimum wage and award wages in general remain a key fundamental principle in workplace relations frameworks that support equity and fairness while balancing the increased productivity needs of employers with reasonable increases in employee wages and conditions.
5. Under the current national workplace relations framework, the Government of South Australia considers that minimum wages have been maintained at a level that provide an adequate safety net for minimum wage and award-reliant workers, whilst continuing to act as a relevant benchmark to underpin enterprise bargaining.
6. However the recent decision by the Full Bench of Fair Work Commission (FWC) of 23 February 2017 (Penalty Rates Decision) which resulted in a reduction of penalty rate percentages for some of the lowest paid workers in Australia, has reduced the take home pay of some of Australia's lowest paid and award reliant workers which is unacceptable to the Government of South Australia.
7. The Government of South Australia notes the current economic context within which the Panel is required to make its decision and provides specific South Australian data to assist it in its deliberations.

THE STATUTORY CONTEXT

South Australia's Referral of Industrial Relations Powers

8. The *Fair Work (Commonwealth Powers) Act 2009* (the Referral Act) referred certain South Australian industrial relations powers to the Commonwealth. As part of the referral arrangements, South Australia signed the Multilateral Intergovernmental Agreement for National Workplace Relations System for the Private Sector (IGA).
9. As a referring State, the Government of South Australia was closely involved in the development of the current workplace relations framework and was pivotal in identifying the fundamental workplace relations principles which provided the foundations of that framework. These principles are:
 - a strong, simple and enforceable safety net of minimum employment standards;
 - genuine rights and responsibilities to ensure fairness, choice and representation at work, including the freedom to choose whether or not to join and be represented by a union or participate in collective activities;
 - collective bargaining at the enterprise level with no provision for individual statutory agreements;
 - fair and effective remedies available through an independent umpire;
 - protection from unfair dismissal;
 - an independent tribunal system; and
 - an independent authority able to assist employers and employees within a national workplace relations system.
10. The South Australian public sector, including almost all Government Business Enterprises (with the exception of SA Water and the Rail Commission), and the local government sector, remains in South Australia's industrial relations system subject to the *Fair Work Act 1994* (SA).
11. Accordingly, any National Minimum Wage (NMW) Order made by the Panel affects the whole of South Australia's private sector and will likely continue to influence South Australia's State Wage Case determination for government and local government workers later in 2017.

Statutory Framework

12. In making a NMW Order, the Panel must take into account the following sections of the FW Act:

Section 3: Object of this Act

The object of this Act is to provide a balanced framework for co-operative and productive workplace relations that promotes national economic prosperity and social inclusion for all Australians by:

- (a) providing workplace relations laws that are fair to working Australians, are flexible for businesses, promote productivity and economic growth for Australia's future economic prosperity and take into account Australia's international labour obligations; and*
- (b) ensuring a guaranteed safety net of fair, relevant and enforceable minimum terms and conditions through the National Employment Standards, modern awards and national minimum wage orders;*

Section 134: The modern awards objective

What is the modern awards objective?

134(1) The FWC must ensure that modern awards, together with the National Employment Standards, provide a fair and relevant minimum safety net of terms and conditions, taking into account:

- (a) relative living standards and the needs of the low paid; and*
- (b) the need to encourage collective bargaining; and*
- (c) the need to promote social inclusion through increased workforce participation; and*
- (d) the need to promote flexible modern work practices and the efficient and productive performance of work; and*
- (da) the need to provide additional remuneration for:*
 - (i) employees working overtime; or*
 - (ii) employees working unsocial, irregular or unpredictable hours; or*
 - (iii) employees working on weekends or public holidays; or*
 - (iv) employees working shifts; and*
- (e) the principle of equal remuneration for work of equal or comparable value; and*

- (f) *the likely impact of any exercise of modern award powers on business, including on productivity, employment costs and the regulatory burden; and*
- (g) *the need to ensure a simple, easy to understand, stable and sustainable modern award system for Australia that avoids unnecessary overlap of modern awards; and*
- (h) *the likely impact of any exercise of modern award powers on employment growth, inflation and the sustainability, performance and competitiveness of the national economy.*

Section 284: The minimum wages objective

What is the minimum wages objective?

284(1) The FWC must establish and maintain a safety net of fair minimum wages, taking into account:

- (a) *the performance and competitiveness of the national economy including productivity, business competitiveness and viability, inflation and employment growth; and*
- (b) *promoting social inclusion through increased workforce participation; and*
- (c) *relative living standards and the needs of the low paid; and*
- (d) *the principle of equal remuneration for work of equal or comparable value; and*
- (e) *providing a comprehensive range of fair minimum wages to junior employees, employees to whom training arrangements apply and employees with a disability.*

Section 294: Content of national minimum wage order – main provisions

294(1) A national minimum wage order:

- (a) *must set the national minimum wage; and*
- (b) *must set special national minimum wages for all award/agreement free employees in the following classes:*
 - (i) *junior employees;*
 - (ii) *employees to whom training arrangements apply;*
 - (iii) *employees with a disability; and*
- (c) *must set the casual loading for award/agreement free employees.*

13. The Government of South Australia reinforces the importance of the modern awards and minimum wages objectives, and the necessity to ensure an independent tribunal reviews national minimum wages on an annual basis.

AWARD RELIANCE

14. The Panel has consistently recognised that an understanding of award reliance is essential to the minimum-wage setting process.
15. The Panel noted in last year's AWR decision that the relative living standards of award-reliant employees are affected by the level of wages that they earn.¹
16. The notion raised in some submissions to previous wage reviews that most low-paid / award reliant workers are not in low-income households was refuted by the Panel last year when it stated:

*“However, we do not accept the proposition that most low-paid workers are not in low-income households. Around two-thirds of low-paid employees are found within the bottom half of the distribution of employee households and have lower living standards than other employees. Increases in the minimum wage and award classification wages do have a role to play as part of a package of measures to address the relative living standards and the needs of the low paid. So much is evident from the minimum wages objective and the modern awards objective in the Act. The potential contribution of increases in the minimum wage and award classification wages is made more apparent by the focus on employee households”.*²

17. Recently released Australian Bureau of Statistics' (ABS) data from the Employee Earning and Hours (EEH) survey³ provides the latest estimates of the number of employees that are 'award only', otherwise referred to as 'award reliant'. The ABS classifies employees as award only if they are paid at the rate of pay specified in the award, and are not paid more than that rate of pay.
18. According to the latest ABS data, in Australia, 22.5% of all employees (2,279,100 out of 10,147,000 employees) are classified as award only.⁴ This compares with 18.8% from the previous survey⁵ and continues the upward trend of the number of award reliant workers in Australia.
19. In South Australia, 137,900 (21.8%) employees are paid award only.⁶ This is up 6% from the 2014 EEH survey and is one of the highest levels of award reliance in South Australia since this data was first collected.

¹ [2016 FWCFB 3500, at para. 409

² [2016] FWCFB 3500, at para. 410

³ ABS, Cat no. 6306.0 – *Employee Earnings and Hours (EEH), Australia, May 2016*

⁴ ABS, Cat no. 6306.0 – *EEH, Australia, May 2016*

⁵ ABS, Cat no. 6306.0 – *EEH, Australia, May 2014*

⁶ ABS, Cat no. 6306.0 – *EEH, Australia, May 2016*

20. The ABS data for South Australia incorporates both the private and public sectors, with local government included in its definition of public sector. South Australia's public sector (as defined by the ABS) is covered by our State industrial relations system and most of these workers are paid pursuant to enterprise agreements. Therefore the amount of award-reliant private sector workers in South Australia should not be significantly less than the overall EEH survey estimates.
21. The latest EEH survey⁷ confirms that three industry sectors continue to have the highest proportion of award-reliant employees. These are:
 - Accommodation and food services (42.7%);
 - Administrative and support services (42.1%); and
 - Retail trade (34.5%).
22. It should also be noted that the 2013 Award Reliance Research Report⁸ (the ARR Report), which examined award reliance in the non-public sector, revealed that modern awards are used as the basis for setting rates of pay for far more employees than just low-wage employees on minimum award rates.
23. The ARR Report confirmed previous anecdotal evidence that increases to minimum award rates are passed on to many over-award workers, particularly those whose over-award payment is not significantly higher than the award rate.

⁷ ABS, Catalogue no. 6306.0 - *EEH, Australia, May 2016*

⁸ Wright S and Buchanan J (2013) *Award reliance*, Research Report 6/2013, Fair Work Commission

THE GOVERNMENT OF SOUTH AUSTRALIA POSITION

24. The Government of South Australia has consistently maintained a position in minimum wage reviews at state and national level that a wage safety net must reflect community standards for decent work, should maintain the real value of minimum wages, and should be adjusted to reflect the financial difficulties faced by those reliant on minimum wages.
25. The essential role of a statutory minimum wage is to ensure that the lowest paid in our community can still earn an income that enables them to participate fully in society. Within this context, the Government of South Australia considers that the approach to minimum wages must be both economically responsible and fair.
26. There continues to be a lack of conclusive research in Australia regarding the effects of minimum wage increases on employment and the real relationship between minimum wages and employment.
27. In last year's decision the Panel yet again informed us that there is no empirical evidence to suggest that modest increases to minimum wages can have a negative impact on employment growth.

*"We remain of the view that modest and regular increases in minimum wages have a small or even zero impact on employment. We have been given no evidence that the longer term and cumulative effects of increases in the NMW and award rates has had other than a small or zero disemployment effect, or that they have significantly diminished new employment opportunities for the low skilled. There is legitimate disagreement about what constitutes a "modest" increase, and we accept that this implies a lower increase in times when unemployment is relatively high and rising and growth in employment and hours of work is relatively low. At the time of this Review, employment has been rising and is forecast to continue to do so while unemployment is falling a little. However, the level of unemployment remains a concern as does the fall in hours worked during 2016 (following substantial rises during 2015)."*⁹

28. A fair and decent minimum wage also assists in providing adequate employment incentives and opportunities for people to engage in work, particularly those who are currently unemployed.

⁹ 2016 FWCFB 3500, at para. 492

29. For some this can lead to employment opportunities with better financial outcomes however this assumption should be considered with some caution as noted by the Panel last year.

“Evidence on the duration of employment in low-paid work points to its role as an entry point into the labour market and a stepping stone for many into better paid work. But a substantial number of low-paid workers either remain in low-paid work for a number of years, or move between low-paid work and no work. We cannot be indifferent to the standard of living of low-paid workers just because many do not stay in that situation for long periods. Those employees who are reliant on the NMW and award wages are a relevant concern to the Panel in exercising its statutory obligations.”¹⁰

30. An increase in the minimum wage is also a crucial part of supporting women to remain in the workforce and plays an important role in closing the gender pay gap. Australia’s gender pay gap is currently 16.2%,¹¹ and has hovered between 15% and 19% for the past two decades.
31. Industry sectors where female employment predominates tend to have lower levels of pay and higher levels of award reliance. Fair adjustments to modern award minimum wages can contribute to a reduction in gender wage inequality.
32. These points have recently been highlighted by the FWC recent decision to reduce penalty rate percentages for workers covered by the following Awards:
- Fast Food Industry Award 2010;
 - General Retail Industry Award 2010;
 - Hospitality Award 2010;
 - Pharmacy Industry Award 2010; and
 - Restaurant Industry Award 2010.

Examples of real wages lost are provided in Attachment A.

33. As noted by the Productivity Commission in its Workplace Relations Framework Inquiry,¹² Australia’s workplace relations system is not dysfunctional and many features work well. In particular, the Productivity Commission noted that minimum wages are justified, and the view that existing levels are highly prejudicial to employment is not well founded.
34. Whilst the Government of South Australia has always supported a wage system that determines increases to minimum wages complemented by an award system that operates within a framework of statutory minimum conditions of employment, (safety net), it is unsatisfactory to the Government of South Australia that wages under Awards have been reduced by a decision of the FWC.

¹⁰ 2016 FWCFB 3500, at para. 516

¹¹ ABS, Catalogue no. 6302.0 – *Average Weekly Earnings, Australia, May 2016*

¹² Productivity Commission Inquiry Report, *Workplace Relations Framework*, November 2015

35. At the time of referral, these were part of the fundamental principles that were pivotal to South Australia's referral of certain industrial relations powers to the Commonwealth in 2009.
36. The Government of South Australia has submitted to the FWC that there be no consideration given to the transitioning of reduced penalty rates and that the FWC should reconsider their decision and restore previous rates payable.
37. In the absence of a restoration of previous penalty rates the Government of South Australia submits that workers should have their rates of pay restored by the setting of a special national minimum wage for a specific class of employees who will be affected by the Penalty Rates Decision, by increasing their wages to equal to the amount(s) lost per hour, when working or being required to work on Saturday, Sunday or Public Holidays.
38. Such special national minimum wage increase for the specific class should commence, in the event the Penalty Rates Decision is implemented, on the date or dates of such implementation. However we restate the Government of South Australia's strong opposition to the decision.

CURRENT ECONOMIC FACTORS

Data compiled by the South Australian Government Department of the Premier and Cabinet (DPC) – Office of the Chief Economist

International economy

39. The global economy grew by an estimated 3.1 per cent in 2016, following growth of 3.2 per cent in 2015. In the January 2017 World Economic Outlook Update, the International Monetary Fund (IMF) forecasts global output to rise by 3.4 per cent in 2017 and 3.6 per cent in 2018. Forecasts remain unchanged relative to the October 2016 World Economic Outlook.
40. While forecast economic growth remains uneven between developed and emerging economies in the period ahead, the variation has narrowed significantly from the above 5 percentage point variation seen in the period 2006 through to 2009. Large advanced economies are forecast by the IMF to show an improvement in growth from 1.6 per cent in 2016 to 1.9 per cent in 2017 and 2.0 per cent in 2018 while relatively strong growth is forecast for the emerging and developing economies—4.5 per cent in 2017 and 4.8 per cent in 2018. The Chinese economy is forecast to grow at around 6.5 per cent in 2017 and ease to 6.0 per cent in 2018.
41. The IMF says that “*..there is a wide dispersion of possible outcomes around the projections, given uncertainty surrounding the policy stance of the incoming U.S. administration and its global ramifications.*” Nonetheless, the IMF considers that while the balance of risks “*is viewed as being to the downside, there are also upside risks to near-term growth. Specifically, global activity could accelerate more strongly if policy stimulus turns out to be larger than currently projected in the United States or China. Notable negative risks to activity include a possible shift toward inward-looking policy platforms and protectionism, a sharper than expected tightening in global financial conditions that could interact with balance sheet weakness in parts of the euro area and in some emerging market economies, increased geopolitical tensions, and a more severe slowdown in China.*”¹³

Australian economy

42. Over the year to the September quarter 2016, Australia’s gross domestic product (GDP) grew by 1.8 per cent.
43. Resource exports and dwelling investment have grown strongly. Consumption growth slowed in the September quarter, but remained around its decade average. Growth of private non-mining business investment remains subdued, while mining investment has fallen further.

¹³ International Monetary Fund, World Economic Outlook Update, January 2017

44. The Reserve Bank of Australia's (RBA) latest outlook for the Australian economy (February *Statement on Monetary Policy*) is for GDP growth of 1.5 – 2.5 per cent in 2016-17, picking up to 2.5 – 3.5 per cent in 2017-18. The RBA expects the national economy will be *"...supported by low interest rates, the diminishing drag on growth from falling resource investment and rising resource exports"*.¹⁴
45. The RBA Index of Commodity Prices has risen significantly over the past year (44 per cent higher in January 2017 compared with January 2016), led by increases in the prices of coal and iron ore. While the higher commodity price levels are boosting the profits of resource firms, at this stage the RBA does not expect this to result in higher investment or employment in the mining sector.
46. Underlying inflation is expected to remain low over the forecast period (2016-17 through to 2018-19).
47. The seasonally adjusted unemployment rate was 5.7 per cent in January 2017, down from 6.0 per cent recorded a year earlier. The Commonwealth Mid-Year Economic and Fiscal Outlook (MYEFO) forecasts unemployment will remain at around 5½ per cent through to 2017-18 before declining to around 5.25 per cent in 2018-19.
48. Wages rose by 2.0 per cent in the year to the December quarter 2016 (based on the ABS' hourly rate of pay index, excluding bonuses).
49. The consumer price index (CPI) in 2016 was 1.3 per cent higher than in 2015.
50. The RBA measures of underlying inflation increased by 0.4 per cent in the December quarter and by around 1.5 per cent over the year. *"Measures of underlying inflation are forecast to pick up gradually, to be around 1.5 – 2.5 per cent by the end of 2017 and 2 – 3 per cent by the end of the forecast period"*.¹⁵
51. Inflation remains quite low. The December quarter outcome was as expected, indicating annual growth in both headline and underlying inflation of around 1.5 per cent. The RBA's inflation forecasts are largely unchanged from the November Statement on Monetary Policy. The continuing subdued growth in labour costs means that inflation is likely to remain low for some time. Headline inflation is expected to pick up over the course of 2017 to be above 2 per cent, with the rise in underlying inflation expected to be a bit more gradual.
52. The official cash rate fell to the very low level of 1.5 per cent in August 2016 and has been held there since. The Reserve Bank Board stated *"...that holding the stance of policy unchanged at this meeting would be consistent with sustainable growth in the economy and achieving the inflation target over time."*¹⁶

¹⁴ Reserve Bank of Australia, *Statement on Monetary Policy*, February 2017, page 2

¹⁵ Reserve Bank of Australia, *Statement on Monetary Policy*, February 2017, page 58

¹⁶ Reserve Bank of Australia, *Minutes of the Monetary Policy Meeting of the Reserve Bank Board*, 7 February 2017.

53. The Reserve Bank of Australia's latest forecasts for the Australian economy, published in its Statement on Monetary Policy on 10 February 2017, are presented below in Table 1.

Table 1: Output Growth and Inflation Forecasts^(a) (per cent)

| | Year-ended | | | | | |
|----------------------------------|--------------|----------|----------|----------|----------|----------|
| | Dec 2016 | Jun 2017 | Dec 2017 | Jun 2018 | Dec 2018 | Jun 2019 |
| GDP growth | 2 | 1½–2½ | 2½–3½ | 2½–3½ | 2¾–3¾ | 2¾–3¾ |
| Unemployment rate ^(b) | 5.8 | 5¾ | 5–6 | 5–6 | 5–6 | 5–6 |
| CPI inflation | 1.5 | 2 | 1½–2½ | 1½–2½ | 1½–2½ | 2–3 |
| Underlying inflation | 1.6 | 1¾ | 1½–2½ | 1½–2½ | 1½–2½ | 2–3 |
| | Year-average | | | | | |
| | 2016 | 2016/17 | 2017 | 2017/18 | 2018 | 2018/19 |
| GDP growth | 2¼ | 1½–2½ | 2–3 | 2½–3½ | 2½–3½ | 2¾–3¾ |

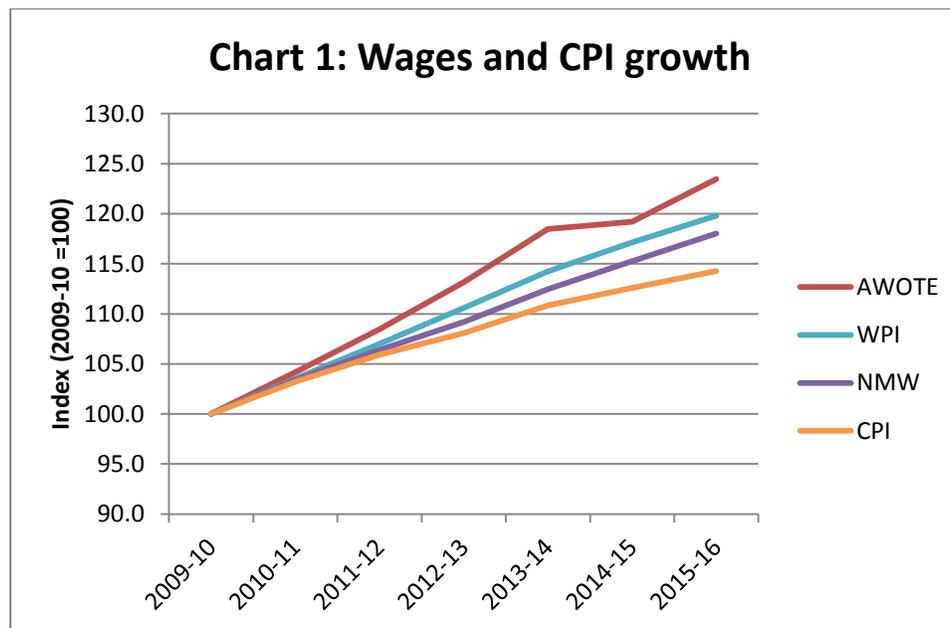
(a) Technical assumptions include AS at US\$0.76, TWI at 66 and Brent crude oil price at US\$56 per barrel; shaded regions are historical data
(b) Rate at end of period
Sources: ABS, RBA

South Australian economy

54. The South Australian economy is experiencing similar conditions to the national economy, albeit with economic growth being somewhat more subdued. Gross State Product (GSP) increased by 1.9 per cent in 2015-16 compared with GDP growth of 2.7 per cent.
55. The South Australian economy has seen mixed results across its industry sectors. Industry sectors contributing most to GSP growth in 2015-16 were construction, healthcare and social assistance, and public administration and safety. Industry sectors detracting most from GSP growth were agriculture, forestry and fishing and transport, postal and warehousing.
56. While moderating in the second half of 2016, approvals for high-density dwellings were nonetheless quite strong over the year (3,500, up 3.2 per cent). With 3,100 high-density commencements in the four quarters to September 2016, there remains some work in the pipeline.
57. In January 2017, the trend unemployment rate was 6.7 per cent, 1.0 percentage point higher than the Australian rate, but 0.5 of a percentage point lower than a year earlier. The annual fall in the unemployment rate is due to the rise in employment, with the labour force participation rate up over this period.
58. According to the Wage Price Index, wages growth in South Australia in the year to the December quarter 2016 was 2.2 per cent, above the 2.0 per cent growth nationally. In South Australia, private sector hourly rates of pay increased by 2.0 per cent through the year to the December quarter 2016 while public sector hourly rates of pay increased by 2.3 per cent.

REAL WAGES AND LIVING STANDARDS

59. The following chart shows that in the six years since 2009-10, the National Minimum Wage (NMW) has increased by 18.0 per cent, the adult full-time average weekly ordinary time earnings (AWOTE)¹⁷ by 23.5 per cent, the wage price index (WPI)¹⁸ by 19.8 per cent and the CPI by 14.3 per cent.



Sources: ABS, Consumer Price Index, Cat. No. 6401.0
 ABS, Average Weekly Earnings, Cat. No. 6302.0
 ABS, Wage Price Index, Cat. No. 6345.0
 National Minimum Wage, SafeWork SA

60. While all the measures of wages have risen by rates above the CPI, the NMW has shown the smallest rise over the period. Therefore, while keeping pace with growth in consumer prices, the NMW has not kept pace with the growth in adult full-time average weekly ordinary time earnings (AWOTE) or the wage price index (WPI). There is considered to be real growth in wages where the growth in wages exceeds the growth in consumer prices.

¹⁷ The average weekly ordinary time earnings (AWOTE) refer to one week's earnings of adult full-time employees for the reference period attributable to award, standard or agreed hours of work. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force. There are several factors which can contribute to compositional changes, including variations over time in the proportions of full-time, part-time, casual and junior employees; variations in the occupational distribution within and across industries; and variations in the distribution of employment between industries. Such effects may apply differently within different states and territories, and over time.

¹⁸ The WPI measures changes in the wages and salaries paid by employers for a unit (i.e. hour) of labour where the quality and quantity of labour are held constant.

CONCLUSION

61. The Government of South Australia recognises and reinforces that a key objective of establishing national minimum wages is that they provide a safety net for the low-paid.
62. The Government of South Australia has been consistent in its view that the safety net should reflect community standards for decent work, should maintain the real value of minimum wages and address the increasing earnings inequality of low wage earners.
63. The Government of South Australia submits that in this year's Annual Wage Review, the Panel considers increasing national minimum wages taking into account the current economic context, but also taking into account the broader context of ensuring that the real value of minimum wages is maintained.
64. The Government of South Australia also submits that in the absence of a restoration of previous penalty rates reduced by the Penalty Rates Decision, workers effected by the decision should have their wages increased by setting a special national minimum wage to compensate for the amounts lost per hour when working or being required to work on Saturday, Sunday or Public Holidays.
65. Such special national minimum wage increase for the specific class should commence, in the event the Penalty Rates Decision is implemented, on the date or dates of such implementation.

ATTACHMENT A

Sunday and public holiday penalty rate comparison for an adult full-time or part-time worker in a typical occupation in the five awards impacted by the penalty rate decision

| Award | Classification (Adult) | Hourly Rate | Current Sunday Hourly Rate | New Sunday Hourly Rate | Sunday Hourly loss | Current PH Rate | New PH Rate | PH Hourly loss |
|--------------------|-------------------------------|--------------------|-----------------------------------|-------------------------------|---------------------------|------------------------|--------------------|-----------------------|
| Hospitality | Barperson (Level 2) | \$18.91 | \$33.09 (175%) | \$28.37 (150%) | \$4.72 | \$47.28 (250%) | \$42.55 (225%) | \$4.73 |
| Restaurant | Waiting Staff (Level 2) | \$18.91 | \$28.37 (150%) | \$28.37 (150%) | - | \$47.28 (250%) | \$42.55 (225%) | \$4.73 |
| Fast Food | Counter Sales (Level 1) | \$19.44 | \$29.16 (150%) | \$24.30 (125%) | \$4.86 | \$48.60 (250%) | \$43.74 (225%) | \$4.86 |
| Retail | Shop Assistant (Level 1) | \$19.44 | \$38.88 (200%) | \$29.16 (150%) | \$9.72 | \$48.60 (250%) | \$43.74 (225%) | \$4.86 |
| Pharmacy | Pharmacy Assistant (Level 1) | \$19.44 | \$38.88 (200%) | \$29.16 (150%) | \$9.72 | \$48.60 (250%) | \$43.74 (225%) | \$4.86 |

Sunday and public holiday penalty rate comparison for a casual worker in a typical occupation in the five awards impacted by the penalty rate decision

| Award | Classification (Adult) | Casual Hourly Rate | Current Sunday Hourly Rate | New Sunday Hourly Rate | Sunday Hourly loss | Current PH Rate | New PH Rate | PH Hourly loss |
|--------------------|-------------------------------|---------------------------|-----------------------------------|-------------------------------|---------------------------|------------------------|--------------------|-----------------------|
| Hospitality | Barperson (Level 2) | \$23.64 (25%) | \$33.09 (175%) | \$33.09 (175%) | - | \$52.00 (275%) | \$47.28 (250%) | \$4.72 |
| Restaurant | Waiting Staff (Level 2) | \$23.64 (25%) | \$28.37 (150%) | \$28.37 (150%) | - | \$47.28 (250%) | \$47.28 (250%) | - |
| Fast Food | Counter Sales (Level 1) | \$24.30 (25%) | \$34.02 (175%) | \$29.16 (150%) | \$4.86 | \$53.46 (275%) | \$48.60 (250%) | \$4.86 |
| Retail | Shop Assistant (Level 1) | \$24.30 (25%) | \$38.88 (200%) | \$34.02 (175%) | \$4.86 | \$53.46 (275%) | \$48.60 (250%) | \$4.86 |
| Pharmacy | Pharmacy Assistant (Level 1) | \$24.30 (25%) | \$38.88 (200%) | \$34.02 (175%) | \$4.86 | \$53.46 (275%) | \$48.60 (250%) | \$4.86 |