

SDA additional information.

The Productivity Commission has been told that the Modern Retail Award had significant impacts on penalty rates that had previously applied in the retail industry.

The Productivity Commission was interested in the previous awards. Below is a table showing the various penalties that applied in the retail awards.

Penalty Rates on weekends for Permanent employees in the various Retail Awards prior to the Modern Retail Award

State/Territory	Saturday %	Sunday %
Victoria	Between 25 and 36% (reducing to 25%)	100
New South Wales	25	50
Queensland	25	100 (except 50% in independent stores)
ACT	Extra \$ added to weekly pay: Work before Noon \$18.70 Work after 12 Noon \$22.50 Work both Morning and Afternoon \$41.20 (between 26% to 40% loading depending on number of hours worked)	50
Tasmania	50	100
South Australia	No penalty but a higher base rate* applied for all hours worked Monday to Saturday	60 (but on higher base rate*)
Western Australia	Higher base rate* for work Monday to Saturday plus a loading equivalent to 21% for work on Saturday	100
NT	25% before Noon Frozen flat amounts for between 12 noon and 6.30pm. Frozen until they equal 25% (About 35%)	100

**SA and WA had significantly higher base rates when compared to other States*

Shop Distributive and Allied Employees' Association

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