

2. 5% WAGE LIFT TO LPO EMPLOYEES

In June 2021, the Fair Work Commission announced a 2.5% increase to minimum wages, with new rates coming into effect in 3 stages for different groups of awards. The General Retail Industry Award 2020 is affected by this increase.

This change takes effect from the first full pay period on or after 1 September 2021.

The new minimum wage rates for employees covered by the General Retail Industry Award 2020 from 1 September 2021 are:

<i>Award Classification</i>	Minimum Weekly Pay Rate Based on a 38 hour week	Minimum Hourly Rate	Minimum Hourly Rate Inclusive of 25% casual loading
Retail Employee Level 1	\$848.50	\$22.33	\$27.91
Retail Employee Level 2	\$868.80	\$22.86	\$28.58
Retail Employee Level 3	\$882.30	\$23.22	\$29.03
Retail Employee Level 4	\$899.50	\$23.67	\$29.59
Retail Employee Level 5	\$936.50	\$24.64	\$30.80
Retail Employee Level 6	\$950.10	\$25.00	\$31.25
Retail Employee Level 7	\$997.70	\$26.26	\$32.83
Retail Employee Level 8	\$1,038.20	\$27.32	\$34.15

You can download a copy of the Fair Work Ombudsman, Pay Guide – General Retail Industry Award 2020 via this link:

<https://www.fairwork.gov.au/pay/minimum-wages/pay-guides>

You are not required to pass on increases if your employees are already being paid more than the new minimum pay rates.

It is important to note that higher rates will be payable when an employee performs work:

- Outside their ordinary hours of work, and/or
- On days and times that attract ‘penalty rates’

In addition, permanent employees are also entitled to receive ‘annual leave loading’ when taking annual leave.

You are required to keep a copy of the Award in your post office, or to otherwise make it available to your employees in electronic form.

All employees **must** be assigned to the appropriate Award classification, and employees **must** be informed of their Award classification,

This is just another reason LPO employees should join together – and join the CWU!

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