# Pay Guide - Storage Services and Wholesale Award 2010

# [MA000084]

Published 28 June 2017

Pay rates change from 1 July each year, therates in this guide apply from 01 July 2017.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

## Rates of pay

Note: Trade qualified juniors must be paid the appropriate adult rate.

### Adult

### Full-time & part-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday (agreement to work ordinary hours)** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Storeworker grade 1 on commencement | $742.30 | $19.53 | $29.30 | $39.06 | $48.83 | $29.30 |
| Storeworker grade 1 after 3 months | $751.70 | $19.78 | $29.67 | $39.56 | $49.45 | $29.67 |
| Storeworker grade 1 after 12 months | $760.70 | $20.02 | $30.03 | $40.04 | $50.05 | $30.03 |
| Storeworker grade 2 | $767.70 | $20.20 | $30.30 | $40.40 | $50.50 | $30.30 |
| Storeworker grade 3 | $790.30 | $20.80 | $31.20 | $41.60 | $52.00 | $31.20 |
| Storeworker grade 4 | $813.40 | $21.41 | $32.12 | $42.82 | $53.53 | $32.12 |
| Wholesale employee level 1 on commencement | $742.30 | $19.53 | $29.30 | $39.06 | $48.83 | $29.30 |
| Wholesale employee level 1 after 3 months | $751.70 | $19.78 | $29.67 | $39.56 | $49.45 | $29.67 |
| Wholesale employee level 1 after 12 months | $760.70 | $20.02 | $30.03 | $40.04 | $50.05 | $30.03 |
| Wholesale employee level 2 | $767.70 | $20.20 | $30.30 | $40.40 | $50.50 | $30.30 |
| Wholesale employee level 3 | $790.30 | $20.80 | $31.20 | $41.60 | $52.00 | $31.20 |
| Wholesale employee level 4 | $813.40 | $21.41 | $32.12 | $42.82 | $53.53 | $32.12 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours** | **Early morning shift** | **Afternoon shift** | **Night shift** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Storeworker grade 1 on commencement | $39.06 | $21.97 | $22.46 | $25.39 | $39.06 |
| Storeworker grade 1 after 3 months | $39.56 | $22.25 | $22.75 | $25.71 | $39.56 |
| Storeworker grade 1 after 12 months | $40.04 | $22.52 | $23.02 | $26.03 | $40.04 |
| Storeworker grade 2 | $40.40 | $22.73 | $23.23 | $26.26 | $40.40 |
| Storeworker grade 3 | $41.60 | $23.40 | $23.92 | $27.04 | $41.60 |
| Storeworker grade 4 | $42.82 | $24.09 | $24.62 | $27.83 | $42.82 |
| Wholesale employee level 1 on commencement | $39.06 | $21.97 | $22.46 | $25.39 | $39.06 |
| Wholesale employee level 1 after 3 months | $39.56 | $22.25 | $22.75 | $25.71 | $39.56 |
| Wholesale employee level 1 after 12 months | $40.04 | $22.52 | $23.02 | $26.03 | $40.04 |
| Wholesale employee level 2 | $40.40 | $22.73 | $23.23 | $26.26 | $40.40 |
| Wholesale employee level 3 | $41.60 | $23.40 | $23.92 | $27.04 | $41.60 |
| Wholesale employee level 4 | $42.82 | $24.09 | $24.62 | $27.83 | $42.82 |

### Casual

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday (agreement to work ordinary hours)** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Storeworker grade 1 on commencement | $24.41 | $34.18 | $43.94 | $53.71 | $34.18 |
| Storeworker grade 1 after 3 months | $24.73 | $34.62 | $44.51 | $54.40 | $34.62 |
| Storeworker grade 1 after 12 months | $25.03 | $35.04 | $45.05 | $55.06 | $35.04 |
| Storeworker grade 2 | $25.25 | $35.35 | $45.45 | $55.55 | $35.35 |
| Storeworker grade 3 | $26.00 | $36.40 | $46.80 | $57.20 | $36.40 |
| Storeworker grade 4 | $26.76 | $37.47 | $48.17 | $58.88 | $37.47 |
| Wholesale employee level 1 on commencement | $24.41 | $34.18 | $43.94 | $53.71 | $34.18 |
| Wholesale employee level 1 after 3 months | $24.73 | $34.62 | $44.51 | $54.40 | $34.62 |
| Wholesale employee level 1 after 12 months | $25.03 | $35.04 | $45.05 | $55.06 | $35.04 |
| Wholesale employee level 2 | $25.25 | $35.35 | $45.45 | $55.55 | $35.35 |
| Wholesale employee level 3 | $26.00 | $36.40 | $46.80 | $57.20 | $36.40 |
| Wholesale employee level 4 | $26.76 | $37.47 | $48.17 | $58.88 | $37.47 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours** | **Early morning shift** | **Afternoon shift** | **Night shift** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Storeworker grade 1 on commencement | $43.94 | $26.85 | $27.34 | $30.27 | $43.94 |
| Storeworker grade 1 after 3 months | $44.51 | $27.20 | $27.69 | $30.66 | $44.51 |
| Storeworker grade 1 after 12 months | $45.05 | $27.53 | $28.03 | $31.03 | $45.05 |
| Storeworker grade 2 | $45.45 | $27.78 | $28.28 | $31.31 | $45.45 |
| Storeworker grade 3 | $46.80 | $28.60 | $29.12 | $32.24 | $46.80 |
| Storeworker grade 4 | $48.17 | $29.44 | $29.97 | $33.19 | $48.17 |
| Wholesale employee level 1 on commencement | $43.94 | $26.85 | $27.34 | $30.27 | $43.94 |
| Wholesale employee level 1 after 3 months | $44.51 | $27.20 | $27.69 | $30.66 | $44.51 |
| Wholesale employee level 1 after 12 months | $45.05 | $27.53 | $28.03 | $31.03 | $45.05 |
| Wholesale employee level 2 | $45.45 | $27.78 | $28.28 | $31.31 | $45.45 |
| Wholesale employee level 3 | $46.80 | $28.60 | $29.12 | $32.24 | $46.80 |
| Wholesale employee level 4 | $48.17 | $29.44 | $29.97 | $33.19 | $48.17 |

### Junior - Full-time & part-time - Under 16 years

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday (agreement to work ordinary hours)** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $296.92 | $7.81 | $11.72 | $15.62 | $19.53 | $11.72 |
| Storeworker - after 3 months | $300.68 | $7.91 | $11.87 | $15.82 | $19.78 | $11.87 |
| Storeworker - after 12 months | $304.28 | $8.01 | $12.02 | $16.02 | $20.03 | $12.02 |
| Wholesale employee - on commencement | $296.92 | $7.81 | $11.72 | $15.62 | $19.53 | $11.72 |
| Wholesale employee - after 3 months | $300.68 | $7.91 | $11.87 | $15.82 | $19.78 | $11.87 |
| Wholesale employee - after 12 months | $304.28 | $8.01 | $12.02 | $16.02 | $20.03 | $12.02 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours** | **Early morning shift** | **Afternoon shift** | **Night shift** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $15.62 | $8.79 | $8.98 | $10.15 | $15.62 |
| Storeworker - after 3 months | $15.82 | $8.90 | $9.10 | $10.28 | $15.82 |
| Storeworker - after 12 months | $16.02 | $9.01 | $9.21 | $10.41 | $16.02 |
| Wholesale employee - on commencement | $15.62 | $8.79 | $8.98 | $10.15 | $15.62 |
| Wholesale employee - after 3 months | $15.82 | $8.90 | $9.10 | $10.28 | $15.82 |
| Wholesale employee - after 12 months | $16.02 | $9.01 | $9.21 | $10.41 | $16.02 |

### Junior - Full-time & part-time - 16 years

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday (agreement to work ordinary hours)** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $371.15 | $9.77 | $14.66 | $19.54 | $24.43 | $14.66 |
| Storeworker - after 3 months | $375.85 | $9.89 | $14.84 | $19.78 | $24.73 | $14.84 |
| Storeworker - after 12 months | $380.35 | $10.01 | $15.02 | $20.02 | $25.03 | $15.02 |
| Wholesale employee - on commencement | $371.15 | $9.77 | $14.66 | $19.54 | $24.43 | $14.66 |
| Wholesale employee - after 3 months | $375.85 | $9.89 | $14.84 | $19.78 | $24.73 | $14.84 |
| Wholesale employee - after 12 months | $380.35 | $10.01 | $15.02 | $20.02 | $25.03 | $15.02 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours** | **Early morning shift** | **Afternoon shift** | **Night shift** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $19.54 | $10.99 | $11.24 | $12.70 | $19.54 |
| Storeworker - after 3 months | $19.78 | $11.13 | $11.37 | $12.86 | $19.78 |
| Storeworker - after 12 months | $20.02 | $11.26 | $11.51 | $13.01 | $20.02 |
| Wholesale employee - on commencement | $19.54 | $10.99 | $11.24 | $12.70 | $19.54 |
| Wholesale employee - after 3 months | $19.78 | $11.13 | $11.37 | $12.86 | $19.78 |
| Wholesale employee - after 12 months | $20.02 | $11.26 | $11.51 | $13.01 | $20.02 |

### Junior - Full-time & part-time - 17 years

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday (agreement to work ordinary hours)** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $445.38 | $11.72 | $17.58 | $23.44 | $29.30 | $17.58 |
| Storeworker - after 3 months | $451.02 | $11.87 | $17.81 | $23.74 | $29.68 | $17.81 |
| Storeworker - after 12 months | $456.42 | $12.01 | $18.02 | $24.02 | $30.03 | $18.02 |
| Wholesale employee - on commencement | $445.38 | $11.72 | $17.58 | $23.44 | $29.30 | $17.58 |
| Wholesale employee - after 3 months | $451.02 | $11.87 | $17.81 | $23.74 | $29.68 | $17.81 |
| Wholesale employee - after 12 months | $456.42 | $12.01 | $18.02 | $24.02 | $30.03 | $18.02 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours** | **Early morning shift** | **Afternoon shift** | **Night shift** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $23.44 | $13.19 | $13.48 | $15.24 | $23.44 |
| Storeworker - after 3 months | $23.74 | $13.35 | $13.65 | $15.43 | $23.74 |
| Storeworker - after 12 months | $24.02 | $13.51 | $13.81 | $15.61 | $24.02 |
| Wholesale employee - on commencement | $23.44 | $13.19 | $13.48 | $15.24 | $23.44 |
| Wholesale employee - after 3 months | $23.74 | $13.35 | $13.65 | $15.43 | $23.74 |
| Wholesale employee - after 12 months | $24.02 | $13.51 | $13.81 | $15.61 | $24.02 |

### Junior - Full-time & part-time - 18 years

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday (agreement to work ordinary hours)** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $519.61 | $13.67 | $20.51 | $27.34 | $34.18 | $20.51 |
| Storeworker - after 3 months | $526.19 | $13.85 | $20.78 | $27.70 | $34.63 | $20.78 |
| Storeworker - after 12 months | $532.49 | $14.01 | $21.02 | $28.02 | $35.03 | $21.02 |
| Wholesale employee - on commencement | $519.61 | $13.67 | $20.51 | $27.34 | $34.18 | $20.51 |
| Wholesale employee - after 3 months | $526.19 | $13.85 | $20.78 | $27.70 | $34.63 | $20.78 |
| Wholesale employee - after 12 months | $532.49 | $14.01 | $21.02 | $28.02 | $35.03 | $21.02 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours** | **Early morning shift** | **Afternoon shift** | **Night shift** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $27.34 | $15.38 | $15.72 | $17.77 | $27.34 |
| Storeworker - after 3 months | $27.70 | $15.58 | $15.93 | $18.01 | $27.70 |
| Storeworker - after 12 months | $28.02 | $15.76 | $16.11 | $18.21 | $28.02 |
| Wholesale employee - on commencement | $27.34 | $15.38 | $15.72 | $17.77 | $27.34 |
| Wholesale employee - after 3 months | $27.70 | $15.58 | $15.93 | $18.01 | $27.70 |
| Wholesale employee - after 12 months | $28.02 | $15.76 | $16.11 | $18.21 | $28.02 |

### Junior - Casual - Under 16 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday (agreement to work ordinary hours)** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $9.76 | $13.67 | $17.57 | $21.48 | $13.67 |
| Storeworker - after 3 months | $9.89 | $13.84 | $17.80 | $21.75 | $13.84 |
| Storeworker - after 12 months | $10.01 | $14.02 | $18.02 | $22.03 | $14.02 |
| Wholesale employee - on commencement | $9.76 | $13.67 | $17.57 | $21.48 | $13.67 |
| Wholesale employee - after 3 months | $9.89 | $13.84 | $17.80 | $21.75 | $13.84 |
| Wholesale employee - after 12 months | $10.01 | $14.02 | $18.02 | $22.03 | $14.02 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours** | **Early morning shift** | **Afternoon shift** | **Night shift** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $17.57 | $10.74 | $10.93 | $12.11 | $17.57 |
| Storeworker - after 3 months | $17.80 | $10.88 | $11.07 | $12.26 | $17.80 |
| Storeworker - after 12 months | $18.02 | $11.01 | $11.21 | $12.42 | $18.02 |
| Wholesale employee - on commencement | $17.57 | $10.74 | $10.93 | $12.11 | $17.57 |
| Wholesale employee - after 3 months | $17.80 | $10.88 | $11.07 | $12.26 | $17.80 |
| Wholesale employee - after 12 months | $18.02 | $11.01 | $11.21 | $12.42 | $18.02 |

### Junior - Casual - 16 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday (agreement to work ordinary hours)** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $12.21 | $17.10 | $21.98 | $26.87 | $17.10 |
| Storeworker - after 3 months | $12.36 | $17.31 | $22.25 | $27.20 | $17.31 |
| Storeworker - after 12 months | $12.51 | $17.52 | $22.52 | $27.53 | $17.52 |
| Wholesale employee - on commencement | $12.21 | $17.10 | $21.98 | $26.87 | $17.10 |
| Wholesale employee - after 3 months | $12.36 | $17.31 | $22.25 | $27.20 | $17.31 |
| Wholesale employee - after 12 months | $12.51 | $17.52 | $22.52 | $27.53 | $17.52 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours** | **Early morning shift** | **Afternoon shift** | **Night shift** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $21.98 | $13.43 | $13.68 | $15.14 | $21.98 |
| Storeworker - after 3 months | $22.25 | $13.60 | $13.85 | $15.33 | $22.25 |
| Storeworker - after 12 months | $22.52 | $13.76 | $14.01 | $15.52 | $22.52 |
| Wholesale employee - on commencement | $21.98 | $13.43 | $13.68 | $15.14 | $21.98 |
| Wholesale employee - after 3 months | $22.25 | $13.60 | $13.85 | $15.33 | $22.25 |
| Wholesale employee - after 12 months | $22.52 | $13.76 | $14.01 | $15.52 | $22.52 |

### Junior - Casual - 17 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday (agreement to work ordinary hours)** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $14.65 | $20.51 | $26.37 | $32.23 | $20.51 |
| Storeworker - after 3 months | $14.84 | $20.77 | $26.71 | $32.64 | $20.77 |
| Storeworker - after 12 months | $15.01 | $21.02 | $27.02 | $33.03 | $21.02 |
| Wholesale employee - on commencement | $14.65 | $20.51 | $26.37 | $32.23 | $20.51 |
| Wholesale employee - after 3 months | $14.84 | $20.77 | $26.71 | $32.64 | $20.77 |
| Wholesale employee - after 12 months | $15.01 | $21.02 | $27.02 | $33.03 | $21.02 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours** | **Early morning shift** | **Afternoon shift** | **Night shift** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $26.37 | $16.12 | $16.41 | $18.17 | $26.37 |
| Storeworker - after 3 months | $26.71 | $16.32 | $16.62 | $18.40 | $26.71 |
| Storeworker - after 12 months | $27.02 | $16.51 | $16.81 | $18.62 | $27.02 |
| Wholesale employee - on commencement | $26.37 | $16.12 | $16.41 | $18.17 | $26.37 |
| Wholesale employee - after 3 months | $26.71 | $16.32 | $16.62 | $18.40 | $26.71 |
| Wholesale employee - after 12 months | $27.02 | $16.51 | $16.81 | $18.62 | $27.02 |

### Junior - Casual - 18 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday (agreement to work ordinary hours)** | **Sunday** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $17.09 | $23.92 | $30.76 | $37.59 | $23.92 |
| Storeworker - after 3 months | $17.31 | $24.24 | $31.16 | $38.09 | $24.24 |
| Storeworker - after 12 months | $17.51 | $24.52 | $31.52 | $38.53 | $24.52 |
| Wholesale employee - on commencement | $17.09 | $23.92 | $30.76 | $37.59 | $23.92 |
| Wholesale employee - after 3 months | $17.31 | $24.24 | $31.16 | $38.09 | $24.24 |
| Wholesale employee - after 12 months | $17.51 | $24.52 | $31.52 | $38.53 | $24.52 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours** | **Early morning shift** | **Afternoon shift** | **Night shift** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Storeworker - on commencement | $30.76 | $18.80 | $19.14 | $21.19 | $30.76 |
| Storeworker - after 3 months | $31.16 | $19.04 | $19.39 | $21.47 | $31.16 |
| Storeworker - after 12 months | $31.52 | $19.26 | $19.61 | $21.72 | $31.52 |
| Wholesale employee - on commencement | $30.76 | $18.80 | $19.14 | $21.19 | $30.76 |
| Wholesale employee - after 3 months | $31.16 | $19.04 | $19.39 | $21.47 | $31.16 |
| Wholesale employee - after 12 months | $31.52 | $19.26 | $19.61 | $21.72 | $31.52 |

### Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Cold work allowance - from -15.6°C (4°F) down to -18.9°C (-2°F)  | $0.81 per hour or part thereof  |
| Cold work allowance - less than -18.9°C (-2°F) down to -23.3°C (-10°F) | $1.22 per hour or part thereof |
| Cold work allowance - less than -23.3°C (-10°F) | $1.63 per hour or part thereof |
| Damaged personal effects - dentures and prescription glasses | reimbursement for the replacement or repair of damaged items up to a maximum of $866.95 for each set |
| First aid allowance | $0.32 per hour up to a maximum of $12.20 per week |
| First aid course reimbursement | reimbursement for the cost of approved books, manuals and out-of-pocket expenses |
| Meal allowance | $16.28 |
| Overalls reimbursement | reimbursement for the cost of purchasing overalls |
| Protective clothing or footwear reimbursement | reimbursement for the cost of suitable protective clothing and/or footwear |
| Special clothing or uniform reimbursement | reimbursement for the cost of purchasing and cleaning required special clothing or uniforms |
| Tool reimbursement | reimbursement for the cost of tools purchased or supplied |
| Work at a different location - fares reimbursement | reimbursement for the cost of fares which are more than the employee's normal costs for travel from home to work and return |
| Work at a different location - travel time Monday to Saturday | payment at the minimum hourly rate for any travel time which is more than the employee's normal travel time from home to work and return |
| Work at a different location - travel time Sundays and public holidays | payment at the minimum hourly rate + 50% for any travel time which is more than the employee's normal travel time from home to work and return |

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on
13 13 94 or speak with a union, industry association or workplace relations professional.