

CLERKS - PRIVATE SECTOR AWARD 2020

DATE OF OPERATION: from the first pay period on or from 1 July 2025

UPDATE WAGES SUMMARY

WAGES:

CLASSIFICATION	WEEKLY RATE	HOURLY RATE	CASUAL RATE (25%)
Level 1 – Year 1	\$978.20	\$25.74	\$32.18
Level 1 – Year 2	\$1024.40	\$26.96	\$33.70
Level 1 – Year 3	\$1056.00	\$27.79	\$34.74
Level 2 – Year 1	\$1068.40	\$28.12	\$35.15
Level 2 – Year 2	\$1088.20	\$28.64	\$35.80
Level 3	\$1128.50	\$29.70	\$37.13
Call centre principal customer contact specialist	\$1136.40	\$29.91	\$37.39
Level 4	\$1185.10	\$31.19	\$38.99
Level 5	\$1233.20	\$32.45	\$40.56
Call Centre technical associate	\$1350.90	\$35.55	\$44.44

JUNIOR WAGES:

AGE	Percentage of Adult Wage
Under 16 years	45%
16 years	50%
17 years	60%
18 years	70%
19 years	80%
20 years	90%

FULL AND PART-TIME OVERTIME RATES (non-shift worker)

	MONDAY to SATURDAY		SUNDAY – ALL DAY	PUBLIC HOLIDAY
	first 2 hours	after 2 hours		
	% of minimum hourly rate			
	150%	200%	200%	250%
Level 1—Year 1	\$38.61	\$51.48	\$51.48	\$64.35
Level 1—Year 2	\$40.44	\$53.92	\$53.92	\$67.40
Level 1—Year 3	\$41.69	\$55.58	\$55.58	\$69.48
Level 2—Year 1	\$42.18	\$56.24	\$56.24	\$70.30
Level 2—Year 2	\$42.96	\$57.28	\$57.28	\$71.60
Level 3	\$44.55	\$59.40	\$59.40	\$74.25
Call centre principal customer contact specialist	\$44.87	\$59.82	\$59.82	\$74.78
Level 4	\$46.79	\$62.38	\$62.38	\$77.98
Level 5	\$48.68	\$64.90	\$64.90	\$81.13
Call centre technical associate	\$53.33	\$71.10	\$71.10	\$88.88

CASUAL OVERTIME RATES (non-shift worker)

	SATURDAY	SUNDAY	PUBLIC HOLIDAY
	% of minimum hourly rate		
	150%	225%	275%
Level 1—Year 1	\$38.61	\$57.92	\$70.79
Level 1—Year 2	\$40.44	\$60.66	\$74.14
Level 1—Year 3	\$41.69	\$62.53	\$76.42
Level 2—Year 1	\$42.18	\$63.27	\$77.33
Level 2—Year 2	\$42.96	\$64.44	\$78.76
Level 3	\$44.55	\$66.83	\$81.68
Call centre principal customer contact specialist	\$44.87	\$67.30	\$82.25
Level 4	\$46.79	\$70.18	\$85.77
Level 5	\$48.68	\$73.01	\$89.24
Call centre technical associate	\$53.33	\$79.99	\$97.76

UPDATE ALLOWANCES SUMMARY

CLAUSE	ALLOWANCE TYPE	NEW AMOUNT
19.2(b)	First Aid Allowance	\$16.03 per week for an appropriately qualified employee who is appointed by the employer to perform first aid duty.
19.3	Higher Duties Allowance	If required to perform duties in a higher classification for more than one day, the employee should be paid at least the minimum hourly full-time rate applicable to the higher level.
19.4(a)	Clothing & Footwear	Reimbursement where the employees provide their own uniform and/or protective clothing and engage in work damaging to clothing.
19.4(b)		Reimbursement where the employees are required to provide appropriate protective footwear for wet/damaging conditions.
19.4(c)		Reimbursement for the cost of purchasing the uniform, where an employee is required to wear a uniform.
19.4(d)		Pay the employee an allowance of \$3.55 for laundering per week , if the employee is required to launder the uniform that they are required to wear. For a part time or casual employee, pay the employee an allowance of \$0.71 per shift .
19.5(b)(i)	Meal Allowance	Provide a meal or pay \$19.93 if the employee is not given 24 notice and is required to work more than 1.5 hours overtime.
19.5(c)		Another allowance of \$15.96 should be paid, if more than 4 hours of overtime is worked.
19.6(a)-(b)	Vehicle Allowance	\$0.98 per kilometre for motor cars and \$0.33 per kilometre for motorcycles for a maximum of 400 kms per week., if required to use their own vehicle in the performance of duties.
19.6(c)		If the employer provides a motor vehicle to be used in the performance of duties, the employer must pay for all expenses including registration, running costs & maintenance.
19.7	Living Away from Home Allowance	If an employee is required to work and sleep temporarily away from their usual place of employment, they should be paid an allowance to cover all fares to and from the workplace and an allowance to cover all reasonable expenses for board/lodging. These allowances are not payable if the employer provides these things. The employee must also be paid ordinary rates for all travelling time but no more than 8 hours in a day.
19.8	Transport reimbursement for shiftwork	Reimburse if the employer does not provide suitable transport for a shift worker who starts or finishes at a time other than their usual time and has no reasonable means of transport to or from their usual place of residence.